

**December 7, 2025, 5:30pm**

**Present:** Jered, Dan, Carly, Jon, Pete, Jack, Omar | Tristan, Max

**Absent:** Iva, Ollie

**Guests:**

Link to meeting: <https://meet.google.com/yyw-pqba-kzm>

## Agenda:

*(Don't add things here, this is auto-generated. Add them under "Topics" below)*

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## Approve Old Notes

 Public Copy of 2025-11-09 Board Meeting Notes

## Previous Action Items

- In Progress - GTF0 from Citizens Bank (Tristan + FinComm)
- Completed - Reach out to Kirk about adjacent land Jered Floyd
- In Progress - Finance Committee meeting to define roles and get bank move scheduled - Tristan
- Completed - Seven Days ad for location search? Target FRIDAY - Max
- Deferred - Check in with Iva on touching base with [participant] - Jered
- Completed - Reply to [participant]- Jered
- Completed - Plan next candidate site visit – Pete

Pending actions list (may include items not discussed at meetings):

 Pending Board Actions

## Finance Committee

- Closing Citizens: Pete and Carly just need to show up with IDs to close acct.
- Need an actual deadline and a plan for moving forward to a new bank.
  - Proposed deadline for opening new account: 12/19.
    - [agreed on 12/19]
  - Would love to pick a bank during this meeting if we can do that.
- Criteria for local bank:
  - Decent interest rates
  - Good branch coverage across Central & Eastern MA
  - Not a customer service nightmare
- Based on above, Carly proposes:
  - First choice: [Middlesex Savings Bank](#)
  - Second choice: [Cambridge Savings Bank](#)
- If anyone else has a specific bank to propose, please speak up.
  - Relay:  
<https://www.nerdwallet.com/business/banking/reviews/relay-business-banking>
- Tristan is continuing to work with accountant for 2024 (and 2023)

## 2026 Location and Event Options

- Check-in: how does everyone feel about where we're sitting now?
  - We need to be starting to talk more to the community about options
  - Messaging
    - Landowner contract
    - Exodus & GTFO
    - % first time fireflies and increasing age
    - Emergency vehicle access
  - Who needs to be most engaged?
    - Camp leads
    - Past Firefly event and organization leads
- [Hogan's Landing](#)
  - Basically turnkey for a large event year one.
  - No idea what cost they are expecting.
  - Landowners are much more hands on than Kirk on upkeep and maintenance.
  - Drive time
    - Sandy's land (ff #2-4) = 3.5 hours from Boston, 212 miles. This location supported growth from 240 participants to 492 participants.
    - Hogan's landing = 3-3.15 hours from Boston depending on traffic, 204 miles from Boston
  - Next steps
    - Intro to Jered to discuss finance and event constraints
    - Maybe leads visit followup?

- Renaissance Farms
  - Next steps
    - Another site visit including camp leads:
      - <https://www.when2meet.com/?33891670-TBw7M>
    - Invite for camp leads - Pete
    - Start town discussions - Jered
  - Drive time 1h30
- Laurelin
  - Drive time 2h30
- Update on conversation with [participant]? Jered Floyd
- What is our process moving forward on this decision?
  - Evaluation criteria
  - How are we involving the community?

## Communications Proposal

- Pete's proposal: Message (or Messaging) Team: a small group of volunteers dedicated to speaking to the community from the event organizing groups. Hopefully, this is a mixed group of Festival and Board Members. I believe the focus will allow fewer messages to get bogged down and end up in the drafting stage indefinitely.
  - Suggestion:
    - Include people who aren't on the board
    - Each individual communication needs an owner and deadline
    - Keep a list of docs and owners

## Office Hours Recap

- Covered mostly above
- Good turnout for the first time!

## Camp Leads<>Board Meeting

- Pete's proposal: "At Office Hours, three different camp leads mentioned the utility of having a meeting/listening session/question-answering session between organizers (BoD/ Fest) and Camp Leads. Spark and Katie Morrissey have offered to help organize such an event, if we decide it's worthwhile. I think this would go a long way towards building trust and fostering a sense of mutual interest between the Board, FestComm, and the Camp Leads."
- Waiting for someone to draft an invite with when2meet poll
- Mid-January after Renaissance site visit?
- Rent Armory or Somernova type venue? Big Little Winter Hill Library?
- Pete to follow up with Katie and Spark on ideas for location and plan, for after 1/10

## Burn After Meeting Recap

- Sharing to Planning?
- Carly's hot take-aways
  - Radical Inclusion discussion
    - "Radical Inclusion ends where civic responsibility begins."
  - Raspa: "We're offering something to the world that people need. Having a place for people to reimagine how we do things together. Thinking outside of how we normally do things is a big part of the work."
    - HOW deeply informs the WHAT
      - Collectivist organizing principles
      - Non-reliance on default world assumptions and principles
  - Landowner forcing policy is a hard no for all other regional organizers consulted
  - The paradox of tolerance
    - Noted as an underlying issue with Radical Inclusion
    - "You are not protected by social contracts that you don't respect or participate in"
  - Northeast Regional leads group would be cool – new england + NY, could spawn a NE conference or program to shadow other regional leadership at events.
- Initiatives going forward?
  - "Church night?"
  - Weird movie nights - rent the small room at Somerville Theatre or Capitol Theatre?

## Frank Discussion Topics

- [camp] member mediator proposal
  - [participant]
  - Need clarity on what we need from Frank
    - Cannot set our standards for participation or our internal processes
    - Don't make any statements about how Firefly's policies and procedures need to change
    - Sign clean contract
    - Don't disparage Firefly's leadership and processes (mutual non-disparagement)
  - Next steps:
    - Mail Frank on availability and ask if he wants to meet without mediator or would be ok with [participant] above
    - Mail [participant] and check on availability and interest
    - Board list of "minimum viable requirements" on restrictions

## Officer Elections (December)

- Role descriptions: <https://www.fireflyartscollective.org/firefly-arts-collective/bylaws/>
- President - Carly
- Treasurer - Tristan
- Clerk - Jon
- Approved - 9-0-0

## Pete's Task Firesale

Pete's roles/tasks -

- self-assessment of tasks currently in my portfolio, and roles that COULD fill them
- listed in order of preference, example follows:
  - Line 8, "Develop Core/ Cluster Leads" is probably best performed by an Event Lead, but can also be done by a Board Member.
  - However, Line 5, "Assemble afterburn report" is an Event Lead task.
- Suggestions:
  - BOD-Festcom relations
    - Proposal: Every BOD member commits to going to at least one festcomm meeting during planning season to get a sense of who is doing what and to build relationships, and taken on some of the Board Liaison tasks.
  - Finance: we recruit volunteer(s) for Accounts Payable and Ramp tasks
    - Tristan to propose a restructuring Finance Committee
  - Hand off event lead role to other event leads – poll Dorothy and Jess to see how they are feeling about 2026 (after 2025 pre-event negotiation burnout)

## New Action Items

- Not Started ▾ - Intro Jered to Hogan's Landing folks for finance structure validation - Carly
- Not Started ▾ - Invite camp leads to schedule next Renaissance Farms visit - Pete
- Not Started ▾ - Make contact with Barre officials on permitting reqs and concerns - Jered
- Not Started ▾ - Propose site evaluation criteria for two leading options + Bethel - Jon
- Not Started ▾ - Follow up with Katie & Spark on proposal to plan camp leads town hall (for after next site visits) - Pete
- Not Started ▾ - Share BAM notes to planning@ - Jered
- Not Started ▾ - Mail Frank on discussion availability & mediator interest/approval - Max
- Not Started ▾ - Mail [participant] and check on mediation interest/availability - Pete
- Not Started ▾ - Draft proposed "minimum viable agreement" for Bethel use - Jered
- Not Started ▾ - Invite Board to FestComm meetings - Pete
- Not Started ▾ - Propose Finance Committee restructuring - Tristan

- **Not Started** - Chat with Dorothy and Jess on 2026 Event lead interest - Carly, Tristan, Pete

## Next Meeting

- After site visit in January, and another one in end of January