

**CMG Board of Directors Meeting
November 27, 2009—Camp Pathfinder (66th CMG)**

In Attendance: Mohabee Serrano, Jamie Simmons, Drew Blanchar, Al Binky Hoch, Drew Searing, Ben-Andy, Jim Rubioynes, Joe Wagenhofer, Michael Varnen, Dave Clark, Ed Wahl, Robert Burnham, Eric Anderson

Absent Members: Lee Usher, Michael Bell, Richard Farshler,

Visitors: Frank Rothacker, Ken Peters, Ben Bregman, Jerry (via phone)

Meeting Leadership: President: Joe Wagenhofer; Vice-President: Ben-Andy Hein; Secretary (substitute): Mohabee Serrano; Treasurer, Dave Clark

OLD BUSINESS

Approval of previous (Oct. 26, 2009) CMG Board Minutes (Joe)

B-A moves, Jim Seconds-Approved, with 1 abstention

Treasurer's Report (Dave Clark)

Dave says we're doing well, with over \$9,000 in reserves. The Executive Committee will determine whether to invest any overage in the bank account, to a short-term CD or other certificate. A spreadsheet was passed around the circle, which showed the bank balances of the CMG, and a comparison with the previous year.

2010 JBM Update (Al-Binky Hoch)

Sacramento's Clarion Hotel will accommodate the attendees of this meeting. Sacramento Lambda Players theatre facility will be provided, at no cost to the CMG, to hold the meetings. The Lambda Players is a like-minded organization, which EC-SAC supports. No advance payment for the hotel is needed at this time. The JBM will begin January 16, and end January 17, 2010. A pre-meeting get-together and dinner is scheduled Friday evening, January 15.

Structure for the 2010 JBM (Joe):

The 2010 JBM will be a meeting which will include CMG bylaws revisions. Other agenda, such as visioning sessions, elections of CMG Board officers, and discussion break-out sessions will also be planned during the weekend.

Schedule of activities—2010 JBM (Subject to Change)

Friday, Jan. 15

6:30 PM Opening Dinner and Welcome

Saturday, Jan. 16

9:00 AM Breakfast

10:00 AM Member Check-In and review of Officer Reports.

11:00 AM ByLaws review and consider proposals to change ByLaws.

12:00 PM Lunch

1:00 PM Visioning Session-review and consider all proposals related to CMG Operating Procedures and other policies. Prioritize and prepare for discussions and Sunday Plenary.

4:00 PM Election of CMG Executive Officers, and confirmation of all other Officers.

5:00 PM Break for Dinner

7:00 PM Brief CMG Board Meeting—welcoming of all CMG Officers. Confirmation of appointed Officers.

8:00 PM Free time, possible evening activity.

Sunday, Jan. 17

9:00 AM Breakfast

10:00 AM Plenary (Proposal Discussion and Decision-Making). Schedule break-out sessions, if needed, in the afternoon.

12:00 PM Lunch

1:00 PM Break-out sessions and continued Plenary.

5:00 PM Closing of 2010 JBM and adjournment.

Discussion notes:

Jim: thinks the (JBM) process is exciting.

Drew S: Lodging question. Non-Board Members must pay for their own lodging; food will be provided for most meals.

Ben-Andy: provided examples of break-out sessions. Ben-Andy also goes over the proposal process and the new Board Election procedures.

Report from 66th CMG (Michael V.)

The Planners (Milo and Michael) made a task list for volunteers, to plan a gathering and to take care of the many tasks to set-up, run, and break-down a CMG.

Money: 20 men asked for Financial Assistance at the beginning of registration process, an unusual number, compared to previous SD Gatherings. “Front end” and “back end” both had expenditures. Front end, for the 66th CMG, included a rate drop, and better food service. The back end: infrastructure items, such as storage and tool boxes. Money was spent wisely, for a “better Gathering,” according to Michael. Thus, the total returned to the Board will be less than SD Gatherings in the past. 20% will be returned. Michael V thinks that three dedicated volunteers might be comped, and solicited the Board’s feedback. Partnerships to the 66th CMG include the Aids Project in San Diego, while another “partner” is a homeless shelter.

Discussion notes:

ED: Suggests that the “giving nature” of the Planners be acknowledged, by the Board.

Dave: The volunteers who are in question, may be considered “Planners,” and thus, comped for the 66th CMG, if the current Planners agree to this.

Ben-Andy: thinks that there is more than 10%, and it’s obvious that there was careful planning with finances of 66th CMG.

Drew S: Jacuzzi needs to be replaced, perhaps some of the “excess” money could be used for purchasing a new one.

Jim (to newcomers): The Board is a “steering committee,” while the PC’s and EC’s are autonomous.

Logo Trademark (Barry)

Proposal: Both the “enclosed” and “partially enclosed” CMG Chiron logos shall be trademarked. Vote: Yes-12; No-0; Abstain-0

Discussion Notes:

Barry: Robbie, a graphic designer from LA was selected to see what applications (advertising and promotional materials) the CMG Chiron could be used for. Robbie redesigned the Chiron to an enclosed “box” design. The redesign is to make it flexible for more uses.

What the Board is asked to do is decide which logo (enclosed or partially enclosed) shall be used, as a trademarked symbol.

Jim: wanted more time to discuss the logos. There seemed to be a sense of urgency for trademarking the logo.

Joe: suggests trademarking both logos, so that we can offer both to our diverse uses.

Barry: wants a consistent message to be considered.

Ben-Andy: Favors Joes’ suggestion.

Dave: no strong feelings.

Robert: likes the original “out of box” logo.

Drew B.: Prefers the original

Jamie: prefers the original

Ed: prefers the original. Suggest a public service message that unifies the CMG purpose.

Mohabee: prefers the original, and likes having two logos.

Drew S.: envisions only one place the logo can’t be used.

Note: After the vote for the trademarked logos was concluded, discussion about changing the CMG Mission Statement was heard:

Barry: The logo doesn’t address the “mentoring” aspect of our message. He thinks that “building community” needs to be addressed in a logo.

Jim: We need to revisit our current mission statement, Men mentoring men to be men..., and a vision statement (how we implement our mission statement). We need to revisit “Building Community one man at a time.” We’re not focused on our progress. Trademark what we have, but it needs to be clear what our mission is. Not one thing is being said via the website on how the CMG mentors men.

Joe: suggests that Jim and Barry collaborate to make a draft mission statement, or invite a “bring it on” brainstorm process.

Ben-Andy: Gordon Clay attended the first Visioning meeting, in 2006, after a long absence.

“Men Mentoring Men to be Men...” was similar to Gordon’s earlier promotional contributions to the CMG.

Online Registration Process (Barry)

Proposal: Upgrade the Constant Contact application to the “Console Level.” The cost of this service, shall be investigated, and the lowest rate (annual or monthly payments) will be chosen. Vote: Yes-12; No-0; Abstain-0.

The Enotify system has only one password, and this will limit the movement to autonomous EC Enotify creation. Constant Contact has a “console” upgrade, which would allow each EC to have its own password. Barry says the cost will be \$120/month for this service, which is 3 times what the CMG currently pays.

Discussion Notes:

Robert: If each EC sees that it helps attendance, he’s in favor of the upgrade.

Drew B: If each EC helps pay for this, it will cost roughly \$30 month.

Dave: This is an expense the CMG pays for, and is best if the EC’s don’t pay for the service.

Jim: likes the concept of upgrading, and asked about the process of Enotify editing.

Barry: the Console process will have many more advanced features, as well as the separate passwords for multiple users.

Dave: it will cost less than \$80 per month, if the CMG pays for this service on an annual basis.

Board Retreat/"Five Bold Moves" Report Review/Determine Next Steps (Joe)

Proposal: Accept "Five Bold Moves as something that will be discussed in 2010, and that we'll make an announcement to find "Champions" by Jan, 2010, and progress reports are due by JBM 2011. The Board accepts and endorses the Five Bold Moves. Vote: Yes-11; No-0; Abstain-0.

Jerry, an expert who is helping the CMG Board reorganize itself, attended the meeting via telephone.

Joe: Five Bold Moves

The CMG Board held a Retreat in July, 2009. This was a visioning session for the BOD. We talked about:

Leadership

- Foster a culture of leadership.
- Planning Committee leadership transition.
- Conflict resolution.

Change the Structure of the CMG Board of Directors

- 16 Board Members, made up of appointed and elected members.
- Part time Exec Director (paid position), for future consideration.

Spontaneity and Fun

- Encourage less serious, laborious atmosphere, and more spontaneous moments, if not hours, of surprises and fun.

Communication

- Marketing, and other communication
- Passing the baton between outgoing and newly-elected leaders.
- PC's and EC's to transfer and pass along info to future PC's and EC's.

Internal Communications

- Boundary and rules protection

CMG as a Tribe and

The CMG, Inc., vs. Tribe

Ritual Ceremonies, Meetings, Special Meetings.

Jerry: The above reflects the raw data from flip charts, but these are not the 5 bold steps.

Suggestions for board: how to implement these steps.

Ben-Andy: We took a day off to meet. We asked ourselves: What does the CMG do well? What do we love about the CMG? After the meeting, an identical email survey was sent through Enotify, and we got an overwhelming reply. The results of both the leaders' survey, at the retreat, and the attendee survey were quite well aligned.

Joe (to Jerry): how do we proceed forward? Jerry: Work to be done—always include 5 specific ideas of focus.

Jerry: next steps, to take action:

Leadership—Jerry suggests to foster a culture of leadership—what does this mean—Board development needs the most attention, for success in the future. This needs someone who can take charge of this—this is a jumping-off point—how are we going to build leadership.

Dave: thinks Chuck and Matthew were going to be the leadership development “champions.”

Ed: Chuck did an informal workshop about the future of the CMG, with leadership emphasis.

Joe: Study groups are needed, to work on this by JBM 2011.

Jerry: says this group needs to move in a “forward direction,” and no date is really needed. Retreat members wanted to see progress. These items are just for consideration, and not really for action. The board needs to select members who can take action. No ultimatums or specific dates were made.

Dave: This particular meeting is to ratify the proposals, to bring to the 2010 JBM, for a focus of energy.

Jerry: affirms Dave’s recollection. Suggests taking on the easiest “Bold Moves” as a focus for this meeting. She further suggests taking more time on Board Structure, etc.

Joe: is concerned that inactivity might hurt the movement of the Board, and wants some formal action at this time. He suggests study groups be formed, so that the entire state is covered with men making suggestions. He thinks that doing this through 2010, for review in 2011 JBM

Ed: favors a transition person, for the newer PC’s, and is glad that spontaneity and fun are in the mix, too. Suggest fleshing our specifics next year.

Jamie: Leadership seems to be most important. Men sharing their gifts seems to be most important. Using structures already in place can be used.

Eric: is new, and wants to see a written form of the 5 bold moves. Wants to see Joe’s comment in a proposal form. Likes the idea of focus groups.

Dave: Agrees with Eric, to “digest” the information. We might be biting off more than we can chew—thinks that it could become too beaurocratic if we go too far, too fast. Dave thinks that we need to include everyone to the process. Boil it down to 5 brief bold moves, as a proposal for thought and consideration. The five chosen moves could thus be included, as the Planners of the upcoming year plan their respective Gatherings.

Ben-Andy: difficult to mandate fun and spontaneity (spontaneous!). Find places where this can happen. Leadership might be easier than fun.

Joe: some of the moves have already been considered and are being worked on—committees at the retreat started the momentum; leaders may be needed. Basic points are needed, and these five steps will be discussed, and someone will be the “champion” for each point.

Eric: How did number 5 come up? Can 6 be made?

Jerry: We used a graphic approach at the retreat. 5 basic moves, with 5 subtopics.

Frank R: It's grand that the Board is making this progress.

Al-Binky: Silly Men were a spontaneous form of fun-making, during the early CMG's. He recalled the group of men who used minor mischief and brief "interferences" with the CMG workshops, to gain levity during a weekend.

Dave: how do we select "champions?"

Answer: Elders could be solicited to pass the traditions on to the succeeding generations.

Joe: we want to have further discussion for 5 bold moves, select champions (1 per move), and then shepherd the process onward.

Barry: will champion communication.

Robert's Proposal: accept 5 bold moves as something that will be discussed in 2010, and that we'll make an announcement to find Champions by Jan, 2010, and reports are due by JBM 2011. The Board accepts and endorses the five bold moves.

Dave: some kind of endorsement is needed, to incorporate the moves.

Jerry: signs off.

NEW BUSINESS

New Registration System (Barry)

*Proposal: The Members shall determine, at the 2010 JBM, whether we go with a rental registration system, or pay for our own system. This will be based upon a proposal by the Online Registration Committee. **Vote: 12-Yes; 0-No; 0-Abstain.***

Discussion:

Barry: There are few companies that specialize in online registration systems. In our research, 320 men were "pleased" with the \$10/attendee surcharge, for the 64th (Spring, 2009) Gathering. Recommendation: go with a pre-made system, which is cheaper than making our own registration system. Barry says we can get a less-costly "prefabricated" system. Barry recommends that we "test drive" each of the sample registration systems.

Ben-Andy: prefers that we "own" a registration system, rather than "rent" one. He questions the survey Barry mentioned, thus the survey isn't as germane as it seems. We tried Actival, with bad results. The CMG is a tribe, and we need to stay in that mode of thinking. A year went by, with no results from the web committee, whether we use a rented or our own system. We can't get the results we need, from a rented system. Constant Contact "crashed and burned" due to the limitations in listing price levels, and gathering attendee information. It doesn't cost as much to create our own system as it might to rent the system.

Michael V: No matter what system we choose, we need to create value and to create community. Technology isn't as important as what we do for our attendees. Taking advantage of the technology has given us many opportunities. Let's not reinvent the wheel—let's rent and take advantage of the technology.

Robert: Favors renting.

Drew B: Favors renting, because of support and back-up possibilities.

Eric: Would prefer for a CMG'er to upgrade the registration system. Keep the money spent for this "in the community."

Jamie: See both sides, but thinks trying the rental systems would help us promote community.

Ed: In favor of a trial run; continuing an exploratory phase. Is concerned about generating more email for attendees of EC events

Mohabee: favors trying out more rented systems.

Joe: favors in-house system.

Jim: Based on his experience, is opposed to an in-house system. A home-grown system may cost more than a rented system. Jim estimates that we cannot afford hiring a system expert. In addition, we may not have the support available, if such a system crashes or develops problems.

Dave: If the function is "generic" then it is cost-effective to rent. Agrees that renting might be moreso favorable. Dave asks that he be included in the process of selecting a rental system. Favors a low-cost per attendee system, and a long-term contract.

Summarize: What we want to do: to test out a rental system, before the 2010 JBM, and a recommendation. Joe wants to try out more rental systems, and to have a recommendation at the 2010 JBM.

Barry: BA, Barry, and Dave to try out 3 or 4 systems, by the time of the 67th CMG (Spring, 2010). A report of progress can be made to the Board, at the 2010 Board Meetings.

Developing the CMG Website (*Ben*)

Note: Ben is one of the website developers working with Jim and Barry, to redesign the CMG website. This was a progress report, with discussion notes below.

Ben presented a printout of a "mock" front page, for the redesigned website. A rotating photo "square" is on the upper left of the page. A "You-Tube"-type video will be available, with recorded interviews or other activities that feature CMG attendees. The target audience is men who have not been to a Gathering, age 30+.

--Dave: Will deadline be made (Dec. 31, 2009)?

--Jim: Several possible pages are in the works, and it's a simple matter to put up a working prototype quickly, and by the deadline. By the 2010 JBM, a finalized version will be up and live, for any Board member to see; the general public will see the new webpage by Jan. 31.

Ben-Andy: suggest that a link be sent to interested Board members, to try out the new website, before it's released.

These Items were not discussed, due to the lack of time:

Discuss timing for 2010 retreat, for the Board of Directors.

Board member understanding that a Gathering is a time we all need make the time to further the agenda of the CMG as well as participate in all the great things that happen at a Gathering.

"A More Activist Board" Should the Board be taking a more active role in building the organization? What role(s) can Board members take? What could we do tomorrow, without waiting for the JBM?

CMG VP Role: Should the CMG VP job description be revised to include oversight of all EC's?

Leadership Training Update.

"CMG Best Practices" discussion and update.

Next CMG Board Meeting: Saturday, Jan. 16, 7:00 PM, Sacramento.

Meeting Adjourned 4:15 PM

CALIFORNIA MEN'S GATHERING - STATEWIDE BOARD EXPENSES
FINAL APPROVED BUDGET FOR 2009
(Compared to 2008 Actual)

	2008 ACTUAL	PROPOSED 2009 BUDGET		2009 Budget Over (Under) 2008 Actual
<u>General & Administrative Expenses:</u>				
2008 January Business Meeting (JBM) Expenses	\$ 2,973	\$ -		\$ (2,973)
2009 January Business Meeting (JBM) Expenses	3,542	750		(2,792)
}→ 2010 January Business Meeting (JBM) Expenses	-	1,000		1,000
Insurance	1,150	1,400		250
Archive Storage & Supplies	1,215	1,100		(115)
Computer & Internet Expenses	954	1,000		46
Telephone (Including new 800 service)	594	750		156
Printing/Publications	-	500		500
Supplies & Office Expenses	108	125		17
Corporate Filing Fees	145	100		(45)
Postage & Shipping	36	50		14
Accounting & Bank Fees	-	50		50
Total General & Administrative Expenses	10,717	6,825		(3,892)
<u>Travel and Gathering Fee Reimbursements:</u>				
Board Member Travel To JBM	1,015	2,400 (A)		1,385
Board Member Comps for Non-JBM Board Meeting	1,480	2,400 (A)		920
Other Travel / Gathering Reimbursements:				-
Archivist	1,683	1,100 (B)		(583)
Database Manager	388	900 {C}		512
Webmaster	961	900 {C}		(61)
Arts Coordinator	646	900 {C}		254
Outreach Coordinator	683	900 {C}		217
Development Coordinator	1,156	900 {C}		(256)
Total Reimbursements for Travel & Gathering Fees	8,012	10,400		2,388
<u>Advertising & Development Expenses:</u>				
Pride Parade Float Expenses	4,536	3,000		(1,536)
}→ Pride Festival Booth Expenses	440	1,500		1,060
Outreach Materials	180	400		220
Development Software		500		500
Total Advertising & Development Expenses	5,156	5,400		244
GRAND TOTAL EXPENSES	\$ 23,885	\$ 22,625		\$ (1,260)

}→ = Line Item Changed for Final Approved Budget

Footnotes:

- (A) 12 Board Members @ \$200 each = \$2,400
(B) 3 Gatherings @ \$200 each = \$600; plus \$500 travel = \$1,100
{C} 3 Gatherings @ \$200 each = \$600; plus \$300 travel = \$900

PRIOR YEAR NET INCOME SUMMARY:

	Spring	Summer	Fall	Total
2006 Actual:				\$ 8,820
2007 Actual:				\$ 34,338
2008 Actual:	\$ 8,509	\$ 8,739	\$ 8,016	\$ 25,264

THREE YEAR AVERAGE

\$ 22,807
