

CMG Board Meeting Teleconference First Quarter Meeting 2010

April 12, 2010

Meeting Called to Order: 7:02 PM

Meeting Adjourned: 8:56 PM

In Attendance:

Board Officers:

President: Joe Wagenhofer; Vice-President: Ben-Andy Hein; Secretary: Mohabee Serrano (Milton Markey); Treasurer: Dave Clark

Officers—Webmaster: Jim Ruboyianes; Director of Communications: Barry Schoenfeld; Director of Development: Christopher Johnson; Archivist/Historian: Mohabee Serrano; Database Mgr.: Ben-Andy Hein

Board Reps:

67th CMG: Robert Burnham; 68th CMG: Eric Anderson; 69th CMG: Phillip Bowden

LEC-LA: Barry Schoenfeld; LEC-SD: Milo; LEC-DC: Jamie Simmons; LEC-BA: Drew Blanchar; LEC-Sac: Rich Farshler

Visitors: Al-Binky Hoch; Jim Hoffman, Jamie Kravitz

Absent: Ed Wahl (Arts Coordinator) and Lee Usher (Technical Advisor).

OLD BUSINESS

Previous Board Meeting Minutes, Jan. 16, 2010 (Mohabee) Ben-Andy seconds:

Approved Unanimously.

Annual Business Meeting Minutes (Jan. 16 & 17, 2010) (Mohabee) Robert seconds:

Approved as amended, unanimously.

Treasurer's Report (Dave Clark)

CMG Treasurer Dave Clark said that things are on track and looking good so far, this quarter.

Dave sees nothing on the horizon that needs the Board's urgent attention.

Dave presented several documents, which were sent out to the Board, prior to the meeting. These items included a statement of actual amounts spent vs. budget for the first quarter, and agenda items 4, 5, and 6.

Secretarial Note: the "Actual Board Expense YTD thru 4-6-10" Excel file is found on a separate document, and items 4, 5, and 6 are found in the appendix of these Minutes.

A few items were pointed out to the Board:

Through April 6, we have spent \$7,240, or 28% of the \$25,811 budgeted for 2010. No unanticipated expenses were incurred in the first quarter, and none are on the horizon at this time. Three big non-recurring expenses were due, and paid in the first quarter: The 2010 ABM/JBM (\$2,325), Ennect Events Registration System (\$1,602), and the Board portion of the iContact email system (\$1,500). Still to come are payments for Insurance, Archive Storage, Pride Festivals and Gathering Reimbursements, which are fully-budgeted. We came within the (revised) 2010 ABM Food & Lodging budget of \$2,500 (including the \$500 donation to Lambda

Players). Dave noted: only four Board members requested reimbursement for travel to the 2010 ABM, in Sacramento.

Jim: Lee Usher's position is not a new one,

Dave: there was a clarification, perhaps at the last Board Meeting, in which Lee was given a new line in the budget.

Barry: do we have a process for adding budget line-items mid year?

Dave: we have funded things in mid-year, but have never gone beyond the total budget for the year. Many times, we juggled line items, to make room for new items, but we cannot exceed the total Budget approved for the year.

Barry: do we have an approval process?

Dave: Yes. We approach each situation as it comes up during the year. Any requested re-appropriations of budgeted line-items, or additional line items are generally first presented to the Treasurer to determine whether they are feasible. If the Treasurer is able to find available within the overall approved budget, the proposal is then taken to the Board for approval, usually with the recommendation of the Treasurer.

Agenda Item 4: Dave says this came up at the 2010 ABM. There were a number of requests for new funding, such as Aids Walk, etc., and Dave wants to bring it back to the Planning and Events Committees. The amount we collect from Gatherings has dwindled over the past three years. If we're only collecting 18-19K per year, there will be a gap in what we have for the Board statewide expenses, which exceed \$20K. Last year, we had collected more money than we spent. Thus, the excess funds were "rolled over" into the budget for 2010. If we have a few "bad" years, we'll need to cover the expenses for the Board, or consider using our reserve funds.

Dave urged the PC's to return as much of each Gathering's "profit" to the Board, even if it exceeds the 10% of gross revenues. He pointed out that without contributions in excess of 10%, the Board could not provide the level of service to the organization that it currently does. He cited as examples: Annual Meeting expenses; Board Member reimbursement for travel and registration to attend Gatherings; Insurance; Internet and Website expenses; Pride Booths; Centralized Registration Systems; Board contributions to email systems; and Special Projects, such as funding the AIDS Walk film. Dave says we have \$100K in reserves, but this "emergency" money, and is to be spent wisely, and under urgent conditions only. LEC's don't need to be concerned, about their contribution to the Board's resources. Source of the "dwindling" seems to be between the Summer and Fall Gatherings. Spring has been doing well. Changes at the Fall Gatherings may have contributed to recent lower-than expected-returns. Please see "Agenda Item #4: Planning Committee Contribution Schedule" in the APPENDIX to these minutes for the specifics.

Agenda Item #5: CMG Financial Aid Account *(Dave) Mohabee seconds.*

Unanimously adopted..

It was unanimously approved that the CMG Treasurer, Dave Clark, shall establish a separate account, for donations to the financial assistance fund, with Christopher Johnson and the four Executive Board Officers as signatories. Following are the specifics of this new account:

Name of Account: CMG Financial Aid Account

Account Purpose: To hold donations to the CMG Scholarship Fund, and to disburse funds for the purpose of providing financial aid to CMG men.

Agenda Item #6: Signatory Update (*Dave Mohabee seconds*)
Unanimously approved.

It was unanimously approved to add the following authorized check signers to the CMG checking accounts at Chase Bank:

Account #	Account Name	Authorized Signer	Title
0306-244462-0	Fall Account	Jordan D. Lieberman	Treasurer
0306-244372-1	Spring Account	Michael Hager	Treasurer
0306-244372-1	Spring Account	Michael Fahy	Chairman
0311-079434-9	ECSA Account	Peter J. Marcoccia	Treasurer

AIDS Walk for 2010 Film Project (*Jim Hoffman Mohabee Seconds*)
Approved Unanimously.

Approval for budget of \$1,400. Jim put together a short film from last year's LA AIDS walk, and posted a link for the Board to watch it. He's proposing that a statewide movie be made, for the CMG effort which includes several cities in California, in 2010. Jim says this film would cover all of the walks the CMG participates in. Items the budget will cover include camera rentals, recording studio rental, and plane fare to SF and Sac, for the director only.

Treasurer Dave Clark says this will come out of "special projects" or another source. Barry suggests that for phase one, a team will be formed, for each LEC which sponsors it's local AIDS Walk. Jamie S. thinks that the money needs to come from the LEC's. Joe requests that we approve the matter, and then determine the funding source at the next meeting, when the Board can meet in person. Ben-Andy: this is a "stretch" for some of the LEC's since some are smaller, and have less to offer; Sometimes there's a manpower shortage, too. Barry: we need a step by step logistical approach. Milo: it's not only a manpower matter, though it might be possible, for the LEC-SD.

Jim H. says he needs the money by July, but will wait until the next meeting for the approval of the funding source. He also says he may be able to find donated equipment, and volunteer energy, to help keep the costs down. Jim will be grateful for a guarantee of \$1400. Ben-Andy: we're approving this in principle, but in May we can find the funding source. Dave is confident that we'll have the money, from the Board budget.

Photo approval—AIDS Walk Project (*Jim Hoffman*)

Jim wants Board approval for using pictures of CMG attendees. Jim will gather signatures, and issue a model's waiver. The Board grants Jim this permission, as long as each attendee has provided written approval.

Online registration system (*Ben-Andy*)

B-A says the feedback is favorable, but the system is not perfect. The customer interface is good, but the background interface may need help. The forms can be expanded, but nothing can be deleted. Names can be changed, but line items can't. Notes can be added, but no output can be printed out. Ben-Andy has been working with the I-Ennect service reps. on this.

150 men have registered in 8 1/2 days! Ben-Andy says it's working well for him. One "klunky" part of this system: an applicant has to add his semi-private room fee to the total fees due, and then type what he's paying in the "total" box. Barry suggests that we pay for a standard form to be used by all Planning Committees, but Ben-Andy says we're not ready for this.

Jamie Kravitz entered.

D & O Insurance (*Barry*)

More shopping for Directors and Officers insurance will be accomplished, and price comparisons will be made. Barry, Ben-Andy, and others will take this on. A report with this info will be submitted to the Board, at the next meeting.

Discussion:

Many, but not all, non-profits have this insurance. CA state law protects Board members while serving in a prudent and diligent manner, while holding a position on the Board, or after having served. However, this coverage does not cover the costs and the time for defending the Board, during any lawsuit. In addition, any Board Member may be personally liable, and could stand to lose income, property, etc., as a result of legal action.

Barry said a checklist survey was taken, and 4 out of 6 points were checked, an indication that the CMG needs to seriously consider the purchase of D & O insurance soon.

Web Committee Update (*Jamie Kravitz*)

Website was launched last week. Jamie says that in addition to the design of the website, the process of placing content on the website is being investigated. The way we can do this efficiently, is to be presented in a forthcoming slide show. Since the slide show wasn't prepared in time for this meeting, Jamie presented a verbal discussion of this matter.

Jamie suggests that the CMG have a Website Governance Plan, to follow the process of website content, from the "request" stages, to the actual posting of content. Right now, it's "send the stuff to the webmaster, and it's done." But this does not cover the editing, planning, and approvals processes. The actual content needs to be prepared for the website, and then the posting process needs to be a part of this movement, too. It's unclear as to who edits content, who does this and that—so the intent of future discussion is to create roles in the process. Bug reports, events editing, editing logos, and linking documents, etc., are also part of the process. Navigation structure is also needed for maintenance and flexibility. Examples of these items will be seen in the slide show and future presentations.

A governance plan includes defining roles and who is responsible for each of the steps between “requests” and “posting.” It will be an evolving process. What do we need: an online tool, called “Central Desktop,” which costs \$25/month. We need to have a governance process in place for future website growth. .

Web Committee Proposal (Barry)

Approved Unanimously

- Continue “Central Desktop” (\$25/month). Dave says there’s enough money in the “computer/website” budget, to pay, on a month-to-month basis, for this service.
- Allow Barry to temporarily serve as editor of new content to the website.

Christopher checks in

Alcohol Use Insurance (Ben-Andy and Barry)

Posted alcohol policy: we’re partially covered, if we hold events, in which alcoholic beverages are served. Barry suggests that we consider an alcohol policy revision at the next meeting.

2010 Board Retreat (Drew Blanchar, Board Rep, LEC-BA)

The annual CMG Board Retreat occurs July 10 & 11, in Belmont, CA. The LEC-BA also selected Dr. Richard Sprott, to lead this retreat. Drew says Dr. Richard is local to the Bay Area, and has worked with other men’s organizations, in the context of refocusing the path an organization takes in the future. Drew, says the agenda for the retreat can be devised.

Discussion Notes:

Barry questions using a new facilitator at this retreat, instead of continuing with Geri Lopker, the facilitator who led the 2009 Board Retreat. Dave says that N. CA. should be able to pick the facilitator for this retreat. Drew says Dr. Richard is accepting an honorarium for helping us, and there will be little expense at that end. An information packet about this meeting will be sent to the Board.

Deaf Interpreters (Robert) Drew seconds.

Proposal: Adopt Items 1, 2, and 4 of the written proposal. Item 3 is not considered.

Unanimously adopted. See Appendix for full text of these items.

Summary of this proposal:

To provide two interpreters for each Gathering in 2010, the cost for all three Gatherings is approx. \$500 per interpreter, plus comps. What if no one needs an interpreter? This is a strong suggestion, and not a requirement, for each Planning Committee.

Discussion notes:

Ben-Andy says it’s not the Board’s place to mandate this matter, and this really needs to fall into each committee’s budget, or needs to be covered by a deaf person himself. Ben Andy and Joe suggest that part 3 from the proposal be removed from consideration, and Robert agrees. Ben-Andy suggests this amendment: “The CMG will investigate funding.” Robert agrees. Barry: are

there legal requirements? Dave and Drew: a private event is not covered by ADA. Jim: CMG might have volunteers for this kind of service. Planning Committees could send out a message, seeking volunteers, or make a plea during the Gathering, for interpreters.

Weapons Definition (*Joe*)

We have a “no weapons” policy, and these are definitions for this policy. Joe says that there is no proposal intended.

Development Director Report (*Christopher*)

Christopher: There is no silent auction at 67th CMG, and Christopher suggests that an auction be added to the Gathering. LEC-BA has set aside Financial Assistance (FA) money (\$500, to start), for N. CA. men requesting FA. Ben-Andy will keep track of these requests.

Barry: The current Development Director goals provided by Christopher didn’t match the goals talked about in January. There were 3 goals, including planned giving, endowment, etc.

Ben-Andy: we now have a “donation” button at the CMG website. Dave: 6 men have donated \$454.40, in a short time (since Feb., 2010). Each Planning Committee can decide whether a donation button is needed, for its Gathering. It is suggested that a button be made “generic” for the interim, between Gatherings.

No formation of the Development Committee has been done. Christopher will proceed with committee formation in the near future.

Green Committee (*Gary*)

Nothing to report at this time. Gary plans to form a committee in the near future.

Mission and Vision Statement (*Barry*)

See Appendix for text of this proposed statement.

Comments:

Christopher: “Help men to become better men” needs rewording.

Jim: Agrees with Christopher. Statement needs to be less lengthy, too.

Mohabee: the spirit of the previous Mission statements could be considered, too.

Discussion will continue at the next meeting. Barry is open to receiving further suggestions.

New Enotify System (*Barry*):

The Communications Director will have this in place by the 67th CMG. By June 1, a transition will be made, from one man posting the enotify messages, to each LEC selecting someone to do this, for their own announcements.

2010 Pride Booths (*Barry*)

CMG Pride Booths will be staffed in the following Festivals: LA Pride, SD Pride, and Sunset Junction. No word yet about SF and other N. Cal Festivals. “Outreach beyond” for booths in smaller, specific focus Festivals, is being investigated, too.

Harbin Retreat, Spirituality Weekend (Joe, Barry)

Harbin (Joe): 67 men showed up, at the 12th Harbin Gathering; Spirituality Weekend (Barry): 100 men attended, Financial Assistance was granted to those who requested it. This might be a new model for future overnight retreats and gatherings.

NEW BUSINESS

Volunteer Awards (Barry)

Culture of Volunteerism: 3 men have volunteered, for the website revision, and have done an incredible job. Barry suggests asking nominations for men to be awarded. Ben-Andy spoke about the Golden Boot award, which is awarded at the Gay Square Dance Convention. The tradition of this award includes the last award recipient passing the honor on to the next award recipient. This is a highlight of the annual meeting for the gay square dance organization. In this instance, the web committee would then pass the award on next year, to a new award recipient.

Christopher: many people give a lot of time, and it feels competitive. What are we accomplishing? Christopher is not in support of this. Robert agrees with Christopher. Mohabee: in the past, we've honored many volunteers, at the closing circles, at Gatherings. Joe suggests that we move this to the next meeting, for further discussion.

Milo is welcomed to the Board!

Filing Meeting Minutes (Milo)

Milo: Questions format of meeting minutes file dating. Mohabee says it's OK to use numbered dates, and not written dates.

Inland Empire LEC (Joe?)

15 men are gathering, to form an Inland Empire LEC, in May. More info will be provided at the next Board meeting.

Next Meeting:

May 28, 1:00-5:00 PM at Camp Shalom (67th CMG). Joe will arrange a location with the 67th CMG Planners.

Check-Outs and ending comments were heard.

Meeting adjourned 8:56 PM

These Items were not discussed at this meeting, and are tabled to the next CMG Board Meeting:

Resource Library update (Jason and Barry)

Retirement Community Update (Trevor)

CMG Member Directory (Lee)

Status of Outreach Director within the Communications Director position (Barry)

Five Bold Moves Update:

Leadership: (Chuck Allen)
 Board Structure (Barry)
 Communications: (Ben-Andy)
 Fun: (Jason Jenn)
 Tribe: (EC-BA)
 CMG Cares/LA Plans (Barry)
 Board Development-enrollment in workshop/classes (Barry)

APPENDIX

Agenda Item # 4: Planning Committee Contribution Schedule:

	2007	2008	2009	2010
	<u>(Actual)</u>	<u>(Actual)</u>	<u>(Actual)</u>	<u>(Estimate)</u>
Spring	\$ 17,302	\$ 8,509	\$ 11,122	\$11,938 (A)
Summer	7,236	8,739	6,005	3,685 (A)
Fall	<u>9,800</u>	<u>8,016</u>	<u>2,186</u>	<u>3,000</u> (B)
Total Collected from Gatherings	<u>34,338</u>	<u>25,264</u>	<u>19,313</u>	<u>18,623</u>
Less: Spent by Board	<u>(14,453)</u>	<u>(23,885)</u>	<u>(14,618)</u>	<u>(25,811)</u> (A)
Excess (Deficiency) Collected vs. Spent	<u>\$ 19,885</u>	<u>\$ 1,379</u>	<u>\$ 4,695</u>	(\$ 7,188)

- (A) Per Approved Budget
- (B) Estimate, based on last year

Proposal for Deaf and Hard of Hearing Accessibility at CMG Gatherings

1. To strongly suggest that each Gathering provide 2 interpreters, if needed, for each Gathering.
2. Interpreters would cover Gatherings, newcomers meeting and debriefing, lunch announcements, pool party, workshop list, and selected workshops (Deaf and Hard of Hearing at gathering can decide which).
4. The CMG shall investigate any available grant money. McDonald's, Lax Airport, and Lions Club are reportedly good sources for this type of money.

CMG Mission Statement (Proposal)

The California Men's Gatherings (CMG) is dedicated to helping men become better men by *creating and fostering a safe and supportive community* where they can take risks that not only educate but also challenge, inspire and revitalize their emotional, spiritual, social and physical lives through local events, workshops, weekends and CMG retreats called "Gatherings."

We value the spirit of volunteerism, leadership and mentoring in all we do. We value understanding, compassion, inclusion, consensus, trust, collaboration and transparency, and we strive to share these gifts with our community at large. The CMG aims to reach out to and create a space where all men, regardless of sexual orientation, age, race, religion or background, can find a different way to connect a little more openly...a little more honestly...with a little less fear...and a lot more fun.

We are committed to offering the opportunity for all men to learn, grow, connect and support one another by "*Building Community One Man At A Time.*"