

January 7th, 2018. 6:00 pm. Meeting adjourned 8:10 pm.

Present (8/12): Jered, Dan, Brian, Liz, Kendra, Frank, Drew, Blake

Remote: (2/12): Kubo, Talena

Absent (2/14): Julia, Jesse

Guests: JFM, L-Train, Two Vikings

Minutes recorded by: Kendra & Liz

Agenda

1. Ordering Food
2. *Remote connection for Kubo & Talena --done,thx!*
3. Catch-up with DPW
4. Approve Old Minutes
5. Review Old Actions
6. ConCom Update
7. Discuss MoA
8. Discuss Bylaw updates (Jered/Frank)
9. InterBECs membership (1 minute)
10. Other
11. Next Meeting Date

New Actions for January Meeting

- Catch-up with DPW
- ConCom Update
 - Discuss Ban Publications
- Discuss MoA
- Discuss Bylaw updates (Jered/Frank)
- InterBECS membership (1 minute)

Ordering Food (10 min)

Not ordering food this meeting due to scheduling; we're going to keep it under 2.5 hrs.

Possible Discussion Topics for DPW (please add)

- Burnout

- Last year's DPW dynamics and what happened there
(Person involved is receptive to taking a year off from DPW, there will be communication to volunteers about what's acceptable behavior)
- [redacted]? Did she burn out?
- Who is *not* burned out?
- New leadership recruitment
- Sense of Welcome
 - Does DPW seem like a fun place for new Fireflies to volunteer?
 - Should it?
- Integration with other cores
 - Working with FestCom (budgets, keeping folks in the loop)--how should it work?
(FestCom may want to add Dan as additional Infrastructure Lead to manage DPW)
 - Role of Work Weekend core
 - Who is in charge of building structures, who is in charge of recruiting for those builds? Should DPW be involved in that at all?
 - Volunteer management--does DPW want to be involved, or try to centralize volunteer efforts under a FestCom coordinator? (Like Sandy used to do for WWs.)
(DPW has fallen into the position of organizing all work weekend volunteers without meaning to- Work Weekend Lead used to coordinate everyone or field requests & do volunteer management. DPW would prefer to have someone else in Work Weekend Core to do volunteer management, i.e. an active on-site infrastructure lead.)
 - Different visions of Work Weekends
 - Work Weekends have several different purposes for different stakeholders
 - How do we make sure everyone gets their part of Firefly Work Weekend done successfully without stepping on each other's toes or--heaven forfend--spending time arguing about Rules?
- Workload
 - What is the purview of DPW? Which tasks are Not DPW's Problem?
(-Would prefer to offload setting up the kitchen and moving stuff to and from long-term storage: infrastructure hauling and setup for the various other Cores (Parking, Gate & Greeters, Sanctuary?))
(-Support to LNT can consist of dealing with stragglers, cleanup post LNT, being last to leave.)
(-Work weekends: large camps may not get their setup done on time, need convincing to leave on time, DPW has been policing this before they can leave also. Placement work weekend especially needs flow control, mediation, rules enforcement- Can we have Rangers? Parking? Enforce arrival and leaving times? Send reminders about this in emails too.)

(Work Weekend Coordinator to get people to do several other roles there like dispatcher, & telling people where to camp)

- Is there more on DPW's plate than it can eat?
- Can we move tasks away from DPW rather than overload DPW? Can we recruit more different kinds of people within DPW to do more kinds of tasks?
(DPW also wishes for more project management... many people who do tasks, many requests and interrupts, no-one whose job it is to coordinate everyone, it would be nice to keep a white board of jobs to be done. Kubo suggests a dispatcher role. DPW would also prefer not to be so interrupt-driven.)
- Forestry
 - How do we get clarity around whose responsibility a Campground Cut is?
(Our needs for the land may be more intensive than the landowner's in terms of road access, campground safety. Board should negotiate this with landowner... DPW has been following instructions of forester.)
- Turnover
 - What's the current succession plan? Ozx is taking a year off; Blake seems he might go through with his decade-long plan to step back from doing so many DPW things. Who's new ideas and structure get tried next?
(DPW has mostly been a committee leadership...there is a small cadre of more experienced workers who could lead a crew but don't necessarily want to be top management. Skillshare Weekend with Gordon teaching forestry skills would be a good entree for new volunteers.)
 - Is DPW complex enough that it would benefit from a project-manager type person. *(Need dedicated work weekend manager to wrangle volunteers, keep white board of tasks.)*
- Budgeting
 - Concern over lack of budgeting / expenses in 2017?
(Should capital expenditures fall under DPW budget? More need to plan ahead for major expenses. Board needs a survey of our options to make sure we're not overpaying for land.)
- Training
 - Some skills on-site we can build in other locations. Building via skillshare grants or local classes would help (that means in May?) *(Talk to Gordon about training via Skillshare grants)*
- New Topic: Should Sanctuary be under Rangers? Ranger training can vet and prepare new volunteers... bring this up on InterBecs.

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
 - Postponed
- Insurance policy review
 - Frank will send an email reminder with a deadline. Festcomm included.
- 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: proposed new wording is in the following doc and emailed to board today
 - We'll all follow up with comments/approval within a week.
- Kendra: Ask Art Cluster about continuing the Scholarship Ticket program
 - TBD, Art core is going to talk about it
- Brian, Frank: Take notes from September meeting and take a first pass at Financial Assistance Ticketing program
 - Frank wrote a draft today; Brian is reviewing
- Jered: Request ConComm update
 - Done; but did not get one -- let's try that again.
- 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@ (list probably needs updating- should all Cores be on it? Traditionally it was current and former core leads to maintain institutional knowledge. Cores should keep former leads on their lists?)
- Invite DPW to next board meeting --Jered
- Ongoing: Propagate 2018 Land Owner Liaison information to LOL.
 - Push to festcomm for role detail description.

ConCom Update

- Discuss Ban Publications

Discuss MoA

- Frank wrote a draft; will review
- Make comments before next meeting, Frank will edit and bring copies to sign at next meeting.

Discuss Bylaw updates (Jered/Frank)

InterBECs membership (1 minute)

Drew drafting an email

Other

Next Meeting Date (team, ~5min)

Tentatively Feb. 11