

**Minutes of Unitarian Universalist Rowe Camp and Conference Center, Inc.**  
**Annual Meeting of the board of Trustees**  
**Saturday, September 11, 2010**

Members Present: Felicity Pickett, RCCC Director, Karin Broadhurst, Fred Schoeps, Treasurer, Sue Baldauf, Gail Epstein, Clay Connor, Clerk, Douglas Wilson, RCCC Executive Director.

Members not present: Mark Taylor, Simon Deletka, Acting President

Others Present: Guy Thompson, Stewardship Committee Chair, Jerry Burke, Annie Skillings, Kerri Florian, Cynthia Bolling (prospective board members), Cathy Perkins (former Board President and now prospective member), Bruce Robbins, Member, RCCC and Margaret Woodside, Member, RCCC.

The meeting was called to order at 9:30 am.

The minutes from the May 16th, 2010, board meeting were distributed. Clay made the motion that they be approved. Fred Schoeps seconded. Minutes were approved unanimously.

Fred read Simon Deletka's Acting President's report submitted in absentia:

**Acting President's Report:**

Dear Members of the Rowe Community: It saddens me that I cannot be here to deliver this report in person; however, after entering a new chapter of my life (graduate degree studies), I simply could not be at this meeting. The year has been one marked with both highs and lows. We were deeply saddened to suddenly lose our President in January and then the acting Vice President and Development Committee Chair in March due to complications in their personal lives. Losing their expertise and motivation was a hard task to overcome. Both Cathy Perkins and Bob Scheier served on the board with distinction and their contributions to the organization have been innumerable, so please take a moment to thank them for their years of service. Even through this loss, the board was able to re-focus on priorities. After looking at our strengths, weaknesses, and responsibilities, new committee chairs emerged to thoroughly examine financial positions, management evaluations and strategically think about our "customers" and the programs they love. This work continues today and will throughout the coming year. A strategic planning process will also begin this fall, so that we can continue to build on the progress that the "Living our Values, Serving our Mission" campaign began. As you can see, the last few months were spent getting board priorities in order and this will help immensely in the coming year.

While the momentum is clearly headed in the right direction, the theme of transition continues today. In addition to myself, Fred Schoeps, Sue Baldauf and Minnie Wood are all departing the Board of Trustees. While each of their reasons for leaving differs, I want to sincerely thank each of them for their commitment, sacrifices, and hard work over the years.

All three have been amazing partners, mentors, and friends to me over the span of nine years, and they have done even more for Rowe. Fortunately, all three have a bond with Rowe that will not break and we will hopefully see them around from time to time. We knew that this exodus was coming and have been heavily recruiting potential board members that bring a wide set of skills to the group. You will hear from some of these people—some returning and some joining for the first time—during the nominations process. One big change is that the board will move forward from this meeting without a sitting President or Vice President. The new board will work together to share those positions' responsibilities in the near future and they will be filled temporarily until next year's annual meeting sometime this fall or winter. While not ideal, it will provide the opportunity for the board to be a better group in the long run. I have agreed to play a role on some board committees in the coming months during the transition and will certainly not be a stranger to board meetings or to Rowe itself. It has been an honor to work with this talented group of Board Members, as well as two amazing organizational leaders over the last nine years. Felicity, Doug, and their staff deserve all of the credit for making Rowe both an amazing and functional place. I hope to see you all next year at Members and Friends.

Simon Delekta

**Executive Director's Report: Rev. Douglas Wilson:**

**Doug Wilson's Executive Director's Report  
UU Rowe Camp and Conference Center's Annual Meeting  
11 September 2010**

Greetings. I hope you are all well and happy, not counting geo-politics. At this time last year I was beginning my fifth sabbatical in the thirty-six years I've been here. I was doing a wedding in Rhode Island and from there Prue and I went to Ireland, Scotland, and England for four weeks. It was a very interesting, unusual, and enjoyable time.

Upon our return, we learned that Prue's daughter, Virginia, who had broken-up with her long-term boyfriend, was moving in with us in a month or two, so we set about reorganizing our basement and guest room so she could fit in. Then I set about reorganizing my office, which proved to be a much larger task than I had imagined. Much of the sabbatical was spent working through the maze that my office had become over twenty-three years and I'm much better organized than I've ever been, though I had hoped to get more actual writing and editing of my writings done. Toward the end of the sabbatical, Russ Jolly and I took out the salsa and coffee stained wall-to-wall carpet in my office and put down a cherry floor that is quite beautiful and made it feel like the time clearing my office had been well spent. Come have a look when you come over this afternoon for *hors d'oeuvres* at Prue and my home.

Upon my return to work in mid-May, I jumped back into workshops and it seemed that the conference center had been purring along in my absence. I thank our

staff, especially Felicity, and the work study folks for this. The biggest news was that James Hillman, who had about eighty-five people coming to his four-day workshop, fell and badly broke his wrist, so he could not come. We had a lot of eggs in his basket and there is nothing to show for it, so there went the year's profit margin. Oh well....

With the arrival of summer, I began working in earnest on the fall-winter catalogue. On Wednesday it arrived in the mail here, though it had been at the printer for a couple of weeks. Out of fifty-seven programs in the catalogue, there are nineteen programs that we've never offered before. I believe there are some very strong and very exciting programs and I have hopes that enrollment will increase this year. The catalogue is really a fifty-six-page magazine that I write, in collaboration with the workshop leaders, though I get considerable help from Felicity and from Jeff Potter, our new layout person, who has brought his own design skills to the job. Margot Locke, who laid out our catalogues and newspapers for twenty years, is no longer with us, alas. Rest in peace, Margot. And I'd like to thank Rob Okun for shepherding our spring-summer catalogue and two Center Posts while I was on sabbatical.

Out-of-the-blue, we got a communication from a forty-year-old who was just graduating from Pacific School of Religion and was about to be ordained into the Unitarian Universalist ministry in the San Francisco UU Church. His goal was to develop a conference center, so we invited him to come out for a seven-day, get to know us visit. At the end of that week he was offered a summer position as nurse, then in the fall a position taking Linda Miller's very competent place. (Thank you, Linda.) He will be our new office and finance manager, with the understanding that he will also assist me in producing the catalogues and newspapers. It is also our hope that there will be an evolution of his position that will utilize his ministerial skills in ways that would emerge out of what he finds as he settles into the job and gets to know how we operate.

This is not easy to understand, as what he will be doing is not entirely clear. Perhaps telling a story from Felicity's early years could be instructive. After she had been here for a few years, she began to see ways that the work-study program could be improved, so she asked if she could re-design the program. We said yes and she took something that had been disorganized and made it into the excellent program it is today, without which we couldn't operate. It's my hope that the Reverend Michael Walker will find his own ways to practice ministry here, based on our needs and his abilities.

Unfortunately, he got off on the wrong foot with the camp staffs, groups with long-standing friendships and a culture that can be rather inbred and resistant to outsiders with new ideas. It is our hope that this rocky start will become history, something of a bad memory. We shall see.

One of the ways I have always practiced my own ministry here is by means of what I call making the UU values that underlie this camp and conference center implicit, rather than explicit. By this I mean we do not offer workshops on UU history or world views in the camps, but it is my hope that being here for a week or two or three, campers will leave with an intrinsic understanding of UU values that can last a lifetime.

About a year ago I told the board that I expected to resign on the 21<sup>st</sup> of December, 2012, which happens to be the end of the Mayan calendar, now two years and three months away. How to transition gracefully out of the organization has long been a concern of mine, and I hope that Mike will be a part of that transition. This is not to say that he's going to become the new Executive Director, which is a job I expect Felicity will take on. I hope that Mike will become the minister-in-residence and program coordinator, if his presence here works out for the good of all.

I don't want to stay on so long that the conference center will have to scramble around in crisis mode after I have a heart attack or a stroke. I would rather make a smooth transition out of here with as much consciousness, honesty, and integrity as there can be. To this end our newly emerging board will have a big role to play. As we thank the board members who are leaving for their many years of fine service, we welcome new board members onto the team that is responsible for looking after Rowe's larger picture. It is the board and our members, as well as our hard-working staff, who are involved with making this place survive in the long haul. I look forward to an exciting and productive next few years and thank you all for your support, your generosity, and your love for Prue, for me, and for Rowe.

#### **Director's Report: Felicity Pickett**

Rowe continues in its tradition to provide quality programming to both young people and adults through our camps and conferences. It also continues to evolve and grow, to deal successfully with the ups and downs of the economy, and to respond to the changing needs in our society.

After a very financially challenging year in 2009, our conference enrollment began to pick up again. Though our fall season was not back to normal, we began to see a steady increase after the drastic drop off in March of 2009. It felt good to see the dining room and conference room filling up again and there was a feeling of hope that things were turning around. Enrollment continued to rise through the spring and it looked like we were going to have a great year. Then at the end of our season we got hit with some unexpected cancellations. Gay Luce cancelled her program due to illness at the end of May. The first weekend in June, James Hillman, who was scheduled for a 4-day program that was filled, fell and badly damaged his wrist shortly before the program. He had to undergo surgery and was forced to cancel. In that one weekend, we took a \$30,000 loss. When two other conferences were cancelled in June, due to low enrollment, our hopes for recovering from the prior year's losses were dashed and we ended the season with our conference enrollment at 1,454, down 5% from 2009's enrollment of 1,523. It was very disappointing.

Early enrollment for summer camp takes place in January. So in 2009, we didn't feel the effects of the downward turn in the economy with regard to summer enrollment, because most of our youth camps were full before it happened. But this year we did feel it. At the

end of early enrollment we still had openings in many of the camps—not just YPC and T-Camp, which is the norm since they are the camps that most young people start out in, but JHC had openings as well. This was concerning. Ultimately, most of the camps filled. One session of YPC had openings and the other session had a waiting list. Overall the youth camps did well. We saw more requests for campership aid and many stories of parents who were out of work.

While Men's Wisdom Council and WomenCircles were down in their enrollment, Kindred Spirits Camp had a banner year and though it is not part of last year's fiscal year, enrollment was up for the Gay Men's Labor Day Retreat. We just celebrated its 25<sup>th</sup> anniversary with a wonderful weekend, complete with a banquet with fine china, crystal, and silverware. The dining room looked quite elegant with special lighting and all the fixings.

Doug was on sabbatical this year and he was missed. We used this time as an opportunity to strengthen the leadership team. In November, we hired my daughter, Paulette Roccio, as our Facilities Manager. The position had been open for several years. I am delighted to have my daughter and granddaughters living here at Rowe and thrilled to have a Facilities Manager. I never realized how much of my time was going into covering the Facilities Manager position and I know I was not doing it very effectively.

Paulette has proven to be a very effective manager. One of the benefits to having a Facilities Manager is that we are better able to manage our major projects in a more cost-effective way. Paulette has been able to find new contractors in the area, she has gotten bids on the two major projects that we did this year: the new bamboo floor in the dining room and the replacing the front porch on the Rec Hall. Both projects came in on budget and were done in a timely manner. Finding new contractors and getting multiple bids has saved us thousands of dollars this year, which will then give us the ability to continue to do more work to improve and care for our facilities. She also pursued finding a solution to our condensation problem in the Farmhouse dining room, a problem that had been haunting us since the addition was built 10 years ago. Paulette also coordinates the work-study and volunteer programs.

Linda Miller, who served as Office Manager for the last two years, left in August. I thank her for her years of service to Rowe. She was a gentle and kind presence and brought a lot of good feeling to her work. Two days after she told me she was leaving we got an inquiry from Michael Walker who is now our Office/Finance Manager. Mike worked as the camp nurse this year. Azrael Wilson, a former work-study intern, who has been working in the office as our marketing coordinator, will be leaving at the end of the month. I thank him for his work in spreading the word. We are reconfiguring the tasks and responsibilities and Michael will be doing more work with assisting Douglas in the production of the catalog and *Center Post* and learning about programming. Mike is a newly ordained UU minister and I look forward to supporting him in creating ways to bring his ministry to enhancing our services at Rowe.

Dan Ross continues to be a strong leader on the management team, which has been meeting once a week and will continue to do so. I see this as the model that will hold Rowe in good care through the transition to come.

On the tenth of October Dan is getting married to Erin Alix. We are so happy for both of them and wish them many blessings for their life together.

Congratulations to Deb Lively and Joan Lager on five years of service. It adds much strength to the staff to have senior staff people as committed and talented as they are. And we welcome Abby Lively, daughter of Deb Lively (Rowe is becoming its own matriarchal system), who has joined us as Associate Chef. Abby had worked here as a summer cook, and a conference center hired chef, and has now joined the staff full time and we are pleased to have her.

I am very grateful to the Board of Trustees and want to acknowledge the major transition we are in. I thank Simon Delekta, for all the support over this year, particularly with Douglas on sabbatical. Simon was a wonderful and steady presence. I have worked with Fred Schoeps for many years in his position of Treasurer and value the good work he has done. Both Sue Baldauf and Minnie Cancellaro were amazing members of the Development committee, great board members, and talented fundraisers and though they are leaving the board, I am most grateful that they have agreed to continue with development. I am saddened to see so many wonderful board members transitioning out at this time and look forward to seeing how this next group of board members move Rowe forward.

I want to thank Rob Okun who is here this weekend. Rob was responsible for programming and the production of one of the catalogs and two Center Posts, while Doug was on sabbatical. It was a pleasure working with Rob and I thank him for all that he did. Rowe continues to be blessed with a large community of supporters who we can call on, people like Rob and like the ten volunteer hosts that come on weekends. Though they were not all able to come, we honor them this weekend for the service that they provide.

I believe that the strength of Rowe comes from the many people who are involved in holding and stewarding Rowe in whatever way they are called to do so. I am grateful to all of you who support Rowe financially through your generous donations. It is through your generosity and caring that Rowe is able to continue to serve our mission and to care for our facilities and to continue to improve in serving those who come here.

I appreciate everyone who comes to work weeks, distributes our catalogs, acts as Church Reps, serves on the board, the Stewardship Committee, or works on camp staff. I thank those who work on staff to hold the space for the work that we do here and for the many work-study interns and volunteers who support that work as well. And of course all those who come to partake in the richness of what we offer. We are truly blessed.

**Development Committee Report: Felicity Pickett**

Several years ago, the board of trustees began an effort to participate in fundraising and development with the support of the Development Committee. One of the major accomplishments of the year was the adoption of a board agreement that outlined each board member's commitment to fulfilling the yearly development plan. Each board member was given a portfolio of 12 donors to be in contact with throughout the year in an effort to keep our donors better informed and to strengthen their relationships with Rowe. In addition, each board member was asked to work on one of three major campaigns. Though the efforts of the board, we have continued to grow.

Through the joint efforts of the board and staff, we raised \$164,000 this year. Our end-of-year capital campaign provided us with the funds to do some major tree work and take down some trees that were liabilities to us because they were in jeopardy of falling down and doing harm to buildings or in the worst-case scenario to people. That campaign also paid for the rebuilding of the Rec Hall deck from the bottom underpinnings and up. In addition there is still money available and we will be doing work to add and straighten pilings under the Orchard Guest House. Our goal of safety first in identifying these three projects was met. We raised enough money to do so and two of the three projects were completed. We have already been talking with contractors about the Orchard Guest House. We could not complete that work because of the house being used as the infirmary this summer but will do so this fall.

We raised \$30,635 in that campaign, up 50% from the \$20,000 that we usually raise in that end-of-the-year campaign. I want to commend the board for their work and say this is truly amazing and because of their efforts we were able to complete the work set forward by the Stewardship committee this year.

This year we had a goal to raise \$70,000, which we did not make. But the good news is that we did raise enough money to pay for over \$20,000 in Woodside minority camperships, another \$18,500 in general camperships and \$3,000 to new support services. An anonymous donor made a \$10,000 gift to the Woodside Program this year, which helped substantially. We raised a total of \$55,859. About \$14,000 came from the efforts of board members who made phone calls requesting donations.

Our goal of \$70,000 included money for training and for specialized staff to work with diversity issues. At the beginning of the year I asked each set of directors what they would do if they had \$2,500 to spend on enhancing the diversity program in their camp. Jr. High Camp, which has always taken the lead, moved forward and I took the chance and let them go ahead with their plan. They brought in diversity trainers for two days of staff training. Last year they did one day of training and took it out of their programming money. They also hired a camp staff person of color to support them in more fully diversifying the camp, thus bringing a greater awareness to the staff. Sr. High also sent a staff person to a weekend diversity training.

Fortunately we were able to make budget because not all of the camps used the money, but after the annual camp directors meeting we agreed that to move forward we needed to have a unified effort and I will be setting up trainings for each of the camps using the trainers who have worked with the Jr. High Staff these past two years. Using the same trainers throughout our youth camps will assist the trainers in getting to know our

programs and our system more and to better serve us. It will also put us in a position to move forward as a whole. This is a major step for our youth camps since directors have always had full autonomy over their particular camp. This speaks to me of the major commitment they have made to create a diverse community in our youth camps. In addition, about 95% of all camp staff make a donation from their honoraria towards the diversity program. This is pretty impressive, particularly given what they get paid for camp. It touched my heart in so many ways. And I hope it will inspire the board and donors to continue their efforts. Rowe has taken a major lead in the effort of diversifying summer camp.

I want to thank the board for working with me to raise the funds to meet our goals. It has sometimes been a rocky transition as this was not always expected of board members but it had made a huge difference.

**Treasurer’s Report: Fred Schoeps**

**Profit & Loss Budget Overview  
September 2010 through August 2011**

	<u>Sep '10 - Aug 11</u>
<b>Ordinary Income/Expense</b>	
<b>Income</b>	
4 · Development	185,750.00
5 · Income From Operations	1,075,132.51
<b>Total Income</b>	<u>1,260,882.51</u>
<b>Gross Profit</b>	<u>1,260,882.51</u>
<b>Expense</b>	
6000 · Program Expenses	430,453.48
7000 · General and Administrative Exp	674,549.05
8000 · Development Expenses	139,950.49
<b>Total Expense</b>	<u>1,244,953.02</u>
<b>Net Ordinary Income</b>	<u>15,929.49</u>
<b>Other Income/Expense</b>	
<b>Other Income</b>	
6800 · Unrealized gain (loss)	5,202.00
<b>Total Other Income</b>	<u>5,202.00</u>
<b>Net Other Income</b>	<u>5,202.00</u>
<b>Net Income</b>	<u><u>21,131.49</u></u>



**Balance Sheet**  
**As of August 31, 2010**

	Aug 31, 10	Aug 31, 09	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
1010 · Cash in bank - operating	19,210.76	60,114.51	-40,903.75	-68.04%
1040 · Petty Cash	825.00	725.00	100.00	13.79%
1042 · Payroll Advance	1,000.00	0.00	1,000.00	100.0%
1070 · Savings & short-term investment	274,051.26	229,328.77	44,722.49	19.5%
<b>Total Checking/Savings</b>	<b>295,087.02</b>	<b>290,168.28</b>	<b>4,918.74</b>	<b>1.7%</b>
<b>Accounts Receivable</b>				
1110 · Accounts Receivable	2,879.00	6,076.00	-3,197.00	-52.62%
<b>Total Accounts Receivable</b>	<b>2,879.00</b>	<b>6,076.00</b>	<b>-3,197.00</b>	<b>-52.62%</b>
<b>Other Current Assets</b>				
1450 · Prepaid Expenses	18,232.90	27,506.14	-9,273.24	-33.71%
1510 · Marketable securities	325,404.16	264,551.78	60,852.38	23.0%
<b>Total Other Current Assets</b>	<b>343,637.06</b>	<b>292,057.92</b>	<b>51,579.14</b>	<b>17.66%</b>
<b>Total Current Assets</b>	<b>641,603.08</b>	<b>588,302.20</b>	<b>53,300.88</b>	<b>9.06%</b>
<b>Fixed Assets</b>				
1610 · Land - Operating	51,471.00	51,471.00	0.00	0.0%
1620 · Buildings - Cost & Improvements	2,256,466.95	2,256,466.95	0.00	0.0%
1630 · Leasehold improvements	91,041.88	0.00	91,041.88	100.0%
1640 · Furniture, fixtures, & equip	43,421.50	41,193.00	2,228.50	5.41%
1650 · Vehicles	8,250.00	8,250.00	0.00	0.0%
1725 · Accum depr - building	-749,850.68	-691,820.48	-58,030.20	8.39%
1745 · Accum deprec- furn,fix,equip	-40,929.68	-37,421.00	-3,508.68	9.38%
1755 · Accum deprec - vehicles	-7,469.97	-7,083.33	-386.64	5.46%
1800 · Investment Property	287,900.00	287,900.00	0.00	0.0%
<b>Total Fixed Assets</b>	<b>1,940,301.00</b>	<b>1,908,956.14</b>	<b>31,344.86</b>	<b>1.64%</b>
<b>TOTAL ASSETS</b>	<b>2,581,904.08</b>	<b>2,497,258.34</b>	<b>84,645.74</b>	<b>3.39%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
<b>Accounts Payable</b>				
2010 · Accounts Payable	6,352.47	656.40	5,696.07	867.77%
<b>Total Accounts Payable</b>	<b>6,352.47</b>	<b>656.40</b>	<b>5,696.07</b>	<b>867.77%</b>
<b>Other Current Liabilities</b>				
2130 · Accrued payroll expenses	20,924.36	20,104.00	820.36	4.08%
2140 · Accrued sales taxes	24.61	15.24	9.37	61.48%
2200 · Accrued Interest	12,661.61	12,661.61	0.00	0.0%

2310 · Deferred Revenue	48,993.00	38,071.00	10,922.00	28.69%
2400 · Unexpended Insurance Proceeds	22,387.00	22,387.00	0.00	0.0%
<b>Total Other Current Liabilities</b>	<b>104,990.58</b>	<b>93,238.85</b>	<b>11,751.73</b>	<b>12.6%</b>
<b>Total Current Liabilities</b>	<b>111,343.05</b>	<b>93,895.25</b>	<b>17,447.80</b>	<b>18.58%</b>
<b>Long Term Liabilities</b>				
2100 · curr portion of long term debt	26,352.92	26,352.92	0.00	0.0%
2730 · Consolodated Mortgage Payable	304,217.63	332,294.11	-28,076.48	-8.45%
2770 · Long-term liabilities - other	63,000.00	63,000.00	0.00	0.0%
2800 · Less current portion of mortgag	-26,352.92	-26,352.92	0.00	0.0%
<b>Total Long Term Liabilities</b>	<b>367,217.63</b>	<b>395,294.11</b>	<b>-28,076.48</b>	<b>-7.1%</b>
<b>Total Liabilities</b>	<b>478,560.68</b>	<b>489,189.36</b>	<b>-10,628.68</b>	<b>-2.17%</b>
<b>Equity</b>				
3010 · Unrestrict (retained earnings)	1,790,641.05	1,399,902.56	390,738.49	27.91%
3020 · Temporary Restricted Fund Bal	181,266.81	181,266.81	0.00	0.0%
3030 · Permanently restricted fund bal	31,845.43	31,845.43	0.00	0.0%
3100 · Prior Period Adjustments	3,990.69	4,315.69	-325.00	-7.53%
Net Income	95,599.42	390,738.49	-295,139.07	-75.53%
<b>Total Equity</b>	<b>2,103,343.40</b>	<b>2,008,068.98</b>	<b>95,274.42</b>	<b>4.75%</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>2,581,904.08</b>	<b>2,497,258.34</b>	<b>84,645.74</b>	<b>3.39%</b>

### Profit & Loss Previous Year Comparison September 2009 through August 2010

	Sep '09 - Aug 10	Sep '08 - Aug 09	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
4 · Development	164,304.03	485,004.21	-320,700.18	-66.12%
5 · Income From Operations	1,006,257.02	989,921.79	16,335.23	1.65%
<b>Total Income</b>	<b>1,170,561.05</b>	<b>1,474,926.00</b>	<b>-304,364.95</b>	<b>-20.64%</b>
<b>Gross Profit</b>	<b>1,170,561.05</b>	<b>1,474,926.00</b>	<b>-304,364.95</b>	<b>-20.64%</b>
<b>Expense</b>				
6000 · Program Expenses	403,575.44	396,685.06	6,890.38	1.74%
7000 · General and Admi. Exp	589,046.63	580,716.26	8,330.37	1.43%
8000 · Development Expenses	94,730.64	78,747.34	15,983.30	20.3%
<b>Total Expense</b>	<b>1,087,352.71</b>	<b>1,056,148.66</b>	<b>31,204.05</b>	<b>2.96%</b>
<b>Net Ordinary Income</b>	<b>83,208.34</b>	<b>418,777.34</b>	<b>-335,569.00</b>	<b>-80.13%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				

<b>6800 · Unrealized gain (loss)</b>	12,391.08	-28,038.85	40,429.93	-144.19%
<b>Total Other Income</b>	<u>12,391.08</u>	<u>-28,038.85</u>	<u>40,429.93</u>	<u>-144.19%</u>
<b>Net Other Income</b>	<u>12,391.08</u>	<u>-28,038.85</u>	<u>40,429.93</u>	<u>-144.19%</u>
<b>Net Income</b>	<u><u>95,599.42</u></u>	<u><u>390,738.49</u></u>	<u><u>-295,139.07</u></u>	<u><u>-75.53%</u></u>

[This was not in the minutes, but maybe it should be:]

Felicity noted that there is a huge difference in development income from last year to this year. That is because the accountant had us put in the value of the properties as a bequest for last year.

**Action Item:** Designate Rev. Michael Walker, Office Manager for Rowe Camp and Conference Center as Signatory for checks on behalf of the Rowe Camp and Conference Center. Sue Baldauf made the motion, seconded by Gail Epstein, motion passed unanimously.

**Discussion:**

Fred Schoeps urged folks to serve on committees.

Bruce Robbins asked when are figures in the Treasurer's report 100% final/accurate? Fred replied that occurred after all transactions for fiscal year have been posted.

**Nominating Committee: Fred Schoeps**

**Action Item:** To vote on terms for existing members and to vote on adding new members. The following people were considered:

Annie Skillings	New member, three year term
Karin Broadhurst	Three year term
Jerry Burke	New member, three year term
Gail Epstein	Three year term
Cathy Perkins	Returning member, past president, three year term
Mark Taylor	Three year term
Clay Connor	Three year term, Clerk of the Board of Trustees

Before the vote, each new prospective board member shared with the group. There was some discussion about the length of terms, who is finishing a term etc.—shouldn't they be staggered so that everyone's term doesn't expire at the same time? Doug Wilson suggested we caucus about this before the vote. Fred suggested that we vote on membership, and determine term length and review the bylaws when we elect officers at the next board meeting.

Members of the Rowe Camp and Conference Center vote on board membership. Bruce Robbins made the motion to approve all nominations to be approved. Margaret Woodside seconded. Slate of nominees passed unanimously.

The Board took a break from 10:50 am to 11:00 am.

**Fiscal Year 2010 Budget Review: Fred Schoeps**

Rowe Camp and Conference Center continued to fill our summer camps and continued the tradition of offering the future generations with an experience of community, collaboration, cooperation and seeking self-esteem and identity. Our ability to raise funds to enable underprivileged youth to attend our camps continues to grow and strengthen. Our camps continued to be on sound financial footing, allowing us to successfully complete another year of providing highly valued and satisfying camp experiences.

Our Rowe Conference Center continues to offer alternative programming tuned into a broad spectrum of topics. Financially, conference programming generates sufficient revenue to cover costs, and attendees continue to give us high ratings on the experience provided. We have seen a slow decline in total attendance and consequently anticipated

income; more like a tiny steady leak over the last ten years. Our attendees are aging; the thirty-somethings have/are becoming the fifty-somethings and the rustic setting of Rowe may be taking its toll with those who seek less communal accommodations. Unlike our campers, who as a whole are always eight to eighteen, our conference attendees are graying.

Graying is neither good nor bad. It is in fact becoming a sizable part of the population with disposable income. The question that Rowe will need to address in the next few years is: Who are/will we be serving in the future? And what do we need to create in terms of offerings and accommodations to address those needs? The conference attendees of the 70s in their twenties and thirties are a lot older and we have not captured the attention of the 25 to 45 group that were the conference attendees of the past. From a financial perspective Rowe needs to resolve what Rowe conference programming is to become/stay to stem potential erosion of conference center income, an essential component to the overall health of Rowe programming.

The Board wants to thank the Rowe Staff and in particular Felicity Pickett for her financial leadership through sound financial management—holding expenses down as income fluctuated. The tradition of conserving financial resources continued throughout 2009-10.

Rowe Staff has proposed a sound budget for 2010-11 that was reviewed and approved by the Board for the coming fiscal year.

Fred Schoeps  
Rowe Board Member

Most of the Board discussion of the proposed budget took place during a conference call on August 23, 2010. This review was intended for members. No action was taken on this budget.

Margaret Woodside thanked everyone who contributed to the Woodside Fund and/or participated in fundraising for the Woodside Fund.

#### **Stewardship Committee: Guy Thompson**

The Rowe Building Stewardship Committee met on September 19, 2009 at 2:00 pm in Brook house. Present were Committee Members Guy Thompson, Jonathan Drummey, Jon Montan, Robert Lodinsky, Cy Kano, and Sequoia Hale. Rowe Staff Members Present were Felicity Pickett and Deb Lively.

Felicity gave a brief review of activities and initiatives over the past year and the Committee members gave their inspection reports. Guy Thompson read Andy Sebula's report on the cabins in Andy's absence.

The Committee reached consensus on the following list of recommended capitol projects, in order of Priority:

1. Remove problem trees
2. Replace Rec. Hall deck
3. Repair and extend OGH roof
4. Stabilize OGH footings
5. Road to Rec. Hall, improve drainage and roadbed to prevent further degradation
6. Improve drainage around bathhouse
7. Barn floor and joists, repair, replace, and stabilize as necessary

The 2010 Building Stewardship Committee meeting is scheduled for Saturday, September 25, 2010, at 2:00 pm with an additional meeting on Sunday, September 26, 2010, at 9:00 am to discuss Work Week.

Guy T. Thompson  
Chairman, Rowe Building Stewardship Committee

Karin Broadhurst asked who is actually on the Stewardship Committee? Guy promised to provide the list to Clay. Cynthia Bolling, the new Clerk, included the following in the final minutes:

Stewardship Committee Members – 2010-2011

Chet Bator - Bathhouse  
Jonathan Drummey - Grounds  
Sequoia Hale - Fromson  
Cy Kano – Joffie House  
Deb Lively – Chief Maintenance Person  
Robert Lodinsky - Barn  
John Montan - Farmhouse  
Cathy Perkins – Orchard Guest House  
Ricki Peterson - Chapel  
Felicity Pickett – Rowe C&CC Director  
Chris Roccio - Rec. Hall  
Paulette Roccio – Facilities Manager  
Andy Sebula - Cabins  
Guy Thompson - *Chair*

Guy stated that the next meeting of the Stewardship Committee will be on 9/25/2010 in preparation for autumn work week beginning 9/25/2010. Planning meeting for autumn work week is 9/26/2010.

## **New/Old Business**

Bruce Robbins asked the following questions, stating that he did not need answers now, but wanted the Board to consider: Purchasing additional staff housing in a nearby town like Charlemont. Maximize using the Internet for donations. Have back-up workshop leaders in place to avoid costly cancellations. Develop marketing strategies. Utilize the UU network. Housing: bathrooms in cabins?

Thanks to Fred Schoeps for his service to the board.

Date for the next meeting was determined to be Oct 15th, 2010. Clay will facilitate.

Meeting was adjourned at 11 :35 am.