

**Circle Pines Membership Meeting  
Minutes for May 26, 2024 2 - 5PM**

Circle Pines Center a member-based, cooperatively-governed (501(c)3) non-profit.  
Location: 8650 Mullen Road, Delton, MI 49046 Phone: (269) 623-5555

1. Welcome and Meeting was called to order by Romy Fitschen , Chair, at 2:08 pm.
2. **Attendance/Quorum - 50 members in attendance; quorum is 34**

**Board Members Present:**

Aidan Albano-Bachtell , Benny Brewer , Deb Olson , Steve Walsh ,  
Meryl Greer Domina , Josh Olson , Romy Fitschen ;

**Staff Present:** Eddie DeGraw , Russ Ruth , Chris Schleuder ,  
Noah Silver-Mathews

**Members Present:**

- |                               |                                 |                            |
|-------------------------------|---------------------------------|----------------------------|
| 1. Albano-Bachtell,<br>Winona | 15. Fitschen,<br>Jean-Claire    | 29. Likover, Joseph        |
| 2. Bachtell, John             | 16. Fitschen-Brown,<br>Meredith | 30. McClelland, Gary       |
| 3. Bauman, Sheila             | 17. Gomberg, Andra              | 31. Mayers, Leah           |
| 4. Bourgeois, Mary            | 18. Gomberg, Maya               | 32. Petredean, Katrina     |
| 5. Brewer, Benjamin           | 19. Hakim, Charles              | 33. Potter, Robin          |
| 6. Brown, Kevin               | 20. Hakim, Stephanie            | 34. Scheel, Norman         |
| 7. Chamberlin, Joe            | 21. Hall, Earl                  | 35. Schleuder, Chris       |
| 8. Clay, Amy                  | 22. Hamilton, Chia              | 36. Schneider, John        |
| 9. Clendenning,<br>Rachel     | 23. Heystek, Bryan              | 37. Scott, Mariah          |
| 10. Connell, Robin            | 24. Kaplan, Carla               | 38. Siegenthaler,<br>Kathy |
| 11. Cooper, Samantha          | 25. Kinch, Judith               | 39. Tellez, Erika          |
| 12. DeKilder, Holly           | 26. Larson, Karen Lee           | 40. Transue, Judith        |
| 13. Dylan, Carmel             | 27. Leece, Cheryl               | 41. Turner, Heather        |
| 14. Feldman, Barry            | 28. Likover, Amy                | 42. VanHammen, Tom         |
|                               |                                 | 43. Zielke, Meredith       |
|                               |                                 | 44. Zimmerman, John        |

**Board members not present:** Meia Friedham , Aaron Carlson ,  
Isabella Friedham Perez

1. **Call to Order and Welcome (15) – Fitschen at 2:08 pm**
2. **Quorum - We need 34 for quorum - quorum reached.**

### 3. **Consent Agenda (10) – Fitschen**

- Agenda
- Approval of [Membership Meeting Minutes Fall 2023](#)
- [Board Chair Report](#)
- [Executive Director Report](#)

Motion to Approve the Consent Agenda by Deb Olson; Seconded by Aidan Albano-Bachtell. Motion carried.

### 4. **Board Chair Report (10) – Fitschen**

[Board Chair Report](#)

### 5. **Executive Director Report (15) - DeGraw**

[Executive Director Report](#)

### 6. **Financial Report (15) – DeGraw**

DeGraw presented an overview:

- We will be selling holiday trees and wreaths this year. We have an order form. The sale will be in Kalamazoo. We are pushing these orders during Buttermilk.
- We need \$10,000 for camp scholarships plus donations in general.
- We raised \$60,000 at the 85th and we encourage members to contribute this year as we are still in need to make a budget. You can sponsor Buttermilk or reach out to someone to help support it - this supports our budget.
- Our expenses are on target.
- For decrease in food expenses, we are not connected to a local Food Hub where we get wholesale prices
- We have done a lot of the building repair to be ready for summer use
- Plan to solve the shortfall - sell holiday trees, we need to do more fundraising. We have profited more than lost on our events this year. We are seeking sponsorships and grants to make up for other shortfalls.
- All projects in the next year will cover overhead and staff costs.
- Fundraising committee met early this year. We have had a volunteer development director help with grant writing and inquiry letters.
- COVID helped as we have the EIDL loan of \$150,000. Cash in the bank is \$132,000.
  - We don't pay our staff what we want to pay. Programs need to cover staff and overhead time. Dues don't pay the utilities bills. We need more members, dues and donations, but thank those that are already giving what they can.

Motion to Accept the Financial Report by Steve Walsh, Seconded by Nelson Brown. Motion carried.

## 7. Committee/Program Presentations (50) – Various

### ● **Buttermilk Jamboree - Danielle Hoskins**

- We've done improvements to facilities
- This year our numbers are so far: 412 adult and 119 child tickets, only 14 are members. 78 RV passes Usually all cabins are rented. 47 performers, 43 workshops, 27 ventures. We have 140 volunteers, including members BMJ is our largest program. We reached profit in the first 4 years. We are one of the most successful festivals in the state.
- CPC has been somewhat hidden from the local community - a group of friends and family came to CPC and asked to create a music festival. It made CPC much more known and appreciated locally. We have built and strengthened local relationships. Started 2011.
- Non-profit vendors can still sign up online.
- Danielle always brings her goats to BMJ. There will be brush clearing goats at BMJ. "Goats on the Go".

### ● **Summer Camp Directors - Benny Brewer**

- We are almost fully hired with staff.
- Still need a cook and counselors. We need and can use more volunteers. Email [summercamp@circlepinescenter.net](mailto:summercamp@circlepinescenter.net).
- Bernie is coming back as art director, a mural will be an option everyday
- Biggest concern is the amount of campers recruited. Staff is mostly there. We have 45 campers for the 1st session. We need 20 more campers. We only have 4 Acorns for the 1st session. We don't have enough money for scholarship applicants.
- Discussion about how we stand w/ diversity on counselors and campers. There is some diversity among campers but Benny does not have the exact numbers. We need to be careful about how some people identify. We have socio-economic diversity. Surveying upon arrival might be an option for future data needs.
- Tom said that the current 2 camp directors were hired in March. Recruiting usually started earlier. He congratulates them for what they have done in this amount of time.

### ● **Education and Programming Committee - Kathy Seigenthaler**

- We are looking for people to join the programming committee, programs and discussions, Spanish camp, LGBTQ, creating and leading Talk Times. If interested email [chair@circlepinescenter.net](mailto:chair@circlepinescenter.net).

- The Talk Time is not available remotely although the Program Committee could have a remote session if there is interest.
  - We have consolidated the program, summer camp and education committees into a single program and education committee. If there are many volunteers, the committee could be divided into sub-committees.
  - Side Porch is available for membership during BMJ. Stop at a membership booth to get member buttons at BMJ. We use BMJ to recruit people to CPC.
- **Facilities Committee - Earl Hall and Eddie DeGraw**
    - Earl Hall and Fred Laich, volunteers, have done an enormous amount of work on the juniors cabins and other buildings. Jr cabins now have metal roofs. Eddie and Earl meet daily on facilities.
    - We have 46 buildings. Gerardo has fixed every hot water heater in every building at CPC.
    - The 5 new cabins are finished. They are in orchards. Land Use built the BMJ cabin and the new log cabin. Great feedback from the people who rented them. They are insulated so they are available for year round use.
    - Many volunteers for workbees, and worked on our facilities. We got a lot of work done during the spring. We went through 78% of the facilities budget so far as we are getting facilities available for the major use season. We are working hard to stay within budget. We are planning to work on repair, revitalization and restoration.
    - Mowing, land management, tree clearing are huge jobs that are ongoing.
    - We have an extensive ongoing spreadsheet with the status of every building and what our plans for it & what are priorities and a budget line for each, created by the facilities committee.
    - To find out about work to do you can reach out to Eddie, workbees are where we focus on tasks, if there are people who are available do work other times on their schedule, you can look at Pine Needles and look at the Facebook group. Some people get PTO from their workplaces by working with us as a non-profit.
- **CPC Archives Update - Fitschen**
    - Fitschen discussed that Crystal Burnett is getting her degree, and as part of that will be working on the CPC archives, with the possibility of moving some selected materials to the Zhang archives at Western Mich University (<https://wmich.edu/library/visit/zhang>) to take CPC's records. The Zhang is home to the regional history collection. We can deposit, or we can retain ownership in this transfer, and each has different rights involved. The first

step is the cataloging of what we have. Then if Zhang wants (selected) the materials we would negotiate about the cleaning and the transfer. There will be a board led committee on who will help navigate all the steps.

- The board is collecting feedback.
- Discussion followed including:
  - Can we clean the files up and maintain them here? Fitschen stated no as the archivists will not maintain them here. Our stuff is decaying because we have no place of archive quality to house them. We think more people bring us their materials if there is a secure place to maintain them.
  - Carla Kaplan stated that it was great that we can preserve archives. She works in archival scholarship. She has concerns about access that we might have available during access. Russ Ruth stated that the amount of oversight needed to manage our archives is overwhelmingly expensive. He is also interested in the committee. Gary encourages the public to look at our archives.

#### **8. Acknowledgement of Staff (10) – Fitschen**

Fitschen thanked all staff, volunteers on the ground.

#### **9. Acknowledgement to outgoing board, election and nomination committees (10) – Turner, Albano-Bachtell**

Fitschen thanked the outgoing board members including Benny Brewer who has been hired as summer camp co-director, Meryl Greer Domina and Gary McClelland for their long tenures as board members. Meryl has been a board member for over 15 years, with a break of only one year.

#### **10. Board Election (40)**

- Overview by Election Committee (10) - Aidan Albano-Bachtell. Winona, Brian Heystek
- Introduction of State by Nominating Committee (15)
  - [Nominating Committee Approved Slate](#)
- Floor nominations:
  - Maya Gomberg - Support from Benny Brewer, Berry Feldman and Winona Albano-Bachtell.
  - Sam Cooper - Support from Winona Albano-Bachtell and Andra Gomberg.
  - Carmel Dylan - Support from Brian Heystek and Steve Walsh.

- Erika Tellez - Support from Mary Bourgeois and Tom VanHammen
- Nominations closed - Motion by Romy Fitschen, 2nd by Aidan Albano-Bachtell. Motion approved.
- **The 2024-2025 Nominating Committee election:**
  - Motion by Mariah Scott to elect John Bachtell, Josh Olson and Meryl Domina as the 2024-2025 Nominating Committee. Alternates: Kathy Seigenthaler and Heather Turner. Seconded by Winona Albano-Bachtell. Motion Carried.
- **The 2025 Election Committee election:**
  - Motion by John Zimmerman to elect Mariah Scott, Meredith Fitschen-Brown, and Joe Chamberlain as the 2025 Election Committee. Alternate: Winona Albano-Bachtell. Seconded by Deb Olson. Motion carried.

Motion to Adjourn at 4:55 pm by John Zimmerman. Seconded by Steve Walsh. Motion carried.

Respectfully submitted,

Deb Olson, Recording Secretary

May, 2024

Fellow CPC Members,

Since October, the CPC Board continued to work on board processes, finishing out Eddie's first year of service, doing her review, developing a rhythm with her (did I say she now has been with us a year!), working on a governance calendar and on our strategic priorities.\* We worked on the Community Participation Agreement (see below) as a way to codify our CPC culture, laying out specific expectations and *self reminders* to those who walk onto CPC property. Eddie has had it posted in various places around CPC and the board formally adopted it - if you have feedback feel free to send an email to me or another board member.

One of our strategic priorities was to work on employee, volunteer and work trade policies. The Volunteer and Work Trade Policy has taken us a little longer to work through as we attempted to balance the ideals of CPC with the practicality and legality of how we operate. Part of the board discussion was: Is the arrangement equitable to the person living at CPC long term with no remuneration other than housing or food? What if our organizational priorities change? As the policy is with an attorney right now, the board has not passed it and will have to share it later. What I can say is that it lays out when someone is a volunteer vs work trade, and the upper limits of how long a person can stay exchanging labor for a place to reside.

Additionally the board and Eddie have been heavily focused on current CPC culture. We have been intentional in our conversations, thinking about inclusion, bias, differing opinions or perspectives, thinking about how to present or navigate topics, having conversations when something offends someone. We have spent time trying to bridge the gaps with the different programs - so we can be viewed as one CPC rather than this program or that program.

That being said, this year has had many member/volunteer and personnel "issues" that have been intense, emotional and time consuming for everyone. We have people retreating from CPC because they didn't feel welcomed, were ignored, were talked about publically or were yelled at. Sometimes Circle Piners focus on *their own* project/cause/world view at the exclusion of understanding we are a complex organization with ideals that exceed our ability right now. Sometimes we "other" people or make assumptions. This is not a new thing for the world, for nonprofits or for CPC. And if you haven't experienced this - GREAT!

At the expense of doing other things, Eddie, others and the board have had to handle even more serious issues, some of which were inherited and some of which are the nature of some of our structures and limited resources. This current board is committed to addressing them and has given major time investment to do so. There has been a great deal of mediation, networking, negotiating, working within the constraints of individuals needs. The framework the current board and Eddie are working under is one of some policy change, some of operational change, and a lot of it culture change which not every member will be comfortable with but we hope it is in our best interest.

I want to be clear that grievances or personnel issues will be held between the people involved, the ED and possibly the personnel committee or board depending on the situation; we will not discuss the details of these situations. That being said, *if you have witnessed/experienced a behavior contrary to our values, make you uncomfortable, is abusive or is illegal please, as the situation warrants: respectfully address it with the person directly, or have a conversation with Eddie or discuss it with the personnel chair rather than just share it with a fellow member.*

Sorry if I sound insulting or disheartening but members/staff/volunteers/guests are reminded to live by our values and in accordance with the Community Participation Agreement. We have to undergo some cultural change not just to adhere to the ideal of CPC but if we are going to financially survive. We are still working hard on our economic and system stabilization. Our costs are still rising, all our staff need decent wages, we need more year round staff to maintain our current facilities and programs, including subsidizing those who would not otherwise be able to come to CPC. We may have to change some of the ways we operate to achieve these goals. Our sometimes blaming culture and diffuse objectives are making reaching these goals difficult. We are a living organism that needs to change to thrive.

My ask for this year; recruit one new member, work on retaining one member and get one more member to come to an event, personally sign up for a committee or a task if you aren't already (or increase your membership/donations if you can not), do not assume ill intent, *and please please be kind to each other* as we try to improve together.

My report is focused on what the board did this year which may not sound positive; I will leave to Eddie all the successes CPC has seen since October - there have been many. And many wonderful member/participant/staff interactions even if I am not focusing on them. I truly appreciate my fellow board members and the board truly appreciates Eddie's leadership and all of the staff, volunteers and members who participate and run CPC.

in service,

Romy Fitschen

Board Chair 2023-2024

**CPC Board 2023 - 2024 List:**

Aidan Albano-Bachtell, Benny Brewer\*, Nelson Brown, Aaron Carlson, Meryl Greer Domina\*, Romy Fitschen, Meia Freidheim, Isabella Friedheim Perez, Deborah Olson, Josh Olson, Heather Turner and Steve Walsh

Gary McClelland\* resigned in March, 2024

**Future Meetings (Sundays 4-6 pm):**

June 23, 2024 (First meeting - new and retiring board)

July 28, 2024

September 22, 2024

October 27, 2024

November 17, 2024

\*Outgoing board members at end of term (ie not re-running by choice or bylaw limitation).

Board Emails:

[chair@circlepinescenter.net](mailto:chair@circlepinescenter.net)

[personnel@circlepinescenter.net](mailto:personnel@circlepinescenter.net)

[treasurer@circlepinescenter.net](mailto:treasurer@circlepinescenter.net)

Committees Open to Membership:

Program/Education

Membership/Outreach

Facilities

Land Use

Nominating

Election

Fundraising

Finance

Buttermilk Program

Summer Camp Program

\*Personnel

\*Special Committee - Archives

\*with approval/appointment

\*\*Programs

## **Community Participation Agreement**

Anyone who is participating in an activity sponsored or organized by Circle Pines Center and anyone who is on Circle Pines property is expected to follow the community participation guidelines. This includes, but is not limited to, all members, staff, volunteers, visitors, and guests.

Repeated and/or severe violations of the community participation guidelines will result in consequences up to and including a request to leave Circle Pines Center property or the Circle Pines Center activity.

**(1) I commit to participation in cooperative living/engagement and non-violent conflict resolution**

- I will be inclusive
- I will be mindful of the impact my words and actions have on other people in the community
- I will refrain from bullying or otherwise negatively targeting other people in the community
- I will respect other people in the community

**(2) I will refrain from actions that would endanger myself or others**

- I will follow health and safety policies
- I will follow health and safety related instructions from staff and event organizers

**(3) I will respect the physical environment of Circle Pines**

- I will be a good steward of the land and facilities for the future
- I will accept responsibility for and pay for damages that I deliberately cause

## **Strategic Priorities 2023-2024**

### **Communications**

- Event procedure and communication policies (Staff, Committee Support)
  - Timely communications and website information
  - Deadlines for all information from event organizers
  - Including on facilities, finances and progress on strategic goals
  - Including onsite information for members/visitors about current facilities priorities and known facilities needs
- Marketing & Communications plan (Staff)

### **Financial Goals**

- Formalized written financial policies (Finance Committee)
- Budget and financial reporting within 45 days of quarter end (Executive Director, Finance Committee)
- Cost/Benefit Analysis (financial and otherwise) of Programs (Staff, Committees and Board)

### **Facilities Goals**

- High-level building and infrastructure priorities presented to the board (Facilities Committee, Staff)
- Prioritized list of Facilities maintenance needs (Facilities Committee)
- Mechanism to report individual housing and facilities issues by attendees (Staff)

### **Membership/Participant Culture**

- Committee chair training (Board)
- Committee calendars (Committee Chairs, Staff)
- Communication followup with event attendees and new members to encourage broader participation at CPC (Membership/Outreach Committee? Event Committee?)
- Script for the what it means to be a member and membership responsibilities, and frequent place where it is spoken (Membership/Outreach Committee, Staff)
- Re-engage people in work bees and committees (All) - step 1 - promotion
- CPC Culture Improvement (All)

### **Employee/Residential Work Trade Goals**

- Formalized written residential work trade policies (Personnel Committee)
- Formalized written work trade policies/procedures (Personnel Committee, Staff)
- Written job descriptions for employees and residential work trade (Executive Director)
- Mediation/Restorative justice for ongoing workplace issues (Personnel Committee, Staff)

# **Executive Director Report Spring 2024 Membership Meeting**

**Eddie DeGraw**

## **Admin, Staff and Board work**

We have had a lot of updates and changes to staffing at CPC this year. There was a host position that has been changed to the Program and Event Coordinator and is filled by Noah Silver-Matews. 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.

Communication improvements have been made. The phone is now forwarded to the Program and Event Coordinator for daily review and responses. We hope you have been experiencing a faster response rate! That was one of our strategic goals that we are making sure to focus on this year.

In other staffing news, we hired Benny and Trent for our Summer Camp Director(s) and have been meeting weekly with Caleb Carpenter and the Admin team for onboarding. They are doing a great job with recruitment and hiring as they learn the ropes. Summer Camp staff interviews are continuing and we are still looking for some last minute counselors. Please spread the word.

All staff have been taking a Dismantling Racism in Institutions with OnePlace at the Kalamazoo Public Library. It has been informative and helpful as we shape our programming with an equitable lens. It is also informing 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 making sure to lift up the continuation of doing anti-racism training and professional development as staff.

I have been treating our staff team like a worker's cooperative and have used consensus decision making in our meetings. I have also introduced Open Book Management to the staff and have started to analyze the budget and actuals for staff buy in and input. This has led to very creative ideas and more comradery when we are in our meetings and working on the future goals for the center. To continue this horizontal structure theme, we also all rotate chores and tasks. I have cleaned toilets and done laundry. No one is above a job or task when we are practicing cooperative values.

For Board of Director relations, I have spent the year meeting with numerous committee chairs and am proud of the work they are doing. You will hear from the committees directly but I wanted to lift up the dedication and time they are devoting to helping improve CPC.

## **Events**

We have had a great start to 2024. New Year's weekend was well attended and filled with fun activities and great company. This was followed by Winter Camp, which was also exciting. We challenged the teens by taking away their technology and teaching them consensus and how to organize for your rights. They advocated for their phones back but not until they created their own policy. Leadership skills were taught as well and cooperation and direct democracy. They also had fun silk screening, doing a jam session, watching movies and other camp activities.

Songwriters retreat had more attendees than last year by almost double. We can't wait until next year

where we hope this event can continue to grow. Some workshops produced some lovely music and all attendees enjoyed their time.

Maple Syrup Weekend was a fun event though we decided to tap a much smaller amount of trees this year. The network connections we have been making to area Native Tribes has been extremely successful and valuable in our efforts to be good stewards to the land at the maple trees. We took the advice from the Native elders and did a limited amount of tapping based on what they were seeing in the weather. We were able to use this as a teaching point about global warming and climate change during Maple Syrup Weekend. We might not have a lot of syrup this year but we are excited to have bees returning. We will have bee workshops and work...bees this spring.

We moved out of the winter and right into Workbee Weekends. There were three weekends back to back .We focused on Cabin work, landscaping, painting ceiling panels, gardening and compost work as well as picnic tables and a sawmill training. We also threw in a Pop up Arbor Day event on April 26th after 100 fruit and nut native trees were gifted from the Lansing Free Tree Project.

### **Upcoming/Current Events**

SPRING SPANISH CAMP WEEKEND: MAY 31 - JUN. 2

BJAM WORKBEE WEEKEND: MAY 31 - JUN. 2 & JUN. 7 - JUN. 9

BUTTERMILK JAMBOREE: JUN. 14 - JUN. 16

SUMMER CAMP SESSION 1: JUN. 30 - JUL. 13

SUMMER CAMP SESSION 2: JUL. 14 - JUL. 20

SUMMER CAMP SESSION 3: JUL. 21 - AUG. 3

FORAGING FESTIVAL: AUG. 30 - SEP. 2

### **Summer Camp**

Acorns campers are still needed for the first session.If you know any potential campers ages 7-10, please direct the family to our website or touch base with us in person! Summer Camp is almost full and already has a long waitlist for session 3.

Scholarship fundraising needs to happen to increase our diversity at camp. We invite you to donate today so we can fulfill our mission and provide a diverse population the joys of summer camp at CPC. You may have seen the list from our Art Director but Supplies are still being sorted, cleaned and slowly organized. We are looking forward to great programming this year. With a large number of new staff we are very focused on our orientation training and are grateful for Caleb Carpenter's willingness to assist us train the new directors.

As far as the food goes for the season, we have a new contract with Valley Hub out of Kalamazoo. They are a network of local farmers and producers but are the middle man to reach our ordering needs. We are also excited to focus on growing more food this year with Russ Ruth as our garden manager. We received free vegetable plant starts at the Common Ground community garden free plant giveaway. I have been making sure we are connected to these types of organizations to not only receive hundreds of dollars of vegetable plants, but to strengthen our connections to community organizations regionally.

# CPC Board of Director Election 2024

## Statements of Candidacy

Board Applicants were asked the following questions:

- **What should we know about you? Why do you want to be on the CPC Board? What do you view its role is?**
- **What would you do to foster diversity, equity and inclusion at CPC?**
- **Briefly explain your skills/experiences:**

### Caleb Carpenter

Brooklyn, New York

Hi, fellow Piners,

I am a lifelong Circle Piner, previously a summer camper, counselor, volunteer, and camp director, currently training up the next gen of camp leadership. I want to stay involved with CPC despite my impending distance (2k miles), so this is a perfect opportunity to continue working toward our shared goals despite my limitations. My immediate goals for this position will be acclimating to board work, joining the accounting committee, and lending a hand where needed, as I am unfamiliar with the current challenges faced by this body. The board is a group of lifer CPC people dedicated to handling the many official tasks that would distract the ground staff from their invaluable work. Honestly, my view of the board is from the outside looking in, and I am excited to begin learning how it functions.

I advocate hiring more people of color and queer people, seeking out local organizations with similar ideals, and establishing relationships with them. We need to identify how and why CPC struggles to retain people of color and queer people and make the moves necessary to reverse this trend. We need to find the walk to match our talk.

I was a resident advisor for two years for a community of 400 people and worked at a small business facing radical, consistent product devaluation.

My experience includes building/construction, summer camp programming, strategic management, public relations/outreach experience, volunteer management, fiscal management experience, and other cooperative membership/experience, and I HAVE ENTHUSIASM! :)

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## Linda Gellasch

Belmont, MI

My interest in caring for the land and providing welcoming experiences for marginalized communities draws me to Circle Pines Center.

I would consider it a worthy purpose to work in cooperation as a part of a board of directors for such a valuable and unique organization. As a trustee of CPC, I would work to help assure its health and effectiveness.

I'd use my work and connections in the Black, Latina, and LGBTQ communities to further expand CPC's outreach. I would work to help elevate people from these communities to positions of leadership, to additionally broaden the voices "around the table" as cooperative decisions are made.

I bring experience in the nonprofit sector, having served as an executive director, chief operations officer, and finance & operations director at other NPOs. I have previously served on the CPC board of directors and finance committee.

My experience includes nonprofit management, fiscal management experience, and other nonprofit board experience.

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## Baby Dubose-Carlson

Chicago, Illinois

I am an active member of CPC and have been involved in its various programs since childhood. As a young adult, I have been working to take a more active role in the space that shaped my values as a child. Professionally, I work in sustainable urban agriculture.

I want to bring more Black folks to CPC membership by partnering with organizations I build connections with in Chicago. Many black folks do not have access to safe opportunities to connect with nature, and I believe CPC could offer that chance to people, especially those living in urban areas. For Black and Brown individuals to feel more welcome at CPC, we need to create programs tailored to their cultures by people from their cultures and provide a space in which they can see themselves.

I have become familiar with communication/marketing, public relations, and fiscal management through running my own business for the past five years. As a tattoo artist, I was solely

responsible for managing my inventory, clientele, social media, and finances. I also gained fundraising expertise by opening and running my shop in 2020. As for educational and summer camp programming, I currently work as a Youth Farming Instructor for Urban Growers Collective. I create and implement curriculum for youth ages 14-19 year-round in this role. Also, I have always been enthusiastic about CPC!

My experience includes summer camp programming, educational programming, communication/marketing experience, fundraising expertise, public relations/outreach experience, fiscal management experience, and I HAVE ENTHUSIASM! :)

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## Deborah Olson

Elected Incumbent: 2010-2012, 2012-2015, 2015-2018, 2019-2023, 2023-24

Hanover, New Hampshire

I have been involved with CPC since 1963 as a camper, Central States Youth Coop (CSYC) member, parent and grandparent of campers, parent of staff, endowment fund trustee, board member, board secretary, and fundraising committee chair. The CPC community has always been an essential part of my life, and I have worked to help it grow, thrive, and serve all its members and mission(s). I am a lawyer specializing in worker ownership and cooperatives. I'm also a singer-songwriter. I wrote many songs at CPC, and several are about CPC.

I am pleased we now have Native American programming and Spanish Culture weekends. I am working with Eddie DeGraw to find local BIPOC organizations for whom we can provide programming and with whom we can raise funds to pay for that programming. When I worked in Detroit, I brought several BIPOC colleagues, friends, and clients to CPC and obtained scholarship funds for many of these visits. Active outreach to BIPOC and LGBTQ organizations in W. Michigan seems the best route. We also need to be allies to such organizations and respond to their requests for support, reaching out beyond our agenda to help with theirs.

I have founded and managed six nonprofit organizations. I am CPC's current fundraising chair and have raised money for CPC and other nonprofits involved in social and economic justice work. I am a member of several co-ops and am a lawyer for cooperatives and other community and employee-empowered organizations. I was board chair of an 80-person employee-owned company for 10 years. I help unions and employee committees become organizations that negotiate for, purchase, and run the companies they work for.

My experience includes educational programming, nonprofit management, fundraising expertise, social justice organizing, legal expertise, other cooperative membership experience, and other nonprofit board experience, and I HAVE ENTHUSIASM! :)

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## Gala Orba

Chicago, Illinois

I want to work with other board members to achieve alignment and further CPC's mission. I am great at utilizing strategic thinking and cooperative teamwork as part of a governance team. I look forward to creating the yearly budget. I'm happy to meet once a month and put in the time needed for training and subcommittees. As a veteran summer camper, I hope to help ensure the camp continues and regains its prior glory.

I will continue to help ensure that all are welcome at CPC. I wonder if we can host special gatherings for people in the Black Lives Matter movement and those currently working on Women's Rights.

I worked at CPC as a lifeguard in the summer of 2000. From 2014 to 2018, I taught High School Math in Boulder and mapped the curriculum. I was also one of the founding board members of the Dill Pickle Food Coop in Chicago.

I also worked for Genewise from 2003 to 2007, managing volunteers and organizing epic fundraisers. Genewise is an anti-GMO and biotechnology activism group.

More recently, I managed volunteers for the Our Mayor Our Choice campaign, a directly elected mayoral campaign in Boulder, CO, in 2021. I also created the electronic newsletter for this campaign. I ran for office twice. Once was an exploratory campaign for City Council in Boulder, and then I tried again in Lafayette in '23 but lost due to a family emergency this past fall.

I am passionate about Women's Rights and Black Lives Matter and want to help CPC regain its former glory, help our nation bounce back post-Pandy, and curb what I see as society's regression.

My experience includes summer camp programming, educational programming, fundraising expertise, volunteer management, and other cooperative membership/experience.

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# Heather Turner

Elected Incumbent 2023-2024

Kalamazoo, MI

I love CPC and have no personal agenda beyond doing what's best for the co-op. I bring my energy, openness, and willingness to collaborate. I lead intentional culture work in my day job and work hard to cast a positive shadow on my team.

I actively listen to viewpoints different than my own. I assume positive intent, and I value diversity.

I bring an authentic energy and passion to the teams I join. I care about what I do, and I care about the impact I make.

My experience includes communication and marketing experience, strategic management, and other nonprofit board experience, and I HAVE ENTHUSIASM! :)