

## **CMG Board Meeting Minutes**

Lambda Players Theatre

Sacramento, CA

Jan. 16, 2010

### **CMG Executive Board Members:**

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

### **Appointed Board Members:**

Lee Usher, Tech. Advisor; Barry Shoenfeld, Communications Director; Christopher Johnson, Development Director; Ed Wahl, Arts Director; Jim Rubyianes, Webmaster; Mohabee Serrano, Archivist and Historian.

### **Representatives:**

Robert Burnham, 67<sup>th</sup> CMG; Eric Anderson, 68<sup>th</sup> CMG; Phillip Bouden, 69<sup>th</sup> CMG; Barry Shoenfeld, EC-LA; Richard Farshler, EC-SAC; Jamie Simmons, EC-DC; Drew Blanchar, EC-BA;

### **Visitors:**

Jamie Kravitz (Website Revision Comm.), Ben (via telephone), Zachary Zoah, Jason Jenn, Trevor Eyster, Pete Marcoccia, Versil Mitchell, Bill Otton, Al-Binky Hoch; Frank Rothacker, Mike Fahy,

## **OLD BUSINESS**

**Approve Minutes of the November 27, 2009 Meeting** (Joe Wagenhofer Passed Unanimously, with Dave Clark's amendment noted.

### **Treasurer's Report** (Dave Clark)

Accept 2010 Budget, with noted additions: 12-Yes; 0-No; 1 Abstain.

Dave presented two separate spread sheets; one containing the comparisons of items budgeted for the past year, and what was actually spent, and another containing the proposed budget. Dave said the financial figures of 2009 were good, despite the recessionary conditions many CMG men were facing.

Additions to the budget included adding a line item for the Director of Development, and also increasing the budget for procuring a new online registration system. There may be a need for software and other items related to the website revision, but these will fall under "special projects," and will be used for that purpose, as is needed.

### **Planning Committee Budgets** (Dave Clark)

Only one Planning Committee submitted a budget at this meeting: the 68<sup>th</sup> CMG. With little discussion, the Board passed this budget unanimously.

## **Affirmation and Selection of Appointed Board Members**

With the exception of the Director of Development and the Outreach Director, all of the incumbent appointed Board Members were approved, for continued service through January, 2011.

The Board agreed to table replacing the now-vacant Outreach Director's position, pending the results of a proposal to discontinue the position, as an appointed seat with the Board, and instead, allow the Director of Communications to appoint an Outreach Director, who will be part of the Communications Committee. This proposal will be considered at the Member's Meeting, to be held Sunday.

Christopher Johnson volunteered to become the Director of Development, which was approved unanimously by the Board.

## **Web Committee Update**

### ***Website Revision Report*** (Barry and Jamie Kravitz)

Jamie presented a slide show, which showed several pages of the revised CMG website. Jamie's presentation included a report derived from one year's worth of work by himself, Ben, and Jim Rubyianes, along with Barry. The date for the finished product will be in late February, which was changed from the January start date, due to difficulties and technical needs that are often routine during a major changeover from an old website to a new one.

It was agreed that before the new web pages are released to the public, the Board will be appraised, to visit the site, and make suggestions to the Website Committee, which the committee will accept, but not necessarily act upon. Once the website has gone through the general Board approval, and changes have been made, the Executive Board Members will be invited to review the website, and make the final approval.

Discussion of this report included concern that the photos on the "man blocks" contain photos that reasonably represent the myriad of men who attend CMG's. Jamie pointed out that the photos on the "beta" version of the website update weren't edited, partially due to the lack of a CMG website editor. Ben added that there were few photos to begin with, and more will be added before the website is tried by the Board, in February. Barry said that the Website Committee will edit the photos, and will lean towards selecting fewer questionable photos of CMG attendees.

Jamie said that Phase One is about 78% complete, and the remainder of work is mostly technical in nature. He presented the Phase Two of the website revision, but it's unlikely that volunteers will come forward to complete this phase of the revision, since it's more time-consuming, and those who typically revise websites at this stage earn a salary for doing this. He estimated that it might cost over \$10,000 to accomplish Phase Two.

### **CMG Online Registration System (Ben-Andy)**

Proposal: Utilize “Ennect Event” System for a full year (6 uses), at \$1587. 11-Yes, 1-No, 3-Abstain

Ben-Andy reported that the Registration System Committee, which he, Barry, and Dave Clark were members, scouted several different online registration systems, and the one company, which has been in this business for 21 years, was chosen by the committee.

There were a number of advantages and disadvantages. Of the advantages, Ben-Andy liked the ease of filling out the forms, and he set up a sample trial, using data from the 66<sup>th</sup> CMG, and Barry entered a trial form, which was easy to navigate and to register with. The disadvantage is that each use will fill out a spreadsheet, but no data will be saved on the system, nor can the data from one Gathering be shared with data from a second Gathering.

The Board considered the number of uses the CMG might use this system in a year, and six (three Gatherings, the Harbin Retreat, the Spritual Retreat, and the Annual Business Meeting (2011), will make use of this system in 2010. It was agreed that a full year was needed, to try out such a registration system, and to determine if this will work with the CMG’s needs.

### **PayPal Service Charge (Ben-Andy)**

Proposed: The users (CMG attendees) will pay the PayPal transaction fee. Approved unanimously.

Ben Andy said that the credit card transaction fee needs to be borne by the user of Paypal, and not the CMG. The number of voluntary donations to defray the transaction costs have dropped. Dave Clark noted that the interest rate for the PayPal savings account has dropped considerably, too. Therefore, the ~2.4% transaction fee needs to be added to the amount a user pays. According to Ben-Andy, there is a method of doing this, by resetting the back end of our Paypal interface.

### **Mentor Men Update (Barry)**

The Mentor Men Committee, has been disbanded.

### **Legal Responsibility of the CMG, as it applies to Alcohol (Ben-Andy)**

(Report to be made at the next Board Meeting).

Ben-Andy is concerned that the CMG might become liable for any damages, by drunk attendees, at events in which alcohol is allowed. Since this is a legal question, more time is needed to determine whether the CMG can be held liable, and if so, determine whether we need to insure ourselves for such a liability, or simply not hold events where alcohol is served.

### **Five Bold Moves—Update (Barry)**

Champions for five areas that the CMG Board determined needed leaders are:

--Leadership: Chuck Allen  
--Board Structure (Rewrite ByLaws): Barry  
--Communications: Ben-Andy  
--Fun: Jason Jenn  
--Tribe: EC-BA

## **NEW BUSINESS**

### **Info Sought: Creating a New San Jose Local Events Committee** (Eric Anderson)

Eric asked the Board for help to form an LEC in San Jose. It was suggested that those wanting to form this LEC should consult with LEC-BA, for tips and suggestions. It was also noted that a new LEC can hold events at any time, and as the fledgling group evolves over a year's time, it can then decide to propose a budget, in order for the Board to formally recognize it.

### **Board Retreat in 2010** (Barry)

A second annual retreat will be held in the North, and details will be determined by Barry and the LEC-BA. The board decided to hold its annual retreat, beginning in 2010, which is not on the same weekend as a Gathering, or another conflicting CMG event. July is considered a good month for doing this. Jerry, the outside leader who conducted the 2009 Board Retreat, has volunteered to serve the CMG in the coming years, depending on whether she's available when we hold the retreat.

### **Spirituality Retreat** (Barry)

Barry invited the Board to the Spirituality Retreat, which is destined to become an annual LEC-LA event. This year, the Retreat occurs over the same weekend as the Harbin Hot Springs event, in the north. There was a scheduling conflict with the camp, located in Malibu (?), which led to two leading CMG events being held simultaneously. The Spirituality retreat is unlike a Gathering. There is a looser structure, and attendees are encouraged to enjoy a simple schedule of activities.

### **CMG Cares** (Barry)

Barry passed two documents, one of which was for a charity the EC-LA supports, for an LGBT youth center, and the other, an AARP brochure for Create The Good Network. These were suggestions for CMG involvement in contributing to outside charities.

Concern was raised, about whether the CMG needs to help CMG brothers who are in need of help, financially or with finding a new home, etc. Barry suggested that the CMG engage in a three-tiered approach, which will include CMG's needs, then the outreach to outside groups—it can be done with simultaneous outreach. The Director of Development will form a committee that will look into these possibilities.

Another concern is that the charities are related to legitimate LGBT charities, and not general public charities, which might fund gay hatred or abuse. The Director of Development will check into the charities to see that they help those in need, in the LGBT community.

**Next Meeting:** to be announced, in late February. Joe will send out a message with possible dates and times. This will be a teleconference meeting.

**Future meetings:** The Board will meet at each of the three Gatherings held during 2010, and via two teleconferences. Exact dates and times are to be determined.

**Adjournment**—This meeting was adjourned 7:40 PM.

## 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:

67<sup>th</sup> CMG: Robert Burnham; 68<sup>th</sup> CMG: Eric Anderson; 69<sup>th</sup> 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 67<sup>th</sup> 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 67<sup>th</sup> 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 12<sup>th</sup> 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 (67<sup>th</sup> CMG). Joe will arrange a location with the 67<sup>th</sup> CMG Planners.

Check-Outs and ending comments were heard.

***Meeting adjourned 8:56 PM***

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**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)

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**APPENDIX**

**Agenda Item # 4: Planning Committee Contribution Schedule:**

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

- (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.*"**

CMG Board of Directors Meeting May 28, 2010  
Hillel House, Camp Shalom, Malibu, CA

***Executive Board Present:***

Joe Wagenhofer, President; Ben-Andy Hein, Vice-President; Mohabee Serrano, Secretary; Dave Clark, Treasurer

***Board Reps Present:***

67<sup>th</sup> CMG: Robert Burnham; 68<sup>th</sup> CMG: Steve Anderson; 69<sup>th</sup> CMG: Milo Shapiro

***LEC's:***

San Diego: Absent; Desert Cities: Jamie Simmons; Los Angeles: Steve Fiechter; Bay Area: Drew Blancher; Sacramento: Al-Binky Hoch (substitute)

***Officers:***

Barry Schoenfeld, Communications Director (CD); Christopher Johnson, Director of Development (DOD); Ed Wahl, Arts Coordinator (AC); Mohabee Serrano Archivist/Historian (AH); Lee Usher, Technical Advisor (TA); Ben-Andy Hein, Registration & Database (RD); Jim Ruboyianes, Webmaster (WM)

***Visitors:***

Frank Rothacker, Bill Johnson, Bob Ames, Zachary Zoah, Norman Skonoud, Droodles (Drew Searing)

***Absent Members:***

Phillip Bowden, Richard Farshler

**Old Business And Reports**

**Meeting Minutes of April Meeting (Mohabee)**

Dave Seconded—Passes unanimously, with one amendment.

**Treasurer's Report (Dave Clark)**

Treasurer Dave Clark passed out the Year To Date Expense Balance Sheet ending May 26, 2010, for the Board to review. Dave explained to the newcomers and visitors about how to read the balance sheet. Dave says we're on track, having paid \$11, 199, or 43% of the budgeted funds. Ben-Andy noted that the Members (those who attend an Annual Business Meeting, and are qualified to vote), and not the Board, approve the budget of the CMG Board of Directors.

*New Accounts:* Dave says the FA account was set-up, and he's waiting for several signers to the account, so that the account can be operational.

*Capitol Assets:* Dave reminded the Board about the CMG Capital Expenses policy, which covers any purchase a Planning Committee makes, that costs more than \$500. Such a purchase requires Board approval and an Executive Board Member's signature on the check, along with the signature of the Planning Committee treasurer or the Board Rep.

He made this reminder, in reference to a hot tub, which the 69<sup>th</sup> CMG Planners are considering.

**AIDS Walk-Funding** (Dave Clark)

Vote: 9 Y 0-No--Passes

Making of a CMG AIDS Walk documentary film was approved at the last Board meeting; we now need to fund the film. \$1400 is requested, to cover the production costs of the movie. Jim Hoffman, director of the documentary, will work with CMG Local Events Committees, to host the AIDS Walk, in the five cities the CMG LEC's represent. Dave proposes that this come from the 2010 budget item, "special projects." Ben-Andy seconds. The Board approved this motion unanimously.

**D & O Insurance** (Dave Clark)

Vote: 9-Yes; 0-No; 1-Abstain

Ben-Andy says Paul Walters will sell us a policy that will adequately cover the CMG Directors and Officers. Dave moves that \$1,800 be apportioned from the 2010 budget. Ben-Andy seconds the motion.

**ByLaws Committee Update** (Joe Wagenhofer)

Mohabee says the complete policies, which were passed by JBM's and the CMG Board of Directors, were sent out to the committee four days ago, and the committee can now go to work. There are two sub-committees; one will update the Bylaws, and extract non-bylaws policies from the current document. Joe chairs the ByLaws sub-committee. The other sub-committee will revise the CMG Policies and Operating Procedures. Dave says he'll serve as the chair for the Policies and Operating Procedures sub-committee, and with his experience with the CMG Board Treasury and the treasuries of Spring CMG's, he'll include treasury procedures for Planning Committees to consider.

**Mission Statement/Vision Statement** (Barry Schoenfeld)—Ben-Andy seconds

Vote: 10-Y; 1-N; 1-A

Barry says it's ready to go, and accepted several amendments to the original proposed Mission Statement. There was considerable discussion about this matter, with some discussion about the statement's length, and the need to emphasize "education." Barry said that the committee he created, to help with the wording and the intent of the new Mission Statement, worked diligently to write and fine-tune this document. The new CMG Mission Statement is found in the Appendix to these minutes.

**Enotify Transition Process** (Barry Schoenfeld)

There are three matters under consideration:

-The transition from one mass-email management system to another, which was approved at the 2010 JBM.

-The transition from one man managing the lists and the Enotify announcements, to a decentralized system, whereby all Planning Committees and Local Events Committees create and send their own messages.

-Finally, with Barry Schoenfeld leaving his post as Communications Director, effective June 1, there is the question of who will be serving as Enotify administrator, while the Board seeks a replacement Communications Director (CD). There is also the need of a permanent “substitute administrator” when the CD is absent. To provide an uninterrupted service, Joe says the announcements will be approved by both the CD and the Executive Board, with a three-day delay for passive approval.

Proposal: Beginning June 1, 2010, the CMG will utilize a de-centralized E-Notify system, which will allow each PC and LEC to create Gathering and Events announcements, with the Communications Director and the Executive Board members reviewing the messages for errors. Joe suggests that those who want to discuss this later, can attend the LEC Congress.

Barry presented a bullet-point list, of where we are, with regards to the transition from Constant Contact, to I-Contact, the systems which are used to send out CMG Enotify messages.. I-Contact has an administrative password, and allows a few advantages, such as image control, and automatic re-posting to the website. This web-based software allows full archiving. All of the CMG email lists are in Constant Contact, and have been moved over to I-Contact. Barry noted that nearly all of the email addresses in the CMG database don’t bounce, and hence, the list is considered “clean.” There are five possible lists, for local information, plus the entire statewide list. The I-Contact format fits inside the new website format. The list administrator can make several sub-accounts, each with its own password. Currently, Barry serves as the list administrator.

The Constant Contact system will be phased out slowly, when the system is running acceptably smoothly for both the new CD and the Executive Board.

Barry says email mass-marketing is in its infancy; this is a “testing” system, for I-Contact. Barry says this is the smoothest and most flexible system of its kind, in his experience.

Some internal checks and balances need to be made, to protect the database from errors and from corruption, so this needs to be looked into. Under the Enotify transition plan, which was approved at the 2010 JBM, each Local Events Committee can submit announcements and also update the database of “members.”

Discussion Notes:

Jim R: We must be responsive to change, and be ready to do things differently. Each LEC or PC needs someone with computer skills (2 people ideally).

Barry: the new system uses templates and other “foolproof” options to simplify the process of creating an announcement, and then sending it out.

Milo: Who decides what is a “statewide” item?

Answer: The LEC’s will have full access to the database. Reminders can be pre-programmed. The Executive Committee and CD can also determine the appropriate designation (“global” or “local”) for a message.

Christopher: Says that the proposed system could work well. He suggests that Committees use the word “rush,” to designate an urgent announcement going out. Each LEC could help another LEC that doesn’t have a person available could help out.

Barry: Some sort of rigid backup system is needed. He is opposed to “having 5 sets of eyes,” to review the messages for errors. Barry thinks this might have a damaging effect on our internal communication processes.

***Update to the Enotify review process:*** Once an LEC or a PC have created a message to be sent via Enotify, Christopher, who is serving as interim DC, and the four Executive Board members will review and check the message for errors, then return the message to the committee that submitted it. There will be 72 hours between the time the message is sent for review, and when the committee can safely assume that there are no errors. When the message has either been corrected, or if the committee receives no response in 72 hours, then a committee may send the message through to the E-notify system, for dispatch. Committees are discouraged from using a “rush” process, but in the case of needing a speedier review of a message, the word “Rush” needs to be typed into the email subject header, when submitting the message for review. Committees do not need to send recurring monthly E-notify messages or “reminders” for the five persons to review. This process will begin June 1, 2010, and will continue through the next CMG Board Meeting, when it’s hoped that a new Director of Communications is selected.

**Communication Director Matters (Barry and Joe):**

Barry passed out a list of his current duties, and what he accomplishes. The Board will use this list, to submit to the next CMG Communications Director. Barry will be available to facilitate a transition, and to mentor the new CD, if this help is needed.

Barry says his decision about leaving his Board position, consumed many months of consideration, but he says “it’s right for me.” Barry says he’s not burned out. He thinks his vision for the CMG does not match the vision of the Board of Directors, or the Members of the CMG. Barry says he’s satisfied with the work he’s done for the Board. He plans to continue work with the LEC-LA, as its chairman.

Barry offered a critique for the Board to consider. He said what the Board doesn’t do well is face change. There are amazing leaders in the CMG general population, but they won’t become potential Board members, due to the resistance to change that they see.

The focus of the discussion moved to finding a new Communications Director. Joe asked if anyone on the Board could serve as Communications Director, at least on a temporary basis.

Christopher says he might be able to take this position, but wants time to consider this. He’ll attend the EC Congress, and will inform Joe about his decision. Says he would pare down the DC duties, and delegate them.

Jim thinks that this might be the time to have a paid executive director, for the CMG. There were others who shared this opinion, though no action was taken at this time.

### **2010 Board Retreat** (Drew Blanchar and Christopher Johnson)

Drew said there are two parts that members of the LEC-BA considered, when planning the 2010 Board Retreat. The first part, determining the date, finding a location, and how many participants, was fairly easy. The second part, the agenda for the Retreat, is not yet planned.

#### Summary of Action:

Christopher Johnson, Jamie Simmons volunteer to plan the agenda of the Board Retreat. Barry Schoenfeld will assist as needed.

#### Discussion:

Joe apologizes for not delegating the process of the board retreat, to the appropriate individuals.

Christopher said that the retreat will be in a Belmont home, scheduled for July 10 and 11. The host, Paul Van Houten, offered his facilities, which includes a meeting space, dining, and recreational spaces, which will accommodate the entire CMG Board. In addition, up to six men can stay overnight at this house.

There were a number of ideas for the 2010 Board Retreat to focus on, which were shared during the discussion. Amongst the focus themes were “CMG World,” which would look at diversity in the CMG Board; improving the communications between the Board and the LEC’s; holding a moreso social kind of meeting was suggested, as was looking at our aging Board membership, and the general CMG populations. Another suggestion was to define who the “elders” of the CMG are.

It was suggested that Jeri Lopker be asked to return to this meeting. She facilitated the 2009 Board Retreat, held in Los Angeles. It was also suggested that the retreat conclude Sunday night, to allow more time for thought and discussion. Jeri will likely serve as facilitator gratis, but the Board must cover her transportation costs, from San Diego.

### **68<sup>th</sup> CMG Update** (Steve Anderson)

The theme of the 68<sup>th</sup> CMG is “Shine.” Registration will be open by mid-July. Promo cards will be passed out at the 67<sup>th</sup> CMG

## **New Business**

### **Member Directory** (Lee):

Meant to be a resource directory, where a CMG attendee can sign up, and get info about other CMG attendees. Though it won’t be an interactive type of website, like Facebook, it can serve to provide information about our attendees, on a voluntary level. Lee asked the Board for continued support, and further suggestions.

### **Hot tub Purchase, for Fall Gatherings** (Jordan)

Vote: Passes Unanimously.

Jordan said that the Fall Planners want to purchase a hot tub, to replace the one in use for 10 years. The hot tub the 69<sup>th</sup> Planners want to buy, is already under negotiation, with a former seller of hot tubs.

Purchase proposal: the board shall loan out the cost of the hot tub, over a five-year period. The total would be taken out of the seed money, in \$600 increments, each year, until the loan is paid off.

### **69<sup>th</sup> CMG Budget (Jordan)**

Vote: Passes Unanimously

The approved budget is included as a separate document, as appended, to these minutes.

### **Future Meeting Agenda and Schedule (Joe)**

Joe moved that all remaining agenda items be tabled to the next meeting, at Camp Newman (68<sup>th</sup> CMG). There was a consensus to this. These items are found in the appendix of these minutes. The exact date, time and location of the next Board Meeting, will be announced.

Joe also suggested that there be one more CMG Board Meeting this year, at the 69<sup>th</sup> CMG (Pathfinder Ranch). No interim teleconferences will occur this year.

### **Meeting Adjourned 4:10 PM**

## **Appendix**

### **CMG Mission Statement (2010)**

**The California Men's Gatherings (CMG) *creates and fosters a safe and supportive community* where we can take risks that not only educate, but also challenge, inspire and revitalize our 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.**

**CMG reaches out to, and creates space where all men, regardless of sexual orientation, age, race, religion or background, can find a different way to connect -- more openly...more honestly...with 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.*"**

### **Tabled Agenda Items**

These items were not discussed at this meeting, but will be considered at the next CMG Board of Directors Meeting:

- Retirement Community Update (Trevor)\*

- Resource Library update (Jason and Barry)
- Create a formal Weapons Policy for events and Gatherings (Joe)\*
- 2010 ABM update. Possible date change discussion/proposal. (Ben~Andy)
- Five Bold Moves Update:
  - Leadership: (Chuck Allen)
  - Board Structure (Barry)
  - Communications: (Ben-Andy)
  - Fun: (Jason Jenn)
  - Tribe: (EC-BA)
- CMG Volunteer Awards (Barry)
- CMG Cares/LA Plans (Barry)
- Board Development-enrollment in workshop/classes (Barry)

\*Asterisk indicates a committee or proposal which was forwarded to the Board, for review and consideration, at the 2010 JBM.

CMG Board Meeting Minutes  
Camp Newman, Well-Lit Library  
September 3, 2010  
Meeting Began 2:16 PM

### **Executive Board**

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

### **Officers**

Webmaster: Jim Rubioyanes, Communications Director: James Badberg, Arts Coordinator: Ed Wahl; (Late Arrival) Archivist: Mohabee Serrano, Director of Development: Christopher Johnson, Registration: Ben-Andy Hein

### **Representatives of Planning Committees (PCs)**

68<sup>th</sup> CMG: Steve Anderson; 69<sup>th</sup> CMG: Absent, 70<sup>th</sup> CMG: Robert Burnham

### **Representatives of Local Events Committees (LECs)**

San Diego: Milo Shapiro, Desert Cities (Late Arrival): Jamie Simmons, Los Angeles: Steve Fiechter, Bay Area: Drew Blanchar, Sacramento: Rich Farshler

### **Visitors**

Mike Fahy, Ed Perez, Buzz Young, Chuck Allen, Frank Rothacker, Al-Binky Hoch [late arrival], Jordan Lieberman [late arrival]

### **Absent**

Phillip Bowden, 69<sup>th</sup> CMG; Lee Usher, Technical Advisor

### **Approval of the Spring Minutes (Joe)**

Dave Moves, Robert B seconds. Approved by acclamation.

### **Summary of this Meeting**

#### **ByLaws**

No Bylaws were considered or revised at this meeting.

### **Operating Procedures**

#### **Name of Proposal**

#### **Action Taken**

Treasury Reserve	Tabled to 2011 Annual Business Meeting
Fee to Defray Pre-Gathering Expenses	Approved
Medical Marijuana Use at Gatherings	Tabled to 2011 Annual Business Meeting
Annual Business Meeting Date Change *	Approved
Plenary Process Revision	Approved
Official CMG Song	Approved
D & O Insurance Purchase	Approved

\*In accordance with revised ByLaw, passed at 2010 JBM.

### **In addition, these items were accepted:**

Next CMG Board Retreat Location (Board)  
CMG Tee Shirt Proposal (Communications Director)  
Fee Payment Process--revert to "through process" (Registration)  
Purchase of New Gathering Items (70<sup>th</sup> CMG)

### **Treasurer's Report (Dave Clark)**

Dave provided the current status of the CMG Board account. The revised spreadsheets are included with these Minutes, as separate documents. Here are the major points Dave provided to the Board:

1. Actual Board Expenses of \$16,047 through August 31, 2010 are 62% of the full year Budget of \$25,811. Board Spending is on track to come in on or under budget for the full year 2010. Since Jim Hoffman has decided not to spend the \$1,400 approved to film the AIDS Walks, we have more than enough in the Budget (under "Special Projects") to cover Directors and Officers Insurance, which had not been included in the budget.
2. CMG 67 Chair Mike Fahy requested Board Approval to spend \$1,700 of the CMG 67 Surplus on equipment, and that was passed by the Board. The remaining \$2,968 will go to Financial Aid for CMG 70.
3. On behalf of the CMG 70 Planning Committee, Dave Clark presented the proposed CMG 70 Budget. After some questions and discussion, the Board asked Dave to make two revisions to the CMG 70 Budget, as follows:
  - a. Show the cost of the Financial Aid contained in the proposed CMG 70 Budget, with comparable amounts for CMG 67 actual.
  - b. Recalculate the 10% of Revenue Contribution to the Board to exclude all forms of Financial Aid Revenue from the computation.

Subject to the above revisions, the Board approved the CMG 70 Budget. Dave was asked to provide a copy of the revised CMG 70 Budget to the Secretary for inclusion in the Minutes of the Board Meeting.

Dave Clark was queried about the CMG "reserve" monies, which are kept for "urgent needs." A proposal will be submitted to the 2011 Annual Business Meeting, concerning the reserves. Here is the action taken:

### **Treasury Reserve (Dave)**

Action: Tabled to the 2011 ABM (unanimous)

To be proposed at the ABM 2011: How to use and allocate funds from the CMG reserve. It was moved and seconded to table this matter to the 2011 CMG Annual Business Meeting (ABM).

### ***Questions and Discussion-Treasurer's Report***

Joe: how are we accounting for financial assistance in the forthcoming budgets? There is not a clear way to tell how donated money is being used. Joe suggests that we begin to think about the FA as an "expense" borne by Planners. Dave says that two additional lines could be added to the budgetary sheets, to show FA disbursements. B-A says that our IRS filing status is "cash only," and we can only show true income and purchases.

Jordan thinks we need to add the carried-over donations to the next year's budget.

Jordan also asks: is the calculation made to exclude donations, to be included in the total returned to the Board, at the end of the Gathering?

### **Fee to Defray Pre-Gathering Expenses (Ben-Andy)**

Vote: 11Y--unanimously approved.

BA says nearly 100 guys came to the 67<sup>th</sup> CMG Thursday, and helped prepare the camp for the Gathering. Though the Planners of the Gathering were grateful for these helpers, there were additional catering costs, to feed the volunteers at dinner and breakfast, the next morning.

Ben-Andy asked the Board to require an “early arrival” fee of \$20, paid by each early-arriving volunteer, to cover the additional catering, or other expenses for “pre-gathering” attendees. Dave says it might discourage volunteers to come early, for set-up. Despite this possibility, the Board voted unanimously to approve the fee.

### **68<sup>th</sup> CMG Report (Christopher)**

167 Attendees are expected for the 68<sup>th</sup> CMG. Christopher told the Board that the Planners are moving right along, in the final preparations, though volunteerism is below what is needed. Christopher encourages the able-bodied Board Members to help with the set-up, after the meeting.

### **Director Of Development Report (Christopher)**

\$550 was sent from 67<sup>th</sup> CMG PC, money derived from the silent auction proceeds, to fund financial assistance. Christopher says the D. of D. is slow due to his participation as interim Communications Director. Christopher says the Development team may consider funding property purchase for a CMG World, as a future goal. There are other goals to be considered, which can be enabled in the near future. Right now, the goal is to fund financial assistance (FA) to Gatherings, and conducting silent auctions and other fund-raisers for FA.

### **2010 Board Retreat Report (Drew)**

Drew says 14 men attended. The attendees were joined by other LEC-BA men for the “tribal journey.” Drew says there was a good feeling and we were quite productive at this retreat, which occurred in mid-July. The retreat was a time to review where we are, in terms of the past, present, and future of the CMG. The attendees discussed how to reach our goals while also remaining spontaneous and creative. Drew says we got to know each other well during the two day event.

At the retreat, we determined that the new CMG Mission Statement needs to be recognized by Planning Committees and at other CMG meetings. In addition, it was recommended that the Mission Statement be added to all CMG messages sent to E-notify subscribers.

#### *Discussion notes:*

BA: The facilitator didn't know the CMG, but he got to know the internal story after the Sat. afternoon session. At closing ceremony, we had Angel Car Wash, which he was unfamiliar with. He came out “knowing” the CMG experience, and may be a Gathering attendee.

Milo: Were any decisions made during the retreat?

Joe: This was a “brainstorming session,” and the intent was to foster growth, and not make decisions.

Dave: There's a concern that more people don't know the new CMG Mission Statement. Dave will pass out laminated copies to PC's and LEC's. so they can recite the Statement during meetings, or make it available for inspection by Planners and attendees.

### **Medical Marijuana at Gatherings (Steve and Joe)**

Tabled to 2011 ABM (unanimous)

Joe introduced Steve, and agenda item 10--use of medical "MJ" in Gatherings. Steve says this was a query someone posed, at a pride celebration. There is no CMG policy concerning this matter.

*Discussion notes:*

BA: says with medical MJ there are two issues: medical use and where to smoke.

Mohabee: One must carry a special ID tag, or a prescription to prove the lawful use of MJ.

Mike: we need to check with the camps, too, for any camp policy concerning medicinal MJ use.

Milo: how will the policy be made public? He is concerned about unlawful sharing with others, for recreational reasons, which is echoed by Ed.

Dave: we could make it clear the difference between real medicine and recreational drugs.

Robert: we need to be cautious--no overt announcements.

Joe: thinks that we can allow attendees to use MJ with a prescription, as long as it is done discretely.

Open Question: How to monitor usage, particularly in tents and cars?

Non-recreational drugs are prohibited by CMG policy. One signs an agreement to abide by this policy.

Steve thinks that a PC might want to know whether it's OK or not, and with clarity. Joe suggests that this be tabled to the 2011 ABM.

### **70<sup>th</sup> CMG Purchases over \$500 (Dave)**

Vote: 10-Yes; 0-No; 0-Abstain; approved unanimously.

Expenditure for Galaxy Lights, and pool chairs, air pumps for inflatable pool toys.

\$600 for lights; \$900 for chairs; \$200 air pumps; \$2500 financial assistance.

### **Annual Business Meeting Date Change (Ben-Andy)**

Vote: 10-Yes; 0-No; 0-Abstain; approved unanimously.

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In accordance with the change in designation from "January Business Meeting," to "Annual Business Meeting (ABM)," there will be an ABM Date Change, for 2011. Over the first weekend in February (Feb. 5 & 6), the forthcoming 2011 ABM will be held in Sierra Madre (Nature Friends camp). BA described the camp, which is owned by Ken Symington.

### **Board Retreat in 2011 (Ben-Andy)**

Vote: 10-Yes; 0-No; 0-Abstain; approved unanimously.

Ben Andy says he'll offer a time share condo that he and his partner, Steven, have access to. He suggests a resort in Indio, which will be comfortable, despite the heat of summer in the desert. BA says a second condo in the same building might be available for \$50. Ben-Andy will make the arrangements, and will report to the Board, regarding the actual dates and location.

### **CMG Plenary Process (Milo and Mohabee)**

CMG Plenaries, using the traditions and policies which are currently in place, will continue to be held, when needed, and shall be scheduled in non-conflicted time during Gatherings. All proposals which are brought to a Plenary, shall be from the Circle of Concerns

preceding the Plenary, and shall be recommendations only, to future Planning Committees of the same season.

Vote: 11-Yes; 0-No; 0-Abstain; approved unanimously.

### ***History of CMG Plenaries***

Plenaries have evolved from a simple “grassroots” meeting for planners, and CMG attendees. Between 1978 and 1994, Plenaries were also the forum for making decisions for the statewide CMG’s. After incorporation, and to the present, CMG Plenaries, and their preceding “sister” meetings, the Circles of Concerns, have been held to help Gathering Planners of specific seasons make changes in procedure or to make strong recommendations for the future Planners of the same season, to consider. Occasionally, a matter that is brought up at a Plenary will go on to the ABM, to become a statewide policy, but most of the recent Plenary proceedings have been focused on matters best resolved by the local Planning Committees.

From the first Plenary to the most recent one, held at the 67<sup>th</sup> CMG, Plenaries considered both mandatory policies and recommendations to Planners. Questions have arisen, concerning the validity of mandates to Planners, from proposals which were presented to recent Plenaries.

### ***Discussion:***

Milo: Plenary decisions, especially mandates, may hamper the Planners so that they can’t make decisions about an issue.

ED: thinks we need proposals on record, for Planners to consider.

Milo: this seems knee-jerk. There was some value for it to be administered in the past, but now we have an active Board, as well as the ABM. Plenary decisions can’t be revoked or revised for a year. Plenary decisions can’t be changed by the Board or by the ABM’s, which means there is no method of appealing the policies approved by Plenaries.

After the initial round of discussion, Milo proposed to eliminate the Plenaries, and keep the Circles of Concern, in order to continue holding a forum for concerns brought by attendees of Gatherings. After a number of Board Members expressed their disapproval of this motion, this proposal was withdrawn by its author, and then the discussion centered on whether mandates were appropriate for Plenaries to decide upon. Another round of discussion was heard to this matter. Most of the Board favored keeping the Plenaries, but allowing recommendations to Planners only. Mandates could be sent to the Board for consideration, or to the next ABM, according the voices heard in this discussion.

Dave: favors letting the local concerns be held at Circles of Concerns and Plenaries, and to keep these forums, instead of the Board being involved with such decisions. Dave favors limiting decisions at Plenaries to recommendations to Planners only.

Joe: There are four things that can be the outcome of a Plenary:

- Strong recommendations to local issues.
- Referral to Board or ABM.
- Bring it to Board attention, for statewide consideration.
- A proposal can be withdrawn
- A proposal can be rejected.

The finished proposal was presented to the Board for a vote, and everyone voted in favor of adopting this policy.

**Official CMG Song (Ed, CMG Arts Coordinator)**

Proposal: Adopt *Home Is Where the Heart Is* as the “official” CMG song.

Vote: 10-Yes; 0-No; 0-Abstain; approved unanimously.

Second Proposal: Board approval for finding the copyright owner, in case we want to post the song on the web or gathering similar public performance rights. Ed wants to get specific instructions from the Board. Ed is asking for permission of the songwriter. Ed has checked with a copyright expert to see if we can find the copyright owner. We can sing it at Gatherings and during other events, without any copyright royalties or other infringement concerns.

Ben-Andy: Matt Yee knows the songwriter and has conferred with him. The songwriter is OK with CMG use of the song. Matt suggested that the CMG offer a token “royalty,” for our usage of the song, to the songwriter.

Joe: suggests that the Board approve the song as the CMG song, and that Ed create a committee to explore copyright, and update the Board with a report at the next meeting.

**Communications Director’s Report (James)**

Does not need any help from Board at this time; encourages that there be a low key use of I contact system. There is now a template for announcements.

**CMG Tee Shirts (Milo)**

Proposal: The Communications Director will look into designing and offering an official CMG Tee Shirt.

Action: accepted by acclimation.

Milo thinks a standardized Tee Shirt is necessary. He showed the Board a shirt he is wearing, a red shirt with white letters, which say “Ask Me About The CMG.” He suggests that “California Men’s Gatherings” be added below the “CMG.”

CMG Communications Director, James, suggests that the Chiron and blue be used, for uniformity, and sees designing it with the full name of the corporation.

Mohabee recalls that there is a “branding” policy in effect, which requires CMG Tee Shirts to have the official logo and slogan on it.

Ben-Andy: The red shirt design was for N.CA. Pride booth volunteers to wear, but it’s an unofficial shirt.

**Aids Walk Update (Dave)**

Jim Hoffman and Reynold Watkins are holding a pool party as a fund-raiser (\$20; free for volunteers), with catered meal for LEC-LA. Jim will postpone making the movie this year, but will look at this as a learning experience.

### **Directors and Officers Insurance (Ben-Andy)**

Proposal: buy a pre-existing condition coverage policy that does not exceed \$1500/year, for the first year, and \$600 per year thereafter. The Exec Comm. shall look into naming an insurer, and purchasing the policy.

Vote: 11-yes; 0-No; 0-Abstain; adopted unanimously

D & O insurance covers the corporation, when someone sues the corporation. Our current insurer works a bit differently than routine insurers; as long as the Board is insured, we're covered.

Our insurer, NUYAC, will cover us: \$626 with a terrorism clause; \$600 with no terrorism clause. Ben-Andy wants a recommendation to the Exec. Board, to approve the purchase of a policy, which is offered by our insurer. This policy will cover the CMG Board retroactively (back to 2004).

Dave: \$1400, derived from the unused AIDS Walk budget will be used.

Joe: this would cover frivolous lawsuits and attorney fees only.

### **CMG Procedures and Bylaws Update (Joe)**

Dave Clark will reorganize policies and procedures, and Joe is organizing the ByLaws. Both documents will be presented at the 2011 ABM.

### **Online Registration Changes (Ben-Andy, Registration)**

Action: accepted by acclimation

Ben-Andy reported that an applicant complained that he could not register for a Gathering through the current online registration system. One has the choice of PayPal, or paying by check through the mail. Currently an applicant pays the fee through PayPal, in addition to paying the cost of PayPal processing. With the onset of increases at PayPal, and the inconvenience of calculating and processing fees separately, Ben-Andy proposes using E-Commerce, a resource that allows the direct payment of CMG fees by credit or debit card.

Ben-Andy suggests that we revert to the original system, and allow a percentage to be added to the given fees so that online costs are covered. This change will enable through-paid registrations. Those who pay by check will pay a smaller percentage. So we're really offering the fee slightly higher for check payers, and nearly 5% for those using debit or credit cards.

Ben-Andy plans to instruct CMG attendees about this change, through the "all about the money" page on the CMG website.

### **CMG Website Update (Jim, CMG Webmaster)**

I-Contact messages are getting through; James is working with Jim, to standardize the information being sent out. Common formatting will be suggested and implemented.

### **Forthcoming CMG Board Meeting Announcements (Joe)**

Joe makes a commitment to announce forthcoming Board Meetings, and the agenda.

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### **To Be Considered At The Next CMG Board Meeting:**

Green Committee report, Senior Center (“CMG World”) Report, and CMG Resource List are tabled to the next meeting. LA Cares progress will also be reported at next meeting. “Five Bold Moves” report will be heard at the next meeting, too.

### **Next CMG Board Meeting**

Next meeting is 1:00 PM, Friday, Nov. 26, 2010, at Camp Pathfinder (69th CMG).

### **Meeting adjourned 5:05 PM**

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### **Addendum**

Revised Board Treasury Spreadsheet--see attached document.

67<sup>th</sup> CMG Final Treasury Report--see attached document.

Revised 70<sup>th</sup> CMG Budget--see attached document.

### **Updates**

69<sup>th</sup> CMG Update--*not presented to the Board Meeting:*

CMG 69 SD Report for the Board Meeting at Santa Rosa

We have a contract on the Pathfinder Ranch in Idyllwild for Thanksgiving Weekend, November 26th thru 29th. We are working on the logistics of where everything will be going this year. We visited the camp in June to answer some questions about where some things will go. We may be moving a few things into different locations than in previous years, but have not made a final decision on it yet. We are trying to finalize the logo for the gathering, and will hold another meeting here at Santa Rosa.

I will be working with Marie in the kitchen close to the time for the gathering to see what we will be having for our meals that weekend. I know we will be having a salad bar as last year and also a buffet. The vegetarian meals will be in a different location this year so that that won't get eaten up before everyone goes thru the line.

We have purchased a new hot tub this year. The old one was 10 years old and it wouldn't be able to withstand another year without some major repairs, so it was cheaper to purchase a new one.

We have been having monthly meeting, and closer to the gathering, we will have them more frequently. We are looking forward to having a good gathering. I know that 69th gathering will be good to us all. I know last year we have snow with the special effect but we don't know what the weather will be this year. We will again have the ropes course and horse back riding still with weather permitting.

Phillip Bowden

**California Men's Gatherings  
Board of Directors Meeting  
Nov. 26, 2010  
Pathfinder Ranch, Art Room**

**In Attendance**

14 Board Members:

Joe Wagenhofer (President), Mohabee Serrano (Secretary/Archivist), Ben-Andy Hein (VP), Dave Clark (Treasurer), Jim Ruboyianes (Webmaster), Jamie Simmons (LEC-DC), Zac Zoah (substitute, LEC-BA), Steve Fiechter (LEC-LA), Al-Binky Hoch (substitute, LEC-Sac), Milo Shapiro (LEC-SD), Robert Burnham (70<sup>th</sup> CMG), Steve Anderson (71<sup>st</sup> CMG), Phillip Bowden (69<sup>th</sup> CMG), Ed Wahl (Arts Coordinator),

4 Absent Members:

James Badberg (Communications Director), Christopher Johnson (Development Director), Lee Usher (Technical Coordinator), Drew Blanchar (LEC-BA) , Richard Farshler(LEC-Sac)

5 Visitors:

Drew Searing, Mike Fahy, Andy Bussey, Virsil Mitchell, Mike Fahy

**Meeting Called to Order: 1:20 PM**

Joe opened the meeting, and asked each participant to share what he's thankful for.

**Summary of Policies Enacted or Changed**

No ByLaws were considered; all policies which were considered at this meeting are CMG Operating Procedures.

***CMG Operating Procedures:***

- Posting of CMG Board Minutes to Website--passed by consensus
- Program Book Attendee Photos (requirement for all PCs)-- passed by consensus.
- Women And The CMG--report approved by consensus.

***Closure of 2010 CMG Programs and Committees***

These items reflect programs begun or continued, at the 2010 JBM, which were concluded, by Board consensus:

- Green Committee
- CMG Resource Library
- CMG Retirement Community
- 5 Bold Steps
- Website Revision Committee

***OLD BUSINESS***

**Secretary's Report (Mohabee)**

***Meeting Minutes***, Sept. 5, 2010 (Joe)

Mohabee moves, Steve seconds--unanimous approval

***Posting of Meeting Minutes on the CMG Website*** (Mohabee) *Passed by Consensus.*

Mohabee indicated that the CMG Board Minutes could be made available via the CMG website, for the convenience of the public. He thinks that posting Board Minutes of the past two years,

would likely provide the timeliest proceedings of the Board. Joe indicated that he likes this idea, and supports its implementation. Concerns about security were addressed, including blocking out names in “sensitive” matters, and also not posting the minutes of special meetings which are held in a “closed session.” Jim Ruboyianes, CMG Webmaster, and Mohabee will work on the details of posting the 2010 minutes on the CMG website. The minutes will be available in a PDF format.

### **Treasurer’s Report (Dave Clark)**

#### ***Budget and Financial Report (Document 1)***

Dave Clark presented the current financial status of the CMG. As of Nov. 25, 2010, the 2010 CMG Expenditures was discussed. \$20,213 has been spent out of \$25,811 budgeted in January. D& O Insurance was paid for (\$1500). Ben-Andy says we’re now covered for frivolous lawsuits; Travel expenses for Board Members are in good shape, despite more requests than usual for Board Member Gathering registration comps. I-Contact is costlier than what was budgeted--we were charged for unforeseen usage (\$792.00 over the \$1500 in the budget for this service). Communications Director, James Badberg, is working to find a less expensive service for the CMG announcements, in 2011.

#### ***Preliminary Budget for 2011 (Document 2)***

Dave Clark’s preliminary budget for 2011 is based on several factors, described below. Dave will present the finalized budget to the Members at the 2011 Annual Business Meeting.

Based on the higher price of the Nature Friends Camp, Dave increased the budget for the 2011 Annual Business Meeting, from \$500, which was already approved by the CMG Board in the 2010 Budget, to \$3,500, with \$500 in 2010 and \$3,000 in 2011. The consensus was that we could not afford \$3,500 for the 2011 Annual Meeting, and that a total budget of \$2,000 would be more in line. Dave agreed to lower the Annual Meeting cost in the 2011 Preliminary Budget to \$1,500. Along with the \$500 budgeted in 2010, this will be a total of \$2,000 for the 2011 ABM. There is uncertainty about the costs of I-Contact, so \$2500 is allotted for this service in 2011. The total preliminary Board Budget is \$25,725.

Dave indicated that he prepared the 2011 budget with caution. Referring to the second page of Document 1, Dave demonstrated that the budget for 2011 is based on dwindling profits, which the CMG has endured since 2008. Dave is in favor of increasing the fee to Planners from 10% to 15%, to help stem the profit drop. Dave noted that the 68<sup>th</sup> CMG (Summer, 2010) profit was lower, due to lower prices and a change of the sliding scale rates. There is a distinct “drop” of profit from 2008 to 2009, and the three-year average profit of the three years is less than 2008 alone.

#### **AIDS Walk(s) Update (Joe):**

2010 closed with all five areas of the state which have CMG LEC presence participating. Despite Jim Hoffman’s cancellation of making a movie about the CMG and the 2010 AIDS Walks, and poor centralized planning after the cancellation, the CMG had presence in the areas it serves, and attracted hundreds of men in total. The schedule and possible plans for future CMG Aids Walk participation will be discussed at the 2011 ABM.

#### **2011 ABM Update. (Ben~Andy):**

***Proposal: Increase the budget for the 2011 ABM to \$3,000. Unanimous consent.***

***Proposal: Revise the total budget for the 2011 ABM to \$2,000 - \$500 in the 2010 Board Budget, and \$1,500 in the 2011 Board Budget. Unanimous consensus.***

Nature Friends, in Sierra Madre, is the planned location for the 17<sup>th</sup> CMG Annual Business Meeting. There is a “no inclusive” price--\$17/per day plus \$25 per night/per person; there is also a daily kitchen use fee and other expenses, which can be costly when totaled up. Ben-Andy thinks there may be options, such as in-town meetings.

Joe proposes that we limit the budget for the meeting. Dave moves that the budget for this meeting be lowered, to \$2,000--Mohabee seconds. Ben-Andy will work with Barry Schoenfeld, who is directing the planning of this meeting. The Board heard comments, most of which agreed with keeping to a smaller budget. Plummer Park, in West Hollywood, is a possible alternative location. Barry and the LEC-LA will make a decision by next Tuesday, November 30, 2010, and will announce any changes to the ABM plans, via the Executive Committee.

**D&O Insurance Follow-Up (Ben~Andy)**

Ben-Andy has been working on changing our agent for this insurance. Ben-Andy plans to transfer our current policy to Paul Waters, an agent for 1<sup>st</sup> Community Insurance.

**Medical Marijuana At Gatherings (Steve Anderson)**

Amend the CMG registration agreement, to include “medical marijuana” to the check list..  
*(Proposal withdrawn by its author)*

**Discussion**

Jim wants a policy that standardizes medical use of marijuana. Dave thinks that we can't deny someone from using a prescription; it's a non-issue-wait until this becomes a greater issue. Jamie says “no” to planning committee mandates. Ed says it's a non-issue. The Board generally agreed that it's not a major issue. Jim favors a policy, or a written rule, requiring ID for use of Medical Marijuana. Drew supports the use of marijuana by everyone.

This proposal is withdrawn by its author, and will be presented to the 2011 ABM.

**By-Laws/Policies and Procedures Committee Update (Joe)**

Dave shows the binder he is making, Joe and Dave will work together, to update and fine-tune the bylaws and Procedures, for presentation to the 2011 ABM.

**Development Director-Financial Assistance (FA) Report (Dave Clark, on behalf of Christopher Johnson)**

Dave says that the Members at the 2010 JBM voted to establish a separate bank account to specifically deposit FA funds. CMG 67 raised \$522, plus a surplus of \$3K. 68<sup>th</sup> CMG: \$873 from Silent Auction. So nearly \$5K has been collected so far for FA, which can be used if needed, for any future Gatherings, of the same season. The system is working well. Dave says each PC will disperse and keep track of, its FA disbursements.

**Update Of The Online registration system (Ben~Andy)**

B-A says this was the first time we had decimals after the dollar amount, for Gathering registrations. Steve A. didn't think that the notice about receiving the 35-cent reimbursement for check writing was clear, and asked for clarification. B-A says PayPal changed the rate for using their services--3% plus 60cents usage fee, for each CMG registration. We actually net the 50%

upcharge; we'll likely cover our costs by making a "favorable budget variance." This is a part of the budget making process, when using an online payment service, such as PayPal.

### **Web Master's Report (Jim)**

#### ***Web Committee Disbanded***

The Web Committee disbanded after the web revision occurred. Jim says there is completion. Phase two is possible, but is not in process. Central desktop has been discontinued. We no longer need a project making system.

#### ***Hot-Linking Process***

Hot-linking was briefly noted; it's unacceptable for the CMG LECs to "hot-link" images, which ultimately tie up another website's bandwidth, in order to "use" images from that website. Jim says there's no need to hot link--we now have twice the image storage space for each IContact account. Jim has found a photo service that has a "plethora" of free public domain images. This "photo bank" is a better source of images, which Jim will acquire and place in service, in the near future.

### **Green Committee Update (Joe)**

Despite the lack of a Green Committee, in 2010, Planning Committees have worked on making Gatherings "green." The Board agreed on closure of this matter.

### **Resource Library Update (Joe)**

Due to inactivity, this matter is closed.

### **Retirement Community Update (Joe)**

No action in 2010; hence, the issue is completed for this year.

### **Five Bold Moves Update (Joe)**

Joe thinks we've worked on this matter, to a successful completion; thus, this program is concluded.

### **69<sup>th</sup> CMG Report (Zac Zoah)**

The Planners want to bring balance and harmony in a trusting environment. The concern of the forthcoming Gathering is to provide a weekend of peace to men whose lives are "stressed out" due to the recession.

### **71st CMG Report (Steve Anderson)**

The committee is enthusiastic and is working well. 12-14 men are on this committee.

### **Women And The CMG-(Joe)**

***Proposal: Female attendees are allowed, in both Gatherings and CMG Events. Adopted by consensus.***

Legally, we can't restrict women from the Gatherings or attending LEC workshops. We can't reject workshop proposals by women, either. We've had a small number of women leading workshops since 1995. The year when women were last invited to attend a Gathering, was in 1994 (25<sup>th</sup> CMG). Though it's unlikely that a woman might want to attend a men's gathering, the

Unruh Act prohibits discrimination during events offered to the public, by a non-profit public benefit corporation. Joe suggests that allowing women to attend freely will diffuse women from making political statements by attending.

Mike Fahy thinks this needs to be in the institutional memory, so that PCs and LECs can handle workshop proposals and registrations from women properly. ED: In terms of the trans-gender community, we offer a place for male-identified people.

## ***NEW BUSINESS***

### **Program Book Photos (Milo Shapiro)**

The existing database of attendee photos, which are submitted for inclusion in the CMG Gathering Program Booklets, will be shared amongst the three Gatherings in a calendar year. This policy requires full participation by all Planning Committees. *Unanimous approval.*

### ***Discussion***

Milo will oversee the initial process of entering new “face” photos, and replacing old ones, and collaborating with the Planning Committees.

B-A: Is there an expiration date of a returning attendee’s image?

Milo: Pictures will last for up to 9 Gatherings, or three years. At that time, an attendee can submit a new head shot of himself. There will be an attendee photo file backup, with Jim, CMG Webmaster, collaborating. CMG Planning Committees are required to use and support the sharing of the photo files, if attendee photos are used in program booklets.

### **The Use of Copyright Materials at CMGs (Ed)**

Ed led a discussion about the use of copyrighted materials. When we publish something on the internet, there needs to be acknowledgement of the author, song writer, photographer, or artist. Ed is concerned that while the CMG is growing, there is a possibility that we could be held liable if we use unauthorized copyrighted materials.

### ***Discussion***

Jim thanks Ed for bringing this matter to the Board’s attention. Jim observed, that in our personal lives, we don’t ordinarily think of these things. Dave says we need to obey copyright laws. Joe thinks a performance license might be procured. Ed says we don’t need to have licensure for the talent shows, since there’s no admission charge. Ed will use the discussion notes to form a policy about use of copyrighted materials.

### **E-notify Database (Milo):**

The email databases for I-Contact don’t automatically update; there is a backup of new names, and Milo has been manually adding new names. Joe suggests taking this to the EC Congress; however, Communications Director James Badberg is absent, so we’ll need to look into this, after this weekend. Jim says it’s unacceptable that we are paying for a service that won’t update itself after new names and info are entered into the system.

### **Circle Of Concerns At The 69<sup>th</sup> CMG--New Time And Date (Joe)**

Joe asked the 69<sup>th</sup> CMG Planners to move the Circle to 9:00 AM, Sunday morning. This was approved. Joe and Mohabee will represent the CMG Board at this meeting.

### **Next CMG Board Meeting:**

Date and location will be announced. This meeting will occur during the course of the 2011 Annual Business Meeting.

**Meeting Adjourned**

3:29 PM, after a round of check-outs.

**CALIFORNIA MEN'S GATHERINGS - STATEWIDE BOARD EXPENSES  
PRELIMINARY 2011 BOARD BUDGET - REVISED (□)  
COMPARED TO 2010 FULL YEAR BUDGET AND YTD THRU 11/25/10**

**12/15/2010**

(□) - **2011 ABM Budget Revised at 11/26/10 Board Meeting**

	<b>APPROVED 2010 BUDGET</b>		<b>ACTUAL SPENT THRU 11/25/2010</b>		<b>PRELIMINARY 2011 BOARD BUDGET</b>
<b>General &amp; Administrative Expenses:</b>					
2010 Annual Business Meeting (ABM) Expenses	\$ 2,500		\$ 2,325		\$ -
2011 Annual Business Meeting (ABM) Expenses	500		150		1,500
2012 Annual Business Meeting (ABM) Expenses	-		-		500
Archive Storage & Supplies	1,100		858		1,000
General Insurance	1,200		983		1,200
Director & Officer Liability Insurance	-		1,500		750
Computer & Internet Expenses	1,500		1,133		1,300
New Registration System - Ennect Event	1,536		1,763		1,600
Upgrade to "iContact" Email Service	1,500		2,292		2,500
Telephone (800 service)	1,000		681		900
Printing/Publications	250		-		100
Supplies & Office Expenses	125		99		125
Corporate Filing Fees	200		70		100
Postage & Shipping	50		3		50
<b>Total General &amp; Administrative Expenses</b>	<b>11,461</b>		<b>11,857</b>		<b>11,625</b>
<b>Travel and Gathering Fee Reimbursements:</b>					
Board Member Travel To JBM	1,800 (A)		585		1,800 (A)
Board Retreat Expenses	-		487		500
Board Comps & Travel to Meetings at Gatherings	1,800 (B)		2,857		1,800 (B)
Other Travel / Gathering Reimbursements:					
Archivist	1,100 (C)		1,074		1,100 (C)
Arts Coordinator	900 (D)		831		900 (D)
Development Coordinator	900 (D)		225		900 (D)
Communications Director	-		195		900
Outreach Coordinator	900 (D)		-		- (D)
Registrar / Database Manager	900 (D)		225		900 (D)
Technical Advisor	900 (D)		225		900 (D)
Webmaster	900 (D)		852		900 (D)
<b>Total Reimbursements for Travel &amp; Gathering Fees</b>	<b>10,100</b>		<b>7,556</b>		<b>10,600</b>
<b>Advertising &amp; Development Expenses:</b>					
Pride Festival Booth Expenses	1,500		750		1,500
Outreach Materials	750		50		500
Special Projects	2,000		-		-
<b>Total Advertising &amp; Development Expenses</b>	<b>4,250</b>		<b>800</b>		<b>2,000</b>
<b>GRAND TOTAL EXPENSES</b>	<b>\$ 25,811</b>		<b>\$ 20,213</b>		<b>\$ 24,225</b>
<b>Percent of Annual Budget</b>	<b>100.0%</b>		<b>78.3%</b>		

**Footnotes:**

- (A) 9 Board Members @ \$200 each = \$1,800
- (B) 9 Requests @ \$200 each = \$1,800
- (C) 3 Gatherings @ \$200 each = \$600; plus \$500 travel = \$1,100
- (D) 3 Gatherings @ \$200 each = \$600; plus \$300 travel = \$900