BIAV Quarterly Board Meeting May 26, 2023

Scheduled for 1:30-4:30pm

Hybrid: In-person at Triple R Ranch, site of Camp Bruce McCoy; Virtual on Web-Ex platform

**Board Members Attending:** Gary DuPriest, Daniel Klyce, Dan Raper, Rhesia-Maria Ochoa, Spencer Koch, Natalie Drawdy, Charles Dillard, Meg Kelly, Trish Smith, and **in person:** Joseph Cantor, Bryan Meadows, Kathleen Hardesty, and Alexandra Watson-O’Brien

**Guests:** Andy Baumgartner (RRR-Program Director), Dwayne Plummer (RRR-Executive Director), Raymond Dawson (CBM-camper), Connor Morgan (CBM-counselor), Amy Smith (BIAV employee), Anne McDonnell

**Meeting began at 1:40P**

Raymond Dawson, camper, shared about his history at camp. He has been a camper for a long time and loves to be helpful to the staff.

Connor Morgan, counselor, shared about his current occupation, his history at camp, and how camp has helped him – a community that accepts him for who he is and changed his life. He see camp as a great opportunity for young people to help others and build community.

Dwayne Plummer, Executive Director of Triple R Ranch, spoke about the history of having Camp Bruce McCoy at having Triple R Ranch. Talked about how their board took the risk to double counselor pay for recruiting and retention purposes.

Andy Baumgartner, Triple R employee, spoke about the impact that Camp Bruce McCoy has had on him and how staff at Triple R are happy to help the campers experience things they would not otherwise experience.

Guests departed the room.

Bryan Meadows asked for motion to approve last board meeting minutes, Dr. Klyce motioned, Trish Smith seconded. Motion carried.

Dan Raper shared Q3 narrative and financials that can be found on board portal, we are ahead on the budget or right where we need to be for the year. Big objectives for the year is to come in at budget, negative $75,000 due to the executive director search. He noted 4% higher revenue during this period than in the same period last year.

David DeBiasi gave BIAV staffing update: down 3 staff positions: adding 3.5 new positions of Operations Director, Operations Assistant, Development Director, and Communications/Marketing specialist; turning education manager into Director of Education and Programs, Community Engagement Specialist into a Coordinator who also supports events. Possibility of bringing accounting in house to free up $48,000 in contracted services. Discussion in Finance committee needed, is a vote by email allowed?

Questions by Meg Kelly, Gary DuPriest, about accounting transition and the risks involved in moving away from an accounting firm. Discussion by board. Outside firm helps with sound financials, provides licensed accountants. David DeBiasi shared about how accountant has not been meeting BIAV needs.

David DeBiasi spoke about hiring a development director – someone to create a culture of philanthropy to help the community.

Dr. Ochoa commented it would be good to look at other organizations and how they are structured. Kathleen Hardesty mentioned that a gap analysis may be helpful to support ideas to fill staffing positions.

**Break from 2:48-3:05**

Meg Kelly shared about event dates for Legacy Dinner and RABA in 2023.

Dan Raper gave finance committee report. Committee met last Friday and approved budget to bring before board. Budget may be -$60,000 in FY 2024 to invest in the future of the organization. Creating a line item for staff bonuses. The prior proposal during this meeting about removing the accounting firm is not in the current proposed budget to bring before Board.

Bryan Meadows wants to see the numbers from last year before approving any proposed budgets, to understand BIAV spending.

David DeBiasi introduced topic of increasing budgeted amount for camp counselor stipends. Discussion about having to turn campers away due to not enough staff. Discussed how DARS did not approve using BIRN spenddown for increasing counselor stipends.

Dan Raper asked, can money be taken from reserves to increase counselor stipends? There are unrestricted funds in reserves that can probably be used.

Bryan Meadows asked for motion for executive session, Gary DuPriest motioned, ? seconded. Motion carried.

**Meeting Ended**

Executive session began 3:30

Respectfully submitted by Amy Smith

on behalf of Yael Israel, Secretary