

Regular Session Minutes of the Board of Directors for May 7, 2024

STAR ISLAND CORPORATION

Regular Session Meeting of the Board of Directors

MEETING MINUTES

May 7, 2024 at 7:07 p.m. EDT via Zoom

Members Present

Kyle Belmont

Cary Cuiccio (President, SIUCC)

Leon Dunkley

Debbie Duval, President

Elizabeth Erickson

Caroline Quijada

April Rosario

Topher Soltys

Ali Walton (President, ISA UU)

Members Absent

Joni Abbadessa, Treasurer

Tom Kennedy, Vice President

Lucia Green-Weiskel

Arlyn Weeks, Clerk

Other

JJ Drummond, Pelican Liaison

Joe Watts, CEO

Opening Words were offered by Joe Watts.

Debbie Duval called the meeting to order at 7:17 p.m.

Minutes of April 2, 2024, Meeting

Upon a motion duly made and seconded, the Board VOTED unanimously to approve the minutes of the April 2, 2024, regular session meeting of the Board.

Election of Board President and Vice President

Upon a motion duly made and seconded, the Board

VOTED, with two abstentions, to approve the report of the Special Nominating Committee.

There being no other nominations, the Board

VOTED, with one abstention, to elect Debbie Duval as president for a one-year term.

There being no other nominations, the Board

VOTED, with one abstention, to elect Caroline Quijada as vice president for a one-year term.

Corporate Resolution

With one abstention, the Board

VOTED to adopt the following resolution:

Be it resolved that Deborah Rogers Duval, President, Joan Abbadessa, Treasurer, and Joseph W. Watts IV, Chief Executive Officer, are hereby authorized to sell, assign and endorse to transfer certificates representing stocks, bonds, mutual funds or other securities now registered or hereafter registered in the name of the Star Island Corporation, a non-profit religious and educational organization, and be it further resolved that these individuals, duly elected and appointed, may conduct financial business on behalf of this organization, effective this date.

Climate Change Adaptation Task Force

Joe Watts provided an overview of the proposed Climate Change Adaptation Task Force. Karilyn Heisen has accepted the role of chair – she is currently chair of the Strategic Facilities Planning Committee. Karilyn and Joe have selected a proposed slate of members, based on their background/experience. Aside from Justina Maji (staff liaison), Karilyn and Lucia Green-Weiskel (Board liaison), members have not yet been asked to join the task force. Joe will work with JJ offline to identify a Pel participant. Topher raised the possibility of including a Rutledge Marine Lab committee person (possibly Heidi Weiskel?). He also suggested asking this group to coordinate with SML, probably because they are already working on climate change adaptation – and, as their landlord, we should know their plans. Caroline noted that the committee charge references radical hospitality – will need to define that. It was noted that the board was comfortable with Joe working offline with Karilyn and Kristen to finalize the membership of the task force.

After discussion, and upon a motion duly made and seconded, the Board VOTED to approve the Climate Change Adaptation Task Force charge.

Annual Meeting and Breakout Session Debrief

The board agreed that the Annual Meeting went very well. Everything was well organized, and in-person attendance was also up over last year, which may mean that South Church is a well-received location. The voting process, though somewhat long, went very smoothly. Topher made two suggestions for streamlining this process: voting simultaneously online and in-person, and/or voting on a noncontroversial slate of items, or a consent agenda, to reduce the overall number of votes taken. Other post-meeting feedback included: participants requesting more time in breakouts, Joe's remarks setting the tone for a very positive meeting, Governance breakout was a great discussion, the video screen at front of sanctuary was a great way to make online participants feel included. Additionally, the Bylaws changes went very smoothly, because the GTF held Town Hall meetings in advance with lots of discussion, so participants didn't feel blindsided by the issues. A lot of work went into emerging from the pandemic in a positive way – growth, kindness, etc. – and that is paying off.

A range of notes from staff were shared by Joe. They noted that this was a very long meeting – in years past, there was a business meeting and a social gathering to follow, and people could do one or both. Also, the hybrid meeting is A lot of work. And that giant packet of materials is a lot of work – is it helping us focus on the things we most want to accomplish?

DEI Youth Campership

The Beloved Community Task Force has been working on developing a DEI Youth Campership program for Star, and April Rosario described the committee's draft plan in progress. The committee began by looking at other camps and conference centers with similar programs. The examples they found were a net positive for individuals and for conferences but did not seem to create sustainable culture change for the entire community. The BCTF is dedicated to finding a way to diversify conferees and Pels in a way that shifts culture over time and doesn't feel tokenized.

April outlined a draft 5-year proposal, beginning by determining eligibility and selection criteria. They propose framing eligibility as anyone 6 – 17 who self-identifies as a member of a historically marginalized group. There will be an application process, with admission by lottery. (this is not a need-based scholarship.) The campership would cover only one youth per family, with the caveat that the rest of the family can apply for financial aid and is guaranteed to get it if they qualify. The selected youth will be provided financial support for 5 years (consecutive, annually). The benefit and beauty of Star is in the year-over-year experience, and the committee specifically wanted to fund that. This approach would also feed a sustainable diversification across conferences. The BCTF specifically chose to start with youth (as opposed to adult conferees), in the hope that they grow up and are inspired to become Pels – and diversify the

wider Star community. They also note that young people will come with family members – which by definition means that they will not be isolated in their experience. (The board noted, however, that the decision to return year after year often lies with parents, not the youth.)

The next phase is to determine a structure for selecting the receiving conferences. Whichever conferences are accepting camperships have to be ‘ready to receive’ these families in a positive way. The BCTF proposes providing an opt-in program for a pool of conference leaders who are willing – and then conferences will be chosen from that pool of leaders. (Not conference co-chairs, which change every year – but a sort of Beloved Community committee from the conference – which has to want to commit to this undertaking in the long haul.)

The DEI Campership would be funded by SIC and would be a line-item in the budget – or part of the existing discount line-item. We would not fundraise for this program specifically, at least initially

Leon suggested the possibility of forming partnerships with churches and communities of color, instead of funding individual participants. Ally asked about the budget implications of this program, and Joe noted such an approach would require a designated budget over multiple years, but that in principle he thinks this is doable.

While no formal vote was taken, the board gave the task force thumbs-up to go forward with fleshing out more details. It was also decided that the idea could be discussed within the wider Star community, albeit with the caveat that this approach remains in draft form and has not been codified.

Fundraising Update

Joe shared that the staff are continuing to think about what a major fundraising campaign will look like. Joe is working with Scott Anderson and Laurie Contrino to put together a “think tank” of 10 – 12 people, including newer Shoalers, and is hoping to host this group for a day visit on the island during IA, All Star 1 or LOAS 1. They are also working to identify a campaign consultant. Next year’s budget proposal will likely include expenses associated with a major fundraising campaign. The Permanent Trust will likely be part of the campaign – and SIC may request some financial support from the Trust. A significant section of the August retreat will be devoted to this topic.

August Board Retreat/November 16 meeting

Joe and Debbie are working on extending time for the August Board retreat, with one optional extra day for social time. They will share further details at the June meeting.

The staff have not yet determined whether there will be a Starry Night event this year – or whether it will take place in Spring 2025. However, the board agreed there is a benefit to meeting 4 times per year in person, and so will proceed with plans to meet on Saturday, November 16 in Portsmouth, whether or not Starry Night takes place that night.

Bed Nights report

It is still early in the season, but numbers look good overall, and we are at 82% of goal. All Star 1 and LOAS 2 remain a strong focus for rebuilding over time, and All Star 1 has already filled for this year.

Annual Fund Report

The Annual Fund looks good overall. Joe noted that Annual Fund liaisons from a few conferences participated in a social media push for donations before the end of 2023, which was quite successful. He and Laurie are looking to amplify this effort on 2024.

Upon a motion duly made and seconded, the Board

VOTED unanimously to enter into executive session at 8:50 p.m.

The Board returned from executive session at 8:55 p.m.

Upon a motion duly made and seconded, the Board

VOTED unanimously to adjourn at 8:56 p.m.

All votes were unanimous unless otherwise noted.

Submitted by

Cary Cuiccio, acting on behalf of Arlyn Weeks, Clerk