

Executive Director Report Fall 2024 Membership Meeting

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Administrative

Since May, admin was focused on Summer Camp registration, regulations, hiring, promotion, and management and then transitioned into rental and fall programming. We assisted the Summer Camp directors with hiring and gave guidance throughout the spring and summer. The Program and Event Coordinator Noah Silver-Matews has done a great job in his new role. Changes in Admin include the Program and Event Coordinator position which fills most Admin Assistant duties but focuses on our programming and event needs during the events. Hopefully, CPCers are getting faster responses to questions and are taken care of at our events.

Staff

Staff have been taking an Intermediate Anti-Racism course with Truth and Titus Collective after we took the Dismantling Racism in Institutions with OnePlace at the Kalamazoo Public Library. It has continued to be informative and helpful as we shape our programming with an equitable lens and work on the culture shift Circle Pines needs to be an authentic Anti-Racist organization. It is continuing to inform how we can advise the board on matters such as keeping anti-racism at the core of any changes to our policy work. We are following through with our continuation of doing anti-racism training and professional development as staff.

I have continued to treat our staff team like a worker's cooperative and have used consensus decision making in our meetings. We have also adopted a rotation of the facilitator role. We have continued to practice the principles of Open Book Management and analyzed the budget and actuals for staff buy in and input. This continues to lead to very creative ideas like doing a SWOT analysis at our meetings and working on the future goals for the center.

Some changes to note are that we no longer have work exchange members. We have a renter but otherwise all other members are staff. This has helped with equity concerns as well as legal concerns with labor laws. The personnel committee worked hard on making sure we are in compliance.

Committees

Speaking of Committees, I have spent the year meeting with numerous committees. The Fundraising Committee started up again and is very promising this coming year. The Membership Committee did a great job setting up a silent auction and attractive table at Buttermilk Jamboree this year. The Programming Committee has come up with some thought provoking content with our Topic Talks. You will hear from the committees directly but I wanted to thank everyone for their involvement.

Facilities and Land Issues

Some things to note were an issue with our well water and bacteria after a storm left the pumps off for too long. All camps in our region had the same problem but it was remedied quickly. Speaking of storms, we

had three tornado watch moments during the summer. This was very off putting and didn't happen last year! Luckily our amazing repair staff, Victor, repaired, cleared out and fixed our Farmhouse basement and entrance with our CIT campers so our storm shelter is organized and can house all 74 campers if we needed to take further shelter. Luckily we did not.

Unfortunately, with climate change, CPC is seeing the effects with more tree fall and more storm damage to our cabins. Youthies Cabin 1 had a tree fall with a staff inside! Luckily there wasn't physical harm to the staff but the cabin needs funds for fixing. The storms also wash out our beach road more often and grading it takes time and gravel expenses. CPC does feel the effects of our changing climate and to keep these legacy cabins repaired we need donations to keep them habitable. I imagine, historically, we could get away with more run down cabins but we face scrutiny from ACA and LARA inspectors and have to make sure everything is up to code to continue hosting summer camp at CPC.

Events

Since our last meeting, we have had fun, educational and interesting events this year. Despite still coming out of the restrictions of COVID to events, we have done a decent job getting our feet back underneath us but we could increase attendance for our events. We had our workbees for Buttermilk Jamboree after the membership weekend. The volunteers Danielle Hoskins brings in are always excellent and a lot of work was done including finishing up the Orchards Cabins in time to rent them out. We combined Spring Spanish Camp with a workbee and it went ok. We would like to make sure they are separate in the future but it worked out best for the timing needs of the organizers.

Buttermilk did very well this year and I just want to lift up the addition of Goats for Hire, some farm friends of mine that brought their herd here. It was a win/win because we got the services of clearing underbrush from a large area past the small orchard and there were 18 baby goats! Including a few that were born during the festival.

After Buttermilk we had Summer Camp! I will let Benny and Trent report back about it but my general summary is that it was beautiful, great staff this year, little issues with campers behavior but if they were, we managed them to the best of our abilities. New directors took the reins and kept costs low but still made sure we gave the kids the Circle Pines experience. Everything was great until the last week when we had a Covid outbreak. It's still out there and we felt it. Luckily we had very few sick kids, most had the symptoms of allergies. The triumph was that the Folk Opera still happened and we finished out the season instead of shutting down the camp and no staff got sick.


Rentals happened right after summer camp with family reunions. We have goals to increase rentals during the open weekends. They are the least amount of overhead, require the least amount of staff time since we don't have to provide programming and are not as stressful. We have created a wedding packet and brochure so if you know someone looking for a Rustic Wedding setting please reach out!

We had a small turn out to our first piolet LGBTQ Family Camp despite a strong interest on Facebook with over 400 people interested. The feedback was that it didn't work well for families getting ready for school to start that Monday after.

After Family Camp we moved into the Foraging Festival. We had a number of new attendees that then made sure to attend the Mushroom Camp. Fall Midwest Mushroom Camp had lower registration numbers than last year but we still had quality programming. We are making sure to promote our events sooner

and get registration up on the website sooner. We are still working on linking our Facebook Page onto the website. The Facebook events are a great way to get new participants. We ask that you share the events to your friends and Social Media connections. Instagram is starting up again too and we would love to get younger attendees and members to share and promote the events. We are making flyers for each event and are asking for members to put them up and print them out to put up in Food Coops and other community events bulletin boards in your areas.

Upcoming/Current Events

 [CPC 2024 Events Final.pdf](#)

FALL SPANISH CAMP - Oct 18-20th

HARVEST WEEK - Nov 27-29th

NEW YEARS WEEKEND - TBD

WINTER CAMP - TBD