

EEFC 2014 Fall Board Meeting
September 19 & 20, 2014
Queens, New York, NY

Attending:

Elena Erber
Biz Hertzberg
Jay House
Nancy Leeper
Amy Mills
Eva Salina Primack
Corinna Snyder
Demetri Tashie

Absent:

Ann Norton was unable to attend due to a family emergency, but Skyped in for the morning session on 9/19 and all day 9/20.

The board started with an executive session to discuss some internal business. Notes from that session are not included in this report.

Membership

The current membership program is being evaluated by the Development Committee. A brainstorming session helped identify the difference between members of the community and members of the organization (these two groups overlap), roles played by members of each group, and the investment of those members in the EEFC. We discussed the fact that board and staff can do a better job communicating with, and receiving communication from, both communities.

Succession Planning

We recognize the fact that we have many people who have been doing jobs within the EEFC, especially at the camps, for quite a while, and that this population is aging or otherwise stepping out of positions. Some key personnel have already stepped down and others are likely to do so in the next decade. We are working to create a succession plan so that valuable information and skills can be documented and passed on. A workshop manual for Mendocino work exchange and administrative positions is almost complete, and a manual for Iroquois Springs will be created using the same model. Ideally, when someone is ready to step down from a position they will help train the next person to take on that role. The succession model will preserve institutional memory as well as honor the people who have worked so hard to create and expand these roles, and will provide support and training to the people stepping into the roles.

Communication

Right now, our only face-to-face discussions are at “Lunch with the EEFC” at the camps, which leaves out many members of our community. Due to our wide geographic spread, much of our communication will be by phone or electronic means, but more “face time” between the board and community members would be beneficial. We discussed several ways that we can better communicate with our community, including town hall meetings (either via electronic media or in person, when possible) that address a particular topic or issue that is determined by community request; holding google “hangouts” (group video calls); and live audio/video interviews with a board member and a member (or members) of our community (either teachers or campers).

Advisory Group

We’re working on forming an advisory group of mixed-generation campers to help guide the EEFC through the upcoming “passing of the torch” to the next generations of dancers and musicians.

New Board Members

We are accepting new board members for a 2014–2017 term. At this time, we are not pressed to take on new members (we currently have eight board members, and our bylaws state that we need a minimum of seven), but anticipate a need for several new members by next summer. Next year, four board members are rotating off, so we will definitely need to fill those positions. Also, we are losing all of our west coast members next year, so we are especially interested in recruiting west coast volunteers to serve on the board. This year, we are looking for new members with fundraising experience and familiarity with not-for-profit budgets and finance, but we also value those those interested in gaining those skills during board service. We would love to see more first- or second-generation Balkan Americans interested in board service. The board works using a consensus model, rather than majority vote, so everyone’s voice is heard and respected in decision making. At this time, we don’t have any financial contribution requirements for board service.

Bylaws

The board is working on revising the EEFC bylaws to reflect the current state of the organization. This is long overdue, and many of the conditions stated in the bylaws no longer fit the way the organization runs.

Program Committee Report

Work is continuing on longer range planning of camp programs. Programming will begin three years in advance of each camp. This will give us more time to work with advisors who have expertise in different areas to bring in new faculty and to connect with communities and students who may be interested in a particular area of focus. A three-year plan will also allow faculty and campers to plan ahead better.

Finance Committee Report

The books are not quite closed yet (our fiscal year ends September 30th), but it looks like the deficit will be about \$15,000. Next year's budget has a small projected excess, which will be achieved through fundraising.

Development Committee Report

The Development Committee could use another one or two volunteers from the community. The committee is working on redefining the membership program, for the purposes of making it more user-friendly and attractive to our community members, in preparation for the autumn membership appeal. They are working closely with the Communications/Marketing Committee to get out the message that the community can also help fill the camps by encouraging new attendees and promoting the workshops in their home communities and networks.

Communication/Marketing Committee Report

This committee is working on updating the website and compiling a list of places to distribute camp information (dance groups, schools, ethnic communities, etc.) They will reach out to the community for help in distributing flyers. Stories are being collected from different groups (Balkan communities in North America, scholars, dancers, musicians, etc.) to be used in marketing and grant writing.

Camp Report

Mendocino evaluations are collected and have been read, Iroquois Springs evaluations will be read when they are all in. We need to define the purpose of the EEFC functions more clearly (e.g., Monday's reception and Lunch With The EEFC). The new camper reception on Sunday seemed to help make newcomers feel more welcome, so will be repeated. Other evaluation issues will be handled on an individual basis by Rachel (much of this involves clarifying things or discussing suggestions in more depth).

If anyone has questions or comments for the board, please contact us at board@eefc.org.