

Camp Winnataska Board of Directors Meeting
Monday, January 19, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:00pm.

Members present were Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington, and Bob White. Mary Owen, Barbara Sloan, and Kenny Keith attended as well. Foster Yielding attended at the beginning.

Jim T. gave an opening message and a prayer.

There was 1 correction to the December minutes (under Old Business – regarding tearing down the old ropes course). It's been corrected.

Capital Campaign –Barbara Sloan

Barbara and Paul have received \$20,000 in donations from 2 people that they met with before the holidays to discuss the vision and needs of camp.

The Gym - Foster reported there is no news on the gym. 10 people met via conference call last week to discuss the progress. It's suggested that Foster, Jim T. and Paul Bentley form a small group to work with the insurance company, make decisions and act on behalf of camp. David made a motion to form a 4 or 5 person group (Jim T., Paul, Foster, Kenny and/or Brad) to work with the insurance company and look into legal help if needed. Brad seconded it. It passed.

We are roughly at \$42,000 (an increase in \$4,000 since last year) for our insurance policy for the year. We'll be comparing policies with other companies.

Foster finally got in contact with Chris Vizzina (our food service guy). \$3.90/child/meal is where he is right now with our food service quote. Kenny has reviewed this. Elin made a motion to approve to approve the food service with Chris Vizzina for the summer. David seconded it. It passed.

Committee Reports:

Summer Ops – Elin

Program Specialists have been settled and a few changes have been made. Aubrey Etheredge will serve as PS in Outdoors and continue to oversee the camp store. Briski Shoults has been added as the PS in the office/photo editor/mail, etc. Stephen Riddick is a 3rd year Blackfoot and will be overseeing the shooting sports program area.

Hut counselors have not been found for the boys' huts yet. They have been set for the girls' huts.

35 girls and 16 boys were interviewed for staff members. 16 Comanches and 11 Blackfeet were hired, totaling 27. This is 5 less than last year. The meeting went into Executive Session.

Blake needs money (less than \$3,000) for program expenses – floating dock for outdoors and improvements to the mud course. This will likely be covered under the program budget. Last year we allocated \$20,000 for program.

Elin is proposing to pay Aubrey \$150 extra over her PS salary for her 8.75 weeks. Dollie made a motion to pay Aubrey the extra \$150/week. Jim C. seconded it. It passed.

Barrel suggested opening a new camp credit card for Aubrey to use for the camp store. Jim made a motion to increase the camp store budget to \$15,000. Dollie seconded it. It passed. Elin will discuss with Karen as to how to get Aubrey her money for purchasing.

Facilities – Jim T.

Updates – Work on Chico lodge is complete. Measurements have been taken on the sagging walls of the Chico lodge. An engineer said the lodge just needs to stabilize it and it should be okay. The work on Reimel back porch, lighting in Chico dining hall and in the kitchen, and the roof of the Chapel will begin soon.

Craft hut – Bill and Forrest went out to look at the craft hut and to see how to restore. It's too much work to fully restore it, but it can be renovated and repaired with new materials. Barbara said we should be getting a small grant (around \$2,000 from the Alabama Historical Society) designated for Chico improvements. David made a motion that the BOD recommend to the FOW to approve the repair of Chico craft hut. Bob seconded it. It passes.

New metal building – Jim. T. distributed a breakdown of the cost of building the new structure over the tennis court. Winnataska installation of a metal building with a steel kit would cost \$19,500. Using the same steel kit, a contractor could install it for \$30,500. A second quote with wood posts and metal truss came in at \$28,400 to install a metal building. 2 quotes came in for electrical and they were both \$6,500. A stage would cost \$2,500. Paving the asphalt would be \$8,000. Dollie raised the question if asphalt was the way to go. We have \$15,000 in donations towards this building. The projected total would be \$50,300. David made a motion to approve the \$30,500 quote for a contractor installed metal structure. Dollie seconded it. It passed.

The bridge – Bob doesn't have any news to report that different than last month. There is lumber waiting but not enough. The paint on the footbridge has lead paint on it, so in the future when it's time to repaint, we'll need to discuss how to handle this safely and not get the lead paint in the creek.

Barrel wants the facility group (BOD and FOW members) to serve as the gym planning committee. The members of this group are Bob, Jim T., Paul, Jamie, Bill, and Barbara. Dollie volunteered to serve on this committee to add another female to the group. Catherine

made a motion to approve the 6 members for the gym committee and add Dollie. David seconded it. It passed.

The office – Bob said the office will have a bathroom for the summer.

Back to Summer Ops:

Nursing contract – Kenny reported that Susan Thorington is asking that Auburn nursing students be allowed to come work in the health hut this summer. They will receive class credit for it. Kenny made a motion to allow Auburn students to use the health hut for a clinical setting. Jim T. seconded it. It passed.

Debbie will be working with Mary Margaret and Katie Sefton on ACA renewal.

Program Director – Mary Margaret will be resigning at the end of July. The compensation committee will need to discuss salary. The current salary is \$24,000. Barrel has been asked of the possibility of splitting this position into 2. Barrel suggested that the Summer Ops committee (Elin, Jim C., Dollie, & Debbie) plus MO serve on the hiring committee. David made a motion. Jim T. seconded it. It passed.

Announcements:

Staff training is Feb. 6-8. Leader training is March 6-8. There is a workday this weekend. There is an Open House on Sunday.

MO reported that there are 1102 campers registered.

The next meeting will be at 6:00pm on February 16th.

The meeting was adjourned at 8:35 pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, February 16, 2015
First Baptist Church of Birmingham

The meeting was called to order at 5:58 pm.

Members present were Jamie Barnes, Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Jim Thorington, and Bob White. Barbara Sloan, Mary Owen and Blake Huynh attended as well.

Jim T. gave an opening message and a prayer.

There was a mistake in the January minutes. It said that Mary Margaret's current salary was \$24,000, but it is around \$30,000.

Capital Campaign – Barbara Sloan

Cabinet members will be solicited soon, and a logo is being working on. Barbara wants to archive all of the previous BOD minutes and look over them. Catherine and Carol will email her all of the minutes they have. We'll ask MO if she has any to send Barbara.

Committee Reports:

Summer Ops – Elin Glenn

We need to approve the 2016 camp dates. The main difference between the 2 drafted summer calendars was starting a week later in draft 1, which puts running camp's last day on Aug. 6th. We could offer the running camp the week of June 24-30 if they prefer to come in at the beginning of the summer, instead of the end of the summer. We'll offer Coach Echols a choice for beginning or end of summer.

Carol reported that Greg Echols, Mtn. Brook's track coach, sent in an incorrect payment for the running camp from 2014. She suggested to draft up a contract for this summer. Barrel will contact Laura Carlson to get in touch with Coach Echols.

There was more discussion on offering a mini Chico during the 4th of July week (Wednesday – Saturday). It could be July 8-11th of this summer. We could contact the waiting list for Chicos to register. David made a motion to establish a mini Chico camp for July 8-11, 2015 and to be figured out by MO, Catherine, Elin, Mary Margaret, Courtney and Blake. Elin seconded it. It passed.

Early registration – Elin and MO discussed the possibility of having returning camp families register at an earlier date than November 1st. MO said CampBrain has several ideas on how to handle this.

Elin reported that Jacob Tofani (a hired Blackfoot) can no longer attend camp this summer, due to ROTC requirements. A former Blackfoot, Jacob Green, is interested in working at camp this summer, although he didn't apply earlier. David made a motion to replace Jacob Tofani for Jacob Green as a Blackfoot for summer 2015. Jim T. seconded it. It passed.

Blake passed out and discussed a program budget for summer 2015. It's around \$3,000 less than last year. He also passed out and discussed a camp additions total request proposal that totals \$7,050. This proposal asks for funding for program for this summer and in the future (multi-purpose shooting range, tactical field, iPad for Program Directors, and a new ropes course element). David made a motion to approve the requests from Blake for program requests and additions. Elin seconded it. It passed.

Compensation Committee – Dollie Brice

Courtney Beam is no longer working year round, as Blake has filled that role. The compensation committee recommends that Courtney make \$500/week for 9 weeks. She has asked to be paid yearly, not just over the summer. There was some discussion

The committee discussed several issues when hiring the new Camp Director (will this person live in the Big House, will they work from out of town, etc.) Could a person be the Camp Director and be the Registrar as well? MO and Catherine strongly said no. When the job is posted, a salary range would need to be listed, so we can cater the salary to the person's qualifications. The suggested starting salary was \$25,000. Carol wants this job posted by April 1st. Jim is working on piecing together a job description. The hiring committee is the Summer Ops committee members and MO.

The food contract was mailed in.

Facilities – Jim T.

The pavilion project is projected to be finished in April. The asphalt will be resurfaced soon (1 ½ inches of new asphalt). We currently have \$11,000 in insurance money that is not planned on being spent as of now. This can be used towards a new gym. Water leaks in the Chico bathhouses and in the health hut will be worked on. The wall by the shower in the Mainside director's hut is bowing out and needs to be addressed.

The bridge – Bob said we have white oak drying somewhere. He doesn't know how much we have or how much more we need. Mr. Andrews would be willing to cut white oak cut from our property.

Dollie brought up the Chico craft hut again. Catherine looked up what was discussed in January. A motion was made, seconded and passed to let the FOW oversee the idea of a renovation. There was discussion as to if the Chico directors would actually use it since you can fit all 32 Chicos and their leaders in it at once. The question was raised if it could be fixed for \$3,500. Dollie said she'd ask Forrest.

The gym – Carol

Where we stand with the insurance is not good. Foster talked to Donald and Donald said he doesn't do that type of work, but after looking it over, Donald thought we don't have much of a case. Brad has contacted an attorney who is more informed with this type of law. Barbara said that Leslie Klasing, an attorney who serves on the FOW Board, is also going to look over it. Debbie is going to try to salvage the gym tiles.

Planning meeting – Barbara reported about the gym plans. They are creating a Survey Monkey survey to send out to parents, leaders, staff and alumnae so they can have a chance to say what they want to see in a new building. Depending on insurance progress, they hope to have it torn down within the next 45 days. A written plan will be presented to the Winnataska Board and the FOW Board.

Barrel said we have 3 ways to get this money. We win the insurance money, get enough donations, or borrow money in some sort of a mortgage loan. Rates are low currently.

Finance Report:

Carol passed around several finance reports. The 2015 budget now is the 2014 actual. The income will be based on the increase in fees and registrations.

Foster called in and reported that an attorney named Trip Galloway is willing to help camp with the gym situation. His fees are \$100/hour up to \$10,000.

New Business:

Paul wants someone to volunteer to be a year round coordinator and help answer some of the questions asked from donors. Debbie is interested.

Carol reported that Molly Stone asked for a weekend at camp to bring girls from Restoration Academy for a retreat, at no charge. Other groups in the past have stayed at no cost, but have completed service work. Jim T. will meet them out there to supervise any work.

Old Business:

Enrollment – MO

Last year on Feb. 16th we had 1,000. This year we have 1,252. We are only 43 away from last year's total campers.

Announcements:

Leadership is March 6-8th. Mary Margaret has a Signup Genius and needs help!

The next meeting will be at 6:00pm on March 16th.

The meeting was adjourned at 8:33 pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, March 16, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:00 pm.

Members present were Jamie Barnes, Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington, and Bob White. Barbara Sloan, Kenny Keith, and Mary Owen and attended as well.

Jim T. gave an opening message and a prayer.

Approval of minutes:

Capital Campaign – Barbara Sloan

Things are moving on the campaign. Wes Frazer and an associate will be helping with photography. Stasi Bara is also helping. The first 5 letters to possible cabinet members will be mailed tomorrow. Roger Day will be the honorary chairperson. Letters of support have come in from the mayor of Leeds, Seth Olson, Dr. Bruce Petit (a pediatrician who's daughter attends camp) and an ACA rep.

Stockham update – The Survey Monkey results were circulated. We're still waiting to tear down the gym. Barbara is meeting an architect out at camp on Thursday.

FOW- Barbara, KAP, and Donald are working on getting all of the camp names under the names of FOW, Inc. Currently, we've got about 5 different entities.

There was some discussion on having buildings inspected for termite damage, wear and tear. We can set up a priority list as to which buildings need to be worked on/repared and in what order.

Debbie reported that the gym tiles are down, undamaged.

Committee Reports:

Facilities – Jim T.

Bridge report - Bob has nothing to report on the bridge. Barbara talked to Donald and Donald was told to go find the wood, no matter what.

The pavilion – Jim T. reported that the steel will be delivered tomorrow. It will take 2-3 days to set up, so we could have a pavilion by the weekend!

Beds – We are 47 single beds short of all new beds in the Mainside huts. Reimel needs new mattresses. We'll need 47 beds and 97 mattresses for this project. Around \$13,770 is the quote from the company who supplied the last round of beds. FOW only has about \$2,500 to give. These beds will be going into the leaders' quarters on Mainside, Director's Hut on Mainside and Chico, a few in Seminole and some to the health hut. A single bed is \$132. A

mattress is \$78. Carol suggested making this fundraiser Director's project. Elin will send an email out to directors. Jim, Catherine, Jamie, and Brad will contact their staff and ask for donations.

Insurance: Brad has been working with our lawyer, Trip Galloway. He passed around copies of our complaint that has been filed with St. Clair Co. We're suing the insurance company, naming the Board of Health and St. Clair Co.

Carol asked about what we're allowed to say to camp family when they ask about the gym. Brad and Kenny suggested we say that we're working with our attorney and we discuss more at a further date.

Summer Ops – Elin

Camp Dates: Running camp – Mary Margaret finally got in touch with Coach Echols. He turned down the idea of during pre camp.

Elin passed around 2 options for 2016 dates. There was discussion about each option. Elin moved to approve option 2. Jim seconded it. It passed. 1st camp will begin June 5th. 2nd camp will begin June 12th. 3rd session will begin June 19th. 4th session will begin June 26th. The off week will begin July 3rd. 5th session will begin July 10th. 6th session will begin July 17th. If there is a running camp, it will begin July 24th.

Chico: The new mini Chico will be June 28th- July 1st. MO will be trying 16 boys and 16 girls. The overbooked 2nd and 6th Chico will be contacted first, then we waiting list. David made a motion to offer a \$100 discount to any Chico who wants to move out of 2nd or 6th Chico into the new mini Chico. Jamie seconded it. It passed.

Hiring Committee: Jim C. and Elin are finalizing the job description of the Camp Director. The hiring committee is Summer Ops - Elin, MO, Jim C, Dollie and Debbie. Once the committee approves it, it will be sent to the Board, then off to camp family and friends. Mid April will be the deadline for any suggestions for additions/changes to the job description.

Porta Potties: ABLE will be sending the potties again. We'll get 4 like last summer, plus the washing station.

Horses: Off-season riding – 2 spring user groups will be riding this spring. Elin asked Peyton to up our horse number from 20 up to 22. This will cover a half of a hut, plus adult riders. It will increase our contract from \$18,800 to \$20,680. The pony grove is not large enough for 22 horses. More riding areas up by the barn could be used for this summer. There was discussion on how that would be wasted program time transporting campers to/from the barn. Maybe we can set up a post for the extra 2 horses on the outside of the pony grove. Elin made a motion to approve the increase in funds so we can have 2 more horses. David seconded it. It passed.

The (hopefully finalized) summer 2015 staff list was distributed.

Old Business:

Enrollment: MO said we are 127+ over last year. We are 26 away from the 2014 total.

Announcements:

There will be an Open House on April 19th.

Jim C. raised \$1,260 in donations for the new beds/mattresses during the course of this meeting!

The next meeting will be at 6:00pm on April 20th.

The meeting was adjourned at 7:50 pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors
Monday, April 20, 2015

Members present were: Jamie Barnes, Jim Thorington, Carol Kilgroe, Brad Robertson, Bob White, Kenny Keith, Elin Glenn, Dollie Brice, Debbie Pace, David Etheredge, and Jim Cearlock. Also present were: Karen Moore, Foster Yeilding, Tripp Galloway, and Mark Buerhaus.

Jim Thorington gave a devotion and prayer.

March minutes were approved.

The board went into executive session.

Elin gave a report on summer operations. A motion was made to allow Elin to spend up to \$9000 for a photographer for the summer.

Jim Thorington and Mark Buerhaus gave a report on Facilities. The Reimel deck has been completed. A motion was made and passed to hire four staff members to work in May. Mark reported that there is not enough time to get the shooting range ready for summer. He suggested we plan this summer and have the new range next summer. Bob brought up the issue of how will this range harm the land. Blake will get numbers on the initial cost and yearly cost to operate the range.

The Chico Craft hut is being worked on. It was approved to re-roof part of the hut.

Dollie reported that the planning committee for the new gym met with two architects.

Bob reported that the necessary wood has been located to finish the car bridge.

Karen Moore gave a Financial report. She also informed the board that a new email address has been set up to send invoices. The new address is: winnataskafinance@outlook.com.

Mary Owen gave a report on registration. We have 1289 campers registered not counting the new Chico mini-session. The new Chico mini-session opened registration April 16th. Forty-three have registered for this session so far.

Kenny Keith said she is working on the running contract and horse contract. She also reported that we have several encroachments on Winnataska land. This issue will have to be addressed but not until we get the deeds corrected and in the correct name.

Camp Winnataska Board of Directors Meeting
Monday, May 18, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:04 pm.

Members present were Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington, and Bob White. Barbara Sloan, Mary Owen, Kenny Keith and Blake Huynh attended as well.

Jim T. gave an opening message and a prayer.

Approval of minutes - There were no corrections or additions.

Capital Campaign – Barbara Sloan

We received a \$1,000 from the Alabama Historical Association for the Chico Lodge. The Campaign Cabinet is coming together. Roger Day will be the chair. The video, which Stasi Bara is working on, is almost completed. Last month, we deposited \$26,000+ into the capital campaign. We need 100% Winnataska Board participation with donations! Barbara reported that Buddy Sharbel (FOW Board member) suggested that we get a 3rd party to handle the land situation. Kenny led some discussion on this. Jim C. makes a motion that we work with FOW to develop parameters to form a land trust with the intent to consolidate all real camp property upon agreement with both groups (BOD and FOW). David seconded it. Dollie asked for discussion. It passed. The joint group (Barbara, Paul, Jim T, Bob, Dollie and Jamie) can work on this.

Committee Reports:

Summer Ops – Elin

Pictures – Shannon is willing to take the hut pictures again. She will look into different equipment. Her budget will be \$9,000. That will include the extra Chico session.

Background checks – Mary Margaret told Carol that ACA has changed the background check timeline from every 3 years to every 1 year. May 29th will be the deadline. The cost is between \$23-\$28.

Vaccination policy – Kenny reported that we have a registered camper is not vaccinated (for religious purposes). Lane Rutledge, Susan Thorington, and Kenny are not in favor of this child attending camp. There was a lengthy discussion.

Horse contract – It's increased to 22 horses, in hope that ½ of a Mainside hut can ride at the same time. 19 horses should fit in the pony grove.

Code of conduct – There was some discussion about having a code of conduct for the staff, in regards to breaking a rules and consequences. Blake likes the idea of having one. We need to get several high school codes of conduct. We can look into this in August. Debbie asked that we go into this summer with out a sense of punishment. Challenge them to do good, and then deal with it if they mess up. Blake, Courtney, and Mary Margaret will be there as the staff checks in at night. Curfew is 1:00am.

Facilities – Jim T.

Good progress is happening with camp projects. The pavilion is almost ready. The fence and stage will be completed this week. The office restroom is almost done. Chico craft hut is coming along. Dollie said \$500 is needed to finish the craft hut. Both Eagle Scout projects are completed. The new Wayside sign has been changed. Jim T. made a motion that we approve the sign and install it before camp starts. Dollie seconded it. It didn't pass (2 to 5).

Bridge – Bob said all the wood is delivered. Lorenzo is scheduled to be out there this week.

Gym planning – Barbara reported that the planning committee has met with several architects. We are waiting on proposals.

Finance report – Karen prepared reports. We are about \$25,000 over what we spent this time last year. We are around \$60,000 up from Jan-April of last year. We should have more campers and more income this year because of the new mini Chico.

Blake prepared a packet of info on the new program area – shooting sports. We will be using the current shooting range for Chicos this summer. The new shooting range would be located below the current high ropes course area on the Rushton side. It will face away from camp. Blake proposes that we purchase 2 large job site boxes to store supplies. There isn't enough time to build storage sheds. The site prep would include raking leaves away, building a shooting line, and cutting small trees. Funds needed are \$2,000. \$2,500 was already approved a few months ago. David made a motion to approve these funds. Elin seconded it. It passed.

The meeting went into Executive session.

Old Business:

Enrollment – MO passed around summer totals. We are at 1,278 campers.

Running Camp contact – The contract is just waiting on Coach Echols to sign.

New Business:

The next meeting will be at 6:00pm on June 8th.

Mary Margaret's party will be on Saturday, July 18th at 4:00pm. The July BOD meeting will follow at 5:00pm.

The meeting was adjourned at 8:58pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, June 8, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:05pm.

Members present were Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington, and Bob White. Barbara Sloan and Kenny Keith attended as well.

Jim T. gave an opening message (about The Little Brown Church) and a prayer.

Approval of minutes – There were no changes or additions.

Capital Campaign – Barbara Sloan

Things are moving quickly on the campaign. Large donors will be invited to visit camp this summer. The video is done, and terrific. The website is up and running. The new logo is completed. 8 of the 15 people are set for the Cabinet group. We need more Cabinet members.

Committee Reports:

Summer Ops – Elin

Camp started yesterday! Registration went very well. Roe Strickland (Blackfoot) sprained his ankle. We had enough horses for half of a hut to ride all together.

Facilities – Jim T.

Facilities wise, check in went pretty well. There was 1 broken pipe, but that was taken care of Sunday afternoon. Now the fridge in the dining hall is about to go. We need a new unit. JT and his father found the parts for a new cooling unit. It should be up and running late tonight. The cost is around \$7,000. That includes the parts and the refrigerator truck that Mark rented to keep the current food cold.

The bridge – Bob reported that the covered bridge is completed (except for a few cosmetic things).

The gate – The gate (that's across the newly built logging road) was destroyed for a 2nd time, so there is now a cable wire hung. Barrel said that Mark suggested we get a camera (about \$200-\$300) that will take a picture and send it directly to his phone. Jim C. said he can probably get a camera wholesale. Elin suggested just to leave the cable up for the summer. Jim T. suggested we table this until after camp. We'll revisit this in August.

Tree contract – Kenny

Foster sent a timber sale contract to Kenny to review. This discusses thinning trees that will hinder the growth of other trees. The contract says 105 +/- acres. Jim C. made a motion to approve the contract and move on with the cutting and thinning plan. David seconded it. It passed.

Gym (planning):

Barbara said we've talked to 2 architects. Dunn gave us a high estimate to \$125-\$150/square foot. The gym planning group will hopefully be meeting within the next couple of weeks to discuss more ideas and location. Brad said that he talked to Trip if we were able to tell people that we are going to be raising money to rebuild a gym. Trip said he didn't think it would matter.

Gym (insurance) – The insurance company seems to want to move the case from state court to federal court. St. Clair County has dismissed it. Trip is strategizing to see if we need to settle now or move forward.

(The meeting went into Executive Session.)

Finance – Karen will get a finance report together by next week and Barrel will email it to us.

Old Business:

Running camp – Kenny

Kenny heard back from Coach Echols and they will be meeting tomorrow.

New Business:

Mary Margaret's party – Catherine reported it will be July 18th from 4:00-5:00pm. Mary Margaret knows we are throwing her a party and her whole family will be attending. Karen will take care of the cake. Catherine is getting the plaque.

Barbara – Funds Policy

Barbara passed around copies of the Funds Policy of the Camp Winnataska and the FOW Boards. David made a motion to approve the written Funds Policy as written. Elin seconded it. It passed.

The next meeting will be at 5:00pm on July 18th at camp, following Mary Margaret's party.

The meeting was adjourned at 7:58pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Saturday, July 18, 2015
Camp Winnataska Dining Hall

The meeting was called to order at 5:50pm.

Members present were James Barnes, Catherine Bentley, Dollie Brice, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, and Bob White. Mary Owen, Mary Margaret Shepherd, Blake Huynh, Ann Pickens, and Mark Buerhaus attended as well.

Debbie opened the meeting with a prayer.

Approval of minutes – There were no changes or additions.

Summer Report – Mary Margaret Shepherd and Blake Huynh

Mary Margaret reported that this summer has been incredible! Only 2 campers have had to go home (homesickness). No major injuries. ACA visitation went very well. We still get points deducted for not asking physicians to sign our health form. The office assistant was a huge help. Briski Shoults did a fantastic job this summer as office assistant. Mary Margaret recommends this position next summer, and she hopes that Briski would be able to come back. We could be switching to a web-based CampBrain this fall. The ACA National Conference is in Atlanta in February, and anyone who comes can stay with The Shepherds. Susan Thorington has done a terrific job leading the Health Hut. Having 4 different cooks has been a hiccup, as Mrs. Edna was only part time this summer.

Blake reported that program has been great this summer. The boy campers seemed to especially like the new shooting sports program. Staff has worked really hard this summer. Horses have been the one program area with difficulty.

Committee Reports:

Facilities –

Mark said that the Comanches were moved from Reimel during a projected or active thunderstorm. The pool bathhouse septic tank pump needs to be replaced. This is the 3rd pump this year. The bathhouse can still be used.

Four Wheelers – In the past, Mark has called upon local friends to help prepare trails for running camp and borrow four-wheelers. Golf carts are not a good idea to take up these trails. Mark is asking the board to approve \$10,000 so we can get a mule and a four wheeler to help with running camp, year round horse trail maintenance, and security and patrolling the property. Mark went over the pros vs. cons of purchasing these. There was some discussion about who would be allowed to drive the four wheelers (no staff). Mark found a 2005 four-wheeler for about \$3,500 and a 2015 mule for \$6,500. Barrel raised the question about looking into the add-on amount to our insurance policy. Mark said if he could only get one, he thinks we definitely need the mule. Since this expense is over \$5,000, this requests needs to go to FOW.

New Neighbor-

Joyce Albin owned some land that backed up to camp (northside of camp) and she died.

Gary Steed is the new owner and now this land is being cleared. He is going to replant it. Many years down the road it could get developed, but that's not in the plan for now.

Summer Ops – Elin

2015 - 2016 dates – Elin passed around a cumulative list of trainings, leadership, workdays, etc. The CWAC/BOD members/all camp friends are invited to an end of the summer picnic at camp on August 29th.

Extra workers – Mary Margaret

Blake, Ann, and Mark will need some help closing up camp during running camp.

Special Mini-Chico – Debbie

56 Chicos attended the new mini Chico session. The director was Adelaide Drennen. It was a great session. The staff was able to spend more time with the kids. Mary Margaret said we could take a few more Chico campers, maybe up to 80. There was a lengthy discussion about phasing out the mini Chicos during regular week vs. getting rid of all mini Chicos on Chico Hill. The consensus seemed to like the idea of leaving 1st and 2nd session as having the mini Chico option on Chico Hill and then only offering full week Chicos for 3rd – 6th Chico. Summer Ops and Ann will work on this together to figure out the 2016 schedule. Dollie proposed having 2 girls camps.

Camp Store-

Aubrey Etheredge will not be in charge of the camp store next summer. We will need someone to be in charge of the camp store; possibly 2 people could work together. David gave a summary of what all Aubrey does to prepare for the store to get items in by camp starts. The question was raised if a Program Specialist could be hired in the fall with the intentions that he/she runs the camp store as well. Dollie mentioned that she along with her sisters Bee and Marcie would be interested in running the camp store.

Finance Report –

The profit and loss comparison sheet and balance report were passed around.

The meeting went into Executive Session.

(Blake and Courtney turned in their resignations effective August 1st. Elin will be posting a job description with applications due by July 31st. David made a motion to approve the hiring of the architect that the FOW has proposing to hire for the new gym facility. Brad seconded it. It passed. David made another motion was made to forward the information on Reimel and the engineering study to the FOW. James seconded it. It passed.)

New Business:

We need to come with nominations for new members of the BOD at the August meeting.

The next meeting will be on Monday, August 17th at 6:00pm at First Baptist Church.

The meeting was adjourned at 8:41pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, August 17, 2015
First Baptist Church of Birmingham

The meeting was called to order at 5:58pm.

Members present were James Barnes, Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington and Bob White. Barbara Sloan, Mary Owen, Marcie Matte, Bee Lewis, and Mark Buerhaus attended as well.

Jim T. opened the meeting with a reflective message and a prayer.

Approval of minutes – There were no changes or additions.

Camp Store –Marcie Matte, Bee Lewis and Dollie Brice

The 3 sisters are considering running the camp store next summer. All 3 ladies have worked in the camp store during the summer. 6th week had the largest number of campers, but it was the worst week in the camp store. This was because of the extremely huge number of packages that were dropped off on Sunday during check in. Marcie's proposal is to take away the option for packages to be dropped off. She passed around a binder full of items that camp could buy in bulk and sell in our own packages. There will still be new clothing merchandise. Shane Etheredge has agreed to design new merchandise. Another option would be if we charged a "delivery fee" for dropping off packages. MO was worried it would sound pushy or tacky if we only offered this option. She thinks it should be up to the parents as to how they purchase or send a care package.

FOW report – Barbara Sloan

FOW met last month accepted a proposal from the architect and the building company. The architect will begin working on plans for the new activity building. The design committee will be meeting in August (likely the day of the picnic). Barbara discussed the program and facilities budgets and the guidelines for camp vs. FOW spending.

Capital Campaign – The cabinet is almost completed.

Committee Reports:

Facilities:

Gym planning – The plan is to have in the fall some small group meetings to look over plans. Barbara is working on 2 grants – Alabama Power and the Community Foundation of Greater Birmingham. Greg Wingo, co-founder of The Birmingham Ultra Trail Society, is interested in coming out to camp in the fall and talk about possible new trail sites. They run 50 miles of trails and could help build new trails and have their group use them. The idea of building a bridge to access Winwood has come up again, and modeling it with the bridge over the creek at McCallum Park in Vestavia. The Community Foundation could possibly fund this bridge. Jim C. makes a motion that Barbara moves forward in gathering

new info about creating more trails for the Birmingham Ultra Trail Society. James seconded it. It passed.

Reimel – Bob

FOW felt like fixing Reimel needs to be addressed, but they recommended that they would cover 2/3 of the cost (\$10,000-\$15,000) of the extensive evaluation if the Winnataska board would cover the rest. FOW has approved \$10,000. Ideas were discussed about tearing down Reimel and using it in another capacity, other than sleeping quarters for Comanches. We could renovate the Strickland bathrooms and have that building ready for next summer. There are 2 large year round groups that are booked in November and will be using Reimel. Jim T. made a motion to go ahead and proceed with Phase 1 of the evaluation, and we'll come back once the results are in and discuss further plans. Brad seconded it. It passed.

Trucks/golf carts – Jim T./Mark

Mark is interested in transitioning from camp trucks to golf carts. They can go everywhere and they don't crush camp pipes. We have 7 vehicles that are full size trucks. We can easily get rid of the white Dodge, one of the orange trucks, the white Suburban (health hut vehicle), and Clifford the Big Red truck. We can also get rid of the old white electric golf cart. If we can sell all of these vehicles, we could possibly get around \$6,800. That leaves 3 trucks. We pay \$350/month/vehicle to rent a golf cart from Southland Golf Carts. We're looking at \$8,800 for 3 golf carts that Southland has available for us. Cutting out 3 trucks would save us \$1,800/year in insurance. Jim suggested start selling and then wait to start buying. David made a motion that Mark be authorized to start thinning out vehicles for cash with the idea that in the future he will start looking to purchase more golf carts. Jim T. seconded it. It passed.

Mark brought up the idea of purchasing the mule again. The purpose of the mule is to have a 4WD vehicle to get quickly from one side of camp to another side of camp in a quickly manner. There would be a restricted list of people to drive it (Mark and Thomas, no staff). It's around \$7,000. Jim said the need for the mule is greater than replacing the trucks/golf carts first. Jim T. made a motion to approve up to \$5,000 towards the mule and any cash brought in from the sales of the trucks/golf carts can be used towards the purchase of a mule. Catherine seconded it. It passed.

Gate – Barrel

The gate (that kept getting run into to and damaged) now has a cable running across the entrance. We tabled the idea of purchasing a camera to use to try to catch someone in the act of trespassing or destroying property. Jim T. suggested that if/when we buy a camera, we need to move it around. Jim C. could probably find a camera for around \$200-\$300. Jim T. made a motion that Jim C. buys a camera (spending up to \$300). Brad seconded it. It passed.

Gym insurance – Brad

There is no update.

Summer Ops – Elin

Program Director – She’s not quite ready to finalize the new Program Director, but hopefully will by September.

Mini Chico dates – Barrel

Barrel worked on figuring out the money we’ll need to bring in if we added more mini Chicos and got rid of running camp. To make up for getting rid of running camp, we’ll need to book 57 extra full week Chicos. Elin will meet and bring the BOD a recommendation in September.

Compensation – Barrel

We voted to give Mary Margaret 2 camperships as payment for her help in training Ann. Blake has offered to help train the new Program Director. We’ll need to discuss his payment for that. Barrel tabled this and we’ll revisit.

Camp Brain – Barrel

Barrel passed around information on the fee increase (\$350 more annual fee and a one time \$750 set up fee) from switching to a web-based program from a desktop. James made a motion to go forward with funding the new web-based pending the decision if do not have to pay for both modules. David seconded it. It passed.

New Business:

Board Nominations

Elin rotates off (as CWCC chair), Bob, Jim. T. and Barrel rotate off. Stephanie Harless will be the new CWAC representative. We need 3 more members. Catherine nominated Cindy Wiley. Barrel nominated Elin Glenn. Bob nominated Audrey Jost. We could use a man. If anyone else has a nomination, let Barrel know.

Back to Committee Reports:

Camp Store – If Dollie is compensated for the camp store, she can no longer serve on the Winnataska Board. There was discussion of the personal monogramming business that Marcie and Bee integrated into the camp store. Debbie expressed her concerns about all of the new proposed changes. There was a lot of discussion about the idea of not allowing care packages at drop off. Dollie suggested we table this until September.

The next meeting will be on Monday, September 28th (a week later than usual) at 6:00pm at First Baptist Church.

The meeting was adjourned at 8:58pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, September 28, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:03pm.

Members present were Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Jim Thorington and Bob White. Mary Owen and Blake Huynh attended as well.

Jim T. opened the meeting with a message and a prayer.

Capital Campaign – Carol

The Capital Campaign cabinet is meeting for the first time Friday morning at VCC. The architects are working on gym plans. She has applied for funding for the gym with several groups.

Program Director End of the Year Report – Blake

In 2015, we had 8 program areas. Shooting sports was the new program. Waterfront was the favorite program, once again. The water slide was new in recreation and “old games” like four square was added. Crafts added more choices for the campers. New trails were added for horses. Around 18 horses were used each day. 3 different types of ranges were added for shooting sports. Since it was new, there were kinks that had to be worked out throughout the summer. Shooting sports was understaffed. Fishing was a hit this summer. The mud course was moved to outdoors, which worked better. A new dock was created at the campsite. Campout was a huge hit. Navajos and Seminoles voted campout as their favorite.

Issues from last summer – Horse program needed to be checked on more often. There were too many uses for not riding. Other things were not taken care of when needed (fallen trees, locking the shed, etc.) Blake recommends trying to find a new program specialist for horses.

Approval of minutes – There were no changes or additions.

Committee Reports:

Summer Ops – Elin

Camp store – The committee was in agreement that parents should not be required to only purchase care packages at the camp store. They will be allowed to bring packages from home.

Mini-Chico – Elin passed around dates for next summer, with mini Chico sessions. There will be Mini Chicos offered for 1st, 2nd, 3rd, and 5th only. 4th (girls) and 6th Chico will only be full week Chico. One of the “Super Chico” sessions will be offered after 6th week, so as of now, there will not be a running camp. Elin made a motion to approve the proposed 2016 calendar. David seconded it. It passed.

Facilities –

Gate/camera – Jim C. looked into some options. He found one with infrared flash, infrared camera, etc. for about \$160. Mark will need to check the camera every couple of weeks. Barrel raised the issue if we will prosecute if we have proof on camera. David made a motion that the BOD purchase and place cameras in a strategic place to determine when and how people are trespassing and if they are caught on camera, this BOD will resolve to prosecute to the fullest extent. Catherine seconded it. It passed. Jim will buy 2 cameras, memory cards, and batteries.

Reimel – Bob

Cheryl May is going out Wednesday to work on the laser scan of Reimel. This is the beginning of phase 1.

Gym (planning) – Barbara will talk to the architects on Friday

Gym (litigation) – Carol read an email from Brad that said Tripp had a conference with Judge Bowdre. The judge recommended the parties come to an agreement. A BOD member (likely Brad) will need to attend the mediation.

Jim T. had the idea to talk to the architect about building the structure in parts – build the bathrooms first, then canteen/store and storage, and then gym last.

Chico craft hut roof – Dollie

There was not enough time or money to put a new roof on the Chico craft hut before last summer. There was a small discussion at Mary Margaret's going away party with Bob, Forrest, Dollie, Mike and Lana White about fixing the old roof. John Michael Floyd might be able to donate materials.

The meeting went into Executive Session.

Old Business:

New Members – We nominated Audrey Jost, Elin Glenn, and Cindy Wiley in August. Jim nominated Shane Solomon tonight. We will wait until October to vote. We need a facilities person!

New Business:

Officers – We will discuss in October.

The next meeting will be on Monday, October 26th (a week later) at 6:00pm at First Baptist Church.

The meeting was adjourned at 9:13pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, October 26, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:02 pm.

Members present were James Barnes, Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington and Bob White. Barbara Sloan, Mary Owen and Lane Rutledge attended as well.

Jim T. opened the meeting with a message and a prayer.

Approval of minutes – There were no changes or additions.

Director's List – Lane Rutledge

Rut passed around the policy for choosing directors. The BOD voted these policies on years ago. The concern is how we are handling the waiting list. Rut proposed that we form a committee with the Camp Director, herself, and a couple of Mainside and Chico Directors. There was a lot of discussion concerning the idea of the how to handle moving people off of the waiting list.

Rut also brought up the Hillside song sheets. They are falling apart. There are numerous songs on there that the staff doesn't know and these songs are never sung. Rut suggested that we revamp the song sheets.

Capital Campaign – Barbara

Go to followthegleam.com to see the new donate page, and donate online! (Brad donated during the meeting). Katie Snowden Crawford has worked on this. Winnataska will be participating in Giving Tuesday (goes along with Black Friday and Cyber Monday). The Cabinet breakfast at Vestavia Hills Country Club was a couple of weeks ago.

Ultra Trail – Jake & Bob White mapped out camp and it's trails. Barbara met with Greg Wingo to discuss and look at camp's trails. In the future, the plan is to have all of the trails connect. There was some discussion about 40 acres for sale that is adjacent to some of camp's property.

Committee Reports:

Facilities –

Reimel – Bob

Cheryl and her crew went out to Reimel with the laser machine and assessed the crawlspace. They felt comfortable with that area. They will be going back in November. Paneling and ceiling tiles will be coming down next. This is still part of phase 1. MO is still not booking user groups in Reimel.

Chico Craft Hut – Dollie

Bob, Forrest, and Mike White went out last weekend and took off the old roof of the Chico Craft Hut. It's been refelted. There are no shingles yet. The color has been hard to match

and John Michael Floyd is working on finding some.

Cameras – Jim C.

The cameras have been ordered and just came in. Jim hopes to go out there Saturday to install them. He has cameras, metal boxes, and cables to hang them.

Barbara said that Fred Von Herman is willing to pay for a security system for the main gate. Jim T. said he'd call them to discuss.

Gym planning – Barbara

She is trying to get dates set for small focus groups to meet with the architect. The ideas of building it in phases came up again. Jim T. is going to look into getting the old pad area dug up and possibly putting grass seed down.

Gym litigation - Brad

Not much update. There has been no agreement to mediate yet, which we were hoping for mediation by now. Trip has been working with a structural engineer.

Summer Ops:

Hut pictures – Elin

Registration opens November 2nd. This needs to be decided tonight, as that goes in registration information. If we could find a photographer to take the pictures and we upload them to the website, then parents can order them online. Elin made a motion to have downloadable hut pictures this year taken by a professional photographer. James seconded it. It passed.

Program Director - Elin

There have been 3 applicants for Summer Program Director. Katherine Wells, Tricia Brice, and Peyton Newsome have applied recently. Mary Jane Coker, Caitlin Thorington, Lana White and Kimberly Guy reapplied after applying early for the Year Round Program Director position a couple of months ago. Dollie will no longer be serving on the committee, and Jim asked to step down as well. The hiring committee is now Elin, Debbie and Ann.

Camp Store – Dollie

Summer Ops decided not to disallow packages dropped off from home. Marci is still not okay with that decision. We're missing out on making camp a lot of money. Marci and Bee are still willing to work the camp store. Dollie is willing to help her sisters as a volunteer. We need someone to oversee the designing of the t-shirts and get items ordered. The BOD will need to approve the percentage that Marci and Bee would be making if they continue their side monogramming business. Jim asked about their salary. Aubrey made \$150 extra a week (about \$1300) for serving as the Camp Store coordinator last year. Marci and Bee gave 10% to camp last summer of their gross sales from their personal business. Brad wasn't in favor of bringing in outside merchandise. MO suggested asking them to come to us with a proposed salary. Elin will post that the Camp Store position is open to applicants. Anyone interested can apply by November 11th.

Dog – Carol

Ann sent a letter to Carol requesting to bring her dog to camp. Elin moved to accept Ann's request. Brad seconded it. It passed.

Registration - MO

Big day is November 2nd at 6:00am. Ann and MO are working with Camp Brain to get everything ready. MO offered a complimentary camp to the mother of the camper who was kicked by the horse last summer.

Finance –

Karen sent a finance report. We have yet to receive the check from running camp.

Dollie brought up how Camp Skyline hosts an required endowment event for it's camper families.

Old Business:

New Members – We voted for 2 people from the following nominations – Elin Glenn, Audrey Jost, Shane Solomon and Cindy Wiley. Elin and Audrey were voted in. We still need a FOW member. Stephanie Harless will be rotating on the BOD as the CWOC chair representative.

Officers – Jim made motion for Elin to be Summer Ops Chair. David seconded. Motion passed. Elin nominated Jim C. for Chair. Bob made a motion for Jim to be the new Chair. Brad seconded it. Motion passed. Bob made a motion for David to be the new Facilities chair. Elin seconded it. Motion passed. Catherine will continue as Secretary. Debbie volunteered to serve as Chaplain.

New meeting place – Catherine offered her house. Brad offered the conference room at Bradley Arant.

New Business:

The next meeting will be on Monday, November 16th at 6:00pm at First Baptist Church.

The meeting was adjourned at 8:24pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Director's Meeting
Monday, November 16, 2015
First Baptist Church of Birmingham

The meeting was called to order at 6:05 p.m.

Members present were James Barnes, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Stephanie Harless, Audrey Jost, Carol Kilgore, Debbie Pace, Brad Robertson, Buddy Sharbel, Jim Thornton and Bob White. Mary Owen and Barbara Sloan attended also.

Jim T. opened with a devotion and a prayer.

Approval of minutes – approved, but Jim C. requested that rules for how we handle the director waiting list be specified in writing once these rules are set. **See attached policy**

Introduction of new board members – Audrey Jost BOD, Elin Glenn BOD, Buddy Sharbel FOW and Stephanie Harless CWOC

Capital Campaign – Barbara

Barbara made sure we all received the end of year giving letter. The letter was sent to 1200 members. "Giving Tuesday" for Camp is coming up – would be great if we all give at least a little donation.

The capital campaign has started getting names for the Big Donor List - let her know if you have suggestions on large donors.

Will be setting up meetings to discuss the new building – what we need or don't need. This meeting will consist of members from both boards. There will be two meetings and the participants can choose which meeting to attend. Meetings will begin the week of the December 14, 2015.

Barbara requested a short Bio from the new members. Please send it to Barbara's email at followthegleam@aol.com

There was an on site visit for a grant. Bob, Barbara, Mo and Carol were there. The money would be used to build a foot bridge and allow us to get to Windwood and the entire East Side of camp.

Ultra Trails will be cutting trails. Jim C. questioned if we ever voted on this. Ultra Trails said they would build 8 miles of trails a year. All trails would connect. It would connect easy trails with hard trails.

It was discussed how many years we would let them build trails – it was decided that we would let them send in a proposal as to a length of time to build a new trail system.

Committee reports

Brad –

Nothing new on the law suit. Judge has encouraged parties to negotiate.

Jim Thorington

Jim T. has 3 bids to tear out the concrete from the gym. The low bid is \$13,000 and the high bid is \$18,000. We discussed what to do with the material from this and it was decided the best option would be to pay Jeremy Andrews to haul it off. It was asked if Jeremy was licensed and bonded – Jim T. said he was. The plan is to have this completed by Dec 1st. It is possible there will be a mess in that area during candles and carols.

Bob – Reimal – They are scheduling the next step in tearing out the wall to continue their inspection. The next renting group is scheduled for the 11th and 12th of December. Bob gave them the deadline of the 9th.

Elin – Summer Ops

Summer Program Director

We had many apply – Caitlin Thorington, M.J. Coker, Lana White, Kimberly Mason, Tricia Brice and Kathryn Wells.

Ann Pickens, Debbie Pace and Elin Glenn were on the hiring committee for this position. They recommended Tricia Brice as the Program Director and Kathryn Wells as the Program Administrator.

Mo and Carol do not want to pay these workers year round. They are to be paid as they do the work.

We will not be having head counselors this year. It is too hard to find anybody willing to fill this position.

A motion was made to hire Tricia Brice and Kathryn Wells as recommended – it passed.

There was a long discussion on the pay of these positions – it was decided to pay as follows:

Ann Pickens – Camp Director - \$21,600 Annually

Tricia Brice – Summer Program Director - \$6,000

Kathryn Wells – Summer Program Administrator - \$3,000 - Kathryn's pay would be \$300/wk for 9 weeks plus, \$150 for February Staff Training and \$150 for March leadership weekend.

If Tricia and Kathryn accept then they will start in January 2016.

David made a motion that we accept the directors pay as recommended – the motion passed.

ACA Conference –

Ann is asking for her and Tricia to attend the conference in Atlanta Feb 9-12. Jim T made a motion for them to attend – the motion passed.

Elin – The Camp Store

Karen is concerned with the camp store and the amount of money we make and the paying of taxes. We are borderline as to if we are required to pay taxes - if we increase our revenue then we need to begin paying sales tax. This can be done but the proper papers need to be filed and reported. Karen's accounting firm is willing to do this but will need to be paid for these services. If we do that then the store "manager" will have to collect the money and be responsible for getting the numbers to her.

We discussed what the "purpose" of the store is ... is it to make money or to provide a service to our parents? there were many different responses to this question.

We discussed allowing someone to operate the store separate from camp- "outsourcing". They would be responsible for everything but it would still be a source of service to the parents and a means to get our "gear" out there. Items would still need to be approved from the board.

We discussed and discussed this issue some more ...

It was decided that we would delay any major changes to the store until next year and the preparing for the 2017 camp.

Brad made a motion that everything sold in the camp store should be camp merchandise
The motion passed

Elin passed around a proposal from Marcie Matte and Bee Lewis who are interested in running the camp store.

We discussed the proposal and made the following changes:

*Delete the sentence (3rd paragraph) "Working with the Camp Director, program director and summer operation chairman..."

*Delete the entire 4th paragraph – "to increase the traffic to the camp store, all packages...will have a \$1.00 per package processing fee."

*5th paragraph – change the \$27,000.00 gross sales to \$39,500.00

*6th paragraph – concerning the guaranteed \$1600.00 per person add "to be paid \$800 per person mid summer and the remaining \$800 per person at the end of summer camp. Also, change the two entries of \$28,000.00 to \$40,000.00.

*paragraph 7 is ok

*paragraph 8 – take out the current paragraph and add “all items sold in the camp store must be camp merchandise”.

*in paragraph 9 take out the words program director and summer operations chairman.

Add the following to the proposal:

*Starting Budget for the store will be \$15,000

*The store will be open the opening of each camp session and the close of each camp session. This includes the 6 regular weeks of camp and the two super Chico sessions. In addition, the camp store will be open on the Wednesday of mini Chico when the campers are departing and arriving.

Elin agreed to reword this proposal and present it to Marcie and Bee.

Bob made a motion that we approve these changes as recommended.
The motion passed

Carol passed around the profit and loss statement

Mo

Registration open November 6, 2015. This was the 1st year we had a web based program - we did not overbook.

Mo passed out a registration summary.

Candles and Carols will be December 20th

The Camp Tea will be December 27th

Jim C. asked if the 3rd Monday of each month is good with everybody as we continue meeting – it is!

We will meet at the home of Catherine Bentley

The next meeting will be Monday December 14, 2015

Carol passed out Winnataska plaques to Jim T and Bob (and herself) for their service on the board.

The meeting adjourned at 8:50 pm

Minutes submitted by Debbie Pace (in Catherine Bentley's absence)

POLICIES FOR CHOOSING DIRECTORS:

1. Each camp has 1 primary director. It is that person's camp. When that person quits, it does not pass down to anyone else. It moves down the waiting list (see below). So, assistant directors cannot "inherit" a camp and must be on the waiting list. They are not automatically on the waiting list but must request to me on the waiting list.

NOTE: For some camps, the person to whom it belongs to is actually more than one person. Currently this includes Billy/Sally/Renee, Beth/Jann, Audrey/Carol, and Katie/Rebecca.

2. The primary director must be there for 75% of the week.

3. A director may ask whom they wish to assist them. This person should be known to them or another camp person personally, and be of good repute.

3. If a Mainside camp becomes available, it will be offered to Chico directors in order of seniority and then to waiting list candidates. If a Chico camp becomes available, it will be offered to a waiting list candidate.

4. If you give up your camp or move from Mainside to Chico, that spot is gone for good UNLESS you are doing so for another camp job (adult coordinator, program director, etc.). and then it will be held for you. Extenuating circumstances will be reviewed for other reasons (health, career, etc.).

Camp Winnataska Board of Directors Meeting
Monday, December 14, 2015
Bentley home – 413 Granada Drive

The meeting was called to order at 6:07 pm.

Members present were Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Audrey Jost, Debbie Pace, Brad Robertson, and Buddy Sharbel. Barbara Sloan and Mary Owen attended as well.

Debbie opened the meeting with a message and a prayer.

Approval of minutes – There were no changes or additions. Thanks to Debbie for taking the November minutes in Catherine's absence.

Capital Campaign – Barbara

Giving Tuesday was a success. We raised \$3,397.50 with 19 donations. A lot of people have donated online since. We are hoping to reach \$50,000 by the end of the year. We received some money from a mortgage (donation of land to the FOW). Our Board should be 100% with donations. Barbara mentioned that in-kind donations matter, too. We were trying to get the grant from the Community Foundation (for the trails and bridge), but they've asked us to resubmit it next year.

Committee Reports:

Facilities – David

David met with Mark at camp recently. Mark thinks there is \$12,000 to help fix the erosion problem on Mainside. It will cost a lot more than that. Jim suggested we ask John Richter of Richter Landscaping to come look at it. The condenser in the freezer unit in the dining hall needs to be replaced. JT and his dad will be working on it. The concrete pad of Stockham has been dug up. We will need to pour concrete pads for the dumpsters. Those will need to be poured. We also need guide wires on the covered bridge.

The bathrooms in Mark's house need to be fixed. The estimate is around \$3,000 for Mark and Thomas to fix the issues. There was discussion if camp has the money at the end of this fiscal year. Jim said Karen is planning on coming to the January meeting so we can check with her then. Mark also said that for \$1,000-\$2,000 all or part of the mud hut could be enclosed to use for program storage. He'd like to get a lot of stuff out of the maintenance shed.

Automatic front gate – Fred vonHerman said he wants to help with that cost. Mark is estimating \$10,000 for that project.

David made a motion that we approve up to \$3,000 for renovations for Grayson lodge once the funds are available. Elin seconded it. Motion passed.

There is an Eagle Scout project to replace the totem poles and benches at the Indian Night site. Jim asked if we wanted to keep Indian Night there. Jim suggested the ball field area (on the walk to Wayside).

Last, we need a new road down to Rushton. Mr. Andrews recommended taking it around to the right (towards the campsites) and help change the elevation so it's not so steep. They also recommend extending the shooting sports area. The estimate for that is \$2,000. \$1,500 could come out of maintenance and \$500 would come out of program. David made a motion to approve \$2,000 so Mr. Andrew's can repair the Rushton road. Elin seconded it. Motion passed.

Gym update – Brad

We are waiting before a push for mediation. We asked for info from the insurance agency. That's due in January.

Cameras – Jim

A few months ago the BOD voted to purchase a couple of cameras around the gate that has been damaged by locals. Jim, Mark and Geoff Feagin hung them back in early November. The camera caught its first picture of the trespasser (Joey Chambers) on 12/6/15.

Summer Ops:

Enrollment – MO

MO passed around the enrollment report. We have 1,338 registrations so far. There have been a few checks arrive where the camper was not registered. There was also come discussion of keeping or not keeping the early bird discount.

Camp Store – Elin

Elin talked to Marcie and Bee about their profits. (See attachment). They countered their amount (to be guaranteed) to \$5,000 to split and bonus percent from 7.5% to 8.5% over gross sales of \$40,000. They will still be able to be monogram camp merchandise. Their front budget to buy their merchandise is \$15,000. Elin made a motion to accept the counter offer from Marcie and Bee. Audrey seconded it. Motion passed.

Hiring Committee – Elin

The committee is Ann (Camp Director), Tricia (Summer Program Director), Stephanie (chair of CWOC), and Elin (as Summer Ops chair). Blake volunteered to serve on this committee. Stephanie cannot be there for interviews, so we need a BOD member to step in. Geoff Feagin said he'd serve if Audrey would too! We'll ask Geoff. We'll need BOD members (and directors and alum volunteers) to help coordinate the leader interviews.

Applicants – Elin

Program Specialists – Caitlin Brennan Thorington has agreed to do the pool. Laura Carlson and Erica Drake will split crafts. Elizabeth Pressler will work recreation. Peyton Newsome will work at horses. Brad made a motion to approve these PS. Audrey seconded it. Motion passed. We have vacancies in shooting sports, ropes, waterfront, and outdoors.

Elin has a list of 29 people who have applied for staff. Elin passed around the list. She asked for us to read over the list and if we have any concerns on any applicants to contact her.

Chris Vizzina (with Red Diamond) is willing to continue food service with camp again. The contract amount will likely go up \$.15+ /meal. We know there were some issues with the food last summer.

CWAC –

Candles and Carols – December 20th at 4:00 in Brewer Chapel

Christmas Reunion tea – December 27th – 2:00-4:00 at Canterbury United Methodist Church

Leader Interviews – January 2nd and 9th at First Baptist Church of Birmingham

New Business:

The next meeting will be on Monday, January 25th at 6:00pm at the Bentley's house.

Reminders –

The gym focus groups are meeting Tuesday, Dec. 15th and Thursday, Dec. 17th.

The meeting was adjourned at 8:00pm.

Minutes submitted by Catherine Bentley

Elin Glenn:

Bee Lewis and I are interested in running the Camp Winnataska Store for the 2016 Camping Season. Since we worked last year we know the time, details, and commitment that it takes to make this a successful and profitable store. We understand how you need to set up the store, keep it looking marketable and appealing to the customer.

I have over 30 years in outside sales, marketing and retail sales. I know what the customer wants and expects when they enter a store and how they want to be treated. I know how display items to be sold and I know what campers want to have in packages. Bee and I listened to the parents that came into the Camp Store last year and have ideas of how we can make this service even better.

We have reviewed the job functions of the Summer Camp Store and are willing to make this store a success. Not only do we expect to be there on the designated store hour time, but plan on making this a job that will start in the early spring of 2016. Working with the Camp Director, I know that we will have a product that will not only serve as a service to the campers and parents but show a profit.

Last year the store grossed \$39,000. With the plan we have we see the store making over that amount.

Our payment will be as follows: Guaranteed \$5000 per person. If we increase the gross sales to \$40,000 we would then receive 8.5% of all gross sales over \$40,000. This will be paid as follows: \$2500 after 3rd Week and \$2500 plus 8.5% over \$40,000 after 6th Week.

We would like to have items for sale during Candles and Carols 2015 and any other times, as needed. Our season, for commissionable sales, will begin at Candles and Carols 2015.

Last year we monogrammed many items and the camp received 10 % of our sales. All items sold in the Camp Store are Camp Inventory.

Starting budget is \$15,000. Our treasurer and Camp Director will work with you on payment of vendors.

Camp Store will be open the following days to accommodate Sunday Check In, Wednesday Mini-Chico Changeover and Saturday Check Out:

1st Week: June 5, June 8, June 11

2nd Week: June 12, June 15, June 18

3rd Week: June 19, June 22, June 25

4th Week: June 26, July 2 Super Chico A: July 6, July 9

5th Week: July 10, July 13, July 16

6th Week: July 17, July 23

Super Chico B: July 24, July 27 We look forward to working with the Camp Director for the 2016 Camp Season.

Sincerely,

Marcie Matte mattefamily@charter.net 205-919-3721

Bee Lewis mbgl@bellsouth.net 205-915-4548