



## **BGCCC Board Meeting**

**Tuesday, March 29, 2022**

Meeting called to order at 5:33 pm.

- I. Members attending in BV: Duncan Campbell (Board Chairman), Brian Beaulieu (Club Director), Jan Schmidt (Treasurer), Deb Payton (Secretary), Dustin Nichols and Kent Davidson, Via GTM: Gwen Allen (Board Vice Chair) Marjorie Ackerman, Mitch Wright, Barbara Pierce and Carlton Pierce.
- I. Moment for Kids with Jen—Peer leaders Ashlynn, Haley and Laurel attended. Ashlynn felt that being a peer leader inspired her to raise money for the new club with penny wars. K-5 grades have penny jars in their classrooms. Each penny is one point for their class and a quarter is 25 points against, so they have to make up for the reduced points by putting in more pennies whenever someone drops a quarter in. Laurel is leading the penny wars in her grade. As a peer leader at the BV club, Laurel brings kids from the different programs their parents during pickup. and Haley and Ashlynn help with this. They also direct kids to where they're supposed to be. Brian commented that there should be more boys as leaders.
- II. Review and approve Board meeting notes from March 1st. Jan made a motion to approve, Gwen seconded. Unanimously approved.
- III. [Colorado Area Council meeting on Thursday, March 31st from 9am-12pm.](#) (Duncan) All Board Members are encouraged to attend this Boys and Girls Club Regional Conference. The council liaisons plus Club Directors attend. Adam Rothberg will lead and Jay Mendoza will go through the new member requirements. They focus on Networking, legislative changes and Education (coming out of COVID). Duncan is on this council. Break out sessions are much more effective in person, but this meeting is virtual. Gwen indicated that she also preferred the face to face meetings, especially for RD, programming etc. On Sept 12-15 will be the Colorado Alliance of Boys & Girls Clubs meeting in Denver contiguous with the BGCA Southwest Regional Conference in Denver. This is where reporting occurs.
- IV. Youth of the Year summary (Brian reporting). The event was very successful and the speeches were videotaped. Kuper will give his speech at the regional competition April 24th-26th here in Salida. He and other Colorado YoY winners will participate in various activities including an axe throwing competition at Fat Axes and a team building exercise

at Salida Pharmacy on Sunday the 24th. *In Salida, Kuper Banghart was a repeat YoY, and Georgia Schwed was the Junior Youth of the Year. In Buena Vista, Finnley Rasmussen was YoY, and Riley Goodwin was the Junior Youth of the Year.*

V. Update on the music/performance/Leadership rooms (Brian reporting).

- A. The Music Room—The PA/intercom system and was donated by Berm and installed by Knight Electronics.
- B. The Performance Room is multifunctional and is used for the drone program, martial arts, yoga and other programs. The mixer, microphones and speakers are at the club, but need to be installed, Bones and Jamie Wolkenbreit are working on the installation. The Campbells and Davidsons have donated significantly to the room, but naming rites are still available.
- C. The Leadership Room is complete thanks to First CO Land Office. Directly after the completion Betsy Dittenber of Chaffee County Community Foundation conducted their board meeting in the new space. They like to go out to organizations that they support to tour the results of their support. In this case, the club. Jeff Post had his staff meeting at the Salida Club, in the Leadership Room, to experience the space.

VI. Volunteer coordinator role (Brian reporting) As in person meetings return, volunteers can return to work at the club. These volunteers boost staff and during COVID, there have been two regular volunteers over the past two years, John McGovern and Oren Dreeben.

- **Action Item: We need to institute a Programming Committee and the Volunteer Coordinator would fall under it. We now find ourselves in need of a Volunteer Coordinator.**

A. The Volunteer Coordinator Role/resources could include:

- A link to Via Chaffee could work as a resource for finding volunteers.
- Gwen recommended reaching out to Colorado Mountain College.
- It Costs \$350./year to register and train a volunteer. Volunteers do orientations then the coordinator would do followups with individuals to identify needs or concerns and then address issues.

B. Volunteer parameters:

- Volunteers can work one on one or with multiple kids.
- Volunteers cannot be alone with kids.
- Hours volunteers are needed include 4:30-6:30pm weekdays and all day Friday.

- Volunteers provide extra eyes and ears to help staff members.
- In the past, the BV club could not get volunteers. In part due to the limited facility.
- Volunteers tend to bring in STEM programs and each individual can bring their own experiences to the club and kids.
- Volunteers can come 1 day a month or 3 days a week, the choice is theirs. Example: Susan Bavaria and her sister Maryann expressed interest in reading to children.
- Deb will work with the Volunteer Coordinator.
- **Staffing concerns:** McKenzie and Bryant were recently married and present the ongoing issue that salaries are not adequate to support housing for young families and we may lose both of them to a more affordable town. Brian and Duncan will see if Bryant and McKenzie have requisite needs that we could address and encourage them to stay. On that same vein, AmeriCorps turns over the end of July and housing BGCCC staff is an ongoing challenge. We historically hire high school kids who have been club members. Gwen reiterated that competitive hourly wages are important. There is a national crisis in child care with low wages discouraging growth. We need a more solid ladder for employees so that excellent people can be retained. Marji recommended tying in with Fading West and reiterated that \$15/hr is not a livable wage. Jan indicated that they are working on the Strategic and Annual plans to prioritize livable wages.

## VII. Training for Board Member Page—The Board corner is password protected.

- To access: Go to *about us>BGCCCBoard>click on specific month for the minutes that you'd like to view*. These are viewed only by Board Members The Board manual will be loaded soon. Any submitted docs should be in PDF format. Jan recommended that we get software to make forms fillable and will be capable of absorbing critical information such as the impact report. Capital Campaign handouts will be downloadable as well as the Impact Report.

## VIII. Committee Reports:

### A. Facilities (Dustin)

#### 1. Buena Vista:

- The committee is working on the RFP and template. It will be reviewed on Wednesday for 2nd phase architect.
- Construction cost estimates from DSI are coming in with Abe Hochman interpreting these cost estimations.

- The architect has had a full schedule and needs to complete our renderings. The plans are a little behind, but moving forward.
- Information for fundraising is falling into place.
- The Town Council wants an update, but it is slightly early for that information to be released. Joseph Typel indicated that it should be ok.
- Group meetings for the Facilities Committee is tough with all the BV Task Force requirements. Many people have outside commitments, but work hard while there.
- We are waiting on a survey that will allow for the the subdivision, the ground lease, etc. at a cost of \$30,000.

2. Salida Club: Gwen indicated that the Salida Club Facilities Committee is transitioning with Brian taking over the every day facilities management.

B. Finance (Jan) See attached Finance Committee minutes, memo and financials.

- With renovations almost complete in Salida, we can progress to look at the facilities long term maintenance.
- Austin has provided Financials for the last 8 months and has a new reporting system for phase 2, as well as policies and procedures. We will need to pursue other auditing firms to follow best practices.
- Long range financial planning is now the focus of the committee. Next year's budget is under way. Recruiting and retaining staff will be prioritized. Strategic plan B is being reviewed and altered to reflect this.
- SPARK has opted not to support the BGC in Colorado, including the BGCCC, through the Co Health Foundation. This is a significant loss for the club.
- The stock market is volatile, but investments continue with dollar cost averaging monthly of reserve funds.
- The IT Contract needs to be reassessed. Brian, Duncan and Deb will address options.

C. Resource and Development (RD) (Marji)

- The new RD position has been filled by Tessa Lance and she will share time between Salida and BV. Tess has an impressive resume and has worked at our club in the past. She starts Monday in a part time position.

- [The Gala is Sept 28th at Mt Princeton Hot Springs](#). Jeanine is looking into hiring a comedian. Audiovisual needs will be done Leo Accaira.
- The Case Statement is the first task to provide for fundraising as well as the Mission Statement and Impact Report. The business sponsorship campaign stands at \$37,000.
- Scott Erchul gave fundraising tips including starting small with people you know or businesses you patronize so that the asks are more personal. Gwen feels that the the annualized asks are doing well and are ideally done around June 1.
- Annual sponsorships could be for 1 year starting in March, June, Sept, or Dec 1st. (Per Marji: Annual sponsorships should run for the calendar year. Administering a business-sponsorship campaign with four start/end dates would prove complicated.)
- [Molly's playground ribbon cutting is 4/8 @ 4pm at the Salida Club](#). All board members are encouraged to attend.

#### D. Safety (Mitch)

- There are no current safety issues at the club.
- The staff ratio is 1:20 with all staff vaccinated.
- Unvaccinated volunteers can now enter the club to work with kids. (As a precedent, United Airlines is now allowing unvaccinated employees to return.)
- Brian will contact the Police and Fire Department to teach a safety class for staff.

#### E. Governance (Duncan). The committee met and will establish an Ad Hoc Committee.

- The BGCCC is currently looking for 2 board members with finance, safety and strategic planning skills.
- The digital handbook will be on the Board website as a PDF.
- A Board assessment is needed to determine if and how a club student should be added as a member of the board.

#### F. Capital Campaign — See Financials.

Meeting adjourned at 7:14 pm

The next Board meeting will be held on Tuesday, April 26th, 2022 at 5:30pm at the Salida Club and will offer a dial-in link for those who cannot attend in person.

Respectfully submitted,

Deborah Payton, Secretary