

CMG Board Meeting

November 25, 2011

Pathfinder Ranch, Mountain Center, CA

Summary of this meeting:

No Bylaws were changed or added, and no Operating Procedures were changed or added.

This meeting included many strategic and focused issues, which were in the varying stages of completion, and which will be presented in final form, at future CMG Board Meetings, or at the upcoming 2012 Annual Business Meeting (ABM).

In Attendance

Executive Officers

Mike Fahy, President

Ben-Andy Hein, Vice President

Mohabee Serrano, Secretary

Ed Perez, Treasurer

Appointed Officers

Webmaster-Jim Ruboyianes

Communications Director-James Badberg

Development Director-Dave Clark

Arts Director-Ed Wahl

Archivist and Historian-Mohabee Serrano

Database Manager-Ben-Andy Hein

Technical Advisor-Lee Usher

Board Representatives

Gatherings

72nd CMG-Phillip Bowden

73rd CMG-Robert Burnham

74th CMG-Steve Ibarra

Local Events Committees

LEC-Sacramento: Pete Marcoccia

LEC-BA: David Senk

LEC-LA: Thomas Nicholson

LEC-DC: Alan Weaver

LEC-SD: Milo Shapiro

Visitors: Robert Bettenger; Frank Rothacker, Droodles, Barry Schoenfeld, Frank Herman, Richard Farshler, Bradley Jordan,

Absent Members: Jamie Simmons, David Knopf

Meeting Called to Order: 1:14 PM

Welcome and Opening—Pres. Mike Fahy

Mike Fahy read Page 9 of the 72nd CMG Program Booklet, entitled "Boundaries," to the Board, and he invited everyone present to reflect on how these boundaries are significant in the work of the Board. Afterwards, Mohabee read the CMG Mission Statement.

Old Business

Approve Minutes of Previous CMG Board Meeting (Sept. 2, 2011)-Mohabee Serrano

Seconded by Ben-Andy. 11Y, 1A. Accepted as presented.

Leadership Ethics And Development-Mike Fahy

Mike passed around a list of Expected CMG Leadership Ethics, for the Board to consider. These items on the list were initially disseminated at the July, 2011 Board Retreat. The list was created in the spirit of a "whole," and not by the individual phrases. All was created through deep reflection and consensus. Mike invited those present to comment on the list.

Discussion:

Dave Clark is amazed, and thinks it's an "all inclusive" list. Rich F. thinks that responsible leaders of the CMG could embody the list, and use the list in our lives. Frank H. suggests that we print out the list, in random, so that there's no hierarchy in the listed items. Frank says the possibilities are 15 to the 14th power -1. Pete says he would scramble the list, and that it could help one grow as a man. Ed P. says that it's a reminder that there's work for him to do yet, in his life. Mohabee says this list brings together all of the documented

items which were considered at the July, 2011 Board Retreat. Ben-Andy suggests printing this in order of the number of words in each phrase, and also is attracted to "Be a team player." Robert Burnham says looking at it as a whole makes it not a list, but puts words into our values, which are difficult to express in words. Thomas recalls that the board brainstormed this at the Retreat, and suggests that we rewrite this so that it's a whole list. Robert Bettinger thinks that a statement of resolving conflict might be written. Milo thinks we've been spending too much time discussing this matter. Ed W. read the list as personal "affirmations." These can be applied to everyone as "We" implied. Phillip feels good about the organization, in light of the list. Doodles thanks everyone who contributed to making the list. James also put himself in the list. The list confirms non-perfection. Barry says this could be a "living document." It can be adapted for use beyond "leaders." Suggests offering skills. Alan is attracted to the "no" and "Care" phrases. Alan further suggests other changes, such as combining the "banal" phrases. He thinks that non-conformity might be encouraged, as opposed to what's expressed in phrases 3, 4, and 11. Creativity, Rebellion, and Creativity needs to be expressed in the list. Work for change in the spirit of the organization. Mike says this list is for all CMG leaders, and not for just leaders on the Board. Jim thinks it could be a personal credo, or a contract to the CMG. One change: Respect [and understand] the CMG structure and processes. Lead by Example, like a teacher or parent. "Ask for support."

The work on this document will continue. No action is taken.

Treasurer's Report-Ed Perez

Ed passed around several documents, including the current bank account balances. According to the report, there is \$141,967.59 total, in our accounts, as of Nov. 23, 2011. Ed says that it's a "myth-buster," that the Corporate account is less than 50% than all other combined bank accounts (for Gatherings and Local Events). Barry suggests breaking the rumors, by showing the details of our accounts. Ed will produce a detailed year-end report, and will also have an updated report in January, at the upcoming ABM

Alan asked about repayment of LEC seed money. Dave Clark, former CMG Treasurer, says it's unnecessary for LECs to return the seed money, unless the LEC disbands, or the Board recommends that a repayment be made. Ed P. reviewed the new rules about PC spending, and Ben-Andy told the Board what a PC's choices are, once a Gathering ends, and a surplus of money exists.

Robert Burnham asks about the amount of Financial Assistance, available for the 74th CMG (Spring, 2012). There is no money for FA, for that Gathering, since no funding was raised,

such as a silent auction, in 2011. The FA money that's available, is for the 75th CMG (Summer, 2012),

Ed passed another document, the Board Budget vs. Actual Expenses (Nov. 23, 2011). According to this account, we're spending more than the budgeted totals, to the order of \$4, 471. "Board Comps" includes travel to the Board Meetings *and* admission to the subsequent Gatherings. More Board members are requesting reimbursement for travel and admissions than in previous years. Robert Burnham asked about the \$1800 budget. Dave Clark says this budget is based on averages of requested reimbursements, which were made over the past three years.

Ed then provided a third document, "Cost of I-Contact" which covered the 2010 and 2011 costs related to I Contact. Alan asks for clarification. Ed says that I Contact costs cover all announcements for Gatherings and LEC events. Review: The I contact service for the CMG began in Feb. 2010. The initial service contract with I Contact covered a limited number of announcements. Overages are charged when the CMG exceeds the usage that's allotted. In 2010, we overused nearly \$1000 worth of services. Ed says we're sending more messages than in previous years, and the number of announcements is steadily increasing. We managed to spend less, despite the increase in in the number of announcements, in 2011. Mike says that this concern can be moved forward, since the Communications Director is working on finding acceptable new options and services. Barry is concerned about the pro-rating process. The cost to each LEC is figured upon the usage amounts of the previous year, for each LEC.

Time Keeper: Jim volunteers to watch the time for the remaining Board business items. He is twinkled for taking this task on, and promises to be a "ruthless" timekeeper (Not!).

72nd CMG Report-Phillip Bowden

Phillip sent a report out to the Board, and he has nothing to add to his written report.

Bylaws Committee Report-Dave Clark

The revision of the CMG ByLaws and Operating Procedures is still in progress.

Dave says he's been busy with pressing matters in his life, and hasn't had time to focus on Development matters. He plans to work on the ByLaws in the coming months.

Vice-President's Report-Ben-Andy Hein

Insurance: we just renewed the CMG Directors & Officers ("D & O") insurance policy. The policy prevents the current Board from being sued, and individuals from possibly losing

homes, wages, or bank accounts. Our Liability policy covers event locations and Gathering camps (First Community Insurance). We are covered for damage to, and the contents of, rented and borrowed cars and trucks. Our Accident policy allows us to cover a "small" claim for accidents at Gatherings and Events. Our Property insurance covers items in our rented storage locations. Ben-Andy reminded us that a complete inventory is necessary, so that we have an accurate record of what is in each CMG storage place, and to include the replacement value of each item. **Personal spaces, such as home garages, used for CMG Storage, is not covered.** The CMG's D & O coverage is now \$600, and will be synced up with our other policies, which will then drop to \$300.

Tech Report-Lee Usher

Backup Systems: Lee researched possibilities, and Carbonite seems to be the best back-up service: \$139 for three years; Lee suggests purchasing backup drives for each person who archives CMG documents, too. Mike then asked the three men who deal with CMG information, to speak about their back-u[needs and their suggestions. Jim (Webmaster) says Board communications are being backed up; the website is also backed up in two places. Jim has a n extensive collection of retained messages and documents. Ben-Andy (Database Manager) backs up the registration info on an external hard drive. Mohabee (Archivist) says he also uses an external hard drive, and likes the idea of uploading the CMG archived materials to a central "cloud" which can also be accessed by entrusted Board Members besides himself. Lee will continue the research, and will write a proposal about this matter, for the next Board Meeting.

Member List: Lee says that a system could be tested, from AVECtra, which is based on social networking. The LA-LEC could send their messages through the system, which would eliminate 90K messages per month, using the current I Contact service. This would also lead to finding a new registration system, for the 73rd CMG. One "buys in" to a contract, which for the CMG might be \$3K, for a complete system. The system being considered includes a number of free apps and other software.

Discussion Notes:

Barry says that the system would be a social network for the CMG, not unlike Facebook. There's an "escape clause" if we decide to not use the system. The cost of the test, and financing the cost: LEC-LA will take this on, for the initial tests. Jim does not support this approach. He says the software isn't implemented correctly. Jim is concerned by "putting all our eggs in one basket." Software that's bundled together might be vulnerable to business takeovers, failures, and technical obsolescence. Jim suggests that we might use

custom-made software, via an RFP (Request For Proposals). Jim supports LEC-LA in covering the testing costs for the Avectra system. Lee expressed concern from an engineering perspective, and from the perspective of being a non-profit, with few volunteers who are qualified to order and track an RFP. He recommends that we go with the testing as provided. Mike says this is not an "emergency" procedure. He reminded the Board that we have time to find a system compatible with CMG needs. James says he was involved with the Avectra selection, but also has reservations about the system. Says he would like to not use a "live data" kind of test, but instead suggests that we undergo a "sandbox" test. The other concern is the marketing scheme. We would need at least one "licensed administrator." BA defines this as a person with the sole responsibility to maintain the system, update it, and to make final decisions regarding the tech end of the system. Mike names Lee to continue to work with Ben-Andy, Jim, James, and Barry, to work further on this system. Mike acknowledges the high-quality of the presentation of this matter, and is impressed by the quality of this process in determining the best networking system for the CMG.

Unfinished Business From Previous Meeting:

Elimination and Replacement of CMG Phone Service-Jim Ruboyianes

This item is tabled to the ABM in January, 2012.

CMG LEC Congress (progress report)-Mike Fahy

This is about how the LEC Congress is organized. Facilitation is in question; Mike will continue to facilitate this meeting until the issue of determining a facilitator is resolved. Mike isn't seeking a solution at this time, and will make a recommendation in the future.

CMG Budget Planning for PCs—Ben-Andy Hein

73rd CMG Budget (Robert Burnham) *No Action Taken; Returned to Committee.*

Robert moves for approval; but no second is recorded. Ed Perez says it's the first time he's seen this budget, and it's missing information. He recommends that Robert return the budget to the 73rd CMG Planners, to gather information that is missing, and amend the budget accordingly. The amended budget can be sent to the Executive Committee, which will consider and authorize the final budget. The 73rd CMG budget is missing info regarding income of the last year. Ed says a PC doesn't exist until the budget is approved by the Board. Ed says he needs to see a complete budget, before he can recommend this to the Board. Dave Clark suggests that the 73rd CMG Treasurer (Bob Ames) and the Board

Treasurer meet and complete the budget, before it goes to the Board. Mike says the Exec. Committee can approve the budget, once Ed receives an acceptable budget.

PC Checklist—Robert Burnham

Finally we have a “how to” manual, about 72 pages in length, in rough draft. Robert says that those who want to edit this document can contact him. Jim will post the updates and the finished product on the website.

New Business

Location and Logistics of 2012 ABM—David Senk (Substitute Representative, LEC-BA)

The 2012 CMG Annual Business Meeting (ABM) will be held over MLK Weekend (Jan. 13-15, 2012) in San Francisco. The meeting site will be at the Women's Center, in the Mission District, or at Fort Mason. A hotel is being sought, to accommodate the attending Board Members. The Beresford Arms Hotel, the site of the 2008 ABM, is being considered for Board accommodations only. A suite of rooms is being considered, for both sleeping, and for snacks and meals, during the ABM weekend.

Board Travel Reimbursements—Robert Burnham

Tabled to the next CMG Board Meeting.

Discussion Notes: Robert wants to limit reimbursements to \$150, for each Board Member, to travel to each board meeting. The perception is that we might be doing this as a junket journey. Robert then offers a counter-perspective, and calls on Rich Farshler. Rich thinks that he objects, since many of the Board Members could not afford the cost of getting to a meeting. Fiscally, it's responsible to lower the cost of travel, but some may need to be reimbursed fully. Ed Perez says that most of the reimbursements are for admission to Gatherings. This proposal will be tabled to the next meeting., so that Ed can provide a breakdown of the reimbursed travel and admissions, for further consideration. Ben-Andy thanks Robert for his proposal, and for allowing time for a counter-perspective.

Publicity And Internal Communications—David Senk

David says the LEC-BA is considering social media, for staying in touch with Bay Area events attendees. It's not clear how we can use email info, for reminding newcomers what we use their info for. James Badberg, CMG Communications Director, agrees, and adds that this matter could be worked on further. James and David will work on this together.

New Logo for CMG, Inc. —Milo Shapiro

Milo says that the Chiron isn't a symbol which is readily recognized. He believes that our initials, *CMG*, yield quicker and more accurate recognition of who we are. Accordingly, he wants to use a graphical version of the letters "CMG", without the Chiron, as our logo icon.

Straw poll: 11 voted for use of the *CMG* initials, in a new corporate logo.

Discussion was heard on the use of the Chiron in the logo. Milo reiterated that there would be nothing to keep us from continuing to using the Chiron in our materials when there is room and when it seems appropriate as a symbol; just not as our logo because of the low level of people knowing its story (in fact, only five people at the board level knew its meaning). Milo will continue to work on the new Logo, and invited the Board to contribute ideas to him.

Identity Theft Prevention (Steve Ibarra)

Steve told the Board that the County Sheriff who investigated an unrelated incident at the 71st *CMG* (Summer, 2011), thinks that our program booklet could contribute to identity theft, of info gleaned from the Attendees data. David Senk thinks that we need to consider a change in the use of personal info in the program booklets. No further action was taken.

Steve also reported that the 74th *CMG* (Summer, 2012) is showing progress, though the 74th Planners have just begun their journey.

71st *CMG* Summary (Ben-Andy Hein)

Ben-Andy: There was a meeting that Ben-Andy attended, in which Fred Ihler provided the final figures from 71st *CMG*. The committee says that the 13% is met, and there's over \$4k in profit. 216 men attended this Gathering, a record number, since we began gathering at Camp Newman, in 2003. The budget surplus from the 71st *CMG* will be rolled over to the 74th *CMG*. FA came to 1.5K, from the silent auction. The outreach effort of the Planners attracted more men of color.

Other News from the *CMG* Representatives:

David Senk: **LEC-BA** is considering using a tent to promote the *CMG*, in 2012. It's a new way for Festival attendees to experience the *CMG*, at a Pride Festival. David wants Board support, but isn't specific at this time.

Peter Marcoccia: **LEC-Sacramento** offers River Rafting during the first weekend of August. Rafting down the Sacramento River has been a successful annual summer event,

hosted by Sacramento men. Accommodations are being sought to accommodate CMG rafters from outside the Sacramento region.

Alan Weaver (LEC-DC) congratulates Mike for his leadership. Mike is then spontaneously twinkled by the Board for leading this meeting.

Ed Wahl asks for the 72nd CMG attendance figures; 122 are registered.

The next CMG Board Meeting will occur in conjunction with the 2012 ABM, Jan. 13-15, in San Francisco. Exact date, time, and location TBD and announced.

Adjournment: 4:20 PM. James Badberg makes a closing statement.