

Camp Board Meeting Minutes

Attendees:

Tali B, Jacob, Robin A, Marc S, Tomer, Mark Silberman, Yehuda Cohen, Ben Hofkin, Brad Feinberg, David Kushnir, Don Newman, Jason Litwack, Joel Brown, Nami, Neera, Robyn, Sam C, Sara H, Tali D, Tamar

1. Opening Remarks

- Marc extends condolences to Tomer on the passing of his mother, Tova. Welcomes everyone to the meeting and explains approach of encouraging engagement and discussion during our meetings.

2. Internal Board Work

- **Board Committees:**
 - Marc, Jacob met with committee chairs to review committee functions
 - Encourage engagement with committees and full board

3. RDC 2.0 Committee Formation

- **Committee Members:** Todd & Yehuda (Chairs), Karen, Jason, and Jacob Shapiro.
- **Objectives:**
 - Make a consulting decision.
 - Determine priorities and guardrails for site selection.
 - Guide site selection and possibly recommend an alternative site.
 - Keep committee small for efficiency while ensuring updates to the broader group.
 - Prioritize searching for a developed site.
 - Kickoff meeting soon; future meetings will depend on circumstances.
 - Open to creative site connections (Yehuda leading).
 - Tomer offered help with financial modeling.
 - Yehuda & Todd to provide regular updates.

4. Development Updates

- **Key Updates:**
 - Tamar (in Osaka) tapped by Chicago Mayor to chair a Sister City initiative.
 - \$100K raised since pre-read, including \$50K from Dr. Betsy Gidwitz for foreign camper travel expense.
- **Ongoing Campaigns:**
 - **Tu B'Shvat Card:** Sent to Legacy Society members and major donors.
 - **Strategic Plan Conversations:** Outreach to key donors for planning over five years.
 - **Comprehensive Campaign (2025-2029):**
 - Seeking campaign leadership.
 - Board encouraged to set placeholder 5-year giving figures.

- Sam available to discuss donation allocations.
- Honor roll finalized after Pesach; essential for fundraising momentum.
- **Guesthouse Naming Opportunity:** \$100K for 13 guest rooms.
- **Upcoming Reunions & Alumni Initiatives:**
 - Summer reunions planned, hoping to use some of new guest house facility.
 - Alumni Camp extended (Aug 8-11) – response to feedback.
 - Hoping to move Alumni impact campaign to November.

5. Summer Staffing

- **RDC:**
 - Good shape; still need:
 - 1:1 staff for kids with special needs.
 - Nurse, Travel Coordinator, Rosh Mitbachon.
 - Fully staffed with Shlichim.
 - Adie, Adina & Tali D. heading to Israel next week for staff training.
- **CRW:**
 - Senior staff nearly full, high 2023→2024 retention.
 - Staffing challenges:
 - Many going to Israel, some staff only available for one month.
 - Need more female hevratim.
 - Yahadut staff stretched thin.
 - Nurses & doctors needed (Robin leading nurse hires).
 - Rosh Chadar Alef supervision role needs filling.
 - Risk of Israeli staff dropping in April/May without replacements.
 - **Recruitment Plan:** Outreach through networks; info on Rashei Eidah will be shared.

6. Lieberman Building Update

- **Delays Due to Permitting & Infrastructure Issues:**
 - Missed foundation laying before winter due to permitting delays and sewage/electric issues.
 - Outside GC (Mosaic) engaged to oversee project.
 - Budget increased to cover additional costs.
- **Construction Timeline:**
 - Load limits recently enforced; lighter work continues until April-end.
 - Hoping for partial completion by July for reunions.
 - Site will not be open during camp, ensuring safety.
- **Parent Communication:** Need to reassure families about construction.

7. Budget, Enrollment & Scholarships

- **Tuition Collection:**
 - On track for \$3M by end of March (Q2).
 - Goal to collect 90-95% of tuition before camp starts.
- **Scholarships:**
 - Numbers increasing but within budgeted range.
 - Some families need more assistance yearly.
 - Proposed **Scholarship Committee** (lay & professional leadership) to:
 - Determine allocation process.
 - Guide families toward external tuition assistance.
 - Comparison to last year:
 - 2023: \$450K at CRW, ~\$100-110K at RDC.
 - 2024: Expected slight increase.
 - Tuition increases impacting some families.
 - Need to assess % of American campers on scholarships & average aid amount.
- **Budget:** On track with last year's CRW revenue.

8. Director of Camp Wellness & Inclusion

- **Hiring Update:**
 - Top candidate in negotiations.
 - Adina will supervise.
 - Selected candidate will manage the team rather than handle crises directly.

9. World Zionist Congress – Vote MERCAZ

10. Additional Topics

- **Pre-summer Board trip to camp:**
 - Bringing board members to camp before summer to see construction progress.
 - Used to do before Covid
 - Would like to restart; Jacob will send dates.
- **Mazel Tovs:**
 - Marc & Susan honored by Gan Gani Preschool.
 - Alan Silberman's retirement.
 - R. Benjy Forester & Emily Schwarts welcomed a baby boy.

11. Executive Session