

Approved Minutes
UU Rowe Camp & Conference Center
Board of Trustees Meeting
Sunday, December 16, 2012

Board Members Present: Jerry Burke, President; Clay Connor, Vice President; Kerri Florian, Treasurer, Cynthia Bolling, Clerk; Gail Epstein, Cathy Perkins, Albert Mussad, and Julie Neuspiel, Members-at-Large

Also Present:

Felicity Pickett, Executive Director, Arthur Samuelson, Director of Programming; Andy Sebula, Cabin Steward; and Katha Kerr, Sue Baldauf, Melody Litwin, Jim Gunning, and Ed Gilbert

Jerry called the meeting to order at 9:20 a.m. and conducted a brief check in.

Approval of October 21, 2012 Minutes

There was one correction to the minutes: Kevin's last name is Hale, not Holly. Clay made a **motion** to approve the minutes as corrected. Jerry seconded. The minutes were passed unanimously.

Executive Director's Report

As I was preparing to make my report, I became acutely aware of the change that was taking place. Douglas would give his report and Arthur and Paulette would report on the things I usually report on and I didn't know where that left me. I felt deeply in the middle of the transition and felt that something was changing for me and I didn't yet know what it would look like.

Tutts Davies facilitated a car donation for us but the car was on the West Coast and we needed to get it here. I found myself fantasizing about flying out and driving it back and the more I thought about it the more intrigued I got with the idea. I had vacation time. I wasn't sure how I wanted to spend it and car rides have always been a time for turning inward. So I did it.

First, I highly recommend road trips. But this one didn't turn out as I expected. I didn't do any real visioning, but what I did do was clear my head. I did it to let go of all the day-to-day details of running the center and to make space for something new. I have never been so much in the present as on that trip. People ask me what I thought about as I drove and I didn't really give much thought to anything except what a lovely day it was and how the landscape really changed from state to state and about the exquisite beauty of our country. I came back more rested and relaxed than I've felt in a long time. Of course trying to catch up after being away for three weeks quickly dispelled the relaxed state of mind and yet there remained an openness and excitement about what is coming.

Last week at staff meeting, Doug opened the floor to staff for questions for him. One of the questions was, “How would you describe the Spirit of Rowe?” I was intrigued by his answer. He talked about David Spangler and Dorothy McLean from Findhorn and how they believed that each place, each city, each organization has a Spirit. It is not easily describable. It is a mystery, yet it is real. I loved his answer, perhaps because it was something we could both agree on. The conversation went on to talk about other aspects of what the spirit of Rowe is but wandered off to more of what Rowe’s values are—acceptance, people getting to be who they are, respect. And all of those qualities are important but to me they are more about values we hold dear, values we aspire to. Our belief in them as the spirit of Rowe can often create an exclusionary feeling. After 21 years serving this amazing place, I still don’t feel like a “Rowie.” We need to be aware of that. If we truly want Rowe to be a place of inclusion, we want everyone to know they belong.

But today I want to talk about the Spirit of Rowe as Doug described it. The Spirit of Rowe with the capital S. I feel the Spirit of Rowe in so many ways and it is real. It is a mystery. It is not describable in specific values and yet we can each describe our own experience of it. Each of the camps has its own Spirit as well but there is one overarching Spirit of Rowe.

I talked with Doug about this after the meeting and he smiled. I actually think he was channeling the Spirit of Rowe when he answered the question and he was as surprised by his answer as everyone else. I have found that Rowe gives people what they need rather than what they want. It has challenged me to be my best self, to stretch in ways I never thought possible. It can sometimes do that in kind and loving ways. It can also sometimes be pretty harsh in doing that. The Rowe Spirit has trickster energy and it takes real courage to surrender to it. It sometimes asks us to make changes in our life we never thought possible. It is also magical. It is the energy that brings us that big donation right when we need it the most. It is the force behind sending great volunteers like Katha and Andy our way and the energy that invited each of you to accept the call to service. We can’t forget that. What I realized from my long drive across country is that I didn’t need to come up with a lofty vision for Rowe, I simply needed to empty myself of all preconceived ideas, let go of my ego’s desire to create something, and allow the Spirit of Rowe to work through me. I’m here to serve.

That doesn’t mean being passive. I have a vision for Rowe and goals that I want to accomplish. Serving in this way calls for a lot of discernment and one thing I know is that when I have an idea and then I hear that same idea coming from lots of directions, I know I am being asked to pay attention. One of my goals is to create unity with the camp and conference center. For as long as I have been here, and from things I have heard, from the time the conference center began, there has been a split. In fact, at one time the camp and conference center were seen as two separate entities. It is time to move away from the old paradigm of separation and come together in unity.

I have been deeply involved in both the camps and the conference center and I love them both and I know how deeply interrelated they are. There is healing to be done here and though I’m not going to go into all that today, I will say that bridging this gap is key to Rowe’s future.

Some of us talked about this a bit at the last board meeting, then I got an e-mail from a camp staff person that brought this into focus for me again, and then without our talking about it, Arthur showed me a copy of a new design for the catalog and asked me what I thought and it was right there in print in front of me: Rowe Center.

And I felt the Spirit of Rowe tapping me on the shoulder.

I recently heard someone talking about the Mayan Calendar and what was said was that 12/21/2012 will signal the end of the old order. The structures no longer serve us. We need to move to a new order, one of unity, one of co-creatorship. Rowe has always been at the forefront of human development and we continue to be. There is nothing wrong with the old order. It was what was needed in its time, but it won't continue to work. The energy that Doug brought to Rowe was needed to move Rowe forward on its path and now Rowe needs something different. I believe that this more collaborative, co-creative leadership is what we are being called to and that it isn't any coincidence that it is all happening on such an auspicious date. I want to thank you for the privilege of being able to serve as Rowe's Executive Director during this critical time.
–Felicity Pickett

Director of Programming

The week before last, I went to Greenfield to try to get out of a speeding ticket I got one night in Charlemont coming back from a staff dinner. I am told that Charlemont, which has a population of 1,300, has ten police officers, which tells you something about how they think about speeding tickets. I explained to the judge that I am new in the area, the signs are confusing, it was late at night with no one on the road, and if that did not work, I threw in that \$170 was a hardship for someone working for a poor nonprofit. I promised to obey the speed rules going forward because this was now my home too.

“That is exactly the problem,” said the judge. Startled, I asked, “What do you mean?”

“Well, we believe we live in an extraordinary place and we want to keep it a secret so that people do not move here from the city and ruin it.”

I promptly raised my right hand and declared, “I solemnly swear not to tell anyone about how great it is to live here.”

The fine was dismissed.

Our Center is also an extraordinary place. We have been hard at work these last few months developing tools that will help us to not keep it a secret. (Sorry, judge.)

E-mail list

We now have moved everyone who has been here in the last seven years and whose e-mail address we have into our more sophisticated e-mail management program, almost doubling the number of people who will receive our e-news. The next step is to clean up the remaining 2,000 e-mail addresses and to get the e-mail addresses of people who have not been here yet. We

will now be able to actually track the results of our e-mails to fine-tune how we present information.

Web and Facebook

We have enlivened our presentation of programs on the web by adding YouTube videos. The web is a powerful selling tool because it allows us to show people in addition to telling them what it will be like to actually experience a Rowe workshop. There is more to be done to enhance our website presentation, but first we need to improve the tools that are intended to drive people to it. Social media is one of the best tools to do that, but it requires resources that are scarce at the moment.

The Catalog

So my focus right now is the catalog, which is our most important selling tool. As people move more and more to the web for their source of information, it is still vital that we get our catalog into people's houses so it can lie in wait for the right moment to capture their attention. The catalog only works if it leads people to register online or on the phone. Through words and pictures we want to create enough curiosity and desire to drive people to the web where they can learn more, and most importantly, register on the spot. I am redesigning the catalog to show off our best asset—the natural beauty of this place, which creates a very special experience that a person cannot get by staying at home. The overall message we want to convey—in addition to the worth of the programs—is that this can be your home, too, and we convey that as much through the look and feel of the catalog as we do by the words. We do not want to look or sound like our more commercially driven competitors like Omega and Kripalu, and so we need a different look and feel from them. But moving to four color and the best grade of paper that suits our budget and our values will make a huge difference in communicating all we have to offer and give us the possibility of reaching beyond our current audience.

Internal Audience Development

Felicity and I have been thinking about ways we can take advantage of another of our assets, something that other retreat centers do not have: our campers and their parents. As a step toward developing our campers into long-term participants in the Rowe community, we have invited our camp staffers and their college-age friends to come to one of our programs during their spring break to begin a conversation with us on creating an Alternative Spring Break program designed especially for them next year. One of our great strengths has been the ability to turn programs into communities that become self-sustaining—communities that look to Rowe as their home base. The most successful of these have lasted decades and we need to allow and support a new generation to grow something of their own.

Programs

Of the tools we have to get people here, the best ones, of course, are the programs themselves. I look at programs as more than just temporal events, but also as ways to reach people we have not reached before as well as ways to bring back people who have been here before.

I have striven to find a balance between the old and the new. I went through our database and invited back those workshop leaders who have drawn strongly for us in the past. For new programs, I have relied on connections developed in the past as well as recommendations from guests and friends who care about areas I know less about. One of the most requested program areas has been knitting, for instance, which I think fits very well with our traditions, on the one hand, and has the potential of finding a younger audience, as well.

So you will see many familiar faces in the next catalog; and a good number of new ones as well. Among those coming back are Jean Houston, Mathew Fox, Lewis-Mehl-Madrona, Ysaye Barnwell, Layne Redmond, Gina Ogden, Kim Klein, the Vissells, *Sun Magazine*, Luisah Teish, Ellen Ogden, and Rick Jarrow.

As for the new people, I am pleased that we will have a program on composing a life based on awe with Mary Catherine Bateson, radical listening with Carol Gilligan, making a play in a day with the Tony award-winning playwright and director Elizabeth Swados, and art journaling with best-selling author Danny Gregory. We will have a program on nonviolent communication for LGBT folk, one on scrabble by Joe Edley, a three-time national competition winner, one on nature writing with Chip Blake, the editor of *Orion Magazine*—the beginning of what I hope will be a closer relationship with this 100,000-circulation environmental magazine. We will also host Anna Zilboorg, who is the author of the underground classic, *Knitting for Anarchists* as well as an 80-year-old hermit who lives in the Blue Ridge Mountains. And I am in the final stages of creating a blowout drumming festival in May, on the tenth anniversary of Babatunde Olatunji's death. I am hoping that this festival will bring together many of those who were touched by Olatunji, who was enormously influential in bringing African drumming to America and came to Rowe early in his career. That will be right before our last program on Singing for the Dying, whose attendance doubled last year, and I think we can double it again.

It is a start. As I have said before, everything we do is an experiment we can learn from. I expect to learn a lot in the next season.

—Arthur Samuelson

Discussion

Arthur showed a draft of the new cover of the catalog, which featured a new title: Rowe Center. The subtitle directly underneath reads “Workshops, Retreats, Summer Camps. The new design incorporates the idea that Felicity talked about earlier, which is to bring camps and conferences together under one umbrella. Everyone present reacted very positively to the redesign. Arthur emphasized that it was a work in progress.

Summary of President's Report (Jerry Burke)

Tutts sent a letter to the Board via Clay, talking about what kind of a plan he and 70s campers would like to see Rowe implement. Jerry noted that it's almost the same report Tutts sent last year. Jerry realized that although Board members replied to the letter informally, a

detailed letter would be in order. Jerry sent one to him, expressing appreciation for his suggestions and outlining the steps we have already taken to refresh the camp infrastructure. Jerry remarked that the conference center and camp share resources and buildings, and our job as a Board is to devote equal time to them going forward.

Treasurer's Report

October Balance Sheet Notes:

Marketable securities are up \$35,000 over last year

The Wilson/Berry Pavilion has raised \$6,054

Total equity increased by \$100,000 on the balance sheet, or 3.68%. Any growth is good.

October P&L Notes:

Net income from operations is up \$35,759, an increase of 15.19%

Conference center fees are up by \$27,000

Labor day retreat income was up by almost \$7,000

May tree rental for \$2,000

Due to additional employees, some expenses are up: salaries (contract chef), health insurance, and workers comp

Net income from Development is down by \$6,363, or -12.49%

Total net income is \$50,802 compared to \$39,486 for the same period last year, yielding an increase of 28.66%

–Kerri Florian

**UU Rowe Camp and Conference Center
Balance Sheet Prev Year Comparison
As of October 31, 2012**

	<u>Oct 31, 12</u>	<u>Oct 31, 11</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1010 · Cash in bank - operating	43,537.67	70,913.98	-27,376.31	-38.61%
1040 · Petty Cash	729.44	585.32	144.12	24.62%
1070 · Savings & short-term investment	461,517.05	338,133.53	123,383.52	36.49%
Total Checking/Savings	<u>505,784.16</u>	<u>409,632.83</u>	<u>96,151.33</u>	<u>23.47%</u>
Accounts Receivable				
1110 · Accounts Receivable	4,030.91	3,356.16	674.75	20.11%
Total Accounts Receivable	<u>4,030.91</u>	<u>3,356.16</u>	<u>674.75</u>	<u>20.11%</u>
Other Current Assets				
1299 · Undeposited Funds	200.00	0.00	200.00	100.0%
1450 · Prepaid Expenses	0.00	-1,423.37	1,423.37	100.0%
1510 · Marketable securities	368,884.40	337,507.82	31,376.58	9.3%
Total Other Current Assets	<u>369,084.40</u>	<u>336,084.45</u>	<u>32,999.95</u>	<u>9.82%</u>
Total Current Assets	<u>878,899.47</u>	<u>749,073.44</u>	<u>129,826.03</u>	<u>17.33%</u>
Fixed Assets				
1610 · Land - Operating	51,471.00	51,471.00	0.00	0.0%
1620 · Buildings - Cost & Improvements	2,358,296.46	2,358,296.46	0.00	0.0%
1630 · Leasehold improvements	15,159.99	661.34	14,498.65	2,192.31%
1640 · Furniture, fixtures, & equip	47,387.73	47,387.73	0.00	0.0%
1650 · Vehicles	10,250.00	8,250.00	2,000.00	24.24%
1725 · Accum depr - building	-884,485.73	-826,455.53	-58,030.20	-7.02%
1745 · Accum deprec - furn,fix,equip	-44,006.26	-41,782.67	-2,223.59	-5.32%
1755 · Accum deprec - vehicles	-8,534.41	-8,147.77	-386.64	-4.75%
1800 · Investment Property	83,900.00	83,900.00	0.00	0.0%
Total Fixed Assets	<u>1,629,438.78</u>	<u>1,673,580.56</u>	<u>-44,141.78</u>	<u>-2.64%</u>
TOTAL ASSETS	<u><u>2,508,338.25</u></u>	<u><u>2,422,654.00</u></u>	<u><u>85,684.25</u></u>	<u><u>3.54%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2010 · Accounts Payable	1,510.84	-1,619.84	3,130.68	193.27%
Total Accounts Payable	<u>1,510.84</u>	<u>-1,619.84</u>	<u>3,130.68</u>	<u>193.27%</u>
Other Current Liabilities				
2130 · Accrued payroll expenses	31,762.41	26,919.76	4,842.65	17.99%

2140 · Accrued sales taxes	-60.19	-60.50	0.31	0.51%
2200 · Accrued Interest	17,009.35	17,009.35	0.00	0.0%
2310 · Deferred Revenue	615.00	0.00	615.00	100.0%
2400 · Unexpended Ins. Proceeds	<u>22,387.00</u>	<u>22,387.00</u>	<u>0.00</u>	<u>0.0%</u>
Total Other Current Liabilities	<u>71,713.57</u>	<u>66,255.61</u>	<u>5,457.96</u>	<u>8.24%</u>
Total Current Liabilities	73,224.41	64,635.77	8,588.64	13.29%
Long Term Liabilities				
2100 · curr portion of long-term debt	19,355.52	19,355.52	0.00	0.0%
2730 · Consolidated Mortgage Payable	231,817.64	252,472.84	-20,655.20	-8.18%
2770 · Long-term liabilities - other	53,000.00	63,000.00	-10,000.00	-15.87%
2800 · Less current portion of mortgage	<u>-19,355.52</u>	<u>-19,355.52</u>	<u>0.00</u>	<u>0.0%</u>
Total Long Term Liabilities	<u>284,817.64</u>	<u>315,472.84</u>	<u>-30,655.20</u>	<u>-9.72%</u>
Total Liabilities	358,042.05	380,108.61	-22,066.56	-5.81%
Equity				
3010 · Unrestrict (retained earnings)	1,837,400.60	1,744,135.23	93,265.37	5.35%
3020 · Temporary Restricted Fund Bal	207,499.43	207,499.43	0.00	0.0%
3030 · Permanently restricted fund bal	38,798.59	38,798.59	0.00	0.0%
3100 · Prior Period Adjustments	6,028.69	6,808.69	-780.00	-11.46%
Net Income	<u>60,568.89</u>	<u>45,303.45</u>	<u>15,265.44</u>	<u>33.7%</u>
Total Equity	<u>2,150,296.20</u>	<u>2,042,545.39</u>	<u>107,750.81</u>	<u>5.28%</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,508,338.25</u></u>	<u><u>2,422,654.00</u></u>	<u><u>85,684.25</u></u>	<u><u>3.54%</u></u>

**UU Rowe Camp and Conference Center
Profit & Loss Prev Year Comparison
September through October 2012**

	<u>Sep - Oct 12</u>	<u>Sep - Oct 11</u>	<u>\$ Change</u>	<u>% Change</u>
Ordinary Income/Expense				
Income				
4 · Development	28,640.26	25,947.23	2,693.03	10.38%
5 · Income From Operations	<u>212,505.54</u>	<u>200,619.70</u>	<u>11,885.84</u>	<u>5.93%</u>
Total Income	<u>241,145.80</u>	<u>226,566.93</u>	<u>14,578.87</u>	<u>6.44%</u>
Gross Profit	241,145.80	226,566.93	14,578.87	6.44%
Expense				
6000 · Program Expenses	60,608.20	75,057.15	-14,448.95	-19.25%
7000 · General and Admin. Exp	120,370.71	99,579.63	20,791.08	20.88%
8000 · Development Expenses	<u>5,275.30</u>	<u>4,333.42</u>	<u>941.88</u>	<u>21.74%</u>
Total Expense	<u>186,254.21</u>	<u>178,970.20</u>	<u>7,284.01</u>	<u>4.07%</u>

Net Ordinary Income	54,891.59	47,596.73	7,294.86	15.33%
Other Income/Expense				
Other Income				
6800 · Unrealized gain (loss)	<u>5,677.30</u>	<u>-2,293.28</u>	<u>7,970.58</u>	<u>347.56%</u>
Total Other Income	<u>5,677.30</u>	<u>-2,293.28</u>	<u>7,970.58</u>	<u>347.56%</u>
Net Other Income	<u>5,677.30</u>	<u>-2,293.28</u>	<u>7,970.58</u>	<u>347.56%</u>
Net Income	<u>60,568.89</u>	<u>45,303.45</u>	<u>15,265.44</u>	<u>33.7%</u>

Discussion

Jerry pointed out that in July we go through a much more detailed budget, almost line by line, and eyeball why certain things are up or not. What we're looking at is a collapsed budget.

Kerri has been working with a new credit-card processing rep through her company. Every single credit card has a different set of fees. The rep says we can halve the credit-card processing fees Rowe pays by bundling them together.

Development Committee Report

The Development Committee met by conference call in October. Sue Baldauf, Clay Connor, Julie Nieuenspiel, Katha Kerr, Felicity Pickett, and Cathy Perkins participated. The Stewardship Committee had recommended replacing the cabin roofs in this year's capital campaign, and the Development Committee agreed that the Board members and volunteers would make calls. The call lists and fact sheet on the cabin roofs were received right after Thanksgiving. The status of the Farmhouse addition was discussed in detail so that donor questions can be answered accurately. The estimate to re-roof all the cabins at once is \$51,000. To replace them piecemeal would cost more. We usually raise about \$20,000 in the capital campaign, so extra effort is necessary to meet our goal. Felicity suggested that people who donate \$250 or more will get a Rowe umbrella as a gift.

An additional meeting was held December 16 with Julie, Felicity, and Cathy to discuss Julie's plan to use social media to facilitate fundraising, particularly former campers.
 –Cathy Perkins, Development Committee Chair

How to Use Social Media for Camp Refresh

Integrating more social media into our fundraising strategies will improve both *dissemination* and *transparency*. I suggest a two-pronged approach wherein we disseminate information directly *and* through individual members of the community. We can use e-mail, Facebook, Twitter, and adjustments to our website to achieve these goals.

1. Improving direct online fundraising from Rowe Center:

- a. **Send regular e-mails about each separate campaign**, with direct links to web donation page, with update of monetary goal, deadline, what we have so far, and suggestions for different donation amounts.
- b. **Post similar messages to Rowe’s Facebook page** with specific details on each separate campaign. When we have a deadline for each separate campaign, we can also post an event on Facebook, which would include more detailed information. People can join these Facebook events in addition to or separately from whether they follow the Rowe Facebook page, which may increase the sense of accountability for the particular fundraising campaign.
- c. **Create Rowe Twitter account**, link it to the Rowe Facebook page, and encourage community members to follow it. This is another venue to disseminate brief fundraising announcements and updates with links to donate or learn more.
- d. **Add automatically updating bar chart with amount raised vs. goal amount** to donation pages for separate campaigns; include this information in all correspondence.

2. Capitalizing on individual community members:

Add links to donation pages and e-mails to e-mail, gmail, Facebook and Twitter with automatically generated messages that donors can share and customize for their networks, i.e., *“I just donated to Rowe Camp Refresh to put roofs over our campers’ heads. We’ve raised \$7,540 so far, and have \$15,460 to go by December 31st. Please donate at <http://rowecenter.org/pages.php?name=Donate> and share this message!”*

Labor required:

1. We need a computer programmer to add the automated e-mail, Facebook, and Twitter donation message links to our website and e-mail templates, which is an easy one-time job. This programmer could also add the automatically updating goal amount chart to the donation pages. This should be relatively simple, unless we have donations coming in from different accounts. To simplify it, it could just be a chart documenting online contributions, which would be a simple formula.
2. The more frequent, but still relatively low commitment tasks involve a staff member sending periodic e-mails and more frequent Facebook and Twitter updates.

–Julie Neuspiel, Development Committee Member

Stewardship Committee Report

After we received a letter from Tutts Davies representing the 70s campers, it was clear that we have not been as transparent as we needed to be about the importance we have placed on the Camp Refresh project and the work we have been doing over the last year. Last year we focused on the drainage problems and cabin foundations. A lot of staff time and energy was spent getting contractors up here to give us bids for both the roofs and the foundations and none of them felt the cabins were in danger of falling down. While the foundations will need to be restored, this year the Stewardship Committee determined that the most critical need was the cabin roofs.

Another issue is that the dreams of the camp “elders” do not necessarily match up with what the current campers and staff want. To address both issues we have proposed the establishment of a Camp Refresh Subcommittee. It will operate under the auspices of the Stewardship Committee with representation from all the stakeholders. Katha Kerr, a 70s camper, has joined the Stewardship Committee as steward of the bath house and the splits. To date, the proposed subcommittee members are as follows:

Clay Connor	Representing the Camp Elders and Vice President of the Board
Tutts Davies	Representing the Camp Elders
Katha Kerr	Steward for the Bath House/Splits and representing the Camp Elders
Julie Nieuspiel	Representing the Development Committee and current camper/camp staff
Melody Litwin	Representing Senior High Camp
Ian Tapscott	Steward for the Rec Hall and representing Junior High Camp and the camp directors of all the youth camps
EJ Gilbert	Chair of the subcommittee as a Camp Elder and parent of two current campers

Ex Officio Members:

Andy Sebula	Steward for the cabins
Cathy Perkins	Representing the Stewardship Committee

–Cathy Perkins, Stewardship Committee Chair

Discussion

Jerry thanked Katha and her husband, who have put a great deal of time and energy into improvements on the Rowe campus. He said that both are a very physical model of the type of cooperation we hope to encourage, and we’re very grateful.

Arthur remarked that separate camps have separate presences. We should figure out how to hook in these separate communities. He will talk to Julie about this. The Web Camp Refresh Project page has been updated to show that we’ve changed our priority from drainage last year to roofs this year.

The Board members liked Julie’s ideas for Facebook, but decided the Twitter account would be redundant.

EJ said his goal as Chair of the Camp Refresh Subcommittee will be to concentrate on the goals that all of the campers—both old and new—have in common.

Felicity said that when we make our calls, we need to tell people that 100% of the money we raise for projects goes to that project. In addition, the Stewardship Committee will decide what project gets top priority next year, and it may not be the next thing on the Camp Refresh list.

A letter signed by Julie for the Development Committee and Cathy for the Stewardship Committee will be sent to the 70s campers. It will detail what Rowe is doing for the camp infrastructure.

Rowe will send out two e-mails about Camp Refresh.

Ministerial Departure Covenant (attached)

Doug, Felicity, and Jerry have signed an agreement that describes the conditions of Doug's retirement from Rowe. The main stipulation, which is that Doug not attend Rowe conferences and events for a period of two years, is one that Doug himself requested, as a way to ensure that his retirement is for real. It will also give the new leadership team a chance to "establish their roots . . . without having to personally put the feelings of others at risk."

Clay made a **motion** to accept the letter as signed. Kerri seconded. The motion was passed unanimously.

Rowe Trustee Meeting Schedule for 2013

February 9-10

April 13-14

June 1-2

Teleconference: August 1, 7:00 p.m.

The meeting was adjourned at 12:25 p.m.

Respectfully Submitted,
Cynthia Bolling, Clerk