

December 3rd, 2017, 5:40 pm. Meeting adjourned x:xx pm.

Present (11/14): Jesse, Julia, Talena, Frank, Brian, Jered, Dan, Liz, Kendra, Tarn, L-Train, Blake

Absent (3/14): Sharon, Drew

Guests: Terry, Abbie, Dennis, Deanna (remote)

Minutes recorded by: Kendra

Agenda

1. Ordering Food
2. Approve Old Minutes
3. Review Old Actions
4. DPW Volunteer Conflicts
5. Tax Filings and Status
6. Other
7. Next Meeting Date

Ordering Food (10 min)

Joint FestComm Meeting & Org Review (90 mins)

- BITD, 22 cores and no layer between cores and org
- 2ish years ago, try to create clusters as an abstraction layer between cores and board
 - Steve K event lead 4 lyfe (just kidding)
- Board thinks this is working OK, but want to make sure it is working for everyone; what do you all (Festcomm) think?
 - Board meetings are not Very Long anymore
 - Event lead expresses that this is working well for Festcomm
 - Nice balance of distribution of communication and oversight, without too much bureaucracy
 - Event Lead is still a large responsibility, and needs to train succession every year
 - “Noob” board member: why was the old structure not working?
 - Board Burnout
 - Separate the effort of TTITW the event, versus multi-year/non-event efforts
 - Feedback loop was long for a given cluster
 - Communication and decision making between cores (now within a cluster) was possibly stifled
 - Succession management is (possibly) better understood?

- At least the responsibility is better articulated
 - Volunteer coordinator efforts can be better targeted
- Gaps were previously not well articulated or documented
 - E.g. Communications Committee (meeting tomorrow)
 - Want to really kick this off
 - Side Note: Make Signage a different thing (e.g. City Cluster)
 - Side Note: Who does the Map, who makes sure the Map happens?
 - FestComm will make sure this happens
 - Nobody reads the list on the website, but we are surfacing it right now
 - Institutional Inertia: We try to surface structural changes during e.g. Town Hall, but confusion (e.g. “Who is my Board Liason?”) with previous models propagate.
- How do we articulate the new structure?
 - Org Chart near info booths?
 - May want playa names
 - Happy Hour
 - Include beer etc.
- Board: What is not working in the current structure?
 - Budget approvals take a long time
 - Hat management is sometimes awkward, but not actually a problem
 - Some pre-planning cannot be pre-planned
 - Leave No Trees
 - Invite DPW to the next BoD meeting for 2018 planning
 - What happened with Land Owner Liaison?
 - Important to have communications with this person that are relevant from Festcomm and/or BoD meetings, but doesn't need to be at every Festcomm/BoD meeting (may need to come to some of those meetings).
 - We have a multiyear agreement in place; good to have a person who knows this agreement to act in this capacity.
 - Good to keep this person informed of the contents of the contract (both the multiyear version and how it may change from year to year).
 - Have a discussion about land and restrictions to growth, and keep Liason informed of those discussions.
 - LOL needs to also be aware of the improvements to the land and how they impact our ability to hold the event, as well as how they increase property value.
 - Strong contact with Festcomm and some cores (DPW, Transport, Parking, Work Weekend)

- Sidecar about new land
 - Compare to e.g. other festival spaces
 - Event can't grow with current organizational structure, let alone new land
 - We're very organized, but feel stretched thin by our increased capacity (do we need to do less? Other burns do less with 2k)
 - How would this impact the tone of the event?
 - WAWRTTD?
 - Discussion too big (but it is also good to solicit feedback from this group).
 - We approach composition of the event as serving a need, rather than manufacturing a demand (hot dog stand).
 - We should allow our logistics to accommodate different geographic regions
- Leadership cultivation
 - How do we find doers?
 - How do we recognize (or recruit) camp leads and other "unofficial" roles?
 - How do we help Fireflies become the official roles?
 - Happy hour topic?
- Circling back around: Are we doing okay?
 - Will know more in January
 - GTFO core is awesome
 - Address accessibility issues
 - Independent of operation of other cores?
 - Shared resources?
 - May need communications committee to communicate expectations, so that expectations of volunteers are not set too high
 - Some placement, accessibility, and porting discussions

Sign Cards

My, that was a lot of cards!

Approve Old Minutes (5 min)

Review Old Actions (5 min)

- Budget vs. Actual spending analysis - Ask FestComm - Drew/Jesse
 - Jesse meeting up with Julia for this - schedule still TBD
 - Still TBD
- Treasurer - make a recommendation on managing our assets effectively

- Treasurer - concoct a structured donation budget
- Activities Committee call for participation
- Insurance policy review - Add questions here:
 -
 - Frank will send an email reminder with a deadline. Festcomm included.
- Volunteer appreciation card signing
 - Done!
- Jered & Frank: Go through bylaws and clean up titles/role descriptions (emerged during Officer Elections talk)
- Kubo, Team: Kubo to review the animal policy, team to contribute
 - Kubo: Make updates if this is ready to go.
- Jered/Frank: share template for MOU
 - Done
- Kendra: Ask Art Cluster about continuing the Scholarship Ticket program
 - TBD, Art core is going to talk about it
- Kendra: Ask Art Cluster about desire for Young Artist Scholarship Fund
 - Yes!
- Brian, Frank: Take notes from September meeting and take a first pass at Financial Assistance Ticketing program
 - Working on it
- Jered: Request ConComm update
 - Done; but did not get one -- let's try that again.
- Julia: Check on portapotty vendor payment status
 - All set!
- Jered: Catch Blake up on DPW discussion
 - Reached out to discuss; done
- Drew: Schedule DPW+Board meeting about 2018 planning
 - Propose this for beginning of next meeting --Jered
- Jered: Schedule Board+FestComm at next meeting
 - Approved for 12/3; done

New Actions (5min)

- All receipts and expense reimbursement requests due by December 31st. Treasurer will not reimburse you if you send reimbursement requests after December 31.
 - Julia to send msg to planning@
- Invite DPW to next board meeting --Jered
- Ongoing: Propagate 2018 Land Owner Liaison information to LOL.
 - Push to festcomm for role detail description.

2018 Officer Elections

President: **Dan**

Vice-President: **Frank**

Treasurer: **Julia**

Clerk: **Kendra**

Director of Communication: [planned for elimination as a role in 2018]

Tech Lead: [planned for elimination as a role in 2018]

Director of Legal Affairs: **Frank**

Art-Reach Lead: [planned for elimination as a role in 2018]

Director of Organizational Development: [planned for elimination as a role in 2018]

Approval vote: 10-0-0

Public Statements on Indefinitely Banned Participants

- Go look at the reactions/articulations on actions in board archive

Proposed revision on website text (changed sentence in italics):

This is a current, public repository of Firefly community members who have been indefinitely banned from attending all private events produced by Firefly Arts Collective until further notice. Multiple allegations of sexual misconduct have been made against them to the Conduct Committee and/or the Board of Directors:

[person A]

[person B]

[person C]

Board vote on use of the above language: 10-0-0

Return this language to the ConComm for approval, and then post to the website. [Dan]

DPW Meeting Follow-Up

Attempting to schedule for next Board Meeting. Will schedule without Shane for this meeting, but as many DPW leadership who can join us.

Business Cards

We have blank business cards for people who don't have them; and can order named ones if people would like them. [Jered will survey]

Other

Next Meeting Date (team, ~5min)

Sunday, January 7, 2018 - 5:30pm