

Board of Directors Meeting
March 11, 2024 5:30pm
Brigade Conference Room

1. Call to Order

The meeting was called to order at 5:32pm by Alex Johnson

2. Prayer

Paul Linzmeyer led the group in prayer, honoring the late Don Weber.

3. Roll call & Quorum count - Secretary

Board Members in Attendance: Janie Anderson, Michael Babbitts, Tim Buhl, Dawn Bolwerk, Dan Cramer, Rebecca Deschane (call-in), Allison Egger (call-in), Becky Ellis, Alex Johnson, Paul Linzmeyer, Tanya Schroeder

Absent: Marta O'Brien

A quorum was established with 11 members present.

4. Mission Moment

Shanna, a parent of 4 (2 currently in Brigade), joined us to share her story regarding her experience with her children in Brigade. Her daughter Kate is a senior and has been in Brigade since she was old enough to join. She was also a member of the Chore Staff at Onaway, where she experienced some homesickness. But once she came home, she experienced "Onaway-sickness". Shanna has witnessed her daughter build wonderful friendships and saw her quiet daughter take on leadership roles. Kate was named the recipient of a scholarship to UWEC, and believes that talking about her time and experiences at Brigade and Onaway is what pushed her to receive it.

Shanna also shared the experience her 6th grade son, Matthew, has had in Brigade. When Matthew expressed interest in joining Brigade, Shanna called Marnie to discuss his ability to join as a transgender youth. He was welcomed in with no hesitation. Nick regularly checks in with Shanna to make sure Matthew is doing and feeling alright at Brigade and to discuss any potential issues that may be coming up.

Shanna thanks us for this space and the people involved in helping her children.

Thank you to Shanna for sharing your story with us!

5. Approval of consent agenda items: Financials, Minutes of last meeting (uploaded to web portal or distributed via email)

Dan Cramer made a motion to approve the consent agenda items. It was seconded by Janie Anderson. A vote was taken and the consent agenda items were approved unanimously.

6. Items not in consent agenda - Questions/feedback/action on Committee Reports

- Audit

Dan Cramer has been designated chairperson of this committee. They met with the auditor and with Ellie. All is going well.

- Governance/Executive Committee

This committee's designated meeting time was used as a special called Board meeting for the 2024 budget. The committee set the agenda was set via email. Next meeting, they will be working through the bylaws. Janie will continue to send the set of bylaws that will be discussed at each meeting to the Board, so everyone can look through them and let Alex or Janie know if they have any input.

- Community Linkage
Working on creating a mentoring program for new downtown leaders. Also have created a schedule for Onaway visits weekly over the summer. All board members are invited to join and should watch for an email to sign up. Captains will continue to go later in the week for a feel for how the week is going, these visits are for Llahoma and any Board member to get to know the leaders each week. The Bionic Giant launch is coming in May. Friday, May 17 will be a Brand Champions Launch, a soft launch for staff, select leaders. Followed by an Open House public launch immediately after the Memorial Day Parade. Food, incentives, etc. to be determined.
- Endowment/Finance
Continuing to look at ways to enhance revenue. Hoping for camp leader contributions to average \$125/person. Reminder that they are looking at the endowment as a mindful account and are continually looking at finances. Looking at the best ways to monetize the Bionic Giant launch.
- Executive Compensation
Nothing to update in public forum.
- Board Development
Allison Egglar has been designated chairperson of this committee. They met to identify key goals for our set team. They are working to put together a matrix of current skills/strengths of our Board in order to see in which areas we need to enhance when looking at new potential Board members. There is currently room for 3 more Directors. They are also looking at ways to create smooth transitions as people join and depart.
- Building & Grounds
Provided us the meeting minutes and a financial outlook. They have been focusing on the building refresh as a priority. The four main areas they are currently looking at and have pricing for include the entryway, the rec room, an outdoor sign, and the 2nd floor gym.
- Mental Health Support ad hoc committee
There is now more mental health information/questions included on Campwise. The medical policies handbook has been updated to include steps for emergency procedures in this area, and the camp medical staff will include talking points for mental healthcare during camp orientations. Also will provide talking points for leaders, so that behavioral and mental health points can be more easily discussed with camp managers, and talking points for cabin coaches so they can do nightly check-ins. The committee will meet to evaluate after G1, B2, and LTC to see if any changes should be made. John will provide them a list of individuals who completed the Mental Health First Aid course and the camp(s) they attend. Next course is April 27 and a sign up will be created soon. Accommodations (ie headphones, flexible seating, etc) will be considered after reading through the Campwise registrations.

7. CEO Report

An email was sent out containing the CEO report. Main points include the fast tracking of the Bionic Giant roll-out, and the updated budget and February financials are out.

8. Captain's Report

This is the last week of regular programming, next week are awards. The Senior Awards Banquet is on Sunday. Dinner at 5:30, awards at 6:00.

They held a lock in at the Brigade building with about 20 10-12th grade Brigaders (in lieu of winter co-leader weekend at Onaway). They went ice skating, created table decorations for the Awards Banquet,

and had fun together until the 2am bedtime. This went very well and there have been requests to do it more often.

9. Old Business

- Bionic Giant Update
The steering committee did not meet, there is one more scheduled. We have locked in on a May 17 roll-out.
- 125th Anniversary Celebration Update
Llahoma met with Jody Hoppe, co-chair, who reported low meeting attendance. They will start meeting every 2 weeks, Llahoma will upload the last meeting information to the Board Packet. Gala is scheduled for January 18, save the dates have started going out to our International friends. Tanya and Amy will look into attending meetings as Board representatives.
- DEIB Task Force Update
Will be meeting tomorrow night. They are working on policies to support the subgroups that have been created. These will be brought to the Board for approval when complete.
- 2024 Budget Approval
This has been completed after vigorous discussion and numerous votes, a lot of hard work was put into this. It can still be opened up again if need be, and will be closely reviewed more often than usual throughout the year. Plan for the 2025 budget to be completed before 2025.

10. New Business

- Hiring Freeze Proposal
Alex Johnson made a motion via email to instill a hiring freeze. It was seconded by Janie Anderson. This was created with the budget in mind. This does not say that there will be no hiring, and regularly hired staff (ie camp staff) will be exempt. Also allows for contractors, consultants, lawyers, etc. for emergency needs. Hiring will be considered in the case of a gap. John will have to come to the Board for review and brainstorming before fulfilling any potential opening. No current positions are being cut by this. This expires in one year and will be reviewed annually. A vote was taken and the motion passed unanimously.
- Bylaw 4.1 Modification Proposal
The Board Development Committed emailed a motion to remove any verbiage that discusses internal and external directors from Bylaw 4.1. This leaves more room to fill the Board with skill sets needed, rather than being restricted by internal/external numbers. Many other area non-profits have boards that are made almost entirely of external directors. The intent is not to push out external, it is to ensure we are bringing on the right people/skills regardless of being internal or external. A vote was taken and the motion passed.
- Building & Grounds Funding Allocation Request
The Building & Grounds Committee emailed a motion to approve a \$30,000 increase to the capital expense budget. The \$23,000 Bionic Giant refund has already been allocated to Building & Grounds for use of a building refresh. More will still be needed, and they would like to take it out now in order to give a specific dollar amount now, allowing Llahoma to back fill the gap to attempt to get this money back in outside funding. The estimated cost of the refresh items were handed out to the Board. Wondering about the necessity of seating in the lobby area? This was recommended by the interior designer and could be a better place for parents and youth to wait after Brigade and for those coming in for meetings. Grants/rebates/tax credits for LED lighting will be looked into. The proposal for the sign is to replace the current lighted sign with an unlit

sign. The gym has no asbestos, so is not a pressing need, but could stand some updates. (Note: JJ Keller revisited their giving pillars and it was recommended that we do not submit a proposal for funding for the gym, but can for a 'basic needs' request.) Hoping to get volunteers to do the painting to cut down on costs. The LED lighting should pay for itself over time. The flooring life cycle is 20+ years. A vote was taken and the motion passed.

11. Public Forum

There were 2 visitors at the meeting and one spoke during the public forum.

-Taylor Behm, a volunteer at Brigade and Onaway. Pointed out that Brigade does currently meet 'basic needs' of youth, knowing that staff has fed youth their own food and out of pocket. Stated she is not in favor of the hiring freeze, as many staff spend so much time at work and volunteering that it is not sustainable. Said that some staff only get raises if new hires come on making more than current staff. Believes that programs running without a staff member suffer. Brings forward the idea that the building can be rented out for birthday parties in order to make more money. 11/12th graders could be hired for working these, and can work around their camp schedules. Could also help with recruitment. Also shared she does not believe the Memorial Day Parade is a good time for the launch, and that the end of summer (Summer Send Off) would be a better time.

12. Action Items

- Emails will be sent out to solicit assistance for Memorial Day and painting needs.
- A sign up will be created for the next Mental Health First Aid training.

13. Adjournment

The motion to adjourn was made by Janie Anderson and seconded by Tim Buhl. A vote was taken and approved unanimously. The meeting was adjourned at 7:45pm.