

19 ✦ 18

# CAMP WINNATASKA



BOARD OF DIRECTORS  
HANDBOOK







# TABLE OF CONTENTS

<b>WELCOME LETTER.....</b>	<b>5</b>
<b>BYLAWS AND POLICY .....</b>	<b>7</b>
Bylaws .....	8
Policies and Procedures .....	18
Best Practices.....	20
<b>MINUTES.....</b>	<b>23</b>
2022 Minutes .....	24
2023 Minutes .....	34
<b>REPORTS .....</b>	<b>50</b>
End of Summer Report Links.....	51
Other Report Links .....	51
<b>FINANCIALS .....</b>	<b>52</b>
2022 P & L .....	53
2023 P & L (q1-q3).....	55







# WELCOME TO THE CAMP WINNATASKA BOARD OF DIRECTORS

We hope this document will help orient you to your new role on the Camp Winnataska Board of Directors. In it, you will find our bylaws, policies, procedures, and best practices. We have also included minutes from 2022 and 2023, as well as links to reports from the past few years. Financial reports from 2022 and 2023 (through quarter 3) are also included.

Documents from prior years can be found in a Dropbox folder linked [here](#).  
*Please bookmark that folder. It is updated monthly with pertinent information.*







**BYLAWS  
POLICIES & PROCEDURES  
BEST PRACTICES**

AMENDED AND RESTATED BYLAWS OF CAMP WINNATASKA A  
NONPROFIT CORPORATION Amended and Approved on October 17, 2022

ARTICLE I - POWERS AND PURPOSES

1.1 General. Camp Winnataska (the "Corporation") was formed to promote camping and outdoor education through the ownership and the maintenance of those certain camping facilities commonly known as Camp Winnataska.

1.2 Powers and Other Purposes. The powers and other purposes of the Corporation shall be as set forth in the Articles of Incorporation of the Corporation, as amended.

ARTICLE II - OFFICES

2.1 Registered Office and Registered Agent. The Corporation shall have and continuously maintain in the State of Alabama a registered office and a registered agent whose office is identical with such registered office.

2.2 Other Offices. The Corporation may have other offices, either within or outside of the State of Alabama, at such place or places as the Board of Directors may from time to time establish and as the business of the Corporation may require.

ARTICLE III - MEMBERSHIP

3.1 Membership. The Corporation shall have no members.

ARTICLE IV - BOARD OF DIRECTORS

4.1 General Powers. The business and affairs of the Corporation shall be managed by its Board of Directors.

4.2 Number, Tenure and Qualifications. The number of directors on the Board of Directors of the Corporation shall be not less than nine (9) and not more than eleven (11) and shall include an active member of FOW, nominated by FOW and approved by the Camp Winnataska Board of Directors. The present directors are divided into three (3) groups of three (3) directors according to the timing of their current terms. Each year, one-third of the total number of directors shall be appointed to a three-year term, to the end that equal numbers of directors shall serve staggered terms of three (3) years. Successor directors shall be nominated by a majority of the directors entitled to



vote at an annual, regular or special meeting of the Board of Directors and elected by a majority of the Board members. Board members may, but are not required to, serve three (3) consecutive terms, each consisting of three (3) years for a total of nine (9) years, by majority vote at the annual, regular or special meeting. A Board member may not be reconsidered for membership on the Board after serving three consecutive terms for a minimum of one year following the end of his or her third term. No more than two members of the FOW may serve at the same time. Successor directors shall begin their service on January 1st of each year. The number of directors may be changed at any time by a majority vote of the Board of Directors; provided, however, that no such change shall have the effect of shortening the term of a then incumbent director.

4.3 Annual and Regular Meetings. An annual meeting of the Board of Directors shall be held during the month of September; provided, however, that any such annual meeting may be held at any other time or place which shall be specified in a notice given as hereinafter provided for special meetings, or in a consent and waiver of notice thereof signed by all directors. The Board of Directors may provide, by resolution, the time and place, either within or without the State of Alabama, for the holding of regular meetings without other notice than such resolution.

4.4 Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the Chairman or any two (2) directors. The person or persons authorized to call special meetings of the Board of Directors may fix any place, either within or without the State of Alabama, as the place for holding any special meeting of the Board of Directors called by them.

4.5 Notice. Notice of any special meeting shall be given either by (a) written notice at least forty-eight (48) hours in advance of such meeting, delivered in person, by facsimile or by leaving such notice at the place of business or residence of each director, or by depositing such notice in the United States mail, postage prepaid, addressed to the director at his or her address as it appears on the records of the Corporation; or (b) verbally in person or by telephone at least twenty-four (24) hours in advance of such meeting by communication with the director in person or by telephone; or by email announcement. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting.

4.6 Quorum. A majority of the number of directors fixed pursuant to Section 4.2 of this Article IV shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, but if less than such majority is present at a meeting, a majority of the directors present may adjourn the meeting from time to time without further notice.

4.7 Manner of Acting. The vote of a majority of the directors shall be ratified as the act of the Board of Directors, unless the act of a greater number is required by statute, the Articles of Incorporation or these Bylaws.

4.8 Action Without a Meeting. Any action required or permitted to be taken by the Board

of Directors at a meeting may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by or expressly agreed by a majority of the directors. Such consent shall have the same effect as a majority vote. Such action may also be taken via electronic communication with all directors required to respond to establish knowledge of proposed action. With all directors responding, the vote of a majority of the directors shall be ratified as the act of the Board of Directors.

4.9 Vacancies. Any vacancy occurring in the Board of Directors shall be filled by the affirmative vote of a majority of the remaining directors though less than a quorum of the Board of Directors. Any director elected to fill a vacancy shall serve the balance of the term of the resigned. Any directorship to be filled by reason of an increase in the number of directors shall be filled by election at an annual meeting or at a special meeting of directors called for that purpose.

4.10 Compensation. Directors, as such, shall not receive any stated compensation for their services, but by resolution of the Board of Directors, a fixed sum and expenses of attendance, if any, may be allowed for attendance at any regular or special meeting thereof. A director may not receive compensation for serving Camp Winnataska in any way.

4.11 Presumption of Assent. A director of the Corporation who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his or her dissent shall be entered in the minutes of the meeting or unless he or she shall file a written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof or shall forward such dissent by registered or certified mail or personal delivery to the Secretary of the Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

4.12 Resignations. Any director of the Corporation may resign at any time either by oral tender of resignation at any meeting of the Board of Directors or by giving written notice thereof to the President or to the Secretary of the Corporation. Any such resignation shall take effect upon receipt of such notice or at any later time specified therein. Unless otherwise specified in the notice, the acceptance of such resignation shall not be necessary to make it effective.

4.13 Removal of Directors. Any director may be removed from office with the affirmative vote of a majority of the Board of Directors of the Corporation.

4.14 Participation in Meetings by Conference Telephone. Members of the Board of Directors or any committee designated thereby may participate in a meeting of such Board of Directors or committee by means of a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time and participation by such means shall constitute presence in person at such meetings.



## ARTICLE V – COMMITTEES

5.1 Committees. The Board of Directors, by resolution adopted by a majority of its members, may designate and appoint one or more committees, each of which shall contain at least one (1) director. The Board of Directors may also designate one or more of its members as alternates to serve as a member or members of any such committee. The Board of Directors may delegate to any such committee, subject to the control of the Board of Directors, any and all of the powers and authority of the Board of Directors to conduct the business and affairs of the Corporation between regular and special meetings of the Board of Directors, subject to the restrictions set forth in Code of Alabama, § 10-3A-38. The Board of Directors may at any time modify or revoke any or all of the authority so delegated to any such committee, change the number of its members and fill vacancies therein from the members of the Board of Directors. Any such committee shall have power to determine the form of its organization and to establish such rules and regulations covering its proceedings and meetings as it shall see fit; provided, however, that any such committee shall meet whenever necessary upon written notice to all members thereof provided in the manner set forth in Section 4.5. A majority of the members of any such committee shall constitute a quorum thereof, and no acts of any such committee shall be valid unless approved by the affirmative vote or consent of the majority of such committee constituting a quorum at any such meeting. Any such committee shall keep regular minutes of its proceedings and shall report the same to the Board of Directors. The members of any such committee shall serve at the pleasure of the Board of Directors and, by resolution of the Board of Directors, may be paid such compensation as the Board of Directors may determine.

## ARTICLE VI - OFFICERS

6.1 Principal Officers. The principal officers of the Corporation shall be elected by the Board of Directors and shall include a President, a Vice-President, and a Secretary, and may, at the discretion of the Board of Directors, also include such other officers and assistant officers as may be deemed necessary. Any number of offices may be held by the same person, except the offices of President and Secretary. All of the principal officers need be directors of the Corporation.

6.2 Election of Principal Officers; Term of Office. The principal officers of the Corporation shall be elected by the Board of Directors at each annual meeting of the Board of Directors. If the election of principal officers shall not be held at such meeting, such election shall be held as soon thereafter as may be convenient. Each principal officer shall hold office until his or her successor shall have been duly elected and shall have qualified or until his or her death or until he or she shall resign or shall have been removed in the manner hereinafter provided. If the Board of Directors shall fail to fill any principal office at the annual meeting or if any vacancy in any principal office shall occur, or if any principal office shall be newly

created, such principal office may be filled at any regular or special meeting of the Board of Directors.

6.3 Subordinate Officers, Agents and Employees. In addition to the principal officers, the Corporation may have one or more Treasurers, Assistant Secretaries and such other subordinate officers, agents and employees as the Board of Directors may deem advisable. Each such subordinate officer shall hold office for such term (not to exceed three (3) years) and shall perform such duties as the Board of Directors, the President, or any officer designated by the Board of Directors, may from time to time determine. The Board of Directors at any time may appoint and remove, or may delegate to any principal officer the power to appoint and to remove, any subordinate officer, agent or employee of the Corporation.

6.4 Delegation of Duties of Officers. The Board of Directors may delegate the duties and powers of any officer of the Corporation to any other officer or to any director for a specified period of time for any reason that the Board of Directors may deem sufficient.

6.5 Removal of Officers or Agents. Any officer or agent of the Corporation may be removed by the Board of Directors whenever in its judgment the best interests of the Corporation will be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of any officer or agent shall not of itself create contract rights.

6.6 Resignations. Any officer may resign at any time by giving written notice of resignation to the Board of Directors, to the President or to the Secretary. Any such resignation shall take effect upon receipt of such notice or at any later time specified therein. Unless otherwise specified in the notice, the acceptance of a resignation shall not be necessary to make the resignation effective.

6.7 Vacancies. A vacancy in any office, the holder of which is elected or appointed by the Board of Directors, because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term of such office. A vacancy in any other office for any reason shall be filled by the Board of Directors, or any committee or officer to whom authority in the premises may have been delegated by these Bylaws or by resolution of the Board of Directors.

6.8 President. The President shall preside at all meetings of the Board of Directors at which he or she is present. The President shall be the chief executive officer of the Corporation and, subject to the control of the Board of Directors, shall have general supervision over the business and affairs of the Corporation. The President shall have all powers and duties usually incident to the office of the President except as specifically limited by resolution of the Board of Directors. The President shall have such other powers and perform such other duties as may be assigned to her from time to time by the Board of Directors. The President shall be, ex officio, a member of all standing committees. The President shall from time to time report to the Directors all matters within her knowledge which the interest of the



Corporation may require to be brought to their notice. The Vice-President will preside at a meeting in the President's absence.

6.9 Secretary. The Secretary shall act as Secretary of all meetings of the Board of Directors at which he or she is present, shall record all the proceedings of all such meetings in a book to be kept for that purpose and shall have supervision over the care and custody of the records and seal of the Corporation. The Secretary shall be empowered to affix the corporate seal to documents, the execution of which on behalf of the Corporation under its seal is duly authorized, and when so affixed may attest the same. The Secretary shall have all powers and duties usually incident to the office of Secretary, except as specifically limited by a resolution of the Board of Directors. The Secretary shall have such other powers and perform such other duties as may be assigned to her from time to time by the Board of Directors or the President.

## ARTICLE VII - INDEMNIFICATION

In amplification and not in limitation of the applicable provisions of the Act:

### 7.1 General Indemnification.

(a) Except as provided in subsection (d) of this Section, the Corporation (which term, for purposes of this Article, includes any domestic or foreign predecessor entity of the Corporation in a merger or other transaction in which the predecessor's existence ceased upon consummation of the transaction) shall indemnify an individual who is or was a director, officer, employee or agent of the Corporation or an individual who, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise (an "Indemnitee", which term includes, unless the context requires otherwise, the estate or personal representative of such individual) who was, is or has threatened to be made a named defendant or respondent (a "Party") in any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative and whether formal or informal (a "Proceeding") because he or she is or was a director, officer, employee or agent of the Corporation or, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against the obligation to pay a judgment, settlement, penalty, fine (including an excise tax assessed with respect to an employee benefit plan), all reasonable expenses, including counsel fees, incurred with respect to a Proceeding ("Liability") incurred in the Proceeding if:

(1) the Indemnitee conducted himself or herself in good faith; and

(2) the Indemnitee reasonably believed:

(i) in the case of conduct in his or her Official Capacity (meaning thereby (a) when used with respect to a director, the office of director in the Corporation; and (b) when used with respect to an individual other than a director, the office in the Corporation held by an officer or the employment or agency relationship undertaken by the employee or agent on behalf of the Corporation; "Official Capacity" does not include service for any other foreign or domestic corporation or any partnership, joint venture, trust, employee benefit plan or other enterprise) with the Corporation, that the conduct was in its best interest; and

(ii) in all other cases that the conduct was at least not opposed to its best interest; and

(3) in case of any Criminal Proceeding the Indemnitee had no reasonable cause to believe his or her conduct was unlawful.

(b) An Indemnitee is considered to be serving an employee benefit plan at the Corporation's request if his or her duties to the Corporation also impose duties on, or otherwise involve services by, the Indemnitee to the plan or to participants in or beneficiaries of the plan. An Indemnitee's conduct with respect to an employee benefit plan for a purpose he or she reasonably believed to be in the interests of the participants in, and beneficiaries of, the plan is conduct that satisfies the requirement of subsection (a)(2)(ii) of this Section.

(c) The termination of a Proceeding by judgment, order, settlement, conviction or upon a plea of *nolo contendere* or its equivalent is not, of itself, determinative that the Indemnitee did not meet the standard of conduct described in this Section.

(d) The Corporation shall not indemnify an Indemnitee under this Section:

(1) in connection with a Proceeding by or in the right of the Corporation in which the Indemnitee was adjudged liable to the Corporation; or

(2) in connection with any other Proceeding charging improper personal benefit to the Indemnitee, whether or not involving action in his or her Official Capacity, in which the Indemnitee was adjudged liable on the basis that personal benefit was improperly received by him or her.

(e) Indemnification permitted under this Section in connection with a Proceeding by or in the right of the Corporation is limited to reasonable expenses, including counsel fees, incurred in connection with the Proceeding.

7.2 Items Covered. The Corporation shall indemnify an Indemnitee who was successful, on the merits or otherwise, in the defense of any Proceeding, or of any claim, issue or matter in such Proceeding, where he or she was a Party because he or she is or was a director, officer, employee or agent of the Corporation or, while a director, officer, employee or agent of the Corporation, is or was serving at the Corporation's request as a director, officer, partner, trustee, employee or agent of another foreign or domestic



corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against reasonable expenses, including counsel fees, incurred in connection therewith, notwithstanding that he or she was not successful on any other claim, issue or matter in any such Proceeding.

### 7.3 Reimbursement.

(a) The Corporation may pay for or reimburse the reasonable expenses, including counsel fees, incurred by an Indemnitee who was a party to a Proceeding in advance of final disposition of the Proceeding if:

(1) the Indemnitee furnishes the Corporation a written affirmation of good faith and belief that he or she has met the standard of conduct described herein;

(2) the Indemnitee furnishes the Corporation a written undertaking, executed personally or on the Indemnitee's behalf, to repay the advance if it is ultimately determined that the Indemnitee did not meet the standard of conduct, or is not otherwise entitled to indemnification under Section 7.1(d), unless an indemnification is approved by the court under the provisions of the Act;

(3) a determination is made that the facts then known to those making the determination would not preclude indemnification under this Article VII.

(b) The undertaking required by subsection (a)(2) above must be an unlimited general obligation of the Indemnitee but need not be secured and may be accepted without reference to financial ability to make repayment.

(c) Determinations and authorizations of payment under this Section shall be made in the manner specified in Section 7.4 of this Article.

### 7.4 Determination.

(a) The Corporation may not indemnify an Indemnitee under Section 7.1 of this Article unless authorized in the specific case after a determination has been made that indemnification of the Indemnitee is permissible in the circumstances because the Indemnitee has met the standard of conduct set forth in Section 7.1 of this Article VII.

(b) The determination shall be made:

(1) by the Board of Directors of the Corporation by a majority vote of a quorum consisting of Directors not at the time Parties to the Proceeding;

(2) if a quorum cannot be obtained under subdivision (1) above, by a majority vote of a committee duly designated by the Board of Directors (in which designation Directors who are Parties may participate) consisting solely of two or more Directors not at the time Parties to the Proceeding; or

(3) by special legal counsel:

(i) selected by the Board of Directors or a committee in the manner prescribed in subdivision (1) or (2) above; or

(ii) if a quorum of the Board of Directors cannot be obtained under subdivision (1) and a committee cannot be designated under subdivision (2), selected by a majority vote of the full Board of Directors (in which selection Directors who are Parties may participate).

(c) Authorization of indemnification and evaluation as to reasonableness of expenses shall be made in the same manner as the determination that indemnification is permissible, except that if the determination is made by special legal counsel, authorization of indemnification and evaluation as to reasonableness of expenses shall be made by those entitled under subsection (b)(3) to select counsel.

7.5 Insurance. The Corporation may purchase and maintain insurance, or furnish similar protection (including but not limited to trust funds, self-insurance reserves or the like), on behalf of an individual who is or was a director, officer, employee or agent of the Corporation, who, while a director, officer, employee or agent of the Corporation, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee or agent of another foreign or domestic corporation, partnership, joint venture, trust, employee benefit plan or other enterprise, against Liability asserted against or incurred by him or her in that capacity or arising from his or her status as a director, officer, employee or agent, whether or not the Corporation would have the power to indemnify him or her against the same Liability under Sections 9.1 or 9.2 of this Article.

7.6 Nonexclusivity

(a) Any indemnification, or advance for expenses, authorized under this Article shall not be deemed exclusive of and shall be in addition to that which may be contained in the Corporation's bylaws, a resolution of its shareholders or Board of Directors, or in a contract or otherwise.

(b) This Article does not limit the Corporation's power to pay or reimburse expenses incurred by an Indemnitee in connection with the Indemnitee's appearance as a witness in a Proceeding at a time when he or she has not been made or named defendant or respondent to the Proceeding.

7.7 Survival of Indemnification; Savings Provision. The indemnification and advancement of expenses provided by, or granted pursuant to, this Article shall continue as to a person who has ceased to be a director, officer, employee or agent and shall inure to the benefit of the heirs, executors and administrators of such director, officer, employee or agent. Neither the repeal nor the modification of this Article nor the adoption of any provision of the

Articles of Incorporation or Bylaws inconsistent with this Article shall adversely affect the right of any director, officer, employee or agent to indemnification with respect to any Proceeding that had accrued or arisen prior to such repeal, modification or adoption of an inconsistent provision.

ARTICLE VIII - MISCELLANEOUS

8.1 Fiscal Year. The fiscal year of the Corporation shall run from January 1<sup>st</sup> until December 31<sup>st</sup>.

8.2 Bank Accounts. The Board of Directors by resolution may, from time to time, authorize the maintenance of one or more deposit accounts by the Corporation. All checks, drafts or other orders for the payment of money issued in the name of the Corporation shall be signed by such officer or officers of the Corporation, and in such manner as shall be determined from time to time by resolution of the Board of Directors.

8.3 Notice. Any notice required to be given by these Bylaws shall be deemed sufficient by depositing the same in the United States mail, postage prepaid, addressed to the person entitled thereto at his or her last known post office address according to the records of the Corporation, and such notice shall be deemed given on the date of such mailing.

8.4 Waiver of Notice. Whenever any notice is required to be given under any provision of law, the Articles of Incorporation or these Bylaws, a waiver thereof in writing signed by the person or persons entitled to said notice, whether signed before or after the time stated therein, shall be equivalent to the giving of such notice.

ARTICLE IX - AMENDMENTS

9.1 Power of Directors to Amend. The Board of Directors shall have the power to alter, amend, restate or repeal the Bylaws of the Corporation or adopt new Bylaws for the Corporation at any regular or special meeting of the Board of Directors.

\* \* \* \* \*

The foregoing were adopted as the Amended and Restated Bylaws for the Corporation, an Alabama nonprofit corporation, by an action by unanimous consent of the Board of Directors of the Corporation at the regular meeting on September 19, 2022 and shall be effective from and after that date unless and until restated, amended, or repealed as permitted herein.



## **Camp Winnataska Board of Directors**

### **Policies & Procedures**

#### Alcohol Policy

- The Winnataska Summer Alcohol Policy will be followed. (5/16/22)

#### Animals

- *Elin is currently searching for the Animal Policy that has previously been approved. We will review and add here once found.*

#### Camp Property

- There will be no hunting during summer programming on Winnataska property. (7/26/21)
- Refrain from having a swimming program area, except for the pool, until E.coli levels are below the 235 level recommended by the EPA. Surface activities like fishing, paddle boarding, and canoeing are acceptable. (5/16/22)

#### Conflicts of Interest

- Members of the Board of Directors may not be a spouse, first-degree relative, or an immediate in-law to any other members of the Board of Directors; this includes the FOW representative nominated by the FOW and approved by the Board of Directors. (10/17/22)
- Members of the Board of Directors may not be a spouse, first-degree relative, or an immediate in-law to the following camp employees: Caretaker, Summer Camp Director, Program Director, Registrar or Health Hut Coordinator. (10/17/22)
- Family members of any paid employee shall recuse themselves from decisions related to hiring, compensation and/or disciplinary action of individuals in these positions. (10/17/22)
- No more than two members of the Board of Directors may hold the same occupation. (10/17/22)

#### Election of New Board Members

- A collective announcement will be made to the camp family when there is an upcoming vacancy on the Board of Directors. Interested persons will be encouraged to contact current board members. A list of current board members and contact information will be available via the announcement. Nominations will be reviewed, and directors selected in November, attend the board meeting in December, and will begin serving in January. (10/17/22)
- It is important to consider a variety of ages, genders, professions, and camp roles when electing board members. Refer to the Best Practice document for the definition of said variety. (10/17/22)

#### Executive Session

- Although no discussions are documented during Executive Session, motions and results will be. (9/19/22)

### Non-Discrimination Policy

- Approval of the Non-Discrimination Policy: Camp Winnataska respects and values diversity in its campers, staff, volunteers, and families. It does not discriminate on the basis of race, color, gender, marital status, national or ethnic origin, religion, political beliefs or disability to all the rights, privileges, programs, and activities in administration of its policies. (4/11/2023)

### Spending

- When seeking funding for a project or item, it is requested that three quotes be gathered before presenting to the board. Exceptions may be made for individuals or companies who are frequently used by camp and have previously established a healthy working relationship with camp. (9/19/22)
- Any item or project between \$2,500 and \$5,000 must be approved by the supervising Chair before purchasing. (9/19/22)
- Any item or project over \$5,000 must be discussed and approved by the board before purchasing. (9/19/22)
- If a budget has been approved for a project and the project changes, the project and budget must be presented to the board for reapproval. (9/19/22)
- If a budget for a project has been previously approved and requires more than an additional 10%, spending must be presented to the board for approval. (9/19/22)

### Subcommittees

- Each subcommittee shall take minutes at each meeting. Minutes shall be sent to the Chair of the Board no later than one week before each board meeting. If minutes or desired topics of conversation are not sent more than one week before the board meeting, the topic must wait until the following board meeting for discussion. (9/19/22)

### Voting

- “Super Majority” can be required by decision of the board. (9/19/22)
  - The need for “Super Majority” must be established and voted on before the passing of any motions related to the relevant topic. (9/19/22)
  - “Super Majority” is defined as 70% of voting members, excluding the Chair of the Board, within the Board of Directors voting “yes”. (9/19/22)

## **Camp Winnataska Board of Directors**

### **Best Practices**

#### Annual Meeting

- The Board of Directors and members of FOW will have one joint meeting each year, occurring in September. (10/17/22)
- The annual meeting will include the End of Summer Report. (10/17/22)
- Discussion of upcoming Chair & Vice-Chair of the Board of Directors will occur at the Annual Meeting. (10/17/22)

#### Election of New Board Members

- To make the discussion and decisions from the board more equitable, variety is defined as: a minimum of 40% representation for each gender and a diverse reflection of roles at camp including Mainside Weekly Directors, Chico Weekly Directors, nursing staff, and previous employees. (10/17/22)

#### Expectations

- Members of the Board of Directors are encouraged to make annual donations to Friends of Winnataska to show financial support to camp. (9/19/22)
- Members of the Board of Directors will visit camp at least two times during the summer sessions, not including the summer board meeting. (9/19/22)
- Members of the Board of Directors will participate or volunteer in two off-season events. Examples include Bass Fishing Tournament, Pumpkin Patch, Films at the Falls, Candles and Carols, and Open Houses. (9/19/22)
- Attendance of each board member will be kept and reviewed. Members of the Board of Directors must attend seven of the eleven regularly scheduled meetings throughout the year, whether in person, by phone call or video chat. Attendance records will be sent quarterly by the Secretary. (9/19/22)
- Members of the Board of Directors who are not meeting outlined expectations will be notified in writing by the Chair of the Board. If the expectations are not met, the board member will be terminated by vote of the board. (9/19/22)

#### Health Hut

- Students are allowed to use the Health Hut for a clinical setting. (1/19/15)
- Nurse's camperships must be family members. (10/25/21)

#### Subcommittees

- Committee chairs, subcommittees, and Secretary will be assigned at the first meeting of each year. (9/19/22)
- Subcommittees shall meet monthly to discuss topics and information before presenting at the next scheduled board meeting. (9/19/22)
- Subcommittees shall exist under each of the following chairs: (9/19/22)
  - Facilities Chair
  - Summer Operations Chair
  - Finance Chair



- Facilities Chair and Summer Operations Chair shall sit on the Finance Committee. (9/19/22)

#### Summer Staff Hiring Committee

- The Hiring Committee for staff will include Summer Operations Chair, one board member, and one non-board member. Program Director and Camp Director will attend but will not have a vote. (11/14/22)
- Parents of staff-aged children may not serve on the Hiring Committee one year prior, during or one year after their child's staff eligibility. (11/14/22)

#### Summer Programming

- Grail, Legend Night and Country Night will be in every full week at camp. (9/19/16)

#### Weekly Directors & Weekly Director Committee

- Although not having gone through the application process, Courtney Beam, Shane Soloman, and Barrel Kilgroe are the first Primary Weekly Directors under the new "Updated Procedures for Staffing Weekly Directors". The first year of the first term for Courtney, Shane and Barrel is 2021. (9/21/20)
- The Primary Weekly Director will be allotted two camperships to use as desires. (9/21/20)
- The Weekly Director Committee consist of five, with Camp Director serving as a nonvoting member 6th member. The five will be the Summer Operations Chair, an additional board member, a current Chico Director, a current Mainside Director, and an at large member who could represent any category. (3/13/23)

#### Off-Season Weekend Rental Groups

- Host will receive \$150 per event or \$150 for each day program is being run. (12/5/22)
- Program Specialists will receive \$150 per day for each day program is being run. (12/5/22)
- Staff will receive \$100 per day for each day program is being run. (12/5/22)





# MINUTES



**Camp Winnataska Board of Directors**  
**Monday, January 11, 2022**  
**SouthPoint Bank**

Meeting called to order at 5:30 – Ann Pickens

Members Present: Ann Pickens, Jim Cearlock, Jim Thornton, Graham Ryan, Aubrey Huynh, Andrew Virciglio (AV), Wilson Yielding, Foster Yielding, Clay Cochran, Lindsay Crocker, Blake Huynh, Clay Cochran, David Glenn, Bill Jones

Ann motions to approve minutes- Jim seconds - motion approved

**Facilities:** Cleaned some roads around main side. Winwood, kitchen, and Rimel are moving forward. Windows to be installed after summer in the dining hall. Bill's father in law has windows. Kitchen gas lines will be inspected Jim will get with Bill to coordinate. New septic tank for pool bath house. Rimel septic tank is going to be looked at soon. Kitchen hood was cleaned today and confirmed that it is working well. Fresh air intake fan is being brought into the kitchen properly.

**Assistant Grounds Keeper:** Jim and Wilson want the board to approve the hire of an assistant grounds keeper. Off season 20 hours a week April – Oct up to 30 hours a week. Salary up to 15\$ an hour. They will report to Graham. This person will assist Graham and help with low skill activities like cut the grass, blow leaves, etc... Wilson motions to hire assistance facilities employee – Bill seconds - motion passes.

**Finance:** In 2020 a line of credit was secured with Progress Bank for \$100,000.00. This line of credit can be renewed for \$150. Jim C motions to renew line of credit – Wilsons seconds – motion passes.

**Leader Interviews:** All interviews will be virtual. Needs assistance on those they take about 10 minutes. She will send email. Need more boy leaders numbers are very low only at 36 boy leaders. Aubrey would like closer to 75.

**Summer Ops:** Blake created a new horse trail. New site was created for new low ropes. Extended lake trails half a mile. Cleared area for a new pole barn for sustainability. New pole barn is being donated. Zip Line platform has been extended to make it safer. General trail maintenance. Made trail to Winwood. Jacob Green will build an extension bridge over a small ditch. Pasture fence line is being cleared so we can drive around fence and start to replace fence for back pasture. New range was built at low range so campers can do archery and BBs at the same time.

**Summer hiring:** 44 total applicants narrowed down to 37.15 guys 22 girls. Increase of 1 staff member from last year. Wilson makes motion to approve – Jim seconds – All in favor motion passes.

**Registration:** 39 girls spots on 4<sup>th</sup> week (girls week). Just a couple spots open rest of the year. 1697 registered right now.

## **Next Board Meeting February 7<sup>th</sup> 2022 at 5:30 P.M. at SouthPoint Bank**

### **Email business:**

Foster motioned via email on February 17th 2022: Build a deck outside of the current Chico Dining hall per the attached drawing. The new deck will be about the size of the existing Chico Dining Hall. For the summer of 2022 we will either tent the deck or leave it open. We will cut a walkway into the existing dining room near the kitchen. Before the 2023 season we will roof the deck (too late this year to get the trusses and materials to build). In addition, I would like to allow Jim T. to make the decision if it is best to rebuild the ramp to the dining hall or switch to stairs. The cost of the deck will be between \$8,000 and 10,000.

Wilson seconded the proposal. It passed.

Foster motioned via email on March 17th 2022: I move to revise the wood deck plan to a concrete slab option. It would be the approximate size of the existing Chico Dining hall.

Jim T seconded the proposal. It passed.

**Camp Winnataska Board of Directors**  
**Monday, March 21, 2022**  
**SouthPoint Bank**

Meeting called to order at 5:30 – Ann Pickens

Members Present: Ann Pickens, Jim Thornton, Graham Ryan, Aubrey Huynh, Andrew Virciglio (AV), Wilson Yielding, Clay Cochran, Lindsay Crocker, Blake Huynh, Clay Cochran, David Glenn, Bill Jones, Mary Owen (Mo), Audrey Jost, Carly Miller

AV motions to approve minutes with addition of Program Specialist (PS) votes- Wilson seconds - motion approved

**Chico Playground:** There is a donor who has offered to cover the cost of building the playground. This will go in the flat area above the directors' hut and in between the huts on chico hill. Cost is 34,000 with 1,200-2,000 every year to stain and clean the playground.

-Go forward Chico Committee and Audrey will get proposals so we can work forward

-Ask Chico directors and Aubrey and Blake to get ideas for temporary ideas for location

**Projection Systems:** Outdoors but undercover. 10ft screen hang over stage might last 4-5 years \$400.00. \$3,000 to \$4,000 for a projector. \$6,000 all in. This can be used in other areas. Used in worship, training, groups, movies. This can be used at night as well. Audio will go through sound system.

Wilson makes motion for Projection System – Lindsey seconds – Motion passes

**Registration:** 100% booked. April 1<sup>st</sup> all balances are due. 300 families still have a balance. May 1<sup>st</sup> and May 15<sup>th</sup> open houses asking for volunteers.

**Part Time Helper for Graham:** Found one we think we can work but he can not start until school is out. Can only help during summer. Background check pending (ESS)

**Extra Part Time Helper for Graham:** \$1,500 to pay someone part time to assist Graham. Now and middle of May. This will be the help before camp gets open and before the part time helper can start.

Foster makes motion for extra part time helper – AV Seconds – Motion Passes

**Facilities:** Reimel is moving forward. Pogue extra insulation is being added to help humidity. Concrete dining hall will start in two weeks just need to find a tent. Graham is getting quotes for gutters.

**Summer Ops:** Marketing for social media. Professional photographer/videographer an entire week for \$10,000. \$10,000 just video. Will come back with full price. Asking to get bids for market value

**Next meeting April 11<sup>th</sup> 5:30 P.M. at South Point Bank**

**Camp Winnataska Board of Directors  
Monday, March 21, 2022  
SouthPoint Bank**

Meeting called to order at 5:36 – Ann Pickens

Members Present: Ann Pickens, Graham Ryan, Aubrey Huynh, Andrew Virciglio (AV), Wilson Yielding, Foster Yielding, Clay Cochran, Lindsay Crocker, Blake Huynh, Clay Cochran, David Glenn, Mary Owen (Mo), Carly Miller, Bob White

Motion to approve March Minutes- Foster Motion to approve – Wilson seconds – Motion approved

**Facilities:**

- Dinning hall: Kitchen concrete floor stained, concrete pad poured, dinning hall floors sanded and sealed, gutter to drain to creek.
- Riemel: showers installed, HVAC to go in then tile.
- Fishing dock: is going to be patched up.
- Grass and weeds are starting to grow to Graham is starting to cut, spray to control weeds.
- Pool is going to be drained and some repairs done. Pool must be completed by May 13<sup>th</sup>. Soft wash pool deck
- Part time helper came out and he thinks he will be a great fit.

**Marketing:**

-Video Production: Showcase programing. No advertising investment since 2019. Digital media huge in camps. Many camps upload at least 20 videos a year. FOW will put \$5,000 to this so we share images so FOW can updates their website.

Six Foot Five Productions: \$10,000-\$15,000

Includes approx. 100 images

Next Level Productions: \$8,500 - \$12,500

Includes approx. 100 images

Vulcan Media \$17,000 - \$22,00

Approx 100 images would be an additional \$1,500 - \$2,500

AV Makes motion to hire Six Foot Five Productions for video production for this summer splitting the cost with FOW up to \$10,000 - Wilson seconds the motion – Motion passes

**Fishing Tournament:** 4 teams caught limit, slots were filled, will updated numbers next week

Next Meeting May 11<sup>th</sup> at Southpoint Bank 5:30 PM



**Camp Winnataska Board of Directors**  
**Monday, May 16, 2022**  
**SouthPoint Bank**

Meeting called to order at 8:00– Ann Pickens

Members Present: Ann Pickens, Aubrey Huynh, Andrew Virciglio (AV), Wilson Yielding, Foster Yielding, Clay Cochran, Lindsay Crocker, Blake Huynh, Clay Cochran, David Glenn, Carly Miller, Drew Cochran, Bill Jones

Bill Jones Motions to:

For the time being to refrain from having a swimming program area, except for the pool, until E-Coli levels are below the 235 level recommended by the EPA. Surface activities like fishing, paddle boarding, and canoeing are acceptable.

Motion Passes

Roll Call Vote:

Bill Jones: Motions

Jim T: Seconds

Jim C: Yes

AV:

Bill Jones:

Lindsay Crocker:

Ann Pickens:

Wilson Yielding: Yes

Foster Yielding:

David Glenn: Yes

Clay Cochran: Yes

Carly Miller: Abstain

Next Board Meeting on June 12<sup>th</sup> at Camp 4:30 P.M.

## Camp Winnataska Board of Directors

Sunday, June 12, 2022

### Camp Winnataska

Meeting called to order at 4:30 P.M.– Andrew Virciglio (AV),

Members Present: Aubrey Huynh, Andrew Virciglio (AV), Wilson Yielding, Jim Thorington, Jim Cearlock Lindsay Crocker, Blake Huynh, David Glenn, Graham Ryan, Mary Owen, and Katie Sefton

**Friend of Winnataska (FOW) Update:** Julie Cochran is the new development coordinator. They are developing a new site so they site is easier to find on google. Friendsofwinnataska.org. Instagram, phone#, e-mail address have all been made so we can transfer from person to person. New logo and t-shirts are being made. July 9th FOW day BBQ lunch and activities.

**Registrar Update:** Very good first session. Starting to get COVID-19 cancelations. We have two calls for this week. Mo asked if we should be giving refunds for COVID-19 cancelations.

Wilson makes motion to push the vote on COVID-19 refunds to the August board meeting.

Jim seconds motion

Everyone votes in favor to push the vote to August board meeting

### **Maintenance Update:**

Septic Update – last week Monday (enter date). Septic overflowed and bathrooms were shut down. The solution found is short to midterm.

Pool robot is not working – week out on for fix

### **Summer Ops Update:**

Waterfront Update - Aubrey is hearing backlash about not having waterfront from parents and campers.

Inflatables are very popular. On free choice Friday this was one of the more popular choices.

Dinning Hall and Kitchen are functioning very well

**Next meeting: August 8th @ Southpoint Bank @ 5:30 P.M.**

**Camp Winnataska Board of Directors**  
**Monday, August 8, 2022**  
**Camp Winnataska**

Meeting called to order at 5:30PM – Ann Pickens

Members Present: Andrew Virciglio, Ann Pickens, Clay Cochran, Wilson Yielding, Jim Cearlock, Foster Yielding, Jim Thorington

Favorites Present: Karen Moore, Aubrey Huynh, Blake Huynh, MO

**Approval of May/June Minutes:** Missing minutes from first meeting in May. Was recorded, Ann & Foster going to look for them. Motion made by Jim, second by Wilson, passed.

New Business

**Facilities Update:**

- Foster talks about vehicles we did not use this summer (expedition, black suburban), needing to get rid of them. Two of the 6-seater golf carts did not work this summer and were not helpful. White 6-seater was used frequently states Blake. Both 4-seaters did not work well states Blake. Foster & Graham are looking to see what we can do next summer for vehicles. Will start exploring, if finding someone who wants to buy them, may sell. Mule worked well, looking for an addition of a lower-level mule. Looking into renting from United again for next summer.
- Foster states many leaks in Strickland roof. Has insulation between it, roof is grabbing insulation, screws not working well. Need to remove the entire roof and replace. Elliot is looking into pricing: \$22,000-30,000. Many rooms on the left side are now leaking, leaking on the right side has already been a problem. Need to also adjust awnings & fix water runoff from the backside. Asking for approval for approximately \$30,000 by Foster, second by JimT, approved by all.
- Foster states dining hall windows need to be replaced. Windows will not crank open, proposing double-hung windows all the way around. Board members wonder if it will decrease the airflow? Windows across the front of the dining hall and near staff are double-hung already. You can't put casement windows down the ramp. Chico dining hall is already double-hung. AV states Bill Jordan has been asking about windows, was offering to help & do project himself. Foster states may have to change color scheme to white for windows, windows are cheaper in white. Clay interested in long-term plan for dining hall, Foster states no other plans as of now, outside of screening in the new addition. Need more flow in the dining hall, it gets very hot while eating. Blake states campers complaining about heat inside dining hall during mealtimes. Ann, Aubrey & JimC agree with how hot the dining hall is during mealtimes. Foster looking to cooling down the dining hall. Windows will need to be done either way. Asking for approval for \$15,000-20,000 for double-hung windows throughout Mainside dining hall from Foster, second by Wilson, approved by all.

**Creek Update:** Ann, Carly & Bob met with Tom Miller who is “E.coli guy in Alabama”, looked into all data from Bob this past year. In summary, 235 is the cutoff number in the Alabama state law for full contact & swimming. Higher numbers are used for fishing, canoeing, kayaking, etc. The number needed for submersion is less than 235.

Recommended adding new test site to bottom of gorge where campers swim during Waterfront, will continue to test throughout the year. Bob was testing weekly until mid-July meeting. Numbers were still not adequate throughout the summer. Not a good time to test after rain. Will now be testing water where campers swim, in the gorge. Testing now each month by Bob, hoping for an average that is swimmable for next year. Plan for program next year as if we will not have Waterfront.

**Registration Report:** MO states 100% capacity! Aubrey & MO have discussed schedule for next year, keeping the break in the middle. Adjust to one girls week, had difficulty filling second girls week session. Needing boy campers to turn into boy leaders. Make second week all-girls, every other week co-ed. Keep the same format, break very beneficial. AV asking for approval for only one all-girls week (2<sup>nd</sup> week), all others co-ed, keeping current schedule, second by Lindsay, approved by all.

**Summer Report:** Presented by Aubrey & Blake. See addendum.

**Programming Ideas:** With the \$150,000 fundraiser for programming, Blake has many ideas as to how to benefit camp with these donations. Blake’s ideas include:

- Would like to give portion to each program area. Would also like to look into another water activity – a potential pond we can construct near Chico Hill. Might consume large portion of that budget, around \$100,000. 1 acre in size, water would run from Ballard Springs. Able to run power & water to site.
- Horses – Covered riding ring. Could ride in the rain, would need to add more horse trails. Can be closer to barn, reduce movement of horses & expand parking.
- Ropes – Canopy tour zipline in phases, around \$6,000 to add 4 ziplines in the hill towards Reimel.
- Sustainability – In a great place. Can hold here. Fruit trees would be a good addition, this would cost a couple thousand dollars.
- Crafts – Additional crafting space, outdoor seating towards the creek.
- Recreation – Outdoor ping-pong tables, \$2,000 each, concrete.
- Shooting Sports – More targets, potential discussion of riflery.
- General program – Finish playground by Craft Hut, turf field of 60 yards to contract with schools to use as practice camp & use as inflatables during the summer; site near low-ropes. Expansion of existing field where we had inflatables this year for sports camps – cost is well over \$150,000.
- There is plenty to be done. How can we make sure that we are improving what we already have?
- See addendum for full list provided by Blake.

Aubrey & Blake are thanked for their incredible work this summer. Many compliments about staff & programming. How, How, How!



**Bylaws, BOD Procedure Committee:** Last year, we asked people to look into bylaws. Although this process was started, was not completed. Lindsay has volunteered to help organize & restructure the bylaws. Ann states will review membership, procedures, policies; other topics of conversation include attendance, seats for certain members of the camp family, nomination process. Lindsay will develop, with help of Carly, AV, & Wilson, and send out information before next meeting, by September 14<sup>th</sup>. Please send all thoughts to Lindsay. Please review information sent on September 14<sup>th</sup>, will discuss at next meeting.

- Ann states may need to look into nominating in November, voting in December, starting in January.
- Board members aware that each change will come with a separate motion, discussion, and vote.

**Hunting Club Summary, Renewal Request:** JimC states 10 guys who hunted at camp, 4 went into the woods, 2 deer were killed this past hunting season. Would like to ask for longer term lease, would like to fix roads, plant green fields. JimC states hunting club also trying to do projects for camp; camp paid for the shed, hunting club built the shed. Paid for corn for Pumpkin Patch. Would be interested in using Pogue during deer season, October 25 – February 10. Would like to think about renting Pogue during that time.

- Foster asks about what we should expect related to road work. Longer term lease, would they work on the road? JimC states is a goal of the club to fix the road, opening up more land for hunting. Foster thought we were getting road work & field work this past year. If going long-term, would like to see benefit of road work. Expectation would be that club needs to clear the road as camp is wanting to get vehicles into that area. JimC states was not worth fixing this year with only 1 year lease.
- AV states communication process with safety. JimC states Graham informed of anyone on camp property. Currently there is no hunting signage for the area. JimC states would like to use hunting signage if extended.
- AV states concerns from camp family of the perception that board members are receiving benefits of camp.
- JimC states that last year, Carly priced the land at \$10/acre, totally around \$10,000 for the lease. Hunting club paid \$5,000 this past year. Discussion of lease continuing to be \$5,000/year assuming hunting club also spends \$5,000 each year to benefit the land & camp.
- Blake wonders about when the land will be thinned again. Foster states in the next 8-9 years.
- Foster states two things need to happen before next fall. Need to be able to get to the other side of camp with vehicle; if not, camp will have to clear it. Will also need to mark the perimeter of camp.
- JimC states would like this lease to be 10 years.
- Lindsay asks if lease includes camp vehicles, JimC states will not use camp vehicles.
- Ann would like to look at comparable camp leases & pricing if wanting 10 years.
- JimC states would like this lease for 5 years.
- Foster states expectation levels should be listed in the lease.

- JimC states would like to lease for 3 years.
- Ann states will not vote tonight, need to go talk to Carly & return with lease. Will continue discussion at next meeting.

Foster states would like to have facilities meeting, anyone is welcome to join. If you do not come to the meeting, you may miss most of discussion. We will be voting at the next board meeting. We are hopeful this will decrease the length of board meetings and allow for more discussion time outside of monthly meetings.

#### Old Business

**COVID Refunds:** Ann states according to camp policy & precedent set in 2018, cannot have refund with illness. MO had some adults asking at the beginning of the camp. There were not as many COVID+ cancellations as the summer continued. One instance included a parent having to cancel day before camp due to COVID+; MO was unable to fill spots due to the short notice. Board decides no refund will be issued.

Next meeting: September 19<sup>th</sup> at SouthPoint Bank at 5:30PM.

## Camp Winnataska and Friends of Winnataska Joint Board of Directors

Sunday, February 5, 2023

### Camp Winnataska

Meeting called to order at 3:05 P.M.– Andrew Virciglio (AV)

In Attendance: Andrew Virciglio (AV), Wilson Yeilding, Foster Yeilding, Jim Thorington, KAP Garmon, Julie Cochran, Julie Ellis, Clay Cochran, Karen Moore, Elin Glenn, Ann Pickens, Caitlin Thorington, Peyton Newsome, Lindsay Crocker, Kenny Keith, David Glenn, Graham Ryan, Mary Owen, Paul Bentley, Bob White, Bill Jones, and Katie Sefton

#### **CW January minutes approved (Motion: Wilson, Second: Foster)**

Jim Thorington gave a devotion focusing on using our time to love and serve others, Eph 5:10

Julie Cochran summarized the FOW 2022 report (attached). Highlighted upcoming planning of Mother/Daughter camp weekends and Give105 campaign.

Katie Sefton summarized Brewer renovation fundraising ideas. Bench renovation and replacing rotting wood. **(Motion: Elin, Second: Foster): FOW to pay remainder of Brewer repairs not raised through campaign. Estimated at \$60,000 minus what is raised. FOW motion passed.**

Elin Glenn challenged all present to donate immediately so the Joint Boards would be responsible for first bench.

Katie Sefton asked for CW to update FOW as Program Challenge money is spent so that it can be publicized, even if it is small things at each program.

Foster Yeilding gave updates on facilities projects: dining patio will be covered by mid-April, Jonathan Jost is looking at erosion control from Reimel to the covered bridge, moving the pony grove to the area flattened behind low range is the goal for this summer, road work is coming up, director's hut deck is done, kayak/boat dock is done, the Blackfoot hut will be sealed up before summer, kitchen progress is coming along to fit combi-oven in, Chico playground does not have a definite plan.

Lindsay Crocker updated that staff has been hired.

Caitlin Thorington announced we have had 158 leader applicants. Spring training dates are set for Staff on April 21-23 and leaders on May 19-21.

Peyton Newsome updated on the damage to the inflatables. Rats have destroyed the obstacle course and one of the slides. She has reached out to multiple companies about repairs, the cost of repairs is prohibitive. Peyton and Foster will look into an insurance claim for the damage.

Mary Owen reported that camper registrations are still coming in. We are above 90% capacity. Most of the openings are boy spots 4<sup>th</sup> week, which is newly a co-ed week this summer so it makes sense that it is slow to fill.

Foster Yeilding added that we are looking for somebody to cut grass during the summer. Requested a motion regarding Pony Grove spending. **(Motion: Bill Jones, Second: Wilson Yeilding) Spend up to \$50,000 on Pony Grove relocation. CW motion passed.**

**Camp Winnataska Board of Directors**  
**Monday, March 13, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:30PM – Andrew Virciglio

Those present: Andrew Virciglio, Wilson Yielding, Jim Cearlock, Foster Yielding, Kenny Keith, Ann Pickens, Mary Owen, Clay Cochran, Karen Moore, Peyton Newsome, Graham Ryan, Witt McLeod

**Opening Prayer Clay Cochran**

**Approval of February Camp Winnataska Minutes:** Wilson motioned, Clay seconded, motion passed

**Ann, registration update:**

- 4<sup>th</sup> week Mainside boys are only significant opening, 30 spots open

**Foster, facilities update:**

- Camp is going to help support road clean up, possibly splitting cost with FOW
- Roof dining patio complete
- Repaired 2 six-seater carts, going to sell them
- Going to build a field in cleared off area behind Blackfoot hut. Pasture fence will not encompass it, it will be a play field this summer. The pony grove could still go there in the future.
- Blackfoot hut has had some updates and will be entirely closed in by summer. Need to talk to Blackfeet about taking care of it
- Horse fencing project: possibly partnering with 4H, we would supply fence, they would supply labor. Priority will be: reestablishing partition between front and back pasture, new field area and edge near Chico
- Chico shade options for concrete heat-death zone between huts. Roof like top of dining patio is \$40,000 estimate. Sunshade estimate \$32,000.
- **Foster motioned: Spend up to \$40,000 on shade for Chico patios. Lindsay Powers seconded, motion passed.**
- Hillside moss is slick. Chemicals would kill all moss. Hard pressure wash met some resistance from a camp elder. Jim Thorington will look at it this week.

**Lindsay**

- Reminder of Weekly Directors Committee functions – approves directors and assistant directors each summer, summer op, camp board, chico, main, camp director
- Suggest for this summer: Lindsay, Caitlin, Ann, Wendy, Beth Fort
- No main directors up for renewal/openings this year
- Would like assistant directors approved by May 1<sup>st</sup>

- **Wilson motioned to make the Weekly Director Committee consist of five, with Camp Director serving as a nonvoting member 6<sup>th</sup> member. The five will be the Summer Operations Chair, an additional board member, a current Chico director, a current Mainside director, and an at large member who could represent any category. Foster seconded, motion passed**
- **Lindsay motioned to have this year's committee be Lindsay, Caitlin, Ann, Wendy Dillon, Beth Fort, Wilson Yeilding. Foster seconded, motion passed.**
- We are in need for professional photographs. Last set Wes Frazer 2016. Proposal Pettey take pictures during 7<sup>th</sup> week, up dated pictures. At camp 3 days, we would cover travel (flight, car) stay at camp.
- **Lindsay motioned to hire Elizabeth Pettey for \$5,000 for 3 days of photos. Clay seconded, motion passed.**
- Play structures for Chico. Wooden independent play structures. Temporary options for this summer.

#### **Kenny**

- Increase horse contract. We haven't increased Stan's number since he started.
- \$30,000 would be new number at \$490/horse plus \$110/horse for feed
- Group discussed pros and cons of separate feed allotment
- **Foster motioned to increase Stan's contract to a total of \$32,500 which is \$650/horse with no separate feed fee. Lindsay seconded, motion passed.**

#### **AV**

- FOW Joint Bench reminder – each of us needs to donate \$40.00 to Brewer fund.

#### **Wilson**

- Kitchen staff payroll, finance is getting together to discuss details



**Camp Winnataska Board of Directors**  
**Tuesday, April 11, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:38PM – Wilson

Members present: Wilson Yielding, Jim Cearlock, David Glenn, Foster Yielding, Ann Pickens, Lindsay Powers, Andrew Virciglio (on phone)

Others in attendance: Peyton Newsome, Witt McLeod, Caitlin Thorington (on phone)

**Approval of March Camp Winnataska Minutes – David motioned, Foster seconded, motion passed**

Opening prayer - Ann

Ann:

- 24 boy spots left 4<sup>th</sup> week, other openings are a handful here and there

Foster:

- Blackfoot hut almost finished (Graham is doing it as we speak, new windows), doors ordered Pogue and Strickland, painting and pressure washing around camp coming soon
- Need air conditioning unit in Blackfoot hut
- **Foster motions up to \$12,000 on air conditioning for Blackfoot hut, Lindsay seconded, motion passes.**
- Grass and landscaping is half way completed coming up through mainside
- Jeremy is getting dirt moved, looking good
- Planning chert path in front of boys hut up to Brewer
- We are going to need to look at floors in Mainside huts, especially sink areas – begin looking at replacing the six cabins one at a time every two years or so, or if we want to replace Pueblo we need to begin thinking about that usage

Lindsay:

- Invite board members to PreCamp on May 25<sup>th</sup> to come out for dinner at 6:15
- PreCamp starts 23rd
- Workday this weekend
- Coming along with leaders, organizing, staff training planning
- Still looking for PS pool/sustainability

Wilson:

- Kitchen staff payroll: AV and Wilson have been working with Stephanie to determine plan, overtime will need to be approved by AV/Lindsay so that Caitlin isn't making that choice for Stephanie, but system should be built in to avoid overtime

- **Wilson motions allows finance committee to spend up to \$32,500 kitchen payroll. David seconded; motion passed.**

Witt:

- **Lindsay motioned to approve non-discrimination policy as drafted by Kenny and Witt. Ann seconded; motion passed.**
- **Policy reads: Camp Winnataska respects and values diversity in its campers, staff, volunteers, and families. It does not discriminate on the basis of race, color, gender, marital status, national or ethnic origin, religion, political beliefs or disability to all the rights, privileges, programs, and activities in administration of its policies.**
- **Ann will add it to website.**

**Camp Winnataska Board of Directors**  
**Tuesday, May 2, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:32PM – AV

Members present: Wilson Yielding, Jim Cearlock, David Glenn, Foster Yielding, Ann Pickens, Lindsay Powers, Andrew Virciglio, Kenny Keith

Others in attendance: Peyton Newsome, Mary Owen, Caitlin Thorington

**Approval of April Camp Winnataska Minutes – Wilson motioned, David seconded, motion passed**

Opening prayer - Caitlin

Mo:

- 98% full (94% on boys) – 100% at this point last year
- Waitlist report: 517 girls, 107 boys

Caitlin:

- PS Slate presented:
- Grace Armstrong, Administrative Specialist
  - **Lindsay motioned to hire Grace, Ann Seconded: motion passed.**
- Noel Shouts, Boats
  - **Lindsay motioned to hire Noel, Ann Seconded: motion passed.**
- Joseph McKinley, Crafts
  - **Lindsay motioned to hire Joseph, Ann Seconded: motion passed.**
- Hannah Gagnon, Horses
  - **Lindsay motioned to hire Hannah, Ann Seconded: motion passed.**
- Eli Morrow, Outdoors
  - **Lindsay motioned to hire Eli, Ann Seconded: motion passed.**
- Mary Taylor Seymore, Pool
  - **Lindsay motioned to hire Mary Taylor, Ann Seconded: motion passed.**
- Holland Tapp, Recreation
  - **Lindsay motioned to hire Holland, Ann Seconded: motion passed.**
- Eric Johnson, Ropes
  - **Lindsay motioned to hire Eric, Ann Seconded: motion passed.**
- Jack Kennedy, Shooting Sports
  - **Lindsay motioned to Jack, Ann Seconded: motion passed.**
- Carolyn King, Sustainability
  - **Lindsay motioned to hire Carolyn, Ann Seconded: motion passed.**

Lindsay:

- Summer 2024 Calendar Proposed

- **Lindsay motioned to adopt 2024 calendar below, Ann Seconded: motion passed.**
  - **Super Chico: May 29 – June 1**
  - **1<sup>st</sup> Week: June 2-8**
  - **2<sup>nd</sup> Week: June 9-15 (Girls Week)**
  - **3<sup>rd</sup> Week: June 16-22**
  - **4<sup>th</sup> Week: June 23-29**
  - **5<sup>th</sup> Week: July 7-13**
  - **6<sup>th</sup> Week: July 14-20**
  - **7<sup>th</sup> Week: July 21-27**

Caitlin:

- Need for five staff members to come out three days early, working with Peyton on projects
  - **Lindsay motioned for five staff members to work between Leadership and Pre-Camp for a half-week of their normal salary, Ann seconded: motion passed.**

Foster:

- Would like to get Chicos to also fill out camper survey this summer and double check that survey has favorite/least favorite program activity
- Facilities are on target time-wise.

Kenny:

- Witt and Kenny have looked at coverage for campers without insurance and a med-pay, Foster is getting quote.

Foster:

- Stressed importance of documenting incidents properly, will check with insurance if they have a specific form, Kenny added that she and Witt are always available to help document incidents, they need to be called immediately before incident reports.

AV:

- May 25<sup>th</sup> – Board invited to dinner during pre-camp at 6:15
- Board will do end of summer dinner during post-camp
- June 11<sup>th</sup> next meeting – 5pm at Camp Winnataska

Foster:

- Would like to see the list of weekly directors. Caitlin read it aloud and said it could be attached to minutes when they are sent out. Caitlin noted that several of the assistant directors are new this year and have not yet been approved by Weekly Director Committee, that meeting is happening next week

**Camp Winnataska Board of Directors**  
**Sunday, June 11<sup>th</sup>, 2023**  
**Camp Winnataska**

Members present: Foster Yielding, Ann Pickens, Wilson Yielding, Kenny Keith, David Glenn, Jim Cearlock, Lindsay Powers, Andrew Virciglio , Clay Cochran  
Others in attendance: Peyton Newsome, Witt McLeod, Caitlin Thorington, Katie Sefton, Kate Jordan, Mary Owen, Graham Ryan

Meeting called to order at – Wilson

**Approval of May Camp Winnataska Minutes – Wilson motioned, Foster seconded, motion passed**

Opening prayer – Caitlin

Mary Owen:

- Good first session, 28 boys spots still open for 4<sup>th</sup> Mainside, request a blast on social media
- 97% full for summer

Wilson:

- Caitlin has been struggling all summer with credit cards not working, getting limits upped, Graham with being able to pay vendors and contractors that need payment immediately
- We need a plan that will be failsafe especially for April/May/June and for vendors, maybe having some checks available for chair, summer ops, and facilities
- Wilson and AV said they would work on back up plans

Caitlin:

- Sustainability PS quit yesterday, effective immediately, details can be discussed in executive session
- Moving forward this week Tricia is available to sub in the mornings; Canne and Ann can each potentially take an afternoon or two; Peyton/Caitlin/Grace can cover other afternoons
- Lydia McEldry (a 3<sup>rd</sup> year commanche) can be the PS 4<sup>th</sup>-7<sup>th</sup> weeks
- **Wilson motioned for Lydia to be the Sustainability PS when needed for the traditional PS salary. Foster seconded, motion passed.**
- **Lindsay motioned for Tricia, Canne, and Ann to be the Sustainability PS as needed at \$80/day (except for Ann who would volunteer). Foster seconded. Motion passed.**

Lindsay:



- We have not approved pets of personnel at camp this summer. Caitlin has two dogs, Peyton has one dog, Eli Morrow (PS) has one dog. All dogs are up to date on vaccines. The dogs will never see campers, housed in living quarters and exercised away from campers.
- **Lindsay motions to approve these four dogs to live at camp for the summer. Wilson seconded. Motion passed.**
- Summer is off to a strong start with communication between Caitlin and Lindsay, Health Hut is running smoothly, corcles have been a fun addition to program.
- During campout the staff could hear people on vehicles (ATVs or dirtbikes) closer than normal. Caitlin and Graham have updated intruder plan specifically to campout and have ensured a clear line of communication between staff at Rushton and main camp. Legal team is thinking through precedent and policy, will have updates soon.

Foster:

- There have been water issues at barn and on Chico. Graham is working with water works and a plumber to find a solution. Hopefully Monday or Tuesday we will have the problem permanently solved.

Katie/FOW update:

- Camp store is selling well this summer, families are excited to be back in a real store
- We have received two new grants from Alabama Power for trees
- Chapel in the Pines has contributed camperships
- Mother Daughter registration has begun and seems to be popular
- FOW Day on July 8<sup>th</sup> to thank volunteers/donors/alumni with BBQ lunch and a few program activiites

AV old business updates:

- New Pony Grove and high ropes addition we need to be thinking ahead
- Foster and Peyton will meet in July to discuss both
- We need to think through Program Challenge money
- Wilson, Eric, and Jim C have been discussing potential new ropes course with a set course for middle huts and a separate course for older huts

Next meeting August 29<sup>th</sup>, End of Summer report in September

Executive Session to discuss Personnel with Caitlin, Peyton, and Witt present

Email motion on June 20<sup>th</sup>:

- **Lindsay motions to hire Garrett Halla as Sustainability PS as needed for the remainder of the summer. Ann seconded. Motion passed on June 21<sup>st</sup>.**

**Camp Winnataska Board of Directors  
Tuesday August 29, 2023  
SouthPoint Bank**

Members Present: Ann Pickens, Andrew Virciglio (AV), Wilson Yielding, Foster Yielding, Clay Cochran, Lindsay Powers, David Glenn, Jim Cearlock, Jim Thorington

Other Present: Peyton Newsome, Noel Shoults, Bob White, Witt Mcleod, Tom Miller (retired City of Birmingham water expert)

AV: called meeting called to order at 5:35

**David motioned to approve June 2023 minutes. Clay seconded, motion passed.**

Jim Thorington:

- Jeremiah 29:11 –promise from God that he will carry out what he begins, God never breaks promises. We don't have to worry about future of camp Winnataska, God will carry on purposes at Camp Winnataska, open in prayer

Bob White: Creek update, with input from Tom Miller

- We started sampling after a sewage overflow, that was two years ago. We narrowed down to 3 locations (at rapids, just below falls off of waterfront rock, at dam overflow). We test for ecoli – from fecal warm blooded mammals, once bacteria is in creek and conditions are right it multiples, numbers are in colonies per 100 milliliters, numbers are large, they go up and down, we have some bad numbers. Ecoli is a marker bacteria of other bacteria present.
- The real way to determine is a long term risk based assessment. Right now the numbers are such that if someone saw them and looked at published numbers people would question us. ADEM numbers are swimming 235, boating is 2,500. Our geometric means are nowhere near it. Numbers go up with rain.
- We need strategic plan to address water, may get funding from ADEM – develop watershed based strategic plan, involves lots of people, industry, neighbors. ADEM will give guidance once they see us making moves.
- Bob thinks that portion of the creek is designated by ADEM for swimming. We have UAB and Hunstville research that could help with risk assessment how it will affect people. Consulting firm would help strategic plan. That would be large monetary investment. Maybe graduate student would help. ADEM has money for research projects – stormwater money. We will keep sampling once a month.
- Discussion among group of feasibility of that type of investment. No motions or changes to current procedures.

Ann: final registration numbers from 2023

- final numbers from summer are 98% full, we had 40 open boy spots 26 of those were 4<sup>th</sup> week

Foster: FOW would like to have set 25 camperships

Wilson: finance committee met to discuss camp fees. Last year was 910 for a full week and 525 for Chico.

**Wilson motions 2024 camp fees be \$940 for a full week and 545 for Super Chico. Foster seconds, motion passes.**

AV: spent 350,000 on special facilities projects

AV: End of Summer report will be in September, Facilities will also be doing an end of summer report

AV: looking at paying volunteer leaders, task summer ops for that plan.

Lindsay: we need to resuscitate Executive Director committee, contact those members and see if they are still interested in serving

Foster: facilities wants to sell orange truck and suburban, Lindsay questioned what vehicles will be present in the summer, Foster responded, "If you need two more trucks that is not a problem we will come up with two more trucks", Lindsay and Foster will meet to discuss vehicles

AV: joint meeting needs to be October 1 as September meeting at camp, 2:30  
Real October meeting will be later in October

Addendum from executive session phone call on September 12<sup>th</sup>, 2023

Board attendance on call: Andrew Virciglio, Clay Cochran, Ann Pickens, Wilson Yeilding, David Glenn, Bill Jones, Jim Thorington

**Ann: Motion to offer Peyton Newsome the opportunity to not renew her contract as Program Director in 2024. Clay seconded. Motion passed with unanimous vote.**

**Ann: Motion to create a Program Director hiring committee made up of Lindsay Powers, Foster Yeilding, Elin Glenn, Carol Kilgroe, David Glenn, with Caitlin Thorington as a non-voting member. David seconded. Motion passed.**

**Camp Winnataska Board of Directors**  
**Sunday October 1, 2023**  
**Camp Winnataska**

Members Present: David Glen, Ann Pickens, Wilson Yielding, Foster Yielding, Lindsay Powers, Kenny Keith, Jim Thorington

FOW Members Present: Katie Sefton, Hunter Thorington, Paul Bentley, Elin Glenn

Other Present: Noel Shoults, Witt Mcleod, Caitlin Thorington, Graham Ryan, KAP Garmon, Karen Moore

Wilson: called meeting called to order at 2:05

Jim Thorington: Devotion

- Hebrews 9, Blood of Christ is sacrifice to usher in forgiveness
- Prayer

Katie provided FOW update (see attached notes for details)

- Camp Store huge success connecting alumni, parents, volunteers
- Regular Newsletter Updates
- Campership Application and System in place
- Brewer Campaign is at \$17,000 or \$40,000 goal
- Focus on creating an endowment that provides longterm financial stability for Camp
- FOW Day and Mother Daughter Weekend both successful
- Pumpkin Patch is quickly approaching, Opt Outside Hike Black Friday and Candles and Carols coming up

Cailin: Summer Operations update and Summer Camp End of Summer Review

- Hiring Committee has begun process of looking for new Program Director, job applications are open now and due soon
- End of Summer Report included in attachments
  - 98% of capacity, we need boys, specifically older boys

Foster: Facilities End of Year Review

- See attached slideshow

Wilson:

- Next CW BOD meeting October 17th

FOW Report  
Joint Meeting of Camp Winnataska and Friends of Winnataska  
October 1, 2023

Summer Presence:

The camp store was the perfect way to promote Friends of Winnataska to our camper families. We provided a service that parents appreciated, provided opportunities for our alumni to serve, made a little bit of money, and shared the mission of FOW. We were able to have face-to-face contact with parents on pick-up day by passing out fans promoting FOW events as well as the 2024 camp dates. This is a great partnership between FOW and CW.

Newsletter: 3 of 4 Quarterly HOW HOW HOW newsletter have gone out.

Camperships:

- Set up a campership page on the FOW website
- Updated Application to a fillable Adobe Doc available on website
- Awarded 16 camperships, 14 of those were accepted, gave \$7,015
- Current campership donations of \$11,250 which exceeds our original Campership fundraising goal of 10,000. We are now aiming to raise \$20,000.

Brewer:

The pews are currently being refinished in groups and look beautiful. We have raised \$17,087 of our \$40,000 goal. We plan to focus on this initiative during the last quarter of 2023. Our year end giving will also highlight the Give 105 Campaign.

Investment Account:

Friends of Winnataska was the beneficiary of over \$150,000 from former camper/staff member Roye Wates investment account. FOW has consolidated funds that were in different accounts and transferred a total of \$750,000 to a Wells Fargo account managed by former Blackfoot Scott Howell. We are working toward an endowment that will provide long-term financial security for Camp Winnataska.

Events:

- FOW Day was a fun event for our donors, volunteers, and alumni that we hope will continue to grow.
- Our first annual Mother-Daughter weekend was a rousing success and exceeded the fundraising goal of \$15,000 by clearing over \$16,000. Julie has gotten great feedback from participants and already has ideas for improvement. We really appreciate the support from Caitlin, Peyton, Graham, Tina, and camp board members Clay Cochran and Ann Pickens who worked tirelessly alongside FOW to make this event a success.
- Pumpkin Patch is 2 weeks away and we need your support in spreading the word by placing a sign in your yard and other strategic intersections near you. We also need you to share Pumpkin Patch social media posts, especially to any community sites you may have access to. We also need your help working the event so please take a look at our sign up genius. You can also share it with any camp alumni you keep up with and encourage them to volunteer. This is a great way to reconnect folks with camp.
- Our final events of the year are free: Opt Outside Hike the day after Thanksgiving and Candles & Carols on December 17th.

Grants:

- Alabama Power Good Roots awarded \$1,000
- Chapel in the Pines awarded \$2,500



Camp Winnataska Board Meeting 10/18/23  
Minutes taken by David Glenn

#### Registration Update

Opened 1 Week Ago and we are 79% full  
Within 1 hour we were 66% full  
Angry folks cant get in the site bc traffic to register this happens every year

#### Pumpkin Patch

Sold 600 tickets (sold around 300 last year)  
Ran out of pumpkins

#### Program Director

3 candidates  
Interview will be on 11/5

#### Senior Leader

Paid role  
New role  
Life guard or some type of specialty training required  
This person will follow them place to place  
18 years or older  
More in-depth training

#### Facilities

##### Mainside Hut Improvements

Full Renovations for \$120,000

Floors put directly on joist

There is no subfloor so this is causing the floor issue

Floor issue is a safety issue

Also in this cost will be the Cupola update so we can prevent bats from getting in the huts

Interior siding

Screen Door upgrades

Rescreen hut windows upgrades

Fans & Lighting upgrades

Ramp & Stair Handrail upgrades

Summer ops will need to work with Facilities to coordinate when this project can get completed

**Motion by Foster: Allocate \$120,000 to update the 6 main side huts**

**Jim Seconds**

**Motion Passes**

#### Vehicle Update

Offer came in for White Suburban at \$1,500

If we want to donate it we can but they must get in touch with Graham

Only truck left is the Tacoma which is not good for hauling

**Motion by Foster: Spend up to \$25,000 to find a 3/4 ton automatic truck for Camp  
Clay Seconds  
Motion Passes**

Board Members:

Next meeting we will nominate and vote on new board members  
Jim C is rolling off  
Bill Jones is rolling off  
AV is rolling off  
Jim T is undecided

**Motion by Wilson: Senior Leader will paid \$225 a week including training. If we cannot find staff we will increase pay to try and find new applicants.**

**Jim T Seconds  
Motion Passes**

**Motion by Wilson: Increase all staff pay by \$50.00 a week and reduce hut staff time from time and a half to flat \$75.**

**Lindsey Seconds  
Motion Passes**

**Motion by Wilson: Increase all Program Specialist \$100 a week and \$50 increase for the Administrative Specialist. Increase \$25 a week for each year served**

**Lindsey Seconds  
Motion passes**

**Motion by Wilson: Increase Mo's salary by 5%**

**Lindsey Seconds  
Motion Passes**

**Motion by Wilson: Increase Graham's salary by 6%**

**David Seconds  
Motions Passes**

**Motion by Wilson: Increase Susan's salary**

**Lindsey Seconds  
Motion Passes**

**Motion Passes: Increase Caitlin's Salary by 5.66% and add childcare allowance, phone allowance, and mileage allowance**

**Lindsey Seconds  
Motion Passes**

Minutes from video call 11/12/23

Those on call: AV, David Glenn, Lindsay Powers, Kenny Keith, Ann Pickens, Jim Thorington, Foster Yielding, Wilson Yielding, Carol Kilgroe, Elin Glenn, Caitlin Thorington

Minutes recorded by Ann Pickens

Caitlin described the new job description of Operations Director and adjustments to the Program Director description.

**Lindsay motioned to approve job descriptions for Camp Director, Program Director with changes proposed regarding reporting to Camp Director, and Operations Director. Wilson 2nd. Motion passes.**

Executive Session: Carol, Elin, Caitlin got off the call

**Lindsay motioned to offer Hannah Gagnon the position of Operations Director. Jim T seconded. Motion passed**

**Lindsay motioned to offer Joseph Mckinley to be Program. Kenny seconded. Motion passed.**



# REPORTS



# END OF SUMMER REPORTS

[2012](#)

[2017](#)

[2021](#)

[2014](#)

[2018](#)

[2022](#)

[2016](#)

[2019](#)

[2023](#)

*End of Summer Report Links*

# OTHER REPORTS

[2022  
FOW  
REPORT](#)

[2023  
FACILITIES  
REVIEW](#)

*Other Report Links*





# FINANCIALS

**Camp Winnataska**  
**Profit & Loss Prev Year Comparison**  
**January through December 2022**

	Jan - Dec 22	Jan - Dec 21	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Camp Income</b>				
6701 Camp Fees	1,427,588.04	1,276,588.00	151,000.04	11.8%
6702 Rental Revenue	39,668.53	12,865.00	26,803.53	208.3%
6704 Interest Income	183.96	806.52	-622.56	-77.2%
6706 Camp Store Income	18,633.18	26,975.20	-8,342.02	-30.9%
6710 Pumpkin Patch Income	0.00	8,432.12	-8,432.12	-100.0%
6731 Camp - Other Income	77,761.95	68,799.07	8,962.88	13.0%
<b>Total Camp Income</b>	1,563,835.66	1,394,465.91	169,369.75	12.2%
<b>COVID Donations</b>	0.00	2,555.00	-2,555.00	-100.0%
<b>Total Income</b>	1,563,835.66	1,397,020.91	166,814.75	11.9%
<b>Expense</b>				
<b>Camp Expenses</b>				
6712 Canteen Cost of Goods Sold	20,103.44	18,416.90	1,686.54	9.2%
6750 Camp Store	0.00	106.86	-106.86	-100.0%
6760 Reimbursed Expense	3,000.00	3,000.00	0.00	0.0%
7005 Maintenance Salaries	47,739.96	42,999.96	4,740.00	11.0%
7008 Admin Salaries	75,501.66	45,591.63	29,910.03	65.6%
7009 Temporary Camp Salaries	123,502.19	116,806.25	6,695.94	5.7%
7201 ER taxes	21,933.14	18,118.90	3,814.24	21.1%
7204 Cell Phone Allowance	2,329.83	2,400.00	-70.17	-2.9%
7205 Gas & Auto Reimbursement	600.00	600.00	0.00	0.0%
8101 Medical, Health & Safety S	1,440.52	7,191.15	-5,750.63	-80.0%
8102 Insurance	61,489.00	53,208.00	8,281.00	15.6%
8103 Program Supplies	115,922.59	39,384.74	76,537.85	194.3%
8104 Food & Commissary	190,959.46	134,485.79	56,473.67	42.0%
8105 Sanitation & Janitorial Su	4,600.00	600.00	4,000.00	666.7%
8106 Office Supplies	4,243.13	363.17	3,879.96	1,068.4%
8130 Pumpkin Patch Expense	0.00	3,360.80	-3,360.80	-100.0%
8201 Telephone & Internet Exp	9,855.41	10,133.57	-278.16	-2.7%
8202 Camp Brain/Constant Contac	6,676.59	7,140.00	-463.41	-6.5%
8205 Accounting Fees	15,925.00	12,660.00	3,265.00	25.8%
8301 Postage	534.85	811.69	-276.84	-34.1%
8305 Electricity	56,371.12	59,295.01	-2,923.89	-4.9%
8406 Gas/Oil	11,526.64	6,142.85	5,383.79	87.6%
8408 Water & Sewer	22,637.20	7,296.49	15,340.71	210.3%
8409 Dumpster & Septic pumping	24,940.96	5,845.81	19,095.15	326.7%
8412 Painting	1,837.50	0.00	1,837.50	100.0%
8413 Bldg & Grounds Maint Suppl	120,389.55	69,817.57	50,571.98	72.4%
8501 Equip Rentals	11,168.09	1,189.19	9,978.90	839.1%
8502 Payroll Processing Fees	2,175.65	1,775.96	399.69	22.5%
8510 Pool	21,000.86	3,689.88	17,310.98	469.2%
8511 Equipment Service	5,381.09	2,843.87	2,537.22	89.2%
8512 Rope Course Expense	580.00	5,667.90	-5,087.90	-89.8%
8513 Horses Expense	26,423.89	24,150.00	2,273.89	9.4%
8521 New Equipment Purchases	46,423.16	8,467.65	37,955.51	448.2%
8603 Photography	0.00	55.00	-55.00	-100.0%
8609 Outside Printing	5,562.38	0.00	5,562.38	100.0%
8702 Gas & Oil - Vehicles	4,113.98	3,327.01	786.97	23.7%
8703 Repairs - Vehicles	6,928.30	1,059.05	5,869.25	554.2%
8704 Plumbing Repairs	150.00	6,455.00	-6,305.00	-97.7%
8714 ACA Dues	2,296.00	2,296.00	0.00	0.0%
8833 Staff Training	9,710.64	2,638.69	7,071.95	268.0%
9400 Interest Expense	17.55	299.39	-281.84	-94.1%
9401 Banking & Credit Card Fees	46,066.85	45,000.05	1,066.80	2.4%
9402 Advertising	15,360.00	2,816.00	12,544.00	445.5%
9404 Taxes, Licenses & Tags	131.24	245.97	-114.73	-46.6%
9405 Miscellaneous Expense	2,608.50	390.00	2,218.50	568.9%
9406 Year Round Staff	3,250.00	4,712.11	-1,462.11	-31.0%
9620 Workers Comp	-1,532.00	11,741.09	-13,273.09	-113.1%
<b>Total Camp Expenses</b>	1,151,875.92	794,596.95	357,278.97	45.0%
<b>Total Expense</b>	1,151,875.92	794,596.95	357,278.97	45.0%
<b>Net Ordinary Income</b>	411,959.74	602,423.96	-190,464.22	-31.6%
<b>Other Income/Expense</b>				
<b>Other Expense</b>				
9999 Special Projects	405,724.53	0.00	405,724.53	100.0%
<b>Total Other Expense</b>	405,724.53	0.00	405,724.53	100.0%

4:08 PM

10/04/23

Cash Basis

**Camp Winnataska**  
**Profit & Loss Prev Year Comparison**  
**January through December 2022**

---

	Jan - Dec 22	Jan - Dec 21	\$ Change	% Change
Net Other Income	-405,724.53	0.00	-405,724.53	-100.0%
Net Income	<u>6,235.21</u>	<u>602,423.96</u>	<u>-596,188.75</u>	<u>-99.0%</u>

**Camp Winnataska**  
**Balance Sheet Prev Year Comparison**  
**As of September 30, 2023**

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
Business Money Market	327,715.34	177,311.34	150,404.00	84.8%
Depository Account	8,235.67	105,685.16	-97,449.49	-92.2%
Operating Winnataska	45,998.46	70,872.32	-24,873.86	-35.1%
Payroll Account	13,733.63	30,888.00	-17,154.37	-55.5%
Progress Bank and Trust CD	53,017.61	52,900.96	116.65	0.2%
<b>Total Checking/Savings</b>	448,700.71	437,657.78	11,042.93	2.5%
<b>Accounts Receivable</b>				
Deposits	1,000.00	1,000.00	0.00	0.0%
<b>Total Accounts Receivable</b>	1,000.00	1,000.00	0.00	0.0%
<b>Total Current Assets</b>	449,700.71	438,657.78	11,042.93	2.5%
<b>TOTAL ASSETS</b>	<b>449,700.71</b>	<b>438,657.78</b>	<b>11,042.93</b>	<b>2.5%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Credit Cards</b>				
Regions Credit Card	-3,200.33	616.36	-3,816.69	-619.2%
<b>Total Credit Cards</b>	-3,200.33	616.36	-3,816.69	-619.2%
<b>Total Current Liabilities</b>	-3,200.33	616.36	-3,816.69	-619.2%
<b>Total Liabilities</b>	-3,200.33	616.36	-3,816.69	-619.2%
<b>Equity</b>				
2930 Retained Earnings	249,618.18	237,382.97	6,235.21	2.6%
Net Income	209,282.86	200,658.45	8,624.41	4.3%
<b>Total Equity</b>	452,901.04	438,041.42	14,859.62	3.4%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>449,700.71</b>	<b>438,657.78</b>	<b>11,042.93</b>	<b>2.5%</b>

## Camp Winnataska Profit & Loss Prev Year Comparison

January through September 2023

	Jan - Sep 23	Jan - Sep 22	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>Camp Income</b>				
6701 Camp Fees	1,450,710.00	1,427,038.04	23,671.96	1.7%
6702 Rental Revenue	5,390.00	25,666.53	-20,276.53	-79.0%
8704 Interest Income	395.17	58.48	336.69	575.7%
6706 Camp Store Income	0.00	18,633.18	-18,633.18	-100.0%
6731 Camp - Other Income	24,691.72	74,095.30	-50,503.58	-67.3%
<b>Total Camp Income</b>	1,481,086.89	1,546,493.53	-65,406.64	-4.2%
<b>Total Income</b>	1,481,086.89	1,546,493.53	-65,406.64	-4.2%
<b>Expense</b>				
<b>Camp Expenses</b>				
6712 Canteen Cost of Goods Sold	17,936.47	20,103.44	-2,166.97	-10.8%
6750 Reimbursed Expense	3,000.00	3,000.00	0.00	0.0%
7005 Maintenance Salaries	42,817.23	38,229.37	4,587.86	12.0%
7008 Admin Salaries	55,649.94	58,850.00	-3,300.06	-5.6%
7009 Temporary Camp Salaries	116,796.09	123,502.19	-6,706.10	-5.4%
7201 ER taxes	21,890.95	19,765.88	2,125.07	10.8%
7204 Cell Phone Allowance	1,800.00	1,529.83	270.17	17.7%
7205 Gas & Auto Reimbursement	3,685.14	400.00	2,685.14	671.3%
8101 Medical, Health & Safety S	1,528.72	1,440.52	88.20	6.1%
8102 Insurance	54,909.00	46,772.00	8,137.00	17.4%
8103 Program Supplies	102,360.54	115,572.59	-13,212.05	-11.4%
8104 Food & Commissary				
8114 - Kitchen Staff Salaries	38,603.20	0.00	38,603.20	100.0%
8104 Food & Commissary - Other	171,504.95	190,759.67	-19,254.72	-10.1%
<b>Total 8104 Food &amp; Commissary</b>	210,108.15	190,759.67	19,348.48	10.1%
8105 Sanitation & Janitorial Su	1,450.00	3,800.00	-2,350.00	-63.8%
8106 Office Supplies	3,597.32	1,305.27	2,292.05	175.6%
8201 Telephone & Internet Exp	7,504.13	7,626.32	-122.19	-1.6%
8202 Camp Brain/Constant Contac	5,500.00	1,160.00	4,340.00	374.1%
8205 Accounting Fees	13,290.00	11,033.00	2,257.00	20.5%
8301 Postage	464.00	414.85	49.15	11.9%
8305 Electricity	46,638.11	39,925.64	6,712.47	16.8%
8406 Gas/Oil	14,837.33	10,752.47	4,084.86	37.7%
8408 Water & Sewer	16,593.60	16,877.31	-283.71	-1.7%
8409 Dumpster & Septic pumping	7,511.32	24,277.09	-16,765.77	-69.1%
8412 Painting	0.00	1,837.50	-1,837.50	-100.0%
8413 Bldg & Grounds Maint Suppl	127,057.57	107,396.74	19,660.83	18.3%
8501 Equip Rentals	8,405.57	11,168.09	-2,762.52	-24.7%
8502 Payroll Processing Fees	1,602.05	1,928.43	-326.38	-16.9%
8510 Pool	6,634.53	21,000.86	-14,366.33	-68.4%
8511 Equipment Service	4,897.79	5,381.09	-483.30	-9.0%
8512 Rope Course Expense	1,600.00	580.00	1,020.00	175.9%
8513 Horses Expense	33,283.92	24,423.89	8,860.03	36.3%
8521 New Equipment Purchases	78,241.80	36,432.16	41,809.64	114.8%
8603 Photography	5,000.00	0.00	5,000.00	100.0%
8609 Outside Printing	1,264.59	5,538.36	-4,273.77	-77.2%
8702 Gas & Oil - Vehicles	3,949.26	2,761.05	1,188.21	43.0%
8703 Repairs - Vehicles	3,219.35	5,035.64	-2,716.29	-45.8%
8704 Plumbing Repairs	397.00	0.00	397.00	100.0%
8833 Staff Training	1,600.00	9,710.64	-7,910.64	-81.5%
8840 Traffic Services	480.00	0.00	480.00	100.0%
9400 Interest Expense	170.36	0.00	170.36	100.0%
9401 Banking & Credit Card Fees	30,506.87	25,735.45	4,773.42	18.6%
9402 Advertising	1,973.84	360.00	1,613.84	448.3%
9404 Taxes, Licenses & Tags	552.97	131.24	421.73	321.3%
9405 Miscellaneous Expense	1,482.88	2,337.78	-854.90	-36.6%
9406 Year Round Staff	1,875.00	1,250.00	625.00	50.0%
9820 Workers Comp	5,986.00	0.00	5,986.00	100.0%
<b>Camp Expenses - Other</b>	542.60	0.00	542.60	100.0%
<b>Total Camp Expenses</b>	1,070,143.99	1,001,106.36	69,037.63	6.9%
<b>Total Expense</b>	1,070,143.99	1,001,106.36	69,037.63	6.9%
<b>Net Ordinary Income</b>	410,942.90	545,387.17	-134,444.27	-24.7%
<b>Other Income/Expense</b>				
<b>Other Expense</b>				
9999 Special Projects	201,660.04	344,728.72	-143,068.68	-41.5%
<b>Total Other Expense</b>	201,660.04	344,728.72	-143,068.68	-41.5%

9:50 AM

10/11/23

Cash Basis

Camp Winnataska  
Profit & Loss Prev Year Comparison

January through September 2023

	Jan - Sep 23	Jan - Sep 22	\$ Change	% Change
Net Other Income	-201,660.04	-344,728.72	143,068.63	41.5%
Net Income	209,282.85	200,658.45	8,624.41	4.3%