

# Camp Ten Trees Board Meeting Minutes

## January 2017

**Our Mission:** Camp Ten Trees creates a loving and engaging youth camp environment for LGBTQ communities and their allies.

**Our Values:** Courage, Health, Inclusion, Play, Stewardship, Family, Acceptance, Integrity, Leadership

**Our Commitment to Social Justice:** Camp Ten Trees is committed to ending homophobia and gender variant phobia by addressing, through a Social Justice lens, the interconnected issues of oppression and privilege that foster inequality and thrive on keeping people divided. Social Justice includes full and equal participation of all groups in our community, where individuals are safe, self-determining and interdependent. We hold each other accountable with regard to all issues of equality, accomplished through education and advocacy. Social Justice is not an outcome, but an ongoing and evaluative process.

*~ It's not just a camp. It's a revolution. ~*

**NO MEETING WAS HELD IN JANUARY DUE TO THE ANNUAL BOARD RETREAT BEING HELD THIS MONTH.**

**Attendance**

**Members Present:**

**Members Absent:**

**Staff Present:**

**Guests Present:**

**Facilitator name:**

**Time Keeper:**

**Note Taker:**

~~~~~

*This meeting was called to order at:*

**Welcome Guests, Intros & Agenda Review:**

- 6:30 - Names & Intros, Clearing, Check-in and Social Justice in my life (2 minutes per person).
- 6:40 - Contributions - pass the can!
- 6:43 - Maintenance/Group Clearing
- 7:00 - Consent Agenda, Review and approve:
 

|                                    |                                      |
|------------------------------------|--------------------------------------|
| 1. Minutes from last board meeting | 2. Current Profit and Loss Statement |
| 3. Current Balance Sheet           | 4. Budget with updates               |
- 7:10 - Review and Adjust Today's Agenda: Any new business?

**Ongoing and New Business**

| Topic                     | Who Raised this? | Notes or Current Thinking | Follow-up:<br>Deadlines & Owner, Decisions, if tabled, etc. |
|---------------------------|------------------|---------------------------|-------------------------------------------------------------|
| <b>EXECUTIVE DIRECTOR</b> |                  |                           |                                                             |
|                           |                  |                           |                                                             |

|                                       |  |  |  |
|---------------------------------------|--|--|--|
| <b>HIGHEST PRIORITIES FOR Meeting</b> |  |  |  |
|                                       |  |  |  |
| <b>ADDITIONAL PRIORITIES</b>          |  |  |  |
|                                       |  |  |  |
| <b>UPCOMING ASSIGNMENTS/TASKS</b>     |  |  |  |
|                                       |  |  |  |

**The board meeting ended at:** \_\_\_\_\_  
**Next Mtg Facilitator:** \_\_\_\_\_  
**Next Mtg Timekeeper:** \_\_\_\_\_

| <b>End of meeting Evaluation:</b> |                                | <b>Next Meetings:</b>           |  |
|-----------------------------------|--------------------------------|---------------------------------|--|
| + (plus/positive)                 | Δ (delta/change for next time) |                                 |  |
|                                   |                                | Executive Committee Meeting:    |  |
|                                   |                                | Board meeting:                  |  |
|                                   |                                | Board Development Comm. Mtg:    |  |
|                                   |                                | Fund/Finance Committee Meeting: |  |
|                                   |                                | Annual Meeting:                 |  |
|                                   |                                | Board Retreat:                  |  |



## Executive Director's Monthly Report to the Board February 2017

- **Fund Development Update**

- I am still looking to receive the Board Member Fundraising Commitment form that we introduced last year from 4 members. I have again included a blank copy of that form in this month's Board Packet. It would be great if we could get these in this month. I'm happy to brainstorm or chat with you about them.
- So far this year, we have raised 13% of the amount that we anticipated raising, and we have spent 26% of the amount that we anticipated spending. This imbalance is to be expected through this point in our fiscal year but income has increased from 6% of annual budgeted amount in January due to the opening of Weekend & Summer Camp registration.
- In January 2017, we raised \$8,018, which is 3rd highest January out of the last 9 years.
- With Camp registrations and Auction ticket sales open the inflow of funds and percentage of income raised to the budget will continue to grow steadily over the coming months.
- We just received the paperwork and invitation to reapply for the Silver Foundation Grant we received last year. It is due by March 31<sup>st</sup> and I anticipate having it completed and submitted by March 10<sup>th</sup>.
- The staff met with Sherry Williams and Erin Torrone from Swedish Hospital to talk about supply needs for camp, nurses to help with camp and check in and check out, emergency kits they will donate for auction items, and sponsorship of the Auction like in 2016. They are excited to work closely with us in many areas from public and clinical training on the LGBTQ community and youth, to highlighting CTT in company newsletters and online forums.

- **Auction Update**

- The Auction Ticket sales online opened on January 27<sup>th</sup>. We have 10 ticket sales so far.
- We received a sponsorship with GSBA similar to 2016 in late January. The application for the Muckleshoot grant has been submitted and I am following up to talk with our contact, Madrienne, to introduce myself and follow up on our application. I have the application paperwork from BECU, our bank, to request a grant/sponsorship. I am also working on talking with Alaska Airlines for sponsorship and/or discount code for use with campers and volunteers coming from distance.
- We set our 3 procurement leads in February and the spreadsheet is updated with 2016 donor info and procurers can begin talking to businesses about donating.
- Prancer was working on getting an email for table captains out with a google form to sign up.
- A general email to past years' donors of items was sent the towards the end of January and we have received about 5 items (certificates for services) in the mail. I am working on procuring the big ticket items for the live auction. Again, if any of you know of businesses we have not contacted in the past let me know who they are to include on the procurement spreadsheet or for me to contact.



## Executive Director's Monthly Report to the Board February 2017

- **Camp Update**

- As of the writing of this report (Thursday Feb 16th) we are 15 days away from the Spring Weekend Camp. We have 27 registrations and once the payments are received from Campdoc, we should exceed our income goal for the Spring Camp.
- We will be doing a training for Camp Coleman staff on Friday the 17th.
- Busses are ordered and MLK Community Center is reserved and paid for to do the Camper arrival and departures for Spring Weekend Camp.
- Summer Camp registration went live on February 1. So far we have 38 registered for Session 1, 37 for Session 2 and 7 Registered as LEAD Campers.

**Camp Ten Trees**  
**Balance Sheet**  
As of September 30, 2017

|                                       | <u>Sep 30, 17</u>        |
|---------------------------------------|--------------------------|
| <b>ASSETS</b>                         |                          |
| Current Assets                        |                          |
| Checking/Savings                      |                          |
| 1 · BECU Checking                     | 139,315.11               |
| 2 · BECU Savings                      | 5.00                     |
| Total Checking/Savings                | <u>139,320.11</u>        |
| Accounts Receivable                   |                          |
| 11000 · Accounts Receivable           | -510.60                  |
| Total Accounts Receivable             | <u>-510.60</u>           |
| Total Current Assets                  | <u>138,809.51</u>        |
| <b>TOTAL ASSETS</b>                   | <b><u>138,809.51</u></b> |
| <b>LIABILITIES &amp; EQUITY</b>       |                          |
| Liabilities                           |                          |
| Current Liabilities                   |                          |
| Other Current Liabilities             |                          |
| 24000 · Payroll Liabilities           |                          |
| 24100 · FIT                           | 2,965.86                 |
| 24200 · FICA                          | 165.52                   |
| 24000 · Payroll Liabilities - Other   | 4.99                     |
| Total 24000 · Payroll Liabilities     | <u>3,136.37</u>          |
| Total Other Current Liabilities       | <u>3,136.37</u>          |
| Total Current Liabilities             | <u>3,136.37</u>          |
| Total Liabilities                     | 3,136.37                 |
| Equity                                |                          |
| 30000 · Opening Balance Equity        | 21,435.11                |
| 32000 · Unrestricted Net Assets       | 163,427.31               |
| Net Income                            | -49,189.28               |
| Total Equity                          | <u>135,673.14</u>        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b> | <b><u>138,809.51</u></b> |

**Camp Ten Trees**  
**Profit & Loss**  
 October 2016 through September 2017

|                                                   | Oct '16 - Sep 17 |
|---------------------------------------------------|------------------|
| <b>Ordinary Income/Expense</b>                    |                  |
| <b>Income</b>                                     |                  |
| 41000 · Direct Public Grants                      |                  |
| 41300 · Foundation and Trust Grants               | 2,500.00         |
| <b>Total 41000 · Direct Public Grants</b>         | <b>2,500.00</b>  |
| 42000 · Direct Public Support                     |                  |
| 42100 · Business & Corp Contributions             | 15.12            |
| 42300 · Individual Contributions                  |                  |
| 42310 · Board Member Gifts                        | 5.00             |
| 42330 · Individual Donor Gifts                    | 8,727.80         |
| 42340 · Support Activity Donations                | 43.00            |
| 42300 · Individual Contributions - Other          | 1,363.00         |
| <b>Total 42300 · Individual Contributions</b>     | <b>10,138.80</b> |
| 42600 · Third Party Fundraising                   |                  |
| 42620 · Third Party Events Proceeds               | 5,805.30         |
| <b>Total 42600 · Third Party Fundraising</b>      | <b>5,805.30</b>  |
| 42800 · Web-based Search/Shop Programs            | 63.12            |
| 42900 · Workplace Giving                          | 4,987.71         |
| <b>Total 42000 · Direct Public Support</b>        | <b>21,010.05</b> |
| 43000 · Indirect Public Support                   |                  |
| 43200 · Federations (United Way, etc.)            | 773.81           |
| <b>Total 43000 · Indirect Public Support</b>      | <b>773.81</b>    |
| 44000 · Major Event (Auction) Income              |                  |
| 44100 · Auction Contributions- detail             | 340.00           |
| 44200 · Auction Sales- detail (nongift)           | 10.00            |
| 44000 · Major Event (Auction) Income - Other      | 85.00            |
| <b>Total 44000 · Major Event (Auction) Income</b> | <b>435.00</b>    |
| 46000 · Program Income                            |                  |
| 46100 · Summer Camp Tuition                       | 5,161.50         |
| 46200 · March Weekend Camp Tuition                | 2,561.00         |
| <b>Total 46000 · Program Income</b>               | <b>7,722.50</b>  |
| 46500 · Program Income - Past Tuition             | 550.00           |
| 49000 · Other Types of Income                     |                  |
| 49400 · Refunds from Vendors                      | 200.00           |
| <b>Total 49000 · Other Types of Income</b>        | <b>200.00</b>    |
| 49001 · Bad Debt                                  | -6,011.50        |
| <b>Total Income</b>                               | <b>27,179.86</b> |
| <b>Gross Profit</b>                               | <b>27,179.86</b> |
| <b>Expense</b>                                    |                  |
| 61000 · Operations - Weekend Camps                |                  |
| 61700 · Weekend Camp Sites                        | 585.00           |
| <b>Total 61000 · Operations - Weekend Camps</b>   | <b>585.00</b>    |
| 63000 · Business Expenses                         |                  |
| 63200 · Bank Charges & Fees                       | 25.00            |
| 63300 · Credit Card Fees                          | 510.66           |
| 63400 · Filing and Registration Fees              | 10.00            |
| 63600 · Insurance                                 |                  |
| 63640 · Property Insurance                        | 273.00           |
| <b>Total 63600 · Insurance</b>                    | <b>273.00</b>    |
| <b>Total 63000 · Business Expenses</b>            | <b>818.66</b>    |

## Camp Ten Trees Profit & Loss October 2016 through September 2017

|                                                          | Oct '16 - Sep 17 |
|----------------------------------------------------------|------------------|
| <b>64000 · Contract Services</b>                         |                  |
| 64100 · Accounting Services                              | 536.25           |
| 64700 · Food/Beverage/Catering Service                   | 89.95            |
| 64000 · Contract Services - Other                        | 120.00           |
|                                                          | 746.20           |
| <b>Total 64000 · Contract Services</b>                   |                  |
| <b>65000 · Facilities &amp; Equipment Expenses</b>       |                  |
| 65100 · Auction Venue                                    |                  |
| 65130 · Auction Venue Operations                         | 23.19            |
|                                                          | 23.19            |
| <b>Total 65100 · Auction Venue</b>                       |                  |
| 65400 · Meeting & Program Space                          | 450.00           |
| 65500 · Office                                           |                  |
| 65510 · Office Equipment                                 | 92.03            |
| 65520 · Office Rent/Parking/Utilities                    | 5,391.53         |
|                                                          | 5,483.56         |
| <b>Total 65500 · Office</b>                              |                  |
| 65700 · Summer Camp Site                                 | 11,880.00        |
| 65710 · Weekend Camp Site Rental                         | 1,488.00         |
| 65800 · Summer Volunteer Training Site                   | 1,674.00         |
|                                                          | 20,998.75        |
| <b>Total 65000 · Facilities &amp; Equipment Expenses</b> |                  |
| <b>66000 · Operations - Camp Sessions</b>                |                  |
| 66100 · Camp T-shirts & Pins                             | 298.11           |
| 66200 · Food & Beverage                                  | 2.00             |
| 66300 · Operations Supplies & Support                    |                  |
| 66310 · Essentials (Non Food & Bev)                      | 516.31           |
| 66320 · Health & Wellness                                | 514.24           |
|                                                          | 1,030.55         |
| <b>Total 66300 · Operations Supplies &amp; Support</b>   |                  |
| 66500 · Postage & Mailing Services                       | 86.41            |
| 66700 · Program Supplies & Support                       |                  |
| 66720 · Community Activities                             | 157.50           |
|                                                          | 157.50           |
| <b>Total 66700 · Program Supplies &amp; Support</b>      |                  |
| 66900 · Volunteer Expenses                               |                  |
| 66920 · Awards & Grants                                  |                  |
| 66922 · Vol Travel Reimbursements                        | 42.50            |
|                                                          | 42.50            |
| <b>Total 66920 · Awards &amp; Grants</b>                 |                  |
| 66930 · Certifications                                   | 76.50            |
| 66970 · Training Supplies & Materials                    | 12.98            |
|                                                          | 131.98           |
| <b>Total 66900 · Volunteer Expenses</b>                  |                  |
| <b>Total 66000 · Operations - Camp Sessions</b>          | 1,706.55         |
| <b>67000 · Operations - General</b>                      |                  |
| 67100 · Advertising & Outreach Expenses                  |                  |
| 67110 · On-line Ads                                      | 350.00           |
| 67120 · Outreach Events                                  | 340.00           |
| 67130 · Print Ads                                        | 100.00           |
| 67140 · Promotional Gear                                 | 248.00           |
| 67100 · Advertising & Outreach Expenses - Other          | 37.16            |
|                                                          | 1,075.16         |
| <b>Total 67100 · Advertising &amp; Outreach Expenses</b> |                  |
| 67200 · Electronic Services                              | 432.39           |
| 67300 · Food & Beverage                                  | 357.53           |
| 67500 · Printing & Copying                               | 344.21           |
| 67600 · Postage & Mailing Services                       | 249.07           |
| 67700 · Software                                         | 217.01           |
| 67800 · Supplies                                         | 1,154.27         |
| 67900 · Telecommunications                               | 157.22           |
|                                                          | 3,986.86         |
| <b>Total 67000 · Operations - General</b>                |                  |

2:18 PM  
02/03/17  
Cash Basis

**Camp Ten Trees**  
**Profit & Loss**  
October 2016 through September 2017

|                                                    | <u>Oct '16 - Sep 17</u>  |
|----------------------------------------------------|--------------------------|
| <b>68000 · Payroll Expenses</b>                    |                          |
| 68100 · Wages                                      | 38,594.85                |
| 68200 · FICA                                       | 2,948.73                 |
| 68300 · SUTA                                       | 65.37                    |
| 68500 · L & I                                      | 379.56                   |
| 68600 · Employee Benefits                          | 2,423.55                 |
| 68000 · Payroll Expenses - Other                   | 54.17                    |
| <b>Total 68000 · Payroll Expenses</b>              | <u>44,466.23</u>         |
| <b>69000 · Staff &amp; Board Development</b>       |                          |
| 69100 · Conferences, Conventions, Etc.             | 50.00                    |
| 69200 · Workshops, Trainings, Etc.                 | 1,975.49                 |
| 69300 · Retreats                                   | 527.00                   |
| 69000 · Staff & Board Development - Other          | 362.46                   |
| <b>Total 69000 · Staff &amp; Board Development</b> | <u>2,914.95</u>          |
| <b>69500 · Travel Expenses</b>                     | <u>145.94</u>            |
| <b>Total Expense</b>                               | <u>76,369.14</u>         |
| <b>Net Ordinary Income</b>                         | <u>-49,189.28</u>        |
| <b>Net Income</b>                                  | <u><u>-49,189.28</u></u> |



**Camp Ten Trees Budget - 2016/2017 - with Revenue/Expense Updates - Last Updated 2016.12.16**

| Revenue                                 | 2014/2015<br>Projected | 2014/2015<br>Actual | 2015/2016<br>Projected | 2015/2016<br>Actual | 2016/2017<br>Projected | 2016/2017<br>Actual |
|-----------------------------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| Grants                                  | \$8,500.00             | \$16,500.00         | \$12,000.00            | \$17,500.00         | \$12,000.00            | \$2,500.00          |
| Business & Corp Contributions           | \$1,500.00             | \$79.81             | \$2,000.00             | \$314.06            | \$750.00               | \$15.12             |
| Individual Contributions                | \$11,525.00            | \$11,120.00         |                        |                     |                        |                     |
| Major Donors                            |                        |                     | \$15,000.00            | \$8,470.00          | \$13,000.00            | \$5,100.00          |
| Annual Fund Donors                      |                        |                     | \$9,000.00             | \$3,915.20          | \$7,000.00             | \$1,712.00          |
| Recurring Donors                        |                        |                     | \$1,000.00             | \$1,173.60          | \$2,000.00             | \$381.80            |
| Gear Donations                          | \$1,000.00             | \$417.00            | \$400.00               | \$205.00            | \$400.00               |                     |
| Support Activities Donations            | \$500.00               | \$315.04            | \$200.00               | \$461.00            | \$200.00               | \$43.00             |
| Gifts from Groups/Orgs. (3rd Party)     | \$1,650.00             | \$870.50            | \$1,000.00             | \$300.00            | \$1,000.00             |                     |
| 3rd Party Event Proceeds                | \$5,000.00             | \$22,178.70         | \$5,000.00             | \$4,411.51          | \$5,000.00             | \$5,675.30          |
| Web-based Search/Shop Programs          | \$50.00                | \$129.18            | \$100.00               | \$153.42            | \$100.00               | \$63.12             |
| Workplace Giving & Matching             | \$13,337.50            | \$20,709.30         | \$14,000.00            | \$18,697.56         | \$15,000.00            | \$5,061.71          |
| Federations (UWKC, Comb. Funds, etc.)   | \$2,000.00             | \$741.03            | \$1,000.00             | \$1,784.19          | \$1,000.00             | \$773.81            |
| Small Events (Hoedown Auction)          | \$1,100.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Small Events (Give OUT Day)             | \$7,150.00             | \$1,682.00          | \$0.00                 | \$180.00            | \$1,000.00             |                     |
| Small Events (Board Events)             | \$3,000.00             | \$1,834.00          | \$1,500.00             | \$1,682.00          | \$2,000.00             | \$1,363.00          |
| Small Events (Storm Game)               | \$5,500.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Small Events (Phone A Thon)             | \$2,000.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Small Events (Direct Mailing)           |                        |                     | \$2,800.00             | \$1,440.00          | \$3,000.00             |                     |
| Small Events (Fall Fundraiser)          | \$0.00                 | \$847.00            | \$1,000.00             | \$1,955.00          | \$1,000.00             | \$1,595.00          |
| Small Events (Give Big Day)             | \$0.00                 | \$773.00            | \$2,000.00             | \$1,471.85          | \$2,000.00             |                     |
| Small Events (Other)                    | \$5,000.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Major Fundraising Event (Auction)       | \$102,000.00           | \$115,436.17        | \$120,000.00           | \$142,058.98        | \$136,000.00           | \$85.00             |
| Collection of Past Auction Payments     | \$250.00               | \$234.00            | \$500.00               | \$478.00            | \$350.00               | \$350.00            |
| Camp Tuition - Current Year             | \$106,000.00           | \$109,865.00        | \$110,000.00           | \$123,135.80        | \$110,000.00           |                     |
| Campships - Current Year                | -\$40,000.00           | -\$36,305.00        | -\$40,000.00           | -\$32,210.00        | -\$36,000.00           |                     |
| Past Years' Tuition Collected This Year | \$1,000.00             | \$1,083.00          | \$5,000.00             | \$4,645.00          | \$6,200.00             | \$5,711.50          |
| Weekend Camp Tuition                    |                        |                     |                        |                     | \$4,500.00             | \$2,561.00          |
| Other - Rebates                         | \$0.00                 | \$133.10            | \$500.00               | \$1,741.78          | \$0.00                 | \$200.00            |
| Other - Interest Earned                 | \$0.00                 | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Bad Debt                                | -\$1,000.00            | -\$987.00           | -\$5,000.00            | -\$5,037.39         | -\$6,000.00            | -\$6,011.50         |
| <b>TOTAL Revenue:</b>                   | <b>\$237,062.50</b>    | <b>\$267,655.83</b> | <b>\$259,000.00</b>    | <b>\$298,926.56</b> | <b>\$281,500.00</b>    | <b>\$27,179.86</b>  |

Board Member Contributions: \$149.40

|               |            |            |
|---------------|------------|------------|
| Bad Debt:     | Write Off: | True Cash: |
| Past Auction: | \$350.00   | \$0.00     |
| Past Tuition: | \$5,661.50 | \$500.00   |

|               |            |            |
|---------------|------------|------------|
| Bad Debt:     | Write Off: | True Cash: |
| Past Auction: | \$478.00   | \$0.00     |
| Past Tuition: | \$4,005.00 | \$640.00   |
| Rebates:      | \$554.39   | \$1,187.39 |

|               |            |            |
|---------------|------------|------------|
| Bad Debt:     | Write Off: | True Cash: |
| Past Auction: | \$234.00   | \$0.00     |
| Past Tuition: | \$753.00   | \$330.00   |

| Expenses                                | 2014/2015<br>Projected | 2014/2015<br>Actual | 2015/2016<br>Projected | 2015/2016<br>Actual | 2016/2017<br>Projected | 2016/2017<br>Actual |
|-----------------------------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| <b>Business Expenses</b>                |                        |                     |                        |                     |                        |                     |
| Bank Charges & Fees                     | \$0.00                 | \$0.00              | \$0.00                 | \$25.00             | \$0.00                 | \$25.00             |
| Credit Card Processing Fees             | \$3,000.00             | \$2,513.45          | \$3,500.00             | \$3,644.97          | \$3,500.00             | \$559.26            |
| Filing & Registration Fees              | \$200.00               | \$155.00            | \$200.00               | \$190.00            | \$200.00               | \$10.00             |
| Insurance - D&O                         | \$900.00               | \$930.00            | \$930.00               | \$930.00            | \$930.00               |                     |
| Insurance - Property                    |                        |                     |                        |                     | \$0.00                 | \$273.00            |
| Late Fees                               | \$0.00                 | \$440.00            | \$0.00                 | \$20.00             | \$0.00                 |                     |
| Membership & Dues                       | \$500.00               | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| <b>total:</b>                           | <b>\$4,600.00</b>      | <b>\$4,038.45</b>   | <b>\$4,630.00</b>      | <b>\$4,809.97</b>   | <b>\$4,630.00</b>      | <b>\$867.26</b>     |
| <b>Fundraising Expenses</b>             |                        |                     |                        |                     |                        |                     |
| Auction                                 | \$41,750.00            | \$38,304.32         | \$43,000.00            | \$42,165.35         | \$47,000.00            | \$199.72            |
| Next Year's Auction Deposits            | \$4,750.00             | \$6,000.00          | \$6,000.00             | \$6,000.00          | \$6,000.00             |                     |
| Owner Parties, Etc.                     | \$1,500.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Storm Game                              | \$1,200.00             | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Database Management                     |                        |                     | \$3,000.00             | \$2,805.00          | \$3,000.00             |                     |
| Development Funds                       | \$7,500.00             | \$4,942.45          | \$2,500.00             | \$1,835.28          | \$2,000.00             | \$828.90            |
| Other Fundraising Expenses              | \$2,500.00             | \$751.65            | \$0.00                 | \$0.00              | \$0.00                 |                     |
| <b>total:</b>                           | <b>\$59,200.00</b>     | <b>\$49,998.42</b>  | <b>\$54,500.00</b>     | <b>\$52,805.63</b>  | <b>\$58,000.00</b>     | <b>\$1,028.62</b>   |
| <b>Personnel Expenses</b>               |                        |                     |                        |                     |                        |                     |
| Accountant                              | \$2,500.00             | \$1,686.25          | \$2,250.00             | \$1,933.75          | \$2,500.00             | \$536.25            |
| Executive Director                      | \$37,300.00            | \$37,362.40         | \$40,650.00            | \$40,650.00         | \$45,500.00            | \$20,468.99         |
| Camp Director                           | \$33,000.00            | \$27,990.97         | \$35,000.00            | \$34,999.92         | \$40,500.00            | \$11,401.39         |
| Interim Community Outreach Leader       |                        |                     |                        | \$18,720.00         | \$5,044.50             |                     |
| Office Assistant                        |                        |                     |                        | \$6,250.00          | \$1,680.00             |                     |
| Payroll Expenses                        | \$5,900.00             | \$5,688.20          | \$6,500.00             | \$6,588.34          | \$9,400.00             | \$3,475.51          |
| Employee Insurance Contribution         | \$6,000.00             | \$5,547.09          | \$6,000.00             | 6,000.00            | \$7,500.00             | \$2,395.84          |
| Position Postings                       | \$250.00               | \$0.00              | \$250.00               | \$0.00              | \$250.00               | \$340.00            |
| Staff Dev. (Training, Networking, Etc.) | \$1,000.00             | \$1,677.53          | \$1,000.00             | \$1,995.23          | \$3,000.00             | \$2,308.95          |
| Board Dev. (Training, Networking, Etc.) | \$750.00               | \$545.46            | \$1,000.00             | \$971.59            | \$1,500.00             | \$988.84            |
| <b>total:</b>                           | <b>\$86,700.00</b>     | <b>\$80,497.90</b>  | <b>\$92,650.00</b>     | <b>\$93,038.83</b>  | <b>\$135,120.00</b>    | <b>\$48,540.27</b>  |
| <b>Operations Expenses - General</b>    |                        |                     |                        |                     |                        |                     |
| Advertisements                          | \$500.00               | \$424.97            | \$2,000.00             | \$974.74            | \$1,000.00             | \$100.00            |
| Outreach Events                         | \$1,000.00             | \$720.00            | \$750.00               | \$1,050.00          | \$1,250.00             | \$497.50            |
| Promotional Gear                        | \$500.00               | \$604.07            | \$500.00               | \$376.28            | \$500.00               | \$248.00            |
| Electronic Services                     | \$1,500.00             | \$1,362.00          | \$1,000.00             | \$660.99            | \$1,500.00             | \$383.79            |
| Printing & Copying                      | \$225.00               | \$250.94            | \$300.00               | \$24.95             | \$400.00               | \$29.99             |
| Postage & Mailing Services              | \$400.00               | \$414.85            | \$500.00               | \$499.03            | \$600.00               | \$97.01             |
| Supplies                                | \$300.00               | \$1,030.09          | \$1,000.00             | \$1,020.47          | \$1,000.00             | \$334.22            |
| Office Equipment                        | \$0.00                 | \$774.68            | \$250.00               | \$1,201.36          | \$1,000.00             | \$573.49            |
| Telecommunications (Phone, Etc.)        | \$750.00               | \$769.19            | \$800.00               | \$647.39            | \$800.00               | \$157.22            |
| Travel Expenses                         | \$100.00               | \$91.49             | \$200.00               | \$343.10            | \$200.00               | \$53.60             |
| Website Redesign                        | \$240.00               | \$224.00            | \$0.00                 | \$0.00              | \$0.00                 |                     |
| Support Activities                      | \$500.00               | \$73.24             | \$500.00               | \$113.89            | \$250.00               |                     |
| Rent & Utilities - Office               | \$4,800.00             | \$4,800.00          | \$4,800.00             | \$5,530.21          | \$13,000.00            | \$5,391.53          |
| Rent - Storage Space                    | \$950.00               | \$850.00            | \$950.00               | \$935.00            | \$950.00               |                     |
| Brochure                                | \$300.00               | \$0.00              | \$500.00               | \$0.00              | \$0.00                 |                     |
| Software                                | \$175.00               | \$76.60             | \$200.00               | \$66.80             | \$500.00               | \$217.01            |
| Team Pegasus                            |                        |                     |                        |                     | \$500.00               | \$296.44            |
| Ad Hoc Committee on Programming         | \$500.00               | \$600.00            | \$7,500.00             | \$6,838.14          | \$0.00                 |                     |
| Other (Miscellaneous Operations)        | \$200.00               | \$415.22            | \$500.00               | \$720.44            | \$500.00               | \$75.25             |
| <b>total:</b>                           | <b>\$12,940.00</b>     | <b>\$13,481.34</b>  | <b>\$22,250.00</b>     | <b>\$21,002.19</b>  | <b>\$23,950.00</b>     | <b>\$8,455.05</b>   |

|         |          |
|---------|----------|
| Revenue | Expenses |
| 10%     | 23%      |

| Expenses                                              | 2014/2015<br>Projected | 2014/2015<br>Actual | 2015/2016<br>Projected | 2015/2016<br>Actual | 2016/2017<br>Projected | 2016/2017<br>Actual |
|-------------------------------------------------------|------------------------|---------------------|------------------------|---------------------|------------------------|---------------------|
| <b>Operations Expenses - Weekend Camp Sessions</b>    |                        |                     |                        |                     |                        |                     |
| Site Rental                                           |                        |                     |                        |                     |                        | \$3,500.00          |
| Food                                                  |                        |                     |                        |                     |                        | \$3,000.00          |
| Training Expenses                                     |                        |                     |                        |                     |                        | \$500.00            |
| Supplies Transportation                               |                        |                     |                        |                     |                        | \$1,000.00          |
| T-Shirts                                              |                        |                     |                        |                     |                        | \$600.00            |
| Volunteer and Camper Application Processing           |                        |                     |                        |                     |                        | \$300.00            |
| Volunteer National Background Checks                  |                        |                     |                        |                     |                        | \$375.00            |
| Accident/Medical Insurance                            |                        |                     |                        |                     |                        | \$200.00            |
| Transportation Expenses                               |                        |                     |                        |                     |                        | \$500.00            |
| <b>total:</b>                                         |                        |                     |                        |                     |                        | <b>\$9,975.00</b>   |
| <b>Operations Expenses - Camp Sessions Early Prep</b> |                        |                     |                        |                     |                        |                     |
| Insurance - Camp Sessions                             | \$2,600.00             | \$2,434.00          | \$3,000.00             | \$3,504.00          | \$3,600.00             | \$3,600.00          |
| Training Site Rental                                  | \$2,500.00             | \$2,380.00          | \$2,500.00             | \$2,500.00          | \$4,500.00             | \$1,374.00          |
| Camp Site Rental                                      | \$33,800.00            | \$33,280.00         | \$34,000.00            | \$34,140.00         | \$34,750.00            | \$11,380.00         |
| Training Site Damage Deposit (refundable)             | \$0.00                 | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 | \$300.00            |
| Camp Site Damage Deposit (refundable)                 | \$0.00                 | \$0.00              | \$0.00                 | \$0.00              | \$0.00                 | \$500.00            |
| Food (Non Camp Sessions, Non Vol. Training)           | \$300.00               | \$384.77            | \$300.00               | \$641.24            | \$600.00               | \$43.30             |
| <b>total:</b>                                         | <b>\$39,200.00</b>     | <b>\$38,478.77</b>  | <b>\$39,800.00</b>     | <b>\$40,785.24</b>  | <b>\$43,450.00</b>     | <b>\$13,597.30</b>  |
| <b>Operations Expenses - Camp Sessions</b>            |                        |                     |                        |                     |                        |                     |
| Camper Travel Assistance Funds                        |                        |                     |                        | \$3,000.00          | \$1,323.70             | \$2,000.00          |
| Bus Charter                                           | \$5,661.36             | \$5,688.00          | \$6,000.00             | \$5,763.50          | \$6,300.00             |                     |
| Supplies Transportation                               | \$350.00               | \$358.54            | \$500.00               | \$939.44            | \$500.00               |                     |
| Travel Expenses                                       | \$300.00               | \$354.26            | \$200.00               | \$312.45            | \$500.00               |                     |
| Camp T-shirts & Pins                                  | \$1,750.00             | \$1,727.51          | \$1,750.00             | \$297.76            | \$2,000.00             | \$298.11            |
| Food & Beverage                                       | \$13,000.00            | \$13,812.00         | \$14,500.00            | \$17,739.38         | \$15,500.00            | \$2.00              |
| Essentials (Operations)                               | \$1,200.00             | \$1,260.93          | \$1,500.00             | \$1,535.54          | \$1,500.00             | \$516.31            |
| Health & Wellness (Operations)                        | \$1,000.00             | \$1,047.57          | \$1,200.00             | \$1,638.79          | \$1,500.00             | \$514.24            |
| Printing & Copying                                    | \$200.00               | \$10.95             | \$300.00               | \$41.13             | \$400.00               |                     |
| Postage & Mailing Services                            | \$100.00               | \$403.44            | \$100.00               | \$118.11            | \$150.00               |                     |
| ASL Interpreter Fees (Inclusion)                      | \$1,500.00             | \$1,500.00          | \$1,500.00             | \$0.00              | \$1,500.00             |                     |
| Inclusion (General)                                   |                        |                     |                        |                     | \$2,000.00             | \$120.00            |
| Cabin Life (Program)                                  | \$100.00               | \$105.23            | \$200.00               | \$261.18            | \$300.00               |                     |
| Community Activities (Program)                        | \$150.00               | \$195.16            | \$300.00               | \$232.97            | \$450.00               |                     |
| Choice Activities (Program - Core)                    | \$200.00               | \$244.18            | \$400.00               | \$266.72            | \$600.00               |                     |
| Intensives (Program - Core)                           | \$100.00               | \$0.00              | \$200.00               | \$0.00              | \$0.00                 |                     |
| Other Core Activities (Program - Core)                | \$200.00               | \$238.14            | \$400.00               | \$326.82            | \$600.00               |                     |
| Volunteer Application Processing                      |                        |                     | \$520.00               | \$607.00            | \$1,000.00             |                     |
| Volunteer Training Supplies & Materials               | \$275.00               | \$90.72             | \$300.00               | \$358.98            | \$800.00               | \$12.98             |
| Volunteer Training Food                               | \$2,250.00             | \$3,609.72          | \$2,500.00             | \$2,835.49          | \$3,500.00             |                     |
| Volunteer Certifications                              | \$150.00               | \$345.10            | \$1,000.00             | \$775.50            | \$1,000.00             | \$76.50             |
| Volunteer National Background Checks                  | \$1,000.00             | \$1,295.17          | \$1,500.00             | \$1,372.50          | \$1,500.00             |                     |
| Financial Aid - Volunteer Travel Assistance           | \$5,000.00             | \$3,930.00          | \$5,000.00             | \$6,862.27          | \$6,000.00             | \$42.50             |
| Volunteer Appreciation Expenses                       | \$300.00               | \$656.18            | \$300.00               | \$842.95            | \$1,000.00             |                     |
| <b>total:</b>                                         | <b>\$34,786.36</b>     | <b>\$36,872.80</b>  | <b>\$43,170.00</b>     | <b>\$44,452.18</b>  | <b>\$50,600.00</b>     | <b>\$1,582.64</b>   |
| <b>TOTAL Expenses:</b>                                | <b>\$237,426.36</b>    | <b>\$223,367.68</b> | <b>\$257,000.00</b>    | <b>\$256,894.04</b> | <b>\$325,725.00</b>    | <b>\$76,369.14</b>  |
| <b>NET Revenue:</b>                                   | <                      |                     |                        |                     |                        |                     |