**Silver Bay Council Meeting Notes   
Saturday, May 21, 2022**

**7:00 pm – Chapel and via Zoom**

Facilitator: Anne Erling, Council President Notes Recorded By: Natalie Shotts

**Welcome and Announcements—** Anne Erling welcomed and thanked everyone for attending and coming out today.

* **Adoption of the October 9, 2021, Meeting Minutes—**Motion was made to adopt the minutes of the August 2021 Meeting. Motion was seconded. All voted in favor and motion was passed.
* **Consolidating bulk of Council Funds in Silver Bay account—**Anne and Natalie Shotts explained that since 2017 Council has had a checking and savings account at Glen Falls Bank, along with an account with Silver Bay. Anne and Natalie recommended that the majority of funds be transferred to the account at Silver Bay, keeping a minimum amount on hand in the Glen Falls checking account for administrative expenses. A motion was made to move funds from the Glen Falls account to Silver Bay’s Council account, keeping a minimum amount that would be determined by the four Council officers. Motion was seconded. All voted in favor and motion was passed.
* **New Council Directory**—Anne directed everyone’s attention to the new Council Directory that was provided in advance at the meeting, along with hardcopies that were available at the Chapel entrance. Anne thanked Carolyn Hoeschle, Sharon Sassaman, and Christianne Greiert for their work in pulling the directory together, and sent a special shout-out to Christianne who did the bulk of the design work. For those who hadn’t had a chance to submit their photo and information, members can still do so by clicking on the link that was provided in the emails leading up to Tidy Time weekend—as well as by clicking [here](https://docs.google.com/forms/d/e/1FAIpQLSdXcZ3FzxOAAG2BoMvzrlp5bIZproeQi4Sn8V3A5IOnVWl54Q/viewform?vc=0&c=0&w=1&flr=0)—and an updated directory will be circulated before the August meeting.
* **Ideas to Spread the Word About Council and Build Community—**Anne mentioned that Ming Crusey started a Zoom gathering during the pandemic to build Silver Bay fellowship, and the group has come up with several ideas of how to build community within Silver Bay and Council. One idea is to invite people to contribute to, and put together, a collection of stories they have from time at Silver Bay. Another is to host welcome receptions at Silver Bay, perhaps on Sunday afternoons during the summer, starting next summer, to enable people who are visiting get to know Council.

**State of the Bay | Stephanie Wagoner, Chief Volunteer Officer and Chair of the Board of Trustees—**Stephanie opened by welcoming and thanking everyone for participating in Tidy Time and all the hard work that was done.

* + **Board of Trustees Update—**Over the past seven years, the Board of Trustees has adopted a strategic plan that focuses on planning in shorter cycles, enabling the board to adapt to a rapid response world we find ourselves living in. This plan enabled us to progress with making needed upgrades to the campus and be nimble during COVID. Capital projects will always be a part of maintaining a campus with historic structures as we have here that speak to our legacy of leadership development. Our current strategic focus is to honor our history while broadening our reach to be a place where all feel welcome in a world where people feel increasingly divided. We are committed to diversity, equity, and inclusion in our board composition, our staff recruitment, as well as bringing new conferences to Silver Bay. We feel it’s very important to have people on the board from very diverse backgrounds and experiences that can help form our decisions. Stephanie acknowledged the current and former board members in attendance.
  + **Stephanie thanked members of Silver Bay Council—**Silver Bay experienced staffing shortages, and continues to experience issues, but she expressed that Silver Bay couldn’t have gotten by without Council volunteering throughout the year and helping get through the summer seasons.
  + **Moving Forward—**In 2021 the board embarked on a search for a new Executive Director, and in 2022 brought Peter Doliber on board and we are thrilled to have him leading the staff.

**State of the Bay | Peter Doliber, Executive Director—**Peter thanked everyone for attending and being at Silver Bay for the weekend and expressed how excited he is to be here. He stated his approach is to use this time and the summer to listen and learn from the Board, Council, and his staff, and then start implementing what he learned this Fall.

* **Helen Hughes Memorial Chapel celebrating 100 years—**This summer will mark the 100th year anniversary of the Chapel. There will be a celebration on August 14 at 1:00 pm. There is a campaign to raise funds for hearing aid assistance, an enhance staging area, a new heating and cooling system, some garden work, and a stone sign on Silver Bay road to promote upcoming events.
* **Other campus updates—**Silver Bay isrestoring the soccer field, thanks to a donation, and also put in an application to make updates to Fisher Gymnasium. We have a million-dollar campaign to make the building year-round accessible and open it up as a wellness center for members of the community. We’re also updating cottages, and looking to get Stone House back in use as well as the Coop.
* **Open Door Policy—**Peter expressed that he has an open-door policy and invited everyone to feel free to come in any time; as stated earlier he’s here to listen and is looking forward to hearing from us and is very grateful for the work that Council does.

**Peter turned it over to Stephanie, where she opened it up for Questions:**

* **Carolyn Hoeschle asked if it’s possible to add EV charging stations.** Peter stated we know we need to have them, and it is in progress. It’s very expensive to get the lines and get it set up, and we’re trying to get government grants to make it more economical.
* **Anne Erling asked, for the redo of the Chapel heating system, whether it might be possible to go with either air-source or ground-source heat pumps instead of a propane-based system.** Peter would like to have the conversation and explore alternative energy sources such as solar or geothermal energy and would love to discuss it with Anne.
* **Mark Brumbaugh asked if there are plans to make Silver Bay more affordable for young families.** Peter stated that they are evaluating their contracts and current pricing structure in an effort to do this. They are looking at possibly uncoupling food and room pricing and providing more options for folks and also potentially making use of some type of graduated pricing scale.
* **Anne Erling asked if it would be possible to add a tent camping area.** Peter said it’s something they are currently looking into. They currently have tent platforms that are a little too high and are getting quotes from outside companies and developing a 5-year plan. They are looking at the buildings they have now and how to use them better and more affordably. What they think they can do quickly is make some raised areas, or areas to drop off a small camper, and providing a bathroom and shower facility. Peter thinks that is something that can happen soon.
* **Aimee Mussell asked what Silver Bay is doing to address its staff shortage**. Peter stated they are using various recruiting initiatives, as well as tapping Silver Bay’s volunteer community with “workcation” opportunities where volunteers can get free room and board and work. Our biggest need is cooks, he said, for which they are recruiting at training facilities and culinary schools. Peter stated they are allowing staff to work overtime and double up on the departments they are working in. Silver Bay typically has a staff of 220 people per summer; they paired it back to 180 and are still 60 people short. They are doing everything they know how to do, but for right now everyone in the service industry is having the same issue.
* **Sharon Sassaman asked about adding an outdoor eating area that is shaded – something especially helpful during Covid.** Peter stated that is something they can look into, whether it’s umbrellas at the tables or some other means.
* **Cindy Richter asked, given mention of Stone House and the Coop, whether there’s a plan yet for Sunnyside.** Peter stated that they are doing what they can to make it look a little better. They don’t know enough yet if they will be able to save it. It’s not in Silver Bay’s current 5-year plan, but they are hoping to have a solution of what can be done within the next few years.

**Stephanie concluded with final remarks—**The pandemic reminded us that Silver Bay is not just a place—it’s in being in relationship with others. Silver Bay’s current Board of Trustees brings together a strategic plan to achieve our mission which is to foster relationships, strengthen communities, and nurture spirit, mind, and body for all. Council embodies what we do here at Silver Bay with your spirit, energy, and enthusiasm.

Anne thanked Stephanie and Peter for coming and expressed admiration for how well Silver Bay and Council adapted and moved forward, despite the pandemic.

**Officer and Committee Reports**

**Treasurer’s & Fundraising Report—**Natalie Shotts, Treasurer and Fundraising Chair

* Natalie reviewed the following financials:



With no questions from those in attendance, Natalie moved on to the fundraising update, announcing there will be two fundraising initiatives this summer.

* **Eli’s Quilt Raffle—**Eli Ciambrone has donated one of her amazing quilts to be raffled off this year (see photos of the quilt [here](https://silverbaycouncil.org/)). The quilt will be on display at the William Boyd Center along with enter-to-win instructions. Raffle tickets can be purchased online from the end of June through mid-August. Past quilt raffles brought in between $3,500 - $4,500. By purchasing tickets online, donors will be able to receive tax donation letters. You can purchase raffles tickets by [clicking here](https://host.nxt.blackbaud.com/donor-form/?svcid=renxt&formId=33cbfc9a-8a3a-4c80-b373-c5b313bdde6b&envid=p-DjDFOIO1jkCD--MAoZ3nvg&zone=usa).
* **Silver Bay-themed Puzzle Sale—**Kim Close is donating money for the purchase of Silver Bay themed puzzles to be sold at the gift shop. 100% of the sales will go directly to Silver Bay Council funds. The puzzles can also be sold on the online gift shop which will allow folks to purchase both in person and online. Once we see how the sales go this year, we’ll look at continuing in the future. We are starting with 50 puzzles and expect to bring in from $1,000-$1,500.

**Allocations Report—**Natalie Shotts & Carolyn Close

* **Industrial Coffee Brewer/Urn for $3,500—**Natalie stated we have one allocation request to vote on. Carolyn gave an overview of the allocation stating it is a large coffee brewer that will be set up behind the line in the kitchen area. Once coffee is brewed, the urn can be taken to areas around campus to serve at events. Motion was made to allocate $3,500 for the purchase of the coffee brewer. Motion was seconded. All voted in favor and motion was passed.

**Tidy Time Update—**Penny Siesko, Tidy Time Co-Chair

* Penny thanked everyone for their fantastic and hard work on such a hot day and mentioned volunteer sheets will be available tomorrow morning at breakfast and can be turned in to her or to the front desk.
  + Anne mentioned that the volunteer forms have been updated to include a promotional blurb about Council with a checkmark area for people to denote they would like to learn more about Council.
* Projects included bartending on the trails, a new kiosk in place at the trail head below the maintenance building, cottage cleaning and prep, and clearing of brush and debris of the recently expanded disc golf course baskets.
* Penny also stated it is very important to sign up for project areas on the sign-up board in the Inn lobby area so staff team leads know how many people they will have on hand.
  + It was suggested that Natalie can create a google docs sign up form that can be circulated prior to Tidy Time weekend for on-campus and off-campus people who are attending to fill in in order for Silver Bay staff and Council team leads to know how many people they will have on hand to assign tasks appropriately.

**Membership—**Anne Erling

* On behalf of Jane Sheldon and Paul Duggan, Anne reported that Jan and John Wood and Steve and Sandy Nichols have submitted their candidacy to become Council members.
* **Jan and John Wood** were in attendance and gave an overview of their history with Silver Bay. A motion was put forth to vote in Jan and John Wood. Motion was seconded. All voted in favor and motion was passed.
* In **Steve and Sandy Nichols** absence, Carolyn Hoeschle—Steve’s Aunt—gave an overview of their history with Silver Bay and prior Tidy Time attendance. A motion was put forth to vote in Steve and Sandy Nichols. Motion was seconded. All voted in favor and motion was passed.

**Questions & Discussion**

* **Sharon Sassaman asked if it is possible to expand the directory to include additional information, like information about when people started coming to Silver Bay.** Anne stated this is the first draft of the directory and with the second draft it can evolve to include more information. Ming Crusey suggested that it may fill the directory up too much and may be better to have everyone’s stories in a separate publication. Sharon also suggested letting people choose what information, e.g., email, to include in the directory, and Christine stated she can make that optional. Anne reiterated where people can find the form.
* **Sharon Sassaman announced a save-the-date for August 7 for an open house of the homes just north of campus.**
* **Lecture Series—**Anne mentioned that another topic discussed in Ming Crusey’s zoom gatherings was ideas for lectures during family conference week as our community has a wide and diverse network of people we know who could speak. If anyone has ideas, they can share them with Zac Smalley for the 2023 season, which is coordinated in December the year prior. Zac can be emailed at [zsmalley@silverbay.org](mailto:zsmalley@silverbay.org).
* **Conversation Dining Tables—**Anne mentioned that yet another idea that emerged from Ming’s zoom gatherings was a suggestion that the dining room set aside some tables for people to use for specific interests-based conversations over meals, like speaking in a particular foreign language or about a particular topic. She suggested Silver Bay could make use of a public sign-up board where guests suggest an interest for a particular table and other guests opt in to join them. She suggested that this would be in keeping with the friendly vibe at Silver Bay, and would be especially helpful for people who aren’t part of large family groups when they’re here.
* **August Meeting—**Anne stated the August meeting date hasn’t been set yet, but that it will be set when the meeting notes are shared.

**Closing Remarks—**Anne Erling

Anne again thanked everyone for attending the meeting and their hard work that day. With no further business to discuss, Anne set in motion to adjourn the meeting. The motion was seconded and all voted in favor to end the meeting.