

*Board of Trustees of U.U. Rowe Camp & Conference Center*  
*22 Kings Highway Road*

*Rowe, MA 01367*

*(413) 339-4954*

[www.rowecenter.org](http://www.rowecenter.org)



**Minutes: Sunday, December 4, 2016 at 9:15 a.m.**

**Facilitator & timekeeper:** Albert Mussad, *President*

**Minutes:** Liam McRae, *Clerk*

**Parliamentarian:** Salena Migeot

**Also in attendance:**

Cynthia Bolling

Arthur Samuelson

Felicity Pickett -- Executive Director

Cara Downey -- Director of Youth Programming

Andy and Katha Kerr

Prospective trustees:

    Maria Cecelia Deferrari (Cecelia)

    Paul Hurtig

Please refer to [Conduct of Meetings](#).

**1. 9:15-9:35am Check-in** (*Albert Mussad*)

Outcome: Connection and community

- Introduced prospective trustees
  - Paul Hurtig
    - Neighbor of Rowe, partner in many projects
  - Maria Cecelia Deferrari
    - Has hosted programs for nearly eight years

**2. 9:35-9:45am Approval of minutes**

a. **August 22, 2016 teleconference meeting** (*Albert*)

b. **October 15, 2016 regular meeting** (*Liam*)

Outcome: Corrections as needed

- August teleconference

- Salena moves to approve
- Lisbet seconds
- Passed unanimously
- October meeting
  - Liam moves to approve
  - Salena seconded
  - Passed unanimously

**3. 9:45-9:50am Motion to appoint Liam McRae Clerk of the Board for a two-year term through September 2018**

- Albert moves to appoint
- Heather seconds
- Liam abstains
- Passed unanimously

**4. 9:50-10:10am Executive Director's report** (*Felicity Pickett, Executive Director*)

- Outcomes: a. Shared understanding of news and work in progress of which Board should be informed
- b. Clarification as needed

Executive Director's Report

In furtherance of our strategic goals to generate new sources of income and create alternative program models to our weekend workshops, we are working on developing two new long term programs, and two new adult camps.

Using our successful Spiritual Guidance Program as a model Arthur has been working on developing a parallel program to be called Soul School, which will be aimed at people seeking to develop a spiritual perspective on their lives and a practice to contain and advance it. It would have the same elements as SGTP and perhaps share some of the same faculty and will piggy back on our weekend workshops as electives. Graduates of the SGTP will be offered a roles as spiritual guides and mentors to the participants. Arthur has been talking with some folks about directing this program and there is a chance we will be able to launch it next Fall.

By next January, we hope to launch another long term program based on the model of SGTP on spiritual activism that would combine elements of self-care through spiritual practice, political consciousness, and practical tools for successful organizing. As much of this inspiration for this program comes from the work of Joanna Macy, we have proposed to Joanna that is be done under the rubric of a Joanna Macy Center at Rowe, and would perhaps be directed by her designated successor. As this program will require substantial subsidies for activists who by nature do not have financial resources, we are applying for grants to develop and sustain the program.

In our letter of inquiry to the Angell Foundation, we requested start-up funds for this program as part of our Social Justice Initiative. While they did invite us to submit a full proposal for a \$25,000 grant, they requested it for scholarships only. I submitted that application just before Thanksgiving and we are now awaiting a response. The proposal included scholarships for Woodside, as well as the Veterans Program, the Spiritual Guidance Program, and basically any program that we are offering. We will submit a proposal for start-up funds for the Activist Training Program to the UU Funding Program for Social Responsibility in the Spring.

These three long term programs will support and be supported by our weekend programs, and together will shift our identity and our revenue sources from the less predictable and harder to sustain weekend workshops. Together, they manifest our purpose of encouraging personal and social change.

Arthur has also been working on a new adult community program based on the healing power of arts and nature that will appeal to artists of all types: dance, music, poetry, painting, and will make use of our beautiful natural setting in a new way. Amina and Arif, who often host programs here have been chosen to direct the program and they are working to involve many of the artists who are already a part of our audience as well as to reach people who do not yet know of Rowe.

He has also invited Khepe-Ra, who first became involved with Rowe through the Earth Activist Program to develop an adult community aimed at and run by activists of color. A working group of 8 is meeting this December to explore the nature and viability of such a program. This adult community has the potential to develop our ability to reach a more diverse audience as well as to connect us to organizations for social change.

Cara has been settling into her role as Director of Youth Programming. It is great to have her here and I was particularly appreciative recently while I was under the deadline for the Angell Foundation Grant. My appreciations go out to Cynthia, who arranged for us to receive an invitation to submit a grant proposal to The Community Church of NY. Both proposals were due the same week and while I was working on the Angell Foundation proposal, Cara was working on the Community Church proposal for training for camp staff and for scholarships for the Woodside Program

In addition, Cara has been meeting with youth advisors at local churches and the youth program committee. She is registered for one large camp fair that is coming up and will be looking out for others.

The work to create two new bathrooms at the new guest house is scheduled to start tomorrow. Some of the plumbing work had been done in preparation but we had to wait till after this weekend to start the construction because we needed the rooms. Paulette has hired Bobby Honeycutt to do the carpentry aspects of the project. Bobby did the shower room in the Siddhartha Room when he was working here as Head of Maintenance. She is also talking with him about creating a bathroom at the Chapel to install a composting toilet. It has become a bit complicated because we need to lower the floor in the space we want to put it in order to make it

wheelchair accessible. The Chapel itself is not wheelchair accessible yet, but we want to keep that vision open. We are moving ahead with the toilet because we have been using the Chapel for programs quite regularly. Janelle has been working on giving the purple dorm a facelift and it is now indeed purple. She found some old church type lighting fixtures in the chapel while she was cleaning and they give an art deco look to the dorm.

While the expansion of our busy season is wonderful, it has also been great to slow down enough to get some of these projects moving.

Discussion:

- Time frame for programs:
  - Both to be two-year programs
- Spiritual guidance found tightly-knit cohorts developing over their two year program; wanted the other programs to have the chance to do the same
- Costs:
  - Spiritual activist program will have to be heavily subsidized; the other will be financed similarly to spiritual guidance
- Organizations who have been funding these programs have been sending participants to us from their other projects

#### **5. 10:10-10:30am Bylaws Committee Report** (*Cynthia Bolling, Chair*)

Please see [Bylaws Restatement 11-27-16](#).

- a. Receiving and responding to questions
- b. Bylaws page on the Rowe website
- c. Next steps

Outcomes: a. Shared understanding  
b. Clarification as needed

Albert summed up the bylaws revision process up to now.

**File ID: Bylaws Committee Report.12.4.16/  
Bylaws Changes/Bylaws\_Work\_2016**

#### **Bylaws Committee Report** (*Cynthia Bolling, Chair*)

Hi everybody. As you probably know by now, I have agreed to continue to serve as the bylaws committee chair for 2016-2017.

First, we put in a notice in the Rowe E-News (for November events) that responded to some very good questions from one member, who handed them to me after the meeting, together with our answers.

But no one contacted the Rowe clerk's inbox, about bylaws or anything else, after the Annual Meeting.

I think we may have to see if we can get space in the next *Center Post*, to reach a wider audience about the progress on the bylaws.

I have already talked to Arthur, Felicity and Kanji about getting space in the next edition. Our deadline for submission of an article is March 10, 2017. We'll talk about the progress we've made since the Annual Meeting.

In the meantime, I think the statement that Doug read at the Annual Meeting, following the debate about the restatement, summed up his objections to them. I asked Doug to send me an electronic file of that statement, and he did. I have included the entire statement in the draft of the Annual Meeting minutes that I posted to the meeting folder for your review. My notes about Prue's statement are also included.

Doug's main objection to the bylaws seems to be, and I quote, "I'm afraid a small Board of Directors with the power to change the by-laws themselves could jeopardize the existence of Rowe Camp and Conference Center. It is not wise to shift the power from the members to the board. The board could even sell Rowe's property, including the chapel. I believe that the ability to change the by-laws and to buy and sell Rowe's property needs to remain the responsibility of the members."

I think this objection goes to the heart of many members' opposition to the restatement, and I'd like to propose a way to address it.

I know we discussed this very issue over the course of the year as we put together the restated bylaws. We concluded that, for the sake of efficiency, and to align ourselves with current practices for charitable nonprofits of our size, it made sense for those people who are most closely involved with and knowledgeable about the business affairs of the corporation, to make the decisions about those affairs.

However, it seems to make some members deeply uncomfortable. And, although I don't believe any current or future Board would ever amend the bylaws without the full knowledge and consent of most of the members, I propose that we leave this part of the current bylaws unchanged. Right now, members can vote at an Annual Meeting to amend the bylaws.

So I think that however potentially messy and slow it might be, it would be in the best interest of Rowe if the Board changed the restated bylaws, so that members retain the power to vote on the following things:

- Mergers and consolidations. Passes with a supermajority vote, by law, that is, two-thirds of the entire membership: new to bylaws
- Disposition of all or substantially all of Rowe's property and assets. Passes with two-thirds vote of people voting at a meeting, including mail-in proxies – no change from current bylaws
- Amendment or restatement of the bylaws. Passes with two-thirds vote of people voting at a meeting, including mail-in proxies – no change from current bylaws
- Amend or restate the Articles of Organization. Passes with a supermajority vote, by law – new to bylaws. Reminder: the Articles are the document that formed the corporation in 1927. They contain the name and purpose of the organization, plus the signatures of the founding members. They've been amended twice, but they're out of date, so they'll need to be restated right along with the bylaws.

Recently I talked to our attorney, Liz Reinhardt. Albert and Felicity couldn't join the call, but they did email me their questions. We wanted to know what she thought about making some changes to the bylaws to make them more acceptable to members, and she agreed that these four steps were good ones to make. In addition, she noted that the current membership sections (Articles III and IV of the bylaws) could be merged so there is no longer a distinction between General Members and Trustee Members.

Please note that we propose to change the definition of General Membership so that it essentially says something like, "The general membership (the "General Members") of the Corporation shall be those

persons *who maintain a current membership by paying dues set by the Board of Trustees* for a 12-month period,” instead of saying “those persons approved for membership by the Board of Trustees.” The intent all along was to define members as those people who pay dues, and this change takes care of that, I think.

If the rewritten membership section is ready for this meeting, I’ll upload it to the meetings folder beforehand.

I have also asked Liz to do two other things for this meeting:

- Prepare a written ballot that includes an explanation of why we need to update the bylaws, and
- Restated Articles of Organization. This will involve three mailings to the membership, because we need a supermajority vote (by law) to pass it. That’s about 333 people. Ideally, the last mailing will go out in May, so that when we send out the final, restated bylaws in June, people can concentrate on just that.

Finally, Liz and I exchanged emails about some minor points, and one was about mediation. That is, if Rowe ever has to go to trial over a dispute, a professional mediator might be a less expensive, more efficient way to settle it. She agreed, and said that some judges even require two parties to go into mediation first. So I just wanted the Board to be aware of this option.

If the Board approves these proposed changes, we’ll publish an update in the Rowe E-News that goes out at the end of December with the changes we’ve made since the Annual Meeting.

Also, Albert has asked me to ask Rowe to post a new Web page that’s entirely devoted to the Bylaws. It will contain four sections:

- Current Bylaws
- Proposed Bylaws
- Discussion of Proposed Bylaws
- Restated Articles of Organization

If we approve everything, I plan to get the material to Kanji by December 19.

So, here are the items I’m asking the Board to approve:

- 1) The four changes outlined above regarding what members can vote on
- 2) Consolidate the membership section
- 3) Approve the Restated Articles of Organization

—Cynthia Bolling, Chair

Discussion:

- Clarifications on what a supermajority means:
  - Two thirds of everybody listed a member of Rowe, 300+ people
- Discussion of how there was a time we had to get a supermajority:
  - Rowe staff had to call every member, asking them to send a vote in. It is much more practical, for the purposes of bylaws restatements, to seek a majority of members voting instead
- Proposed process for bylaws re-statement is the same as it is currently
- Question on process for members to make motions at the annual meeting:
  - Such a structure doesn’t need to be in these new bylaws; it can be laid out prior to the annual meeting in another process

- Question on proposed rules for attendance of meetings: clarification in the bylaws on open and closed meetings?
  - Committee's position is that any open meeting is open to anyone who wants to come
  - Perhaps some clarification that every "regular" meeting of the board is by nature open, and that only executive sessions are closed
- Proposed for Articles of Org.: Article IV, section 4b: change "to the members" to "by the members"
- Appropriately pluralizing "youth programs" in section 7
- Proposed to include more comprehensive wording, such as "domestic partner", in all language that might consider spouses and such
- Proposed to remove the "to" before the colon in Article 1 section 2a and 2b
- Proposed that we get advice from the lawyer on Doug's proposal that we prohibit the board from disposing of assets without approval of members
- Discussion on how board members are selected, whether to build in a process for members to nominate board members (as opposed to the regular nomination and approval process). Proposed that we highlight that the nomination committee is always seeking suggestions of potential trustees; to include such on the board page, say.
- Proposed that we make time at a later date to discuss:
  - Rules around disposition of individual pieces, as per Doug's objections
  - Powers of members to direct the corporation and the board
    - Rowe has not been run by the members, as the wording might be interpreted; Rowe has been governed by the board and the directors
  - Process for nominating board members
  - Doug's suggestion to have cap on dues members pay; so trustees can't raise the minimum fee beyond a certain amount
- The bylaws committee will meet to discuss Doug's thoughts, as they had been submitted only a week prior to the board meeting. Allow the committee to process the recommendations and follow that with discussion by the board

### **10:30-10:40am Break**

#### **7. 10:40-11:00am Treasurer's Report** (*Betsey Miller, Treasurer*)

- Outcomes:
- a. Shared understanding of Rowe's financial well-being
  - b. Clarification as needed

Reports delivered by Felicity Pickett, standing in for Betsey Miller

<https://docs.google.com/spreadsheets/d/1UCOPzDgNqMXD3gFY07IXfC2RmkdpIbRT6R2itG0xz0/edit?usp=sharing>

<https://docs.google.com/spreadsheets/d/1ZMxz0nzt84sFMwYtB5oN5sR3II5HcM9Z3XIJb1uIFv/w/edit?usp=sharing>

## Discussion

### Balance sheet

- Clarification on why the savings account is only shown to decrease by \$5,000
  - We're trying to keep as much inside the savings account as possible, because we see a greater rate of interest. We took a large amount of that out, but more has gone in so the actual change does not look so great

### Financials collapsed

- General appreciation of good news

### **8. 11:00-11:15am Development Report: Update on the Campaign for Joffe House by the Brook** (*Lisbet Taylor, Chair*)

Outcome: Shared understanding of fundraising process

The Board Development Committee now consists of Lisbet Taylor, Chair; Salena Migeot, Molly Guest and Felicity Pickett. Felicity has suggested we add other non-board members who would have the time to work on Development campaigns with the Board.

From the Profit & Loss Statement, September through November 2016, Development income more than doubled over last year, going from \$30,604 in 2015 to \$64,825 for the same time period in 2016. Development expenses increased by \$4,000 (or 29%).

Due to a later start in the end of year campaign, Board participation, including personal donations, and solicitations for the Annual Fund Drive and Board Portfolio Donations were down by 50%.

The Woodside Campership Campaign yielded \$11,389 to date, a 51% increase over last year. Some of that was to complete the FY 16 campaign in order to cover all of the camperships given last summer.

New this year was Spiritual Guidance Scholarships of \$2,000 and another \$2,000 in Conference Center Scholarships bringing the total for camperships to \$14,452, a 48% increase over last year.

UUA Program Grants, used for Kim Klein workshop scholarships, were up by 51%.



The May Tree Residency was gifted \$10,000 to add to the fund for an endowment. With auction items and other gifts, the total raised was \$11,030.

Felicity's 25<sup>th</sup> Anniversary Fund added \$5,317 some of which showed up in the last fiscal year and some in this year's earnings.

Overall Program Development Expenses rose 29% to \$17,790, bringing the net from Development to \$47,035, a 180% increase over last year.

\* \* \* \* \*

Lisbet Taylor, Chair, Board Development Committee

Discussion:

- Appreciation to Paul for a significant donation by his mother
- Further question on why donations are so far up
  - Karleena Ravenwood passed (mother of two former campers). We received many donations for that event
- Barry Wilson pavilion:
  - When Doug retired, funds were requested for something in his honor
  - What came up is pavilion behind rec hall "barry wilson pavilion"
  - Foundation has been dug, other pieces completed so far
  - Off of King's Highway trail
  - Requested an exception from wheelchair accessibility

Current members of the Development Committee include:

- Lisbet Taylor
- Salena said she can now participate but still no longer chair
- Felicity Pickett
- Molly Guest
- Cecelia has been assisting
  
- Clarification that donations we're collecting now are for Centennial Campaign itself, which at this time focuses on Brook House, and filling in toward last year's goal
- Question:
  - Harder to raise money for centennial campaign, as opposed to woodside
  - With trump, seeing lots of movement to donate to specific causes; hard to compete with important things
  - Wondering how to make the case for the capital campaign
- Discussion of our fundraising
  - This is a place that does social justice work; that forwards many of the causes to which people want to donate
  - Contributing to the technical operations of this place is a concrete way to move those issues forward

- We must also be prepared for people's frustrations with working social justice into a fundraising campaign, even though the aforementioned is true
- Be sure to listen when people talk about wanting to put money toward other causes; understand when people can't contribute right now
- Be authentic, listen deeply, we are inviting them to contribute not schmoozing for money
- It's not you; it's where they are at right now
- Make suggestions: when things were looking tight, Lisbet went to someone who had already donated and they immediately donated more
- Take notes and send them to Molly

### **9. 11:15-11:45am Making the Fundraising Ask (Role play) (All)**

**Please come to the meeting with a difficult fundraising ask you've experienced as fundraiser or prospective donor. We'll role play effective dialogues!**

- On ways situations have been difficult with donors
  - One trustee had had conversation where donor talked about how couldn't possibly do the proposed number, they donated to many other places. Donor moved on to make a plea for a significant re-design of our camp program; something more like cub scouts and boy scouts. Challenge with this was first to hear and appreciate a "no." Did they need to respond to each thing mentioned? Then had to listen to the long narrative; had a schedule to keep to.
    - From Kim Klein: let there be silence
    - Trustee paused. Said "\_\_\_ thank you, I can hear how committed you are to Rowe because of how much you have thought about this." Acknowledged his donation history, his suggestions on other initiatives. Reflected back to him what trustee had heard on what Rowe meant to him. Trustee thanked him; "whatever you decide know how much we appreciate you. Thank you." and that was it. Later found out the donor moved on to make two donations.
    - He was able to draw on the relationship with the donor, the history
- Follow-up: within a day or two trustee sends a written thank you note. Also sends a donation slip that includes all the information so the donor can fill it out and send it in
  - If a donation has not been decided on, the donation card is included in the call; that a donation slip will come
  - Send written note about how he'll call and when
- Mention exactly how the donation can be made: online, check to Rowe, donation card, etc. We can also go to Rowe website ourself and take their info and make the donation.
- Rowe stationery is available for use on pledge cards and thank you notes
- Helpful to keep excel spreadsheet with info and notes on each donor

### **10. 11:45-11:55am Youth Program Advisory Committee Report (Heather Day, Chair)**

## **Youth Programs Advisory Committee - Notes from November 13, 2016 Meeting**

### **Committee Members Present:**

Heather Day, Abby Huber, Liam McRae, Josh Rose, Phoebe Westwood

**Also Present:** Cara Downey, Youth Programs Director

**Meeting Time: 1:15-3:10pm**

In this meeting, which was held by phone, the committee began using a Google chat window and a series of abbreviations to mimic meeting protocols for an in person meeting. This included signals to note when someone wanted to speak, when there was a direct response or a clarification, and ways to signal votes for straw polls. With a meeting facilitator and a chat window moderator, these tools contributed to a smoother flow of the call. This is a process that the committee will continue to utilize in future conference call meetings.

In between the October and November meetings, committee members contributed ideas into a “Thought Catcher” document, developed by Abby, to share our ideas and questions on the previously identified feedback topics (Addressing Tragedies and Situations of Concern Outside of Camp; Renaming of YPC/T-Camp; Camp Schedules; Hiring and Staff Recruitment; Gender Neutral Cabins; and Woodside Fund and Cultural Competency at Rowe). At the November meeting, this document was briefly discussed and the committee chose to continue the conversation from the October meeting regarding Gender Neutral Cabins and briefly discuss the Renaming of YPC/T-Camp which had been identified as one of the more time sensitive topics.

### **Summary of Committee Discussion and Work Regarding Gender Neutral Cabins**

Prior to the phone meeting, Cara had shared background research she gathered from speaking with Camp Directors and leadership at Unirondack. From this we learned that a version of gender neutral cabins is being successfully implemented there, and that Junior High Camp at Rowe has had positive outcomes from their work with gender non-conforming cabins over the past two years. This discussion focused on the potential implementation of gender neutral or gender non-conforming cabins for Senior High Camp. Discussion included the following ideas:

- Importance of camper involvement as well as parent feedback in this process (not only one or the other)
- Continuity/arc between camper experience with gender and cabins at JHC and at SHC
- Value of cross camp communication for directors
- Clarification between gender neutral, gender non-conforming, cis-gender cabins and having some variety/balance of these. Consider other terminology as well such as gender inclusive or all gender.
- Standardizing registration forms that include this option
- The ways in which this aligns with the developments regarding the spirit selection process and how spirits and staff are assigned to gender neutral or gender non-conforming cabins
- What else can be done at camp to support this new development (ie staff training, all cabin discussions, using specific vocabulary and explaining this to campers, preparation to address bias)?

- Developing a Rowe or Rowe Camp policy statement about gender inclusivity

Currently, the Committee is drafting a summary of suggestions and thoughts to share with the directors and the board as a way to communicate the information and ideas culled from our first two meetings. This will be shared once the draft is complete. The committee may also be able to assist with drafting a Rowe policy statement on gender inclusivity, and by recommending trainings and professional development resources for staff if desired.

### **Summary of Committee Discussion and Work Regarding Camp Renaming**

The committee briefly shared thoughts on the idea of renaming YPC and T-Camp to reflect the increased collaboration between the two. These camps run concurrently, and are both directed by Pippi Kessler, and two program directors more closely managing each camp during the session. The summer of 2016 was the first iteration of this new structure and there is now more shared youth programming and staff communication among YPC and T-Camp. The question was, “Is it useful to have a new name and if so what could the naming process look like?”

Discussion included the following ideas:

- It could be useful for external marketing to have a more cohesive way to present this portion of camp to families and the community at large, though it doesn't seem particularly necessary or urgent internally
- A new name could be generated by the camp community during this summer's session and then brought to Rowe leadership for a final decision
- The committee is open to providing additional feedback but believes most strongly in the naming coming from the camp community directly

### **Additional Work**

Other topics shared with the committee via email and possibly up for discussion in the future include organizing a camp reunion and contributing ideas for a Rowe Youth Camp Facebook page.

#### Reunion

In 2013, a '90s camper created a Rowe Reunion Facebook invite. There was a total 171 individuals invited, 55 said they were going, and 56 were maybes. It seems this was never actualized. We are interested in trying again, possibly for Members and Friends Weekend 2017. This would especially target camp alumni from the 90's, 2000's, to most recent alums.

#### Facebook Page

Cara will be designing a Facebook page for the youth camps and is seeking committee feedback on topics including posting guidelines, design, content, and overall usage.

### **Next Steps**

The committee will use future meetings to discuss additional topics on our list of feedback items. For each meeting we will have a moderator (process and chat window) and a facilitator (rotating). The chat window was useful as was the thought catcher, but members felt that we would be more successful going

forward if we predetermined the deep-dive discussion item for the next meeting in advance so that members would have time to focus specifically on preparing thoughts for that one item.

The deep-dive discussion for the next meeting will be regarding addressing tragedies and other situations of concern outside of camp. There are multiple examples of this and we are interested in considering useful protocols, resources, and best practices to support the camp community.

Phoebe developed a document to guide meeting prep and discussion for each deep dive topic and this tool will be implemented in planning for and during the next meeting.

The next meeting will also discuss confidentiality agreements for the committee.

The next phone meeting of the committee will take place on Sunday, December 18, 2016.

Discussion

- Clarification that Unirondack has a number of gender inclusive cabins in addition to gendered cabins, rather than all gender inclusive

#### **11. 11:55-12:05pm Nominations Committee Report (Albert)**

Please see [Current Trustee Candidate List](#).

Outcome: Shared understanding of commitment to ongoing recruitment and current candidacies

**Nominations Committee Report  
Dec. 4, 2016 Regular Trustees' Meeting  
Submitted by Albert Mussad**

In the absence of a Vice President, a role that typically chairs the Nominations Committee, Albert Mussad is serving as *ad hoc* chair of this committee.

Felicity Pickett, Executive Director, created the [Current Trustee Candidate List](#) in October 2016. It identifies potential trustee candidates by Rowe constituency (for example, Labor Day Retreat, Women's Circles), and records results of solicitation for Board service.

Albert recently reached out to seven folks on this list. Two candidates, Paul Hurtig and Maria Cecilia Deferrari, accepted his invitation to begin the trustee candidacy discernment process by attending the Dec. 4, 2016 trustees' meeting.

Albert will continue to solicit trustee candidates and he will seek another trustee to join him in this work.

#### **12. 12:05-12:20pm Governance Committee Report (Cynthia Bolling)**

- a. [Conflict of Interest Policy \(Draft\)](#)

**b. Conflict of Interest Certification and Disclosure Statement**

- Outcomes: a. Clarification as needed  
b. Process for revisions (if needed)

Executive Director's Report

In furtherance of our strategic goals to generate new sources of income and create alternative program models to our weekend workshops, we are working on developing two new long term programs, and two new adult camps.

Using our successful Spiritual Guidance Program as a model Arthur has been working on developing a parallel program to be called Soul School, which will be aimed at people seeking to develop a spiritual perspective on their lives and a practice to contain and advance it. It would have the same elements as SGTP and perhaps share some of the same faculty and will piggy back on our weekend workshops as electives. Graduates of the SGTP will be offered a roles as spiritual guides and mentors to the participants. Arthur has been talking with some folks about directing this program and there is a chance we will be able to launch it next Fall.

By next January, we hope to launch another long term program based on the model of SGTP on spiritual activism that would combine elements of self-care through spiritual practice, political consciousness, and practical tools for successful organizing. As much of this inspiration for this program comes from the work of Joanna Macy, we have proposed to Joanna that is be done under the rubric of a Joanna Macy Center at Rowe, and would perhaps be directed by her designated successor. As this program will require substantial subsidies for activists who by nature do not have financial resources, we are applying for grants to develop and sustain the program.

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He has also invited Khepe-Ra, who first became involved with Rowe through the Earth Activist Program to develop an adult community aimed at and run by activists of color. A working group of 8 is meeting this December to explore the nature and viability of such a program. This adult community has the potential to develop our ability to reach a more diverse audience as well as to connect us to organizations for social change.

Cara has been settling into her role as Director of Youth Programming. It is great to have her here and I was particularly appreciative recently while I was under the deadline for the Angell Foundation Grant. My appreciations go out to Cynthia, who arranged for us to receive an invitation to submit a grant proposal to The Community Church of NY. Both proposals were due the same week and while I was working on the Angell Foundation proposal, Cara was working on the Community Church proposal for training for camp staff and for scholarships for the Woodside Program

In addition, Cara has been meeting with youth advisors at local churches and the youth program committee. She is registered for one large camp fair that is coming up and will be looking out for others.

The work to create two new bathrooms at the new guest house is scheduled to start tomorrow. Some of the plumbing work had been done in preparation but we had to wait till after this weekend to start the construction because we needed the rooms. Paulette has hired Bobby Honeycutt to do the carpentry aspects of the project. Bobby did the shower room in the Siddhartha Room when he was working here as Head of Maintenance. She is also talking with him about creating a bathroom at the Chapel to install a composting toilet. It has become a bit complicated because we need to lower the floor in the space we want to put it in order to make it wheelchair accessible. The Chapel itself is not wheelchair accessible yet, but we want to keep that vision open. We are moving ahead with the toilet because we have been using the Chapel for programs quite regularly. Janelle has been working on giving the purple dorm a facelift and it is now indeed purple. She found some old church type lighting fixtures in the chapel while she was cleaning and they give an art deco look to the dorm.

While the expansion of our busy season is wonderful, it has also been great to slow down enough to get some of these projects moving.

#### Discussion

- Goal set to have all discussed policies written before and approved at February meeting
  - Depreciation
  - Conflict of interest
  - Document retention
  - 990 approval/review
  - To be completed and approved by the February meeting

- Ask Carrie Nordstrom if she would be interested
- Governance committee can seek templates for these as well
- Discussion that gift is vague in current conflict of interest policy; such things are what are meant to be changed
- Discussion on the Youth Camps Committee drafting a policy or statement on diversity and inclusion
- Requested that the agenda and dates for meetings be posted earlier

**Next 2016-2017 meetings:** Sat., Feb. 18 3:15pm  
Sun., May 7 9:15am





