

## Camp Mitchell Board of Trustees

June 4, 2020 Minutes

\*meeting held via Zoom

Members Present: Michael Briggs, Olivia Goza, Hannah Hooker, Jenny Knight, Robert Seibert, Greg Warren, Marcia Williams

Members Absent: Craig Douglass, Sam McCracken

Non-members Present: Harold Hedges

Meeting Called to Order at 1:03p.m.

Jenny led noonday worship from Daily Devotions for Individuals and Families, BCP

1. Suspended Operations
  - a. The board expressed frustrations over the release of the bishop's video announcing the suspension of operations at CM+, including not enough warning, perceived casualness, lack of pastoral care, etc.
  - b. The board expressed frustration over the lack of effective communication throughout the entire system: the board, the staff, executive council, and the diocesan office. The sentiment was shared that improving this should be a priority in the rebuilding process
2. Report from Michael
  - a. Updated the group on communications he is part of, spoke to a perceived lack of transparency towards the board. Let us know that he found out about the bishop's video at the same time the rest of us did
  - b. Michael charged the board with dispelling false rumors and negative energy online and in personal interactions
3. Administrative Hierarchy Concerns
  - a. The board expressed frustration that the current system of the BOT being "overseen" by both the bishop and executive council seems like a classic example of triangulation, confusion about the board's role.
  - b. Hannah agreed to look into the history of the BOT and how it has functioned over time, including canons and bylaws
  - c. Jenny emailed the BOT handbook to everyone, which includes the canons
  - d. Greg clarified some diocesan canons which seem to be at odds with camp canons about authority, including HR and personnel authority.
4. Response to Task Force Report
  - a. Jenny asked about the programming section, how the determinations about lack of programming and lack of competitive programming were made
    - i. Greg responded that lack of CM+ programming compared to other sites was listed as a contributor to decreased camp attendance
    - ii. Jenny countered that built in, facilities-type programs might not be part of Camp's mission, the decreased numbers could be due more to lack of communication to the public about that mission

- b. Robert and Harold both expressed surprise that the report included the suggestion that camp lacked in hospitality
    - i. Michael and Hannah shared experiences of inhospitality from the retreat and summer camp programs, respectively
- 5. Thoughts on the New “Task Force”
  - a. The board would like to see folks with non-profit experience on the committee
  - b. The board would also like to see some folks who have worked at camp in the past
    - i. Michael suggested Larry will nix this idea
    - ii. Greg suggested that part of the work of the new group will be to explore where and how CM has worked well and is thriving, and part of that work will be extensive interviews with current and former campers/staffers
  - c. Harold expressed concern that the work of this new committee and the continued work of the board invites more triangulation
  - d. Staffing and Programming concerns:
    - i. There is confusion about whether or not Duncan will stay at Camp after July 5
    - ii. It was recommended that Julie stay living at camp as the general groundskeeper, but unclear whether or not the bishop has confirmed this
    - iii. The board expressed serious frustration that no programming, even no-cost programming, will be allowed to continue, especially on social media
- 6. Fundraising Issues
  - a. Olivia shared that the camp website has been largely taken down and that she has been removed as an administrator on the camp facebook page.
    - i. This means there’s currently no way online to give money to camp
  - b. Gred suggested that taking the lead in fundraising might be a great task for the BOT
- 7. BOT Recommendations to the Bishop, Michael will convey
  - a. To allow the BOT to utilize social media in fundraising efforts
  - b. To consider non-profit expertise in selecting new committee members
  - c. For the BOT to take the lead in researching the history of the admin systems at camp
  - d. For the website to retain a “give” button
  - e. For the BOT to take the lead in fundraising efforts in the coming months

Meeting Adjourned at 2:45 p.m.

Respectfully submitted by  
Hannah Hooker