

Silver Bay Council Meeting Notes
Saturday, October 8, 2022
7:00 pm – Watson and via Zoom

Facilitator: Anne Erling, Council President

Notes Recorded By: Chris Kleinhenz, Secretary

Welcome and Announcements—Anne Erling welcomed and thanked everyone for attending Tidy Time and attending the meeting.

- **Support for Board of Trustee’s IDEA Committee Efforts**—Anne mentioned that she met with Trustee Michelle Hay who heads a new Board-level committee devoted to Inclusion, Diversity, Equity and Access (IDEA). The IDEA committee is in the early stages of envisioning projects to implement at Silver Bay, but an early idea is to build a local host family network to support international emps, and the committee is looking for names of local Silver Bay Council members who might want to serve as an off-campus contact/host for an international emp. Anne asked that people indicate their interest on the attendance sign-in sheet being passed around for the meeting. [The following members indicated interest in learning more about this: Bill and Ming Crusey, Jonathan Loane and Christina Mueller, Faith and Bob Steinfort, Jan and Bob Whitaker, and Jan Wood (in August)].
- **Updating Directory Records**—Anne also mentioned that the Council is working to update membership files, and asked that if our information has changed, or if we know of recent changes to a fellow Council member’s contact information, we check the sign-in sheet as it makes its rounds and either note the changes on the last page of the spreadsheet or connect with Jane at the end of the meeting.
- **Prepare for further IDEA discussion at end of meeting**—Anne mentioned that we’ll be discussing the Silver Bay IDEA effort at the end of the meeting to generate additional ideas of things Silver Bay might consider, so we should give thought during the meeting and bring it up at the end.

Adoption of the August 8, 2022, Meeting Minutes—Motion was made to adopt the minutes of the August 2022 Meeting. Motion was seconded. All voted in favor and motion was passed.

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 he is going into his 10th month of being at Silver Bay and is grateful for how Council has played such a significant role in his understanding and learning of what goes on at Silver Bay. Peter stated he is grateful for Council’s commitment and dedication and just the great things Council makes happen.

- **Reevaluating Program Components, Food Service, and Room Rates**—Peter stated these past 10 months we have taken a step back and reviewed our contracting, room rates, and how we do food service. Our goal is to make these more flexible and easier, and far more attractive, for people to understand and work with.
- **Moving the Gift Shop to the Store With Expanded Hours of Operation**—We are moving the gift shop to the store, with the store being open 9 months out of the year. At a minimum there will still be ice cream, pizza, and crepes, but we plan to expand it with more grab and go food. The store will also be open to anyone with or without a badge so the public can come in and purchase items. It’s also our mission not to compete with the General Store at the end of the Silver Bay Road.
- **Fitness Center in the William Boyd Center**—We are going to move some of the equipment from Fisher Gym into the current Gift Shop space. One of the complaints we get in the off-season is they don’t want to walk up to Fisher in the dark, cold, or rain and snow.
- **24 Hour Coffee Available**—A coffee machine will be set up in the Lounge for 24/7 access. We’ll also be selling specialty coffee in the store.

- **Staff Housing**—Silver Bay and Lake George is the 32nd most expensive place in New York to live for housing. For people to work here, they need a place to stay. We are looking at expanding our staff housing and looking at ways to put more staff on campus year-round.
- **Fisher Gym**—Looking at ways to make the space more useful by serving coffee, and possibly serving beer, wine, and hard cider and hosting some happy hours. Make it more of a space to hang out and be together, which we believe will help our conference business. We have an ask with Representative Stefanik to allocate \$1,000,000 of the federal budget to go towards winterizing and making Fisher year-round accessible, which will allow us to offer wellness memberships to anyone who lives in the area for free.
- **Updates to the Structure and Positions of Staff**—We've created a dozen new positions to serve our guests to the best of our abilities. This encompasses Spiritual Life, Programming, and Guest Services. We created a new VP of Guest Services and a new VP of Programming with the goal of generating more revenue. We will be moving Conference Services out of Marketing so the marketing team can focus on getting people here. Our goal is to be running more like a hotel and resort and provide our guests with what they would expect from one.
- **Provide More Training and Mentorship for Staff**—Providing our staff with training, resources, and proper certification will be a top priority. It's an investment, but a team of stellar employees who are passionate about their job, and love their job, will help us be competitive.
- **Silver Camp Update**—As you know Silver Camp drop off is down by the Labyrinth by Fisher. We are going to move it behind the Children's Pavilion, so children's services are all in one place, which makes it easier for parents to drop and pick up.
- **A New Spiritual Life Gathering Area**—The Spiritual Life Tent, which is currently by the Nature Center, will move over by the Labyrinth. Therefore, the Labyrinth, Liz Gray Pavilion, and the Spiritual Tent can be used in harmony.
- **Bluegrass in Heaven Festival in Fall 2023**—Our staff and some volunteers have been working on hosting a Bluegrass Festival in the Fall of 2023. It's gotten some good traction with some main headliners participating. We've been able to get some money from the town of Hague and we have applied for a grant to help fund the event. Looking to host the event on a Friday and Saturday, with Saturday will be the big concert night, in September 2023. We are looking at \$60 for an access fee on top of room charges.
- **Expanding the Respite Program**—We want to lean into our mission and expand our respite program offerings from just New York and Vermont to anyone in the country. We're doing more to get people here to experience Silver Bay and how great the area is.
- **Kick Off of the Silver Bay Institute**—This weekend was the inaugural gathering of the Silver Bay Institute. It is a mission of Silver Bay to be a more welcoming and equitable organization. The concept for these workshops is to grow our reputation for being a center of thought leadership and be an area for people to come and participate in. This weekend's topic was Inclusion in Faith. Ming Crusey was in attendance so if you want to learn more, you can speak with her as she was a catalyst for the Institute.
- **Closing Remarks**—Silver Bay always wants to be who we are, which is an organization that serves people so they can serve others. That hasn't changed for us. How we do that, how we show up, what people need – that has changed. And we are holding all the good things we have. We're letting the things that don't reflect who we are anymore drop away and we're moving into a great new space. And I'm very excited to be with you while we're doing that. I'm very excited for all of you being a part of it, and I just know great things lie ahead for Silver Bay.

Peter then opened it up for a Q&A:

- **Bill Baker asked about the status of the ERC as there have been rumors the staff will be losing it.** Peter stated that the ERC is prime real estate that can help us generate revenue. In its current state it's only available to use during the summer months as it does not have heat or air conditioning. It's also a place where we receive complaints because the sound from the ERC gets carried across the lake. The idea is to

build another location for staff that can be theirs, that they would run. So that aspect will never be lost—a new place may be a nicer improvement to what they have now. Peter stated nothing is in the works at this time and in the end, it would be a decision that staff, the board, and administration would make together.

- **Bob Whitaker asked if there was more info Peter could share about the Bluegrass Festival.** Peter stated that they are planning for September 17, 2023. Terry Baker has been the primary organizer and we have a lot of volunteers planning the event. Michael Cleveland, a well-known fiddler, will be the headline person on Saturday night.
- **Anne Erling asked what Silver Bay is doing about environmental sustainability and being more responsive to the climate crisis.** Peter stated Silver Bay is working with the board and with a company called GRO. We haven't finalized all the conditions of this yet, but we want to take a look at the next five years and make the determination of what we put our investments into to get the best return.
 - Peter then pivoted to mention that John McPherson introduced Peter to a colleague who is a restoration architect. Elise Johnson-Schmidt is currently finishing up a project restoring Mark Twain's summer home. She toured the campus and looked at the coop behind Paine Hall, Sunnyside, the Stone House, and Hepbron and she believes they are all salvageable. She also believes we may be eligible to receive state and federal funds to assist with the project.
 - Moving back to Anne's point, Peter stated the goal is to make sure everything Silver Bay is doing moving forward makes environmental sense. We are also considering moving our fleet away from fossil burning to electric and installing EV stations. As renovations are made, Silver Bay will also be considerate of watershed and what's going into the lake.
 - Peter mentioned the Ingres and Andy Gorelick are working on raising \$200,000 to put in four pickleball courts. The current plan is to revitalize everything from the shuffleboard court on down. But as we work on that project, Silver Bay will make certain that the water runoff and the electricity is more sustainable and more environmentally appropriate.
 - Anne stated that New York's 2019 Climate Law (the Climate Leadership and Community Protection Act) requires NY to decrease greenhouse gas emissions 40% by 2030, eight years from now. Many aren't yet tuned in to this looming necessary transition, but as it becomes more widely understood, it will generate lots of interest in seeing model places that have made the switch off fossil fuels – something everyone will need to do in their own homes and lives. If Silver Bay can transition itself into a model, climate sustainable campus, that will draw conferences and overnight guests. It will be an income generating proposition for Silver Bay, especially if Silver Bay can earn the title of being the first regional conference center/vacation spot to make the switch.
 - Peter indicated that Silver Bay is also looking for guest lecturers and experts who are knowledgeable about the climate crisis and environmental sustainability.
- **Mark Brumbaugh asked with the changes in Fisher, what is the impact of the possibility of having a camping area.** Peter stated that the area he hoped to use as a camping area is now an 18-hole Disc Golf Course, which leaves us back at the drawing board. Our goal is to have an area on campus where platforms for tents can be set up along with an area for small pop-up campers. We'll also have an area for showers and bathrooms.
 - Peter added that one thing that Silver Bay receives feedback on is that it's too expensive to stay here. We are looking at breaking out our food from the room rate. Right now if you purchase a room you are also purchasing meals. Peter knows from working in food service that many guests stay on campus, but only two-thirds of the guests actually show up as many people are going off campus for their meals.
 - Peter stated they are looking at all the different tiers of room rates to make coming to Silver Bay more affordable and more accessible.
- **Tom Cole mentioned that Silver Bay will really want to think about where the pickleball courts are placed as they are known to make a lot of noise.** Peter verified, as a resident of Maple Cottage, that yes, the

pickleball court can generate noise and brightness from the lights at night. The location of the four new pickleball courts is right next to the current tennis courts. Peter stated there is a demand for it and folks do love playing it and it will be great to have and possibly host some tournaments.

- **Bill Baker asked if there are plans to make the long pier where the Silver Spirit is moored to be wheelchair accessible.** Peter stated that as he mentioned before that the \$200,000 being raised is for more than just the pickleball courts. It will encompass an area from the shuffleboard courts on down to the tennis courts. This will encompass working on the trail from Collins to the middle of the clay tennis courts. This will include accessibility, lighting, and landscaping as the vegetation there is invasive. The long dock will be replaced as it has sustained damage from ice. We are also planning on installing a real bathroom instead of having the porta potties by the boathouse. There are also plans for additional handicap parking by Collins, with an expanded parking area in the South Field.
 - Peter also noted that while mapping out the pickleball project, Silver Bay found out that none of the tennis courts are regulation size. The clay courts cannot be changed without a large expense, but the two hard courts can be extended by the regulation size of 12 feet. We learned we could possibly get USTA funds to help pay for the renovation, along with getting funds to host tennis camp and training for kids.
 - Peter stated the volleyball court will be moved closer to Slim Point.
 - No, the basketball courts stay because those are the only regulation sized basketball courts in the entire property. Peter shared the fact that the courts in Fisher were set for Naismith Rules games and is why they are half the size of a regular court. We are looking at bringing back Naismith Rules games, which Springfield College has been hosting this style of basketball there.
 - Peter then stated that Silver Bay does not have the budget to move the backboard, and in the future, it could possibly be converted into a handball court. The backboard still gets a lot of use.

Officer and Committee Reports

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

- Penny opened by thanking everyone who participated in Tidy Time Work Weekend. She opened it up to the team leads to report on their areas:
 - **Bob Steinfort, Trails**—Bob stated they had a fabulous group of people who accomplished a lot. They completed the water bars on the Jabez Pond Trail, the Horn Nature Trail was cleared, as was the wooded disc golf course on the other side of Fisher gym. Bob stated a new water bar was created, which was slightly up on Sunrise. All who participated on trails stood and were applauded by attendees.
 - **Peter Meyers, Special Projects, Cottage Porches**—Peter stated they were able to paint the floor on one of the porches, a team painted the railings on another, and there was a team that replaced a set of stairs leading from the porch. Tomorrow we'll have a team placing the screens on the one porch. All who participated on the porches stood and were applauded by attendees.
 - **Penny Siesko, Special Projects, Flags**—Penny stated the project consisted of cataloging the flags, ironing, and hanging the flags in the William Boyd Center. There was a team of those who ironed, cataloged, and another team bringing down and hanging the ironed flags. There are a few more left to hang. All who participated on flags stood and were applauded by attendees.
 - **Sharon Sassaman, Fans**—Natalie Shotts started by thanking Sharon for revitalizing the fan cleaning project and making it a fun, less tedious project to work on. Sharon reported she had a great group with fun music and conversation. There was a station set up at the William Boyd Center, and a main station set up at the Children's Pavilion. Sharon stated there are a few more fans to do and expect to

finish midday on Sunday. All who participated in cleaning fans stood and were applauded by attendees.

- **Faith Steinfort, Housekeeping, Cottage Inventory**—Faith stated there was good turnout for cottage inventory and that all cottages that were listed were completed. Tomorrow’s project will help stripping and making beds. All who participated in housekeeping stood and were applauded by attendees.
- **Food Service**—We had a team of 6-7 Council members who helped prep, serve, and clean up during lunch and dinner on Friday. All who worked in food service stood and were applauded by attendees.
- **Sign Up Sheet Form, Projects**—Natalie Shotts thanked everyone for taking the time to fill out the Google Doc form to sign up for project areas. This was very helpful in letting Silver Bay and team leads know who was interested in working in their area so they could plan appropriately. Next Spring we’ll use a different, easier method of surveying since Google Docs has its limitations. Natalie stated that in the Spring she will also be sending out another survey to poll Council and Tidy Time members for the project areas they are most interested in working in, along with their skill set. That will help Silver Bay plan for any painting, sewing, or carpentry needs.
- **Sign Up Sheet Form, Meals**—Natalie Shotts also thanked those who signed up for meals in advance. Next year we’ll have a second survey for off-campus cottagers and the meals they would like to attend. Since Silver Bay is being cost-conscious, they need to know two weeks in advance of how many people they need to serve. We realize there will be some last-minute decisions for meals, but it would be helpful to have a general idea.
- **Next Tidy Time is May 19-22, 2023**—Anne announced that the Spring Tidy Time will be held the weekend before Memorial Day from Friday, May 19 through Monday, May 22.
- **Timesheets**—Penny mentioned that everyone who was staying on campus should have received a volunteer timesheet upon check-in. Off Campus people can pick up their timesheet at the front desk. Tidy Timers can either turn them into Penny or leave at the Front Desk.

Treasurer Report—Peter Meyers, Treasurer

- Peter reviewed the below treasurer report stating that we had a good year. The Quilt Raffle brought in \$4,438, which was Eli’s second highest amount. We have a total of \$8,757.00 to go towards allocations. Peter then referred the allocation questions to Natalie.

As of Last Council Meeting on August 11, 2022	
On account with Silver Bay	\$ 6,583.74
Glens Falls National Bank Checking Account	\$ 655.09
Glens Falls National Bank Savings Account	\$ 2,618.22
Total	\$ 7,522.36
Income:	
Quilt Raffle (Online Sales after 7/31/2022)	\$ 90.00
Puzzle Sales (total of 38)	\$ 1,125.00
Quilt Raffle (Cash sales after 7/31/2022)	\$ 1,485.00
Checking Account Interest	\$ 0.33
Total	\$ 2,700.33
Allocations & Discretionary Spending	
Silver Bay	\$ -
Glens Falls Accounts - Chair Caning Allocation from May 2022 mtg	\$ (300.00)
Total	\$ (550.07)
As of September 30, 2022	
On account with Silver Bay	\$ 7,798.74
Glens Falls National Bank Checking Account	\$ 1,840.09
Glens Falls National Bank Savings Account	\$ 2,618.55
Total	\$ 12,257.38
Coffee Urn approved allocation in May 2022 (yet to be purchased)	\$ 3,500.00
Total available to Allocate	\$ 8,757.38

Allocations—Natalie Shotts, Vice President & Allocations Chair

- **Jane Sheldon asked a question of how much is available for allocations considering the coffee urn hasn't been purchased as of the last meeting, and it was clarified that \$1,000 is to be set aside for discretionary funds.** Natalie responded that between the Glens Falls and Silver Bay accounts we have a total of \$12,257.38 available. \$3,500 will be allocated towards the Coffee Urn. Natalie spoke with Chet in Food Service and he confirmed they will be purchasing the urn this winter as electrical work and installation is needed. It was recommended they wait until the off-season to complete the work. That leaves Council with \$8,757.38. And if we subtract the \$1,000 discretionary funds, that leaves us with \$7,757.38 to allocate to projects.
- **3 Allocation Requests—**Natalie reviewed the following requests:
 - Peter Meyers submitted a request for \$700 for new rocking chair seats
 - Peter Meyers submitted a request \$325 for rattan for the rocking chair repairs
 - Silver Bay/Carolyn Close submitted a request for up to \$4,000 for Live Streaming equipment
 - **Natalie opened it up to Questions on the allocations:**
 - **Sylvie Richards asked since WiFi at Silver Bay is not reliable and spotty, will it be enough bandwidth to conduct livestreams?** Carolyn Close responded by stating the livestream will be connected to a dedicated, hardwired source that would enable livestream from the Chapel and the Auditorium.
 - **Jane Sheldon asked Carolyn to clarify what Livestreaming is.** Carolyn stated that if you are sitting at home, you would be able to tune into the Sunday service, or watch a concert, or a lecture series. It's what a lot of churches started to do during the pandemic.
 - **Ben Brumbaugh asked if the Spring or Summer allocation request could be for umbrellas over the dining tables outside of the William Boyd Center.** Carolyn stated Silver Bay is in process of looking at umbrellas for the tables and if they are still looking for funding for this in May, they will submit a request.
 - **Mark Brumbaugh asked to clarify what the Coffee Urn will be used for again.** Carolyn stated most people are familiar with the units that serve coffee in the dining hall. This urn is larger and will primarily be used to fill catering containers for events hosted around campus.
- **Funds Allocated from 2015 to Present—**Before moving onto voting, Natalie stated that all together the cost of the current requested allocations is \$5,025. As a fun fact, Natalie shared that Peter Meyers and she pulled together a list of total allocations from 2015 through August of 2022, Council has allocated a total of \$104,412 in funds to Silver Bay, which averages a little over \$6,000 a year in allocations. If this allocation is approved, it would be a total of \$109,437. Anne Erling, suggested that we also add in the amount Council raised during the 2021 Giving Tuesday campaign, which was a total of \$14,000. Adding that in, in total Council has contributed \$123,437 from 2015 to present.
- **With no further questions, Natalie moved to approve the allocations:**
 - Motion was made to approve \$1,025 for the rocking chair rattan and seats. Motion was seconded. All voted in favor and motion was passed.
 - Motion was made to approve up to \$4,000 for the livestream equipment. Motion was seconded. All voted in favor and motion was passed.

Fundraising—Natalie Shotts, Vice President & Fundraising Chair

- **2022 & 2023 Puzzles—**Natalie stated that 28 puzzles were sold this year to date, leaving 10 more to be sold. In total that has brought in \$1,125, and with 10 more left that would be an additional \$300. We will be doing another round of puzzles for next year. Natalie stated that she is considering hosting a photo contest over

the winter to have people submit their photo for consideration along with a \$10 entry fee. A light duty project in the Spring would be to help open and place the custom labels on the puzzle boxes.

- **2021 Quilt Raffle**—Natalie stated as Peter Meyers mentioned earlier the quilt raffle brought in \$4,438 in funds, which was Eli's second highest amount brought in (\$5,000 is the top amount). Pam Fischer was the winner of this year's raffle.
- **2023 Raffle**—Natalie stated for next year we would like to change things up. One thing that was noticed was that females were primarily interested in purchasing tickets, that only five men purchased tickets. Natalie stated that one of the things to consider is raffling off a 3-day weekend at Silver Bay, either choosing from Labor Day, Indigenous People's Day, Winter Weekend, or Memorial Day. Winners can choose either a stay for two in the William Boyd Center, or for up to 8 people in a cottage, or the cash equivalent of those prizes which is expected to be around \$1,000 - \$1,200. We realize off campus folks may not be interested in staying at WBC or Cottage, and they would have the choice of receiving the cash equivalent. Tidy Timers could use it towards a Tidy Time weekend, and then receive the cash difference of what the full price would be. I think this is something that would appeal to all genders, couples, and families.
 - **Sylvie Richards asked who the five gentlemen were that purchased tickets.** The men who purchased tickets in the room stood and were applauded.

Raffle Item Suggestions—Natalie asked the group if they have any other raffle suggestions, to please feel free to bring it up with her.

Nomination/Membership—Jane Sheldon, Nomination/Membership Chair

- We have one nomination: Lisa Cannon
 - Lisa has done just about every job on campus. She came to Silver Bay as a guest in 2004, and eventually became an EMP working in various areas. Lisa was awarded the 2022 Doc McConaughey award.
 - A motion was put forth to vote in Lisa Cannon. Motion was seconded. All voted in favor and motion was passed.

Questions & Discussions—Anne Erling

- Anne opened the discussion she announced at the start of the meeting related to enhancing inclusion, diversity, equity and access at Silver Bay in support of the Trustee's IDEA Committee effort.
 - A question was raised whether off-campus hosts for international emps is the main thing the IDEA committee is considering. Anne indicated that that is just their initial idea, but that they are interested in pursuing this on many levels. She indicated she had mentioned to Michelle that an idea of hosting simple welcome receptions for people new to Silver Bay had emerged in a prior Council meeting, for example. These could fall under this initiative.
 - Related to the possible initiative to pair international emps with off-campus host families, someone asked if they knew that international emps were interested in this. Carolyn responded that she will reach out to the international employees to see what they are looking for so Silver Bay can best support them.
 - Mark Brumbaugh asked a question regarding inclusion. Are we also missing an opportunity to think about being a location for the divergent attitudes about inclusion in our communities? Because we need to have, in my view, a locus of people discussing it and being able to freely reach and to express their ideas about inclusion in America.
 - Anne suggested that the Silver Bay Institute possibly could be a place to engage in those discussions.

- Sylvie Richard asked to look at the photos and the videos that are on our website to show more diversity.
- Anne mentioned another idea that Council has talked about – having conversation tables in the cafeteria. Guests can be invited to propose a conversation table topic on a sign-board outside the dining room, or Silver Bay can pre-assign topics for tables. This would be a way for people who don't come with a large group to find other like-minded people or have a place to sit when you don't know anyone.
- Marc Kleinhenz asked If we could support an expo with Minority- and Women-Owned Business Enterprises (MWBES) or Service-Disabled Veteran-Owned Small Businesses (SDVOSB), held either at Silver Bay or Ticonderoga, so people would know what companies are in the area.

Closing Remarks-Anne Erling

- Anne thanked everyone for a productive discussion and expressed a conviction that the IDEA focus is a good fit for Council, since Council is uniquely situated to be an entity that connects people to Silver Bay. All of us have benefited from that, and now return year after year, almost like to a family reunion.
- 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.