

CPC Program Outcome Evaluation and Mapping will use the following to review the planned outcomes of each program, event or activity. In addition revenue and expense, including indirect expense using the allocation method, attendee counts and other data will be collected and reported annually.

This tool is ever evolving and designed for discussion, analysis and membership wide understanding

Current version - 10/08/24

Mission - Circle Pines Center teaches peace, social justice, and environmental stewardship through cooperation in work, education, and recreation.

Purpose in bylaws: The object for which this society is formed is to create, establish and maintain a center of cooperative culture and education in the United States, including a camp for the purpose of teaching through education, demonstration and otherwise, the superior advantages of cooperation as a way of life. The educational program shall be in accordance with the Rochdale Principles of consumer cooperation.

Articles of Incorp - to own, operate a camp on cooperative principals, as a cultural, educational and recreational center for its members on a nonprofit basis.

Values (Passed by membership - when?):

Peace - The greatest work can be accomplished when people are at peace with one another working toward a common goal. Understanding individual differences with a focus on grassroots activism and community brings a sense of unity and collaboration to CPC.

Social Justice - Social justice is important to our cooperative education, because we are striving for an economically, racially, and socially equitable world. Whether it's summer camp or purchasing food, Circle Pines Center strives to implement and educate for social justice to create a more cooperative and equitable world.

Environmental Stewardship - Recognizing that humans have the power to change the planet for the better or for the worst, we believe that it is our role to be stewards of the environment. Protecting the environment through conservation and sustainable practices flows through all we do.

Cooperation - From special events to camp to community meetings, a shared sense of purpose and cooperative thinking enhance the quality of life at Circle Pines Center. Through daily work projects, conversations, and relationships, CPC instills the practice of cooperation as a way of life.



Use QR Code to submit Feedback to any event/program/activity eval or mapping - be specific please.

Program Outcome Evaluation & Mapping

Event Name: **Apple Cider & Membership Weekend 2023**

Event Date: **October 2023**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Capstone member weekend displaying successes in all areas for past year as well as practicing our mission
Meets the Purpose? (Bylaws)	Yes	Probably the closest program event in terms of Rochdale Principals execution.
Meets our Articles of Incorporation	Yes	Apple Cider camp programming meets educational and recreation activities and meeting is bylaw requirement for meeting operational goals.
Demonstrates our Values/ How	Yes	Secondarily executes these values by managing the insitutuion and developing it for explicit demonstration in real time. Also, the programming itself is inclusive of stewardship through menomen cultivation, conversations and relationships cultivating peace in the institution and its programming and networks, increasingly SJ through democratic representation in which leaders are not hegemonic and all the work projects and meeting proceedings that reflect our cooperative nature.
Is a Priority to our Members	Unclear	Bi-Annual meetings are important but the in person event is under attended. For those that do attend there is lots of socializing time.
Direct Income Total	\$	5,856.30
Direct (including direct wages) Expense Total	\$	1,693.20
Indirect Income		Membership Renewal
Indirect Expenses:		
*Overhead/Salary Calculation		3,753.35
*Scholarships/Volunteer Fees Waived		250.00
*Other		

Net Gain/Loss \$ 159.75

Budgeted Gain/Loss - Why did we meet/not meet Yes barely Food costs high, waived fees high

Number of Paid Attendees 19
 Number of Unpaid Attendees 2 there may have been more - visual count
 Number of Staff (paid) 4
 Number of Volunteers 4 there may have been more - visual count

What Community does this reach out to Members, Families,

Does this meet memberships goals Meeting Required by Bylaws and Apple Cider is a historical event

Do we gain members from it - why/why not Members renew, reconnect, and bring non members who might be future members. Need to evaluate programming for long term success.

*Long term/short term unknown at this time - find way to track

Suggestions to change description on current program map - make specific language changes or additions to existing descriptors

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.



Program Outcome Evaluation & MappingEvent Name: **Buttermilk Jamboree**Event Date: **6/13-6/16/2024**

Item	Answer	Description
Fullfills the Mission? Describe How	Yes	Programming to this end during the event including Sunday morning spiritual hour.
Meets our Articles of Incorporation	Yes	Large multifaced camp that brings in some money
Demonstrates our Values/ How	Yes	<p>The Buttermilk Jamboree is a music and traditional arts festival hosted by Circle Pines Center that was started in 2011. With a tie to CPCs rich history of music and inclusivity, Buttermilk is a celebration of peace, educational opportunities, and recreation through togetherness and cooperation. Over 175 volunteers give their time and talent to plan the event and select music, prepare the property, teach workshops as a part of the weekend long folk school, run numerous areas throughout the festival, and prepare the grounds for Summer Camp which begins the week after the event. Buttermilk brings in close to 2000 attendees, most of whom are not members, and so throughout the weekend Circle Pines is showcased through the festival itself, guided tours, and on stage promotions. Since it's beginning, Buttermilk has given Circle Pines the opportunities to create local relationships with like-minded organizations, build memberships, and bring in year round volunteers dedicated to working in cooperative efforts. Part of the educational aspects of Buttermilk include discussions and tabled activism groups that draw attention to important social justice issues as well as our efforts towards environmental stewardship. With facilities that offer mobility limited accessibility and services, a dedicated family camp and kids area, and diverse lineup of music and activities, Buttermilk offers one of the most inclusive and welcoming spaces in the Michigan music festival community. Our cooperative efforts go further as well, giving members the opportunity to submit musical performers to the 26 members of the coordinator team consisting of staff and volunteers who then all work together to choose the desired acts for each year. The Buttermilk Jamboree is not only an event that offers something for everyone, but also serves as a true showcase of all that Circle Pines Center has to offer.</p>

Meets the Purpose? (Bylaws)

Yes

Cooperation is a major feature of the program including how the committee for the festival is run. An explicit effort to show how cooperation is superior is demonstrated through the volunteer system which creates a noticeably seamless operation when compared to other festivals in the state. The Buttermilk Jamboree was identified as number one on the list of top ten music festivals in the state of Michigan by Local Spins publications (a Michigan based journalism organization), citing the well run and cooperative nature of the event. Frequent discussion and outreach via the CPC Member Tent and from on-stage promotions also highlight the superiority of cooperation in the organization and operation of the festival.

The Rochdale Principles are outlined in the following ways:

Voluntary and open membership: The Buttermilk Jamboree works to encourage memberships throughout the weekend highlighting the benefits of Circle Pines Center, and remaining voluntary as well as non-discriminatory. Membership is open to any festival attendees.

Democratic member control:

Members actively participate in the organization of the festival, as well as decision making and operations throughout the year.

Autonomy and independence:

Any raising of capital from external sources is done on terms that ensure an understanding and execution of democratic control by members working to organize the event.

Education, training, and information:

The Buttermilk Jamboree provides education and training to members and the public through volunteer training before and during the event itself, ongoing communication with members and volunteers at all levels, and workshops that highlight the mission and values of the organization.

Concern for community:

The Buttermilk Jamboree not only creates an internal community, and supports the local and organizational community, but also works towards the sustainable development of such through arts, music, education, and the demonstration of cooperation as a superior way of life. Honest and transparent communication as well as business practices is a key to this development. Relationships have been established and maintained with other cooperative organizations in sourcing music, food, volunteers, and workshop leaders. These relationships build collaborative efforts and serve to demonstrate a fostering of cooperative principles.

Is a Priority to our Members	Yes - ?	Event enjoyed by a large range of members. Recognition of event bringing in economic and physical support to organization and high engagement by some. Some feedback about strengthening cooperative and social justice education opportunities, as well as environmental impact. There can be an us vs. them feeling which needs to be worked on. Members must be given priority in housing and registration with direct communication.
Direct Income Total	\$ 148,828.19	
Direct (including direct wages) Expense Total	\$ 127,213.00	Taxes and final entries estimated
Indirect Income		New members & camp store purchase, possible F/R similar to cabin F/R
Indirect Expenses		Need way to track other impacts
*Overhead/Salary Calculation	18,391.42	
*Scholarships/Volunteer Fees Waived		Need to post this - maybe net rev chg
*Other		Need to factor in value of prep/planning time space use expense - as well as facility improvement gains
Net Gain/Loss	<u>\$ 3,223.77</u>	
Budgeted Gain/Loss - Why did we meet/not meet	Met	Budget is managed very well, and event has been covering overhead allocation last 2 years (possibly before) which supports yr round staff etc. Need to watch grant income and increase sponsorship which with support should be doable.
Number of Paid Attendees	728 adults, 241 kids	
Number of Unpaid Attendees	40	This doesn't include performers or vendors
Number of Staff (paid)	7	
Number of Volunteers	100	
What Community does this reach out to		Local, Members, Music lovers, Families, Festival goers, supports small/non corporate business owners as vendors
Does this meet memberships goals	unclear	Means fewer locals target CPC.

Members have joined by being exposed to CPC. It is unclear how many join long term. Many are not active in the larger organizational operations of CPC, which is the case for other programs but may lead to questions about priorities and goals of membership.

Do we gain members from it - why/why not

*Long term/short term We need more tracking (like all events) to determine how many stay long term.

Suggestions to change description on current program map - make specific language changes or additions to existing descriptors

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.

How can you get involved?

- volunteer with kitchen prep the week before
- volunteer with grounds set-up the week before
- volunteer in the kitchen
- volunteer at the front gate
- volunteer at the kids tent
- volunteer with trash and recycling
- volunteer with the member tent
- volunteer with the merch tent
- volunteer with the family fire
- volunteer at the waterfront
- volunteer in the campground
- volunteer with the hospitality cart
- come as a participant
- attend a workbee to help prep the grounds
- lead a workshop with the folk school
- give guided CPC tours
- submit bands you love through the online form Oct-Dec
- suggest sponsorship opportunities
- locate applicable grant opportunities
- make a donation
- spread the word!!

 Program Outcome Evaluation & Mapping

Event Name: **Foraging Fest**Event Date: **8/30-9/2/2024**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Large discussion and demonstration opportunities during programming around stewardship
Meets the Purpose? (Bylaws)	No	Cooperation demonstrated but not explicitly proved advantageous or guided by Rochdale Principles
Meets our Articles of Incorporation	Yes	Cooperatively operated camp with educational component
Demonstrates our Values/ How	Yes	
		The Foraging Festival held over Labor Day Weekend focuses on the mission of Circle Pines Center through educational opportunities surrounding the exploration of wild plants that can be gathered for food, medicine, and other purposes in a safe and environmentally responsible manner. Participants explore the property searching for foragable plants, learn about preservation methods, and discover how these plants play a crucial role in our ecosystem outside of human use. With focused workshops, presentations on environmental innovation and sustainability relationships, along with expert guided hikes and activities for all ages, the Foraging Festival brings a unique fostering of stewardship principles in a peaceful exploration of the land. This event is made possible through cooperation of many volunteers with diverse skill sets who create and maintain all aspects of the weekend.
Is a Priority to our Members	Yes	Many new members have come out of this event and older members do look for ways to engage with it
Direct Income Total	\$ 6,091.23	Financials not complete
Direct Expense Total	\$ 894.17	Financials not complete
Indirect Income		
Indirect Expenses		
*Overhead/Salary Calculation	3753.35	
*Scholarships/Volunteer Fees Waived		Need to post this - maybe net rev chg

*Other

Net Gain/Loss	\$ 1,443.71
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In FY23 was financially successful. More support to vendors and sponsors would expand this event's income capacity.

Budgeted Gain/Loss - Why did we meet/not meet Additionally, marketing to targeted external audiences

Number of Paid Attendees	30
Number of Unpaid Attendees	1
Number of Staff (paid)	8
Number of Volunteers	6

What Community does this reach out to



Does this meet memberships goals

Fairly new event need to evaluate

Do we gain members from it - why/why not

Unknown

*Long term/short term

We need more tracking (like all events) to determine how

How can you get involved?

- suggest sponsorship opportunities
- locate applicable grant opportunities
- make a donation
- spread the word!!

- come as a participant
- volunteer during the weekend in the kitchen
- lead a guided hike or foraging related activity

Program Outcome Evaluation & Mapping

Event Name: Memorial Day **2024**

Event Date: **5/24/2024-5/27/2024**

Item	Answer	Description
Fullfills the Mission? Describe How	Yes	Capstone member weekend displaying successes in all areas for past year as well as practicing our mission
Meets the Purpose? (Bylaws)	Yes	Probably the closest program event in terms of Rochdale Principals execution. Not direct camp programming but a bylaw requirement (meeting) and part of the broader operational, educational and recreation activities that support the camp as a whole
Meets our Articles of Incorporation	Yes	Secondarily executes these values by managing the insitutuion and developing it for explicit demonstration in real time. Also, the programming itself is inclusive of stewardship through land use demonstrations, conversations and relationships cultivating peace in the institution and its programming and networks, increasing social justice through democratic representation in which leaders are not hegemonic and all the work projects and meeting proceedings that reflect our cooperative nature.
Demonstrates our Values/ How	Yes	Well attended and the voting is increasing in numbers.
Is a Priority to our Members	Yes	
Direct Income Total	\$ 3,734.00	
Direct (including direct wages) Expense Total	\$ 3,065.00	
Indirect Income		Membership renewal
Indirect Expenses:	\$ 3,753.35	
*Overhead/Salary Calculation		
*Scholarships/Volunteer Fees Waived		
*Other		
Net Gain/Loss	<u>\$ (3,084.35)</u>	

Budgeted Gain/Loss - Why did we meet/not meet	No	Did not obtain enough paying folk to cover non paying folk and food costs and indirect costs nor have alternative funds to cover
Number of Paid Attendees	24	
Number of Unpaid Attendees	2	visual count
Number of Staff (paid)	4	
Number of Volunteers	10	visual count

What Community does this reach out to	Members, Families, Friends
Does this meet memberships goals	Required by Bylaws and historical event

Do we gain members from it - why/why not	Members renew, reconnect, and bring non members who might be future members. Need to evaluate programming for long term success and expand non-member attendance/camping
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*Long term/short term

Suggestions to change description on current program map - make specific language changes or additions to existing descriptors

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.

Program Outcome Evaluation & Mapping

Event Name: **Fall Midwest Mushroom Camp**

Event Date: **9/27/2024-9/29/2024**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Large discussion and demonstration opportunities during programming around stewardship
Meets the Purpose? (Bylaws)	No	Cooperation demonstrated but not explicitly proved advantageous or guided by R. Principles
Meets our Articles of Incorporation	Yes	Is a well attended, cooperatively operated camp
Demonstrates our Values/ How	Yes	Our Spring and Fall Mushroom Camps focus on the mission of Circle Pines Center through educational opportunities surrounding the exploration of mushrooms and fungus of all kinds. Participants explore the property searching for fruiting bodies and discovering how mycelium plays a crucial role in our ecosystem firsthand. With workshops, presentations on environmental innovation and sustainability relationships, along with expert guided hikes and activities for all ages, Mushroom Camp brings a unique fostering of stewardship principles in a peaceful exploration of the land. These events are made possible through cooperation of many volunteers with diverse skill sets who create and maintain all aspects of the weekend.
Is a Priority to our Members	Yes	A lot of overlap between membership and this event. Members must be given priority in housing and registration with direct communication through all member channels for equity. Planning should include a reach out to members even if they don't end up participating.
Direct Income Total	\$	7,125.83 Financials not complete
Direct Expense Total		2,705.05 Financials not complete
Indirect Income		
Indirect Expenses		
*Overhead/Salary Calculation		3002.68
*Scholarships/Volunteer Fees Waived		Need to post this - maybe net rev chg
*Other		
Net Gain/Loss	<u>\$</u>	<u>1,418.10</u>

Budgeted Gain/Loss - Why did we meet/not meet **Financials aren't finished but generally a good revenue earner**

Number of Paid Attendees 39
 Number of Unpaid Attendees (presenters) 3
 Number of Staff (paid) 5
 Number of Volunteers 13

What Community does this reach out to
 Does this meet memberships goals



unclear Does raise income

Members have joined by being exposed to CPC. It is unclear how many stay or get active in the larger organizational operations of CPC. Also there is an alternative membership offered that needs to be evaluated as not a CPC membership or maintained by CPC.

Do we gain members from it - why/why not
 *Long term/short term

We need more tracking (like all events) to determine how many stay long

How can you get involved

- locate applicable grant opportunities
- make a donation
- spread the word!!
- come as a participant
- volunteer during the weekend in the kitchen
- lead a guided hike or mushroom related activity
- suggest sponsorship opportunities

Program Outcome Evaluation & MappingEvent Name: **Spring Midwest Mushroom Camp**Event Date: **5/10/2024-5/12/2024**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Large discussion and demonstration opportunities during programming around stewardship
Meets the Purpose? (Bylaws)	No	Cooperation demonstrated but not explicitly proved advantageous or guided by Rochdale Principles
Meets our Articles of Incorporation	Yes	Cooperatively operative camp with education component
Demonstrates our Values/ How	Yes	Our Spring and Fall Mushroom Camps focus on the mission of Circle Pines Center through educational opportunities surrounding the exploration of mushrooms and fungus of all kinds. Participants explore the property searching for fruiting bodies and discovering how mycelium plays a crucial role in our ecosystem firsthand. With workshops, presentations on environmental innovation and sustainability relationships, along with expert guided hikes and activities for all ages, Mushroom Camp brings a unique fostering of stewardship principles in a peaceful exploration of the land. These events are made possible through cooperation of many volunteers with diverse skill sets who create and maintain all aspects of the weekend.
Is a Priority to our Members	unclear	Memership does attend but less than the other camp because of the mushroom varieties available this time of year. Meanwhile, some people claiming to be members do come and take mushrooms ahead of the scheduled event against our requests. Members must be given priority in housing and registration with direct communication through all member channels for equity. Planning should include a reach out to members even if they don't end up participating.
Direct Income Total	\$	5,933.57
Direct Expense Total		2,602.27
Indirect Income		
Indirect Expenses		

*Overhead/Salary Calculation	3002.68	
*Scholarships/Volunteer Fees Waived		Need to post this - maybe net rev chg
*Other		
Net Gain/Loss	<u>\$ 328.62</u>	

Budgeted Gain/Loss - Why did we meet/not meet

Number of Paid Attendees	37
Number of Unpaid Attendees (presenters)	4
Number of Staff (paid)	5
Number of Volunteers	18

What Community does this reach out to?



Does this meet memberships goals

unclear

Does raise income

Members have joined by being exposed to CPC. It is unclear how many new ones stay or get active in the larger organizational operations of CPC. Also there is an alternative membership offered that needs to be evaluated as not a CPC membership or maintained by CPC.

Do we gain members from it - why/why not

We need more tracking (like all events) to determine how many stay long term.

*Long term/short term

How can you get involved

- locate applicable grant opportunities
- make a donation
- spread the word!!

- come as a participant
- volunteer during the weekend in the kitchen
- lead a guided hike or mushroom related activity
- suggest sponsorship opportunities

Program Outcome Evaluation & Mapping

Event Name: **Summer Camp**

Event Date: **6/19-8/7/2024**

Item	Answer	Description
Fullfils the Mission? Describe How Meets the Purpose? (Bylaws)	Yes Yes	<p>It fosters conversations and action around peace, social justice, environmental stewardship, and cooperation. We encourage dialogue among campers in circle discussions, and participate in volunteer programs like Food Not Bombs with older campers as part of our mission</p> <p>Summer Camp is an opportunity for campers and staff to cooperatively plan their summer life. Superiority is demonstrated in ruthless equality of fun and fatigue. No age group is over or under compensated. There is constant sharing of this reality and no sense that some have it better or worse than others regardless of how much more the oldest campers contribute actively the enjoyment of the younger campers.</p> <p>The corner stone of CPC articles of incorporation. CPC exempt status and financial governance is based on a Summer Camp.</p>
Meets our Articles of Incorporation	Yes	<p>It fosters conversations and action around peace, social justice, environmental stewardship, and cooperation. We encourage dialogue among campers in circle discussions, and participate in volunteer programs like Food Not Bombs with older campers as part of our mission</p>
Demonstrates our Values/ How	Yes	<p>(Operationally) active members are aware summer camp is the thrust of the organization. In the past many of our members have come through CPC's summer camp. Summer camp staff who identify as members may not recognize this prioritization, as during summer camp only a few members maybe able to volunteer or be present.</p>
Is a Priority to our Members	Yes	
Direct Income Total	\$	191,118.50
Direct Expense Total	\$	114,806.00
Indirect Income		
Indirect Expenses		

*Summer Camp planning/work starts way in advance and takes a lot of core staff time
 63056.28
 Need to add scholarships/discounts given

*Overhead/Salary Calculation
 *Scholarships/Volunteer Fees Waived
 *Other

Net Gain/Loss	<u>\$</u>	<u>13,256.22</u>
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Budgeted Gain/Loss - Why did we meet/not meet **Yes** But mostly because recruiting staff

Number of Paid Attendees	144	Registration at approx 70% capacity
Number of Unpaid Attendees (scholarships)	12	
Number of Staff (paid)	34	
Number of Volunteers	15	

What Community does this reach out to Children, young adults, families
 Does this meet memberships goals **Yes**

Do we gain members from it - why/why not We used to - but only a few recently. Only a small percentage of attendees come from member families. Need to strategize on changing this.
 *Long term/short term

How can you get involved?

Scholarship dollars/avenues, Grants, donor calls, school, community and network recruitment for staff, campers, collaborations

We need a highly qualified, not super young, health officer.

Volunteer if you are qualified in the trades, kitchen, NR management, like to teach outdoor programming,

Program Outcome Evaluation & Mapping

Event Name: Spanish Language and Culture

Event Date: Fall 2023

Item	Answer	Description
Fulfils the Mission? Describe How	Yes	The program maintains a high degree of reliance on cooperative systems to work and exist
Meets the Purpose? (Bylaws)	Yes	By offering unique monetary and non-monetary things, people can create one of our most popular events with very little profit incentive. To produce this same event within a model or sub-model of the non-for-profit, the abundance of sharing, joy, cultural exchange, etc would
Meets our Articles of Incorporation		Camp programming maintains a high degree of reliance on cooperative systems to work and exist Cooperation: Native speakers supply the camp with its substance and content both linguistically and culturally.
Demonstrates our Values/ How	Yes	Social justice: by making camp more accessible and equitable for people who might face high barriers of entry due to race, country of origin, class, etc.
Is a Priority to our Members	Yes	Considered the "social justice programming" during the non-summer camp season. One of the few programs we support that is primarily designed to produce equitable camping experiences for poor, brown people. Members support its mission although attendance (by members) is low.
Direct Income Total	\$	2,401.11
Direct (including direct wages) Expense Total	\$	1,023.26
Indirect Income		
Indirect Expenses		
*Overhead/Salary Calculation		2252.01
*Scholarships		
*Other		
Net Gain/Loss	<u>\$</u>	<u>(874.16)</u>

Overhead costs are not factored into rates charged like most events, meal costs are rising and rates need to reflect that - although overall costs were kept to a minimum due to volunteerism etc. Additionally other funds have not been raised to support event. Increasing attendance and support with promotion would help as well.

Budgeted Gain/Loss - Why did we meet/not meet **yes/no**

Number of Paid Attendees
 Number of Unpaid Attendees (presenters)
 Number of Staff (paid)
 Number of Volunteers



Believe not everyone is registered in the software registration system for this event - we need to be more intentional about tracking these numbers

What Community does this reach out to

Native Spanish speakers, those wishing to engage with the language and culture, Families, Members

Does this meet memberships goals

membership has strong support of this programming but doesn't attend in large numbers. Staff as well?

Do we gain members from it - why/why not
 *Long term/short term

Over the years yes, but Membership needs to engage this constituency more intentionally

Suggestions to change description on current program map - make specific language changes or additions to existing

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.

How can you get involved?

-attend
 -fundraise for scholarships

Program Outcome Evaluation & Mapping
 Event Name: **Spanish Language and Culture Camp**
 Event Date: **5/31-6/2/2024**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Much about teaching Social Justice and Peace By offering unique monetary and non-mentary things, people can create one of our most popular events with very little profit incentive. To produce this same event within a model or sub-model of the non-for-profit, the abundance of sharing, joy, cultural exchange, etc would
Meets the Purpose? (Bylaws)	Yes	
Meets our Articles of Incorporation	Yes	Camp programming maintains a high degree of reliance on cooperative systems to work and exist Cooperation: Native speakers supply the camp with its substance and content both linguistically and culturally. Social justice: by making camp more accessible and equitable for people who might face high barriers of entry due to race, country of origin, class, etc.
Demonstrates our Values/ How	YES	
Is a Priority to our Members	Yes	Considered the "social justice programming" during the non-summer camp season. One of the few programs we support that is primarily designed to produce equitable camping experiences for poor, brown people
Direct Income Total	\$	2,143.19
Direct Expense Total	\$	1,814.29
Indirect Income		
Indirect Expenses		
*Overhead/Salary Calculation		2252.01
*Scholarships/Volunteer Fees Waived		
*Other		
Net Gain/Loss	\$	(1,923.11)
Budgeted Gain/Loss - Why did we meet/not meet	yes/no	Overhead costs are not factored into rates charged like most events, meal costs are rising and rates need to reflect that - although overall costs were kept to a minimum due to volunteerism etc. Additionally other funds have not been raised to support event. Increasing attendance and support with promotion would help as well.
Number of Attendees	39 adult/24 kids	Not everyone is registered in the software registration system for this event - tracking done manually
Number of Unpaid Attendees (presenters)		
Number of Staff (paid)		unsure how many paid or not paid, staff or volunteers
Number of Volunteers		
What Community does this reach out to		Native Spanish speakers, those wishing to engage with the language and culture, Families, Members
Does this meet memberships goals		membership has strong support of this programming but doesn't attend in large numbers. Staff as well?

Do we gain members from it - why/why not
*Long term/short term

Over the years yes, but Membership needs to engage this constituency more intentionally
We need more tracking (like all events) to determine how many stay long term.

Suggestions to change description on current program map - make specific language changes or additions to existing descriptors

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.

How folks can get involved: Scholarship fund raising for attendees

Program Evaluation

Event Name: **Winter Camp 2024**

Event Date: **1/1/2024-1/5/2024**

Item	Answer	Description
Fullfils the Mission? Describe How	Yes	Winter Camp primarily focuses on cooperation. Campers work together to plan and cook meals, plan events, and run chores.
Meets the Purpose? (Bylaws)	Yes	Winter Camp was created to give older youth more autonomy and generate interest in being the next leaders of CPC. Youth may find it is actually quite fun to work together on planning meals, rehearsing a play, or getting together for morning stretches. This event is much more youth-run than summer camp, and demonstrates to the youth the creative power that they wield as a collective.
Meets our Articles of Incorporation	Yes	Is a camp program
Demonstrates our Values/ How	Yes	Winter Camp primarily focuses on cooperation. Campers work together to plan and cook meals, plan events, and run chores.
Is a Priority to our Members	Unclear	Newish and intersects with new years eve in a way that has resulted in some tension between event attendees and campers.
Direct Income Total	6,788.03	
Direct Expense Total**	\$ 2,558.00	Has direct salary been allocated via "class" yet? likely note
Indirect Income		
Indirect Expenses:		
*Overhead/Salary Calculation	4,504.02	
*Scholarships/Volunteer Fee Waivers		

*Other

Net Gain/Loss	\$ (273.99)
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Budgeted Gain/Loss - Why did we meet/not meet	Yes	Not sure if all costs were captured for this event last year, but budget was managed closely, and overhead almost covered
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Number of Paid Attendees	
Number of Unpaid Attendees	
Number of Staff (paid)	
Number of Volunteers	

What Community does this reach out to	Campers & Camp Staff
Does this meet memberships goals	

Do we gain members from it - why/why not
 *Long term/short term

Suggestions to change description on current program map - make specific language changes or additions to

Suggestions for improvements on meeting Mission, Purpose, Values etc

Suggestions for improvements on attendance, structure, budget etc.

How can you get involved

Volunteer if you are qualified in the trades, kitchen, NR management, like to teach outdoor programming, Scholarship dollars and avenues, Grants, donor calls, school, community and network recruitment for staff, campers, collaborations