

Minutes of the Board of Directors Meeting **Camp Ramah in Wisconsin, Inc.**

Date January 19, 2025

Location: Moriah Congregation and Zoom

In attendance: Jason Litwack, Marc Sacks, Jacob Cytryn, Robyn Schein, Samuel Caplan, Tomer Rothschild, Mark Silberman, Nami Goldenberg, Margaret Silberman, Talia Derman, Karen Ebroon, Alan Silberman, Tali Baruch, Ben Hofkin, Tamar Newberger, Sarah Hoffenberg, Neera Kaufman, Brad Feinberg, Yehudah Cohen, David Kushnir, Joel Brown, Robin Anderson

1. Minutes - the December Minutes were approved

2. RDC Planning Update:

- We need to establish financial goals to make RDC more competitive and compelling.
- Need to establish fund raising goals and get commitments to help cover the cost so that we are not in financial crisis if we were to get a new site before moving forward.
- Consensus (see slide)
 - RDC needs a new site
 - Wheeling will cost a lot more to overhaul than we thought.
 - Much easier if its an already developed parcel (some infrastructure with electrical or plumbing already in place)
- Zell has given us \$200,000 in operating costs a year of other money to fund up to 50% of consulting projects of buying the new land. Verbal agreement has been made.
 - It is important that community support is a part of this.
 - Aaron will also make a lead gift and bring other big donors to the table.
- Open Questions that needs answers (see slide)
- Fundraising Questions that needs answers (See slide)
- Proposed Next Steps.
 - committee formed based on the current site committee and open to all voting members of the CRW board of directors.
- Consulting projects have been reached out to already, (See slide)
- Alternate site options (See slide) There are about 20 sites that have existing infrastructure.

3. Personnel Updates:

- Launched search for Director of Inclusion.
 - Should be willing to be at camp for 7 of the 9 most important weeks.
 - Broad range of salary.
 - There are 4 legitimate applicants
 - Beth Hope is helping to run it in the interim with Erica Schwab helping as well.
- Will be posting an assistant Director of Development job soon.

- Margalit Segal has been promoted from Assistant to Manager
- Working with Tali Derman and Dena Greenberg on clarifying roles of the director and assistant director at the Day Camp.
- Tali will be taking on more operational responsibilities and also coordinating enrollment, recruitment and engagement at both camps.
- Jacob and Adina are both going to Israel in January for 2 weeks.

4. Plan for Israeli Campers (See slides)

- 3 major groups involved
- Noam will have about 12 kids.
- Camper2gether might not happen.
- 40+ kids total is projected - how do we do this fiscally?

Respectfully Submitted,

Karen Ebroon