

SUMMARY of
MINUTES
ORIENT LAND TRUST (OLT) BOARD OF DIRECTORS ANNUAL MEETING
SATURDAY, JULY 16, 2011, 9:00 AM

Those present - Board: Doug Bishop, Mike Blevins, Dan Jones, John Eiseman, Paul Zoric. Immediately following the election of directors, Camille Richard and Jessica DuBoe were seated as directors. Board member Harold Pratt was absent with prior notice. **Staff:** Suzanne Ewy, Barbara Tidd, Matt G, Mark J, Mike M, Neil Seitz, Terry Seitz. **Guests:** Suzanne R, Jeff J (JJ), Sharron C, Lisa G, Bruce B, Greg M, Carl P, Jeanne P, Radar B, Don G, Alexander H, Daniel Fl. Doug B arrived at 9:25 AM. Gary G arrived at about 9:30 AM. Jack W arrived at 9:35 AM. Steve B and Tom P arrived at 10:00 AM. Kathy G arrived at 2:00 PM.

Camille Richard and Jessica DuBoe were elected as new members of the Board to serve three-year terms beginning July 16, 2011. The following officers were reelected for one-year terms: Dan Jones as President and Chair, Mike Blevins as Vice Chair, John Eiseman as Treasurer, and Barb Tidd as Secretary.

Executive Director, Facilities Manager, and Visitor Services Manager reports were presented. [contact info@olt.org ATTN: Barb for copies of reports that were part of Board meeting packets]

The Treasurer presented OLT's financial reports. [contact info@olt.org ATTN: Barb for copies of reports that were part of Board meeting packets] The Board approved the Treasurer's report.

The Secretary presented the Stats Charts. [contact info@olt.org ATTN: Barb for copies of reports that were part of Board meeting packets]

Committee reports were given.

Suzanne reported on some of the survey results. [see elsewhere on website for survey results]

The Board approved the following:

1. Resolution concerning Annual Affirmation of Deed Restriction Providing for Naturist Use of Hot Springs Parcel
2. Renewing the Naturist Freedom Affirmation
3. Vendor Policy revisions
4. Incorporating into operating account as board restricted funds the Stewardship, Monitoring, & Legal Defense fund and Land Conservation Projects fund

[contact info@olt.org ATTN: Barb for copies of above that were part of Board meeting packets]

Paul Zoric was assigned responsibility for risk assessment and management program, including insurance, in accordance with the Financial Management Policy

Suzanne updated the Board on the status of her Action Plan.

The Visitor Liaison Program will continue as part of the overall program to obtain feedback from visitors.

Reports were given on the Volunteer and Astronomy programs. Concerning the Astronomy program, the Board approved initial contributions of i) a mutually agreeable site as approved by the Site Planning Committee and OLT staff and ii) no more than \$5,000 seed money for infrastructure in support of the development of an astronomy platform and building.

A Declaration of Restriction for the Orient Mine parcel was discussed and a decision was tabled pending additional information and further discussion.

The creation of a Human Resource Committee was discussed and a decision was tabled until a future meeting.

Camille was appointed chair of the Land Committee. Doug will remain on the committee. Jessica will become a member of the Resource Development Committee.

Announcements

- a. Aug. 4: 9 AM Northern SLV Conservation Roundtable quarterly meeting, Moffat/Saguache area (specific location TBD) followed by tour of Everson Ranch, Reservoir, & Hot Springs Creek restoration at 1 pm
- b. Aug. 5-7: Crestone Music Festival, OLT staffs booth to sell raffle tickets and other OLT items. Volunteers needed to staff OLT booth. Talk to Terry or Matt
- c. Aug. 12-14: OLT Member Appreciation Weekend
- d. Aug. 24: 7 PM Northern SLV Conservation Roundtable 2nd Educational Event: A Historical Perspective of Water in the SLV featuring Angie Krall, Heritage Program Manager for the SLV Public Lands Center (FS/BLM) with local ranchers Bob Bunker and Marty Shellabarger. Location: Baca Grande POA Hall on County Rd. T near Crestone.
- e. Oct. 13-16: LTA Rally
- f. Oct. 15: OLT Fall Board Meeting at Seitz Residence

The Board awarded Suzanne a \$4,300 bonus payable on August 1, 2011 that would supplement her \$700 bonus that she received in January 2011.

MINUTES

**ORIENT LAND TRUST (OLT) BOARD OF DIRECTORS ANNUAL MEETING
SEITZ RESIDENCE ADJACENT TO THE OLT WELCOME CENTER
SATURDAY, JULY 16, 2011, 9:00 AM**

- I. Record Attendance – **Those present - Board:** Doug Bishop, Mike Blevins, Dan Jones, John Eiseman, Paul Zoric. Immediately following the election of directors, Camille Richard and Jessica DuBoe were seated as directors. Board member Harold Pratt was absent with prior notice. **Staff:** Suzanne Ewy, Barbara Tidd, Matt G, Mark J, Mike M, Neil Seitz, Terry Seitz. **Guests:** Suzanne R, Jeff J (JJ), Sharron C, Lisa G, Bruce B, Greg M, Carl P, Jeanne P, Radar B, Don G, Alexander H, Daniel Fl. Doug B arrived at 9:25 AM. Gary G arrived at about 9:30 AM. Jack W arrived at 9:35 AM. Steve B and Tom P arrived at 10:00 AM. Kathy G arrived at 2:00 PM.
- II. Meeting Call to Order – Dan called the meeting to order at 9:09 AM.
- III. Changes to Agenda – There were no changes to the agenda.
- IV. Guest Questions/Comments – Dan welcomed guests. Guests introduced themselves. Suzanne R. thanked the board for all it does. Jeff J. said every visitor should give back. Sharon C. is a Mktg. Consultant with the Small Development Center in Alamosa and offered to consult with the board gratis. Most commented that they want to support OLT in any way they can and thanked the Board and staff for the work that they do. Jeanne suggested a volunteer sign-up sheet at the Welcome Center. Some said they would like to volunteer. Don gave a brief summary of the Visitor Liaison position.
- V. Election of Directors – Dan passed the gavel to Barb for the election of directors. Barb stated that the Board Development Committee (BDC) recommended the following slate of directors to the board: Doug Bishop for reelection to a three-year term and Camille Richard and Jessica DuBoe as new members to be elected to three-year terms beginning July 16, 2011. Barb called for the question. John moved to elect this slate of directors to serve for three-year terms as recommended by the BDC. Mike seconded the motion. There was no discussion, and the motion was adopted: Paul, Mike, and John in favor; none opposed; Doug abstained. John suggested the Board make a formal declaration of thanks to Marilyn Sherbring for her service on the Board. John wanted the record to reflect how much the Board appreciated her efforts on behalf of the Board and OLT. He is sorry that she had to cut her term short. She did a lot of good work for the Board. Dan told Camille and Jessica that as new Board members they are provided mentors, that they could work that out with another Board member, and to let Dan know who their mentors will be so that he can communicate that to Harold, BDC chair.
- VI. Election of Officers – Barb stated that the BDC recommended the following slate of officers to the board for reelection to their respective positions for one-year terms: Dan Jones as President and Chair, Mike Blevins as Vice Chair, and John Eiseman as Treasurer. Barb called for the question. Paul moved to elect this slate of officers for one-year terms as recommended by the BDC. Camille seconded the motion. Doug asked if Dan is willing to be Chair and President again. He said that he is. The motion was adopted: all in favor, none opposed, no abstentions.

Dan resumed his position as Chair of the meeting and stated that the BDC recommended that Barb Tidd be reelected as Secretary. He called for the question. Doug moved that Barb Tidd be reelected as Secretary. John seconded the motion. The motion was adopted: all in favor, none opposed, no abstentions.

ED & Officer Reports

- VII. Executive Director Report (in packet) – Suzanne gave a huge thanks to staff, board, and volunteers. She said the volunteer program is being developed. Summer hosts are doing a bang-up job. Don is on the job as Visitor Liaison, and staff is continuing to develop this program. Suzanne highlighted points in her report. OLT is hiring staff with a passion for OLT and enveloping their passions for OLT’s programs. Suzanne will work on bringing in more funding in order to be able to pay staff more. Mike M has a background in systems analysis and construction and will help renovate buildings at the Everson Ranch. We are not yet fully staffed. Staff plans to raise winter revenue and set-up budget differently to increase revenue during off-season to be able to work on projects during that time. We are working on power optimization. Suzanne thinks they’ll have “an 85% ah-ha moment” towards completion of this task. Putting geothermal in the cabins will make a big difference. Heating cabins in winter uses one-fourth (15kW) of total electricity generated by hydropower. Survey and site planning committee are helping staff and board in making decisions as to how to use power freed up when cabins are heated by geothermal.

Suzanne stated that OLT made a decision not to hold conservation easements at this time or in the foreseeable future. Rather, OLT is working collaboratively with Crestone Baca Land Trust and Land Trust of the Upper Arkansas on a Memorandum of Understanding that will be presented at the Oct. board meeting. There are three sources of fundraising that are being looked at: 1) grants for which OLT may provide in-kind matches and for which OLT may request assistance from volunteers; 2) Resource Development Committee (RDC) has traditionally worked on fundraisers such as raffle/auction; and 3) RDC is now also working on large donor strategies. Survey results were really good. Jack W and Don G are helping with the survey analysis. OLT is expanding items for sale in the Welcome Center. Staff is talking with a consultant to help OLT with retail and to optimize what OLT offers for sale, so that visitors do not have to leave OLT for what they may need during their stay. John said that Colorado College students are coming for their late summer volunteer work. Suzanne said that Colorado Mountain College has a degree program in historic renovation, and that they are currently renovating a ranch outside Leadville. Staff hopes to connect with that. Lisa G. helped create a spreadsheet that includes eight colleges/universities whose students may volunteer as a group or who may do research or education programs in keeping with OLT’s mission.

- VIII. Board Chair Report – Dan emphasized that the entire board and staff really understand the rustic nature and magic of Valley View (VVHS). Any facility that is added will be done within the realm of how OLT/VVHS is today. The rustic nature of the village is the vision of the founders and will be maintained. Suzanne added that the consultant with whom staff is working regarding retail has been visiting the hot springs for 30 years.

- IX. Facilities Manager Report (in packet) – Mark highlighted points in his report. Wastewater treatment plant (WWTP) – we are in the process of soliciting contract ideas from different organizations. We intend to treat waste organically and are leaning toward creating a living machine, constructing wetlands as a major component of it, and trying to diminish our electrical footprint by using gravity feed. We are in the process of putting an RFP together.

We have a pressure pump that is in the process of coming online. Governor (what handles electrical load) work is proceeding. Excess electricity goes to heating water. With that heated water, we can put it into a hot tub or sauna, for example. The new sauna heater is online, which is a hot rock system on which you can pour water. The heat is better than it used to be with or without water on it. The sauna heater is staged in 3 phases; it is a 9kW load. Mark said that in the fall, we may bring it down to a dry sauna only because that will lower the kW's it uses. John said that we'll work on ensuring a positive visitor experience in all of this.

We have been working on fire mitigation. The fire truck is operable. Mark is working on grants to obtain more fire suppression equipment that could be put on electric carts, for example. Mark thanked everyone for honoring our fire ban. He continues to work on the initial emergency evacuation and response plan. He is working on a Water Source Protection Plan. Once we receive recommendations, we'll implement it. A Colorado College (CC) volunteer coordinator has been engaged. CC students will be here around Labor Day. Five to seven campsites have been leveled and we're working toward leveling all campsites. Six massage areas have been established with three available at any one time. Outdoor sinks are installed, and we've received positive feedback about them. This has given Mark inspiration to build a wing on the south side of Sunset with an ADA accessible sink and toilet facilities. Doug said that such projects are issues for the Site Plan Committee to work into its timeline. We have three new electric grills in the pavilion. A propane grill is still there if someone wants to bring his/her own propane bottle. Proactive pest control has been implemented if needed; we have the ability to heat up cabins for pest control. Geothermal heat will free-up 15kW's of electricity for other projects. We received more ADA advice that will be incorporated into future projects.

Mark thanked Mike M and expressed his appreciation for Mike's work. Freezes want to modify the corral where it narrows from handling two or three animals to handling one animal. The south fence on the Ranch has been moved to the south neighbor's satisfaction. Meanders on Hot Springs Creek were created by USF&W to help the Rio Grande Chub. Some meander banks have been rebuilt to prevent erosion. See Mark's report in the packet for additional information. Suzanne said that the exposed fault is the only open fault in the U.S. Students from different colleges have come out to see, study, and research it. Dan said that it is best to view it with a geologist. Mark commented that we have a great crew, which includes housekeeping. In response to John's questions, Mark said that we are getting no heat from regulatory agencies regarding the WWTP. We are not being forced to spend money on it until we are ready. We are trying to be ahead of the curve on ADA bathrooms. Suzanne said that regarding the WWTP, we need to move on it. One of the potential contractors for the WWTP is from Buena Vista. He has permitted 20 natural wetlands systems in Colorado. He doesn't have the greenhouse component. It may save us money. John stressed that this is very important for the Board as it is a large project and that OLT be

transparent and beyond reproach ethically in the RFP process. John said to be sure that any prospective contractor on this project reveal any potential connections s/he may have with any individuals on the board or staff. Paul and John will help Suzanne with the RFP in this regard.

- a. Wastewater Treatment Plant (FIO/Q&A) – see above.
- X. Visitor Services Manager Report (in packet) – Matt echoed Mark and Suzanne’s comments regarding staff. Matt reported that they’ve had a few incidents with visitors, which is normal. Staff is working with DOW concerning the bats. Matt recently attended the DOW volunteer appreciation banquet in Alamosa and gave a presentation on bats. DOW set up a microphone on the ranch to see how many bats are going to the reservoir. OLT T-shirts should be available for sale on Monday. Calendars for Sept. 2011-Dec. 2012 are available. The rock and bluegrass bands for party weekend are from Denver and La Veta. The high quality database (DB)/website is still under construction. OLT paid \$5,000 of the \$10,000 for the contract. Matt indicated that the cell phone policy is not being abused. Matt does not have a final date for when the new DB will be online. Matt/Suzanne said that it would be online by Jan. 31, 2012. Paul said it would be good to get something in writing. Suzanne said that the DB cannot be tested during busy season. The website and DB have been separated out. Matt said no dates have been pegged out yet. Suzanne will get dates: fall for website; Jan. 31, 2012 for DB. Paul would like to see final dates. Matt said testing will be done both on- and off-site.

Matt highlighted from the survey results household (HH) income of visitors. Matt thinks that our visitation is pretty evenly distributed among different ranges of HH income. The median HH income for Colorado is \$56,000. The survey results reflect a median HH income that is about the median of Colorado HH income. Matt said that two-thirds of the survey respondents said that OLT’s prices are appropriate. Mike pointed out that this is HH income, not individual income. Radar said that because pricing is appropriate doesn’t mean that OLT is doing everything right. Alexander said that these statistics are for those who filled out the survey, not all visitors, which are not the same. Alexander said that if you do a survey for people who go through the gate, the responses may be different. Suzanne/Matt said that they tried. As this was the first survey, a lot of input was provided. In the future, surveys will be shorter and more focused. Jess said that 7% is the high-end of respondents usually received from a survey. OLT received a 10% response. Suzanne said that we’re working on this; it isn’t perfect. There is an immense amount of data. Mark and Matt thanked Jack Ward again. Suzanne R. pointed out that the survey was sent out right at income tax time and that in the future OLT might consider sending a survey out after the income tax deadline. John said that the board recognized a need to better hear from its public and wanted to find out if this is an effective tool to get wants and needs of our public. We’re dedicated to getting information from public. Matt said that open-ended responses are linked from the survey webpage results. Jeff thanked staff and board for the survey and said that the responses show there are a lot of people who care about this place. Matt showed a new chart for 2001 to 2011 of visitation by children. He said that day use by children has skyrocketed. Terry said that the drastic increase in children’s visitation correlates with the end of the VVHS lottery system in January 2004. Matt said there has been a giant uptick in the number of families visiting. Other naturist facilities are seeing their numbers decline. John suggested establishing an organizational knowledge base

from the survey. John thanked others for sharing information. John said let's make institutional decisions based on this knowledge. Matt said that stats are an amazing tool to have along with the other tools staff has for visitor/donor feedback.

- XI. Secretary Report and Correspondence (in packet) – She reported that she checked the unused check supply with Terry, which Barb does every six months, and all checks were accounted for and all was in order. Barb mentioned that Annie Pace's report as Visitor Liaison is on the table for anyone who wants to see it. 6/28/11 RDC meeting minutes are not in packet because Barb received them Fri. night. They'll be in Oct. meeting packet. Barb listed the correspondence that has been received by and sent on behalf of the board since the last Board meeting.

John addressed the Board with a concern that some long time supporters have resigned from their volunteer positions. John said their words are not going unheard. We recognize there have been some seismic changes in how OLT is run. We need to continue to listen to these old-timers because they really established the foundation for OLT. While this doesn't give them special rights to dictate the future direction of OLT, we need to be sure they know that they are still welcome to OLT, even if OLT changed from where they were most comfortable before. We need to continue to try to accommodate as best we can the needs and wants of all of our visitors, but we cannot maximize the needs and wants of everyone. John is looking forward to the day when Annie sees that OLT has not changed its mission, although its face on the surface may not look the same as is true with all of us individually – our faces change. OLT goes on as it is defined by its mission. John looks forward to the day when the Annie P's and Keno's are once again involved with OLT. Until then, we have to continue to manage OLT as the Board sees fit optimizing the experience of as many people as we can. Let's take these comments to heart, but at the same time we must continue to promote the OLT mission [Jess added] for current and future generations.

Doug concurred with John's comments and added that we will probably get the most valuable feedback from critics and should be particularly attentive to that. A free organization/culture protects dissent. The degree to which we protect and encourage dissent is going to be one of the measures of the health of who we are. John concurred. Paul said that some have closed off the discussion, and that any discussion needs to be two-way. Paul said that we need to encourage old-timers to have a two-way discussion. Suzanne added that we have letters from old-timers that are supportive. There were 300 old-timers who responded to the survey. Only four of almost 1,000 respondents reported very dissatisfied; 19 reported they were somewhat dissatisfied; 84% were very satisfied. A couple of old-timers whom we need to really listen to are Neil and Terry. Suzanne R. asked, how do you define an old-timer? Suzanne said someone who has been visiting for over 10 years (pre-OLT). John said there is not a specific number of years of visitation that defines an old-timer. John said we have had a long "feel good" period and now we hear that it's changed. We must be equipped to deal with dissent. Paul added, the same is true from dissenters. John said that the survey is one tool to determine how OLT is satisfying its public; a second way is to look at our financials; a third way is to discuss around the ponds. Doug said that the current survey is a measure up to 2011; what we see next year will be the yardstick. Suzanne said that many old-timers were here during the time of VVHS, which had a different mission from OLT, and we need to take this into consideration. Neil pointed out that the diversity of people that we have in the pools

is difficult to find anywhere else. Suzanne said that this survey purposely focused on the hot springs. John said that we wanted to do this to find out the needs of the people who visit the hot springs.

Tom Preble said he has never been to a place that is naturist that is so relaxed and centered. Tom added that it is family oriented. Dan suggested education about naturism, acculturation. The naturist brochure at the front desk should be reinstated. Radar said it's also about following the rules to make it better for everyone. A concise handout about smoking, dogs, quiet hours was suggested. Matt said they will work on making the current Visitor Guidelines/map handout more concise and readable. Suzanne stressed that staff 'doors' are always open. Mike as camp host over the past four years has seen an increase in people complying with rules. Dan said that Suzanne and the Board have the big picture and that some information that comes to them is confidential. Sometimes Board/staff actions may not be fully understood and they may not be able to share their reasons for their actions. The Board/staff's top reasons for their actions are to fulfill OLT's mission and the Board's fiduciary duty to OLT. John said our bias is toward transparency.

XII. Treasurer Report – John

a. Income Statements, Balance Sheet, Cash Flow Statement (in packet) The 2011 budget was first discussed last November and took into account the state of the economy and country as a whole. Therefore, the 2011 budget was similar to 2010 as far as revenue. Revenues are in line with budget (about 1% below). Program revenue is above 2010, about \$7,000 below budget. Sales of inventory are slightly better than anticipated. We've controlled expenses well through the end of June. We have about \$17,000 in new construction that we haven't yet recorded. We are doing quite well and holding our own against a wave of economic news that is not really great for our visitors. Colorado has experienced higher unemployment than the national average for the first time in a long time. On the land conservation side, revenues are running higher than anticipated. Net ordinary income is higher than budget as well for the first 6 months of the year. We are controlling costs quite well. The variance of \$45,000 in employee costs is because utilization of people is slightly less than anticipated. Suzanne said that we've been using people creatively and hiring people for projects rather than on an on-going basis. Every employee is employed as fully as s/he wants to be. We are tailoring our headcount to seasonal and workload needs. John said that we are hiring people as employees rather than consultants because of hard times and we can afford to bring them under our workers compensation insurance umbrella, which applies to any employee no matter the number of hours worked. Terry clarified that Flexible Spending Program (FSP) eligibility is following 4 months of employment and having worked at least an average of 20 hrs./week over the past year or period of employment if less than one year. Paid time off benefit eligibility is the same. Suzanne said that if we hired a contractor who is uninsured, we could be liable for any injury to that person anyway.

(See Balance Sheet) \$252,315 in cash. \$144,000 of that is restricted. Some of the \$87,000 capital reserve fund will be used for the WWTP and geothermal. About \$50,000 per month is to be set aside in unrestricted funds during the summer months for the winter reserve. We are financially healthy. John sees no crises on the horizon, although something always comes up.

Donations go into the land conservation funds. Suzanne R. mentioned that she would like to restrict her estate for certain projects other than the land conservation fund. Dan suggested Suzanne R. talk with Suzanne E. to put into writing her wishes. John explained that funds from visitor services are being set aside for capital improvement projects.

Doug moved to approve the financial (Treasurer's) reports. Mike seconded, and the motion carried: all in favor, none opposed, no abstentions.

- b. Stats Charts (in packet) – John pointed out that we're at 100% of total income as compared to 2010. This is a good sign because 1) We didn't know how the public would respond to the economy (gas prices, unemployment) – John is very encouraged; 2) We see a decline in donations – we're at about 90%. This may be because of economic conditions or may be our structure with what's going on now. If we were running at 60 or 75%, John would be concerned, but he doesn't feel there is significant evidence that visitors not being satisfied or donors are not giving to OLT. Doug said this is something to watch. John said that Suzanne should give continued emphasis to donations in achieving our mission. Suzanne said that a week ago we sent out 1,000 donor solicitation letters. Going along with what John said for Suzanne and staff to be aware of, Barb reported that the number of donors is down 122 from last year and down 163 from 2009.

Bruce said that there may be a correlation between raising rates and a decrease in the number of contributors and/or the amount donated. John said we continue to look at prices, that they may be adjusted, and that we don't want to price ourselves out of the market. John said that he doesn't see this quite yet. Mike thinks this is highly unlikely.

XIII. Committee & Task Force Reports

- a. Board Development (in packet) – Dan reported in Harold's absence. Dan thanked Harold for the tremendous amount of work that he has been doing. For the October meeting, the BDC will look at making adjustments to the Board Development Strategy and also whether to fill the board vacancy from Marilyn's resignation before the next annual meeting. Dan asked that any input on these items be directed to Harold or himself. Dan made an initial inquiry to MSEC (OLT's legal employment counsel) to look at this fall having a 360-review of the Board. The Board would self-evaluate themselves, all staff would review the Board, and a comparative analysis would be presented to the Board. The cost is not yet known. Eight Board members would respond, but the analysis would be about the Board collectively.
- b. Investment – John reported that the CD was rolled over to December 2011 and is earning 1.7%. We continue to be very conservative in our investments, especially with our endowment. Now is not the time to be invested in the stock market.
- c. Land Action/Land Management – Doug reported that Marilyn had taken the lead on this and nothing has been accomplished on this. The committee is still looking at doing this holistically. OLT is behind on annual monitoring reports. Looking forward, we want to be able to look back

on it. We want to be good stewards of the land. We need to monitor lands on which there are no conservation easements.

- d. Resource Development – Paul said the RDC’s new focus is 3 programs: 1) current donors – increase donations; 2) develop new donors; and 3) major donor program. RDC will work on developing strategies for each of these. RDC is evolving.
- e. Site Planning – Doug reported that there is no committee report as they have been waiting for the survey results. As far as a timeline, the SPC doesn’t have 2012 priorities yet. Doug said it is time to look at long-range goals, e.g., what we want to do in the next 30 years. The SPC is trying to get away from a projects list and look at what we want to look like in 30 years. John pointed out that sites for massages have been set up and pump/power improvements have been made. We’re doing well on this year’s projects. Dan said that you need guidelines first. Doug said the timeline to delineate 2012 projects was not realistic. Dan pointed out that staff is getting enormous feedback from visitors which provides an important voice for the SPC because they’re getting current, valid input for the SPC.
- f. Survey – Suzanne reported on some stats. Comments were made by about 500 people. Top numbers had to do with the hot tub. 89 people responded that they wanted improvements in the hot tub. These and other numbers are online. It seemed clear that people want more hot water. It’s a bit less clear now that we have a sauna with hot rocks steam capability. Copies of these results are available. Jack Ward is helping analyze numbers and statistics. Jack is reporting to Suzanne. Results will be on the website. A follow-up report will be at Oct. meeting.

Directors and Officers present at the meeting signed the annual positive affirmation of ethics followed by a lunch break at Noon. The meeting resumed at 2:19 PM.

- XIV. Guest Questions/Comments – Dan moved on to unfinished business as this was covered during the hour Q&A with the Board following lunch provided at the Pavilion.
- XV. Unfinished Business
 - a. Affirmative resolution of Naturist Deed Restriction (in packet) – Dan introduced this and asked Camille and Jess if they had any questions. Paul moved to approve the Resolution concerning Annual Affirmation of Deed Restriction Providing for Naturist Use of Hot Springs Parcel as shown in the Board meeting printed packet at p. 77. Doug seconded, and the motion carried: all in favor, none opposed, no abstentions.
 - b. Renew Naturist Freedom Affirmation (in packet) - Paul moved that the Board approve the Affirmation as shown in the Board meeting printed packet at p. 78. Doug seconded the motion. Doug asked how we’re doing on bullet no. 2. John suggested naming a pool a ‘naturist’ pool as an informational sign with a little history of naturism at VVHS. Dan asked about an information plaque on the pool instead. Paul suggested a sign similar to those on the Orient history tour. Suzanne said we could do a wooden artistic sign. Discussion ensued about recognizing our

roots in naturism. Dan said that he thinks at some facilities there is a trend toward eliminating naturism. Neil would put a plaque in its own space, not at a particular pond in order to avoid confusion about appropriate attire (or lack of) at a particular pool. Neil talked about stone etched icons. Dan called for the question, and the motion carried: all in favor, none opposed, no abstentions.

John tasked Suzanne with developing a brochure and/or informational piece that includes developing further the naturist roots of VVHS.

- c. Vendor Policy revision (in packet) – Dan said the revisions are loosening the restrictions for massage therapists. Jess moved to approve the amended Vendor Policy as shown in the printed Board meeting packet at pp. 80 to 84. Doug seconded, and the motion carried: all in favor, none opposed, no abstentions. Terry said six or seven massage therapists are registered. Matt said that there are six spaces available.
- d. Incorporate into operating account as board restricted funds the Stewardship, Monitoring, & Legal Defense (SMLD) fund and Land Conservation Projects (LCP) fund (in packet) – Dan said this is on the agenda for discussion. This would save us from having multiple bank accounts. Suzanne had previously said that she wanted to look at this in the context of the bigger picture, but she is okay with moving forward on this now. John gave a brief history of the reason these accounts were set up as separate accounts, which was done when OLT was planning on holding conservation easements (CEs). At present OLT is not planning on holding CEs. It is not necessary to so strictly separate the accounts, but rather it can be done with restricted funds on the books. We will be collaborating with LTUA about holding CEs. Budgeting will still be done under two separate budgets. Mike moved to approve the Resolution Concerning SMLD fund and LCP fund as shown in the printed Board meeting packet at pp. 85-86. Camille seconded, and the motion carried: all in favor, none opposed, no abstentions.
- e. Assign board member to be responsible for risk assessment and management program per Financial Management Policy – Dan said that this is required in connection with our comprehensive financial management policy that was approved at the April 2011 board meeting. Dan suggested that John would be the appropriate board member to be responsible for this. John agreed. This includes the entire financial package including insurance. Paul would also be qualified to do this. John said we should monitor cash balances. Doug moved to approve the appointment of Paul Zoric to be responsible for the risk assessment and management program in accordance with the Financial Management Policy. Camille seconded the motion. John said it is a good idea to get this out of his (John's) hands to have a check and balance approach. Dan called for the question, and the motion carried; all in favor, none opposed, no abstentions.
- f. Executive Director Action Plan update – Dan said the purpose of this is to provide the Board a mid-year update for Suzanne's mid-year review that will be in executive session. He opened it up for questions from the Board. John confirmed that we know the status of the power

generation and sauna. John brought up as an example the comment about the sauna that came up during Q&A with the Board following lunch. John said the Board's official position is that we recognize that there is push and pull and we'll work toward satisfying both sides. Mark suggested we go toward a dry sauna in the winter. Massage sites are done. Our part of the corral work is done. Suzanne said all bench marks up to May have been met. We still need to work on fundraising experts for Board. Survey results were discussed previously in the meeting. We're on line for coordination of college volunteers for research and education projects. We're working on developing a volunteer program.

Mike commented regarding the website/database (DB) that it was supposed to be a two-month project and that it was pointed out at the time that two months was totally unrealistic. Paul thinks this project is pretty critical and that is why he is pushing on it. Paul said the current website is out of date. People have told Mike that they used to go to the website a lot because there were great pictures; there are fewer now and people are not going to the website as much as they used to. Mike said that it is our most important communication/marketing tool. Suzanne agreed. John suggested we ask visitors to send their photos for web posting, giving them proper credit. John said we need to give the website more priority. Suzanne agreed. Suzanne suggested a deadline of Nov. 30 for an updated website and Dec. 31 for the DB. Suzanne has a consultant to work on it, but she is really busy too. The person helping with survey analysis may be able to help with the website update. The real problem is the text on the website that needs updating and those who have knowledge to do updating are currently slammed. Perhaps the website could be updated by Oct. 31. Camille suggested a web designer could talk with staff and obtain the information needed, then write up the text. Suzanne said that the material for the new website has already been written but it reads poorly. Mike suggested cleaning up the old website temporarily, which Mike thinks could be done in 2 days. The Board thanked Doug Bates who volunteered to assist with this (as a task force). Suzanne will update the board on this in 2 weeks. Mike said that one needs a big block of time to focus on this, and that is not available to staff during the busy season.

Suzanne continued to report that we are collaborating with land trusts, engaging/utilizing fundraising experts (still working on), have survey results, developing visitor liaison position, optimizing power system, training in hospitality daily (hired very carefully; working really hard; working on concept of interpretation to engage visitors). Paul said that we wanted to benchmark best practices in this area. John suggested perhaps the VSM and other staff be sent to other hot springs or educational seminars. DU's hotel and restaurant management program is one of the best in the country. Paul said that this is an investment. Reaching out in this way is benchmarking. Regarding optimizing staff structure and skills of employees, Suzanne thinks we have done a really good job at this and employees are doing what they do best and that we have enveloped employees' passions into OLT's work. Suzanne listed employee talents and experience and how it's being used. Jess said that OLT is lucky that each employee chose to be at OLT. Suzanne wants to look at improving employee benefits. John said that we either need to find additional revenue during the fall and/or winter seasons, find cost efficiencies or branch out our revenue sources. Suzanne said we can build donors and grants with current staff

through programs in education, art, and historic renovation using staff for in-kind donations for matching grants. John said that we then need to develop our staff.

We are working on the respect campaign. Done are installation of sauna heater, outdoor sinks, Site Planning Committee timeline, filling vacant board seats (except one unexpected), and planting at reservoir except seeding that will occur in October.

John congratulated Suzanne on her accomplishments with the Action Plan. Paul agreed with John. Dan said that some of the tasks that aren't done are broad and ongoing. Mike asked if her task list should be shorter for next year. Suzanne said that it was a tough year, and she does not anticipate that it will repeat. Suzanne would rather have extra tasks to look into if actions do go well, and she has time for other actions. John said that the Board needs to start working on the 2012 action plan. Dan said we look to the strategic plan to develop the 2012 action plan. Mike said that we need to go further on some things and need completion on some things. John added that we need completion on items that can be seen. Mike said we need a few finished projects. Dan said those items that we can't see we need to promote better.

g. Visitor Liaison (VL) Program (see packet) – Dan said this was put in knowing that it would be on hold. A lot of what the VL does overlaps with what others do. This is put on the table to discuss possible redundancy with this position. John thinks that we need to develop this further. Suzanne said that we need a program; this is part of the program; the program needs to be integral. Suzanne suggests that this be set aside for now and that we keep working on it. We haven't had enough time to settle in and decide what questions are best. Doug's problem with the resolution is that there needs to be a vehicle for feedback that is separate from staff and summer hosts. Doug said the VL could potentially be that vehicle – to get feedback that we wouldn't otherwise get. If some information is duplicated in this information gathering, that doesn't hurt. Suzanne is working with staff on this along with incorporating other aspects of feedback. Suzanne asked the Board to be given time to put together a program that she will present to the Board to look at.

XVI. New Business

a. Volunteer Program – Matt said this is an update; it is not finalized. We look for this volunteer continuum: Awareness, knowledge, understanding, stewardship. During summer, we can't be as responsive as we would like until we get a structure created. Kudos to Lisa Gershkoff. She developed volunteer and staff evaluations and worked on a revised volunteer application. Matt with other staff created a list of current projects to help plan for volunteers and other staffing. Matt will draft more volunteer position descriptions like the summer host position descriptions. We are looking at care and feeding of volunteers. Matt wants to get projects better defined in the budget. Matt will work on advertising, possibly a volunteer e-newsletter or paper newsletter, website, and Facebook. Matt worked with Regis University; a class worked on OLT's volunteer program as a research project and provided OLT a 25-30 page report that included a tracking system. Matt is not wild about adding a volunteer tracking system to the new database. Regis suggested finding a better tracking system. How do we thank volunteers? Currently we will not focus so much on financial rewards, but rather spotlight them in the

newsletter. Where is the line between volunteer and work trade? Some volunteers who are outstanding may be rewarded on a case-by-case basis. Groups, e.g., Colorado College, and individuals are different. Volunteers are looking for more 'experience.' What is their motivation for volunteering? What are volunteers' needs/wants that will also support our mission? Matt said that the law looks at volunteers as employees. There needs to be a symbiotic relationship. If volunteers need a lot of supervision, staff doesn't have time during the busy season to give them a lot of supervision. Volunteers are unpaid staff. Staff needs to create position descriptions for volunteers, take applications and be sure there is a match. This could be done during fall/winter to implement the program next spring. Matt said in the past it has been on a case-by-case basis. Next steps are to hash this out more and find a good tracking system. Lisa G. wrote an action plan. Matt is aware of volunteer tracking systems. Suzanne said that staff will be able to establish a structure and plug in volunteers as needed if we have the right volunteers. About 50% of respondents to the survey said that they come to VVHS to relax. Matt said that if someone comes to us who wants to volunteer, we want to be able to use them.

Gary asked about insurance for volunteers. Suzanne said that volunteers sign a release and waiver of liability. OLT has general liability insurance that covers volunteers to the same extent that it covers employees. Volunteers are not covered by OLT's workers compensation and OLT does not pay for medical treatment of injuries of volunteers while volunteering.

Mark said that we need a collated database with calendar, access to volunteer applications, volunteers' skills, and volunteers' requirements. Matt said that by January he'll have a procedure, final volunteer application, tracking system finalized, evaluations, and projects list. If 90% of this is complete by the January meeting, Paul will be pleased. Matt's goal is to get OLT so responsive that we could accommodate 50 volunteers for a week on short notice. The Board thanked Lisa G. for her work on this. Neil suggested T-shirts for volunteers because they come and go from metropolitan areas, and it is advertising for OLT. Neil said there is an organization in Colorado Springs that is entirely volunteers from top to bottom – hundreds of them. Neil said to leave no stone unturned. Suggestions: Give volunteers a Monarch ski pass/dinner package. Budget for a volunteer banquet.

- b. Astronomy Program – Dan gave an overview of last night's meeting with Jim Melcher, Tom, and Radar. Radar is willing to commit maybe up to \$6,000 for the project. All three are willing to dedicate time. If the Board approves an expenditure of \$2500 to \$5000 seed money and provides a site, these three would excavate, pour concrete and put up a building. It immediately gives us visibility and gets the program up and running. The goal would be to have a much more powerful telescope that would cost up to \$25,000. Dan would like to task the RDC along with the SPC to determine infrastructure improvements needed, a timeline, and develop a capital campaign for them. A capital campaign could be, for example, \$100,000 for four different items. Multiple projects engage a broader base. Doug likes the idea of a comprehensive fundraising campaign. A contributor could restrict his/her donation to a specific project. This would be separate from unrestricted donations. This would tie into our mission with science, education and visitor experience, and grants. This is building capacity for

grants. If we build the building, then we could fundraise and write grants for a telescope. Doug said the SPC would have to discuss the site. Factors to consider: Dan suggested a space possibly closer to the entrance to the hot springs, e.g., if we wanted to host school groups in summer. There is a lot to consider for a site – able to excavate, access for cement truck, no light pollution, more central and within our designated building envelope. Tom made the following points to consider in selecting a site: 1) possible light pollution/stray lights; 2) good southern and eastern skies, no viewing over tall trees/hot roofs (dissipating heat distorts visibility); 3) naturism/public interface; 4) noise – viewers sometimes view until past midnight, and we don't want to disturb other visitors; 5) power is required; 6) handicapped access. Tom said our excellent night skies are well worth a high-quality telescope. People will be able to see things that cannot be seen by a less powerful telescope.

Radar thanked Board members and Suzanne for participation in the meeting yesterday and Neil and Terry's support for starting the program and their continued support. Seed money is to get this project started. Volunteers have offered to use their backhoes. Jim and Tom will do the work. This project would enhance our science and education programs and the visitor experience.

Tom said that astronomy dovetails well with OLT's mission and protecting night skies. Astronomy would illustrate the wisdom of protecting the view shed. Tom would like to expand the astronomy program and proposes 3 to 4-day astronomy weekends in fall and winter that are scheduled and advertised. Jess said that it is important that this program partner with the RDC. Radar said it would also attract more astronomers. John would want it to be known by all that OLT's initial support is limited to the site. OLT cannot commit to make up any difference between donations and reality. Tom said the building would be under \$2,500. Neil said building envelopes are limited and we need to look to future development and do careful planning. John prefers to look at budgeting with Terry and Suzanne first because we're looking at spending \$5,000 not yet budgeted for 2012. Work could be done this fall. Suzanne said that we've done well with keeping employee expenses down, and we had a \$13,000 cushion in the 2011 budget.

John moved that whereas it is recognized that OLT has the commitment from three volunteers to assist with construction of an astronomy platform and building and whereas the Board recognizes astronomy as part of the OLT mission, the Board continues to support the development of an astronomy platform and building with the understanding that OLT's initial contributions will be i) a mutually agreeable site as approved by the SPC and OLT staff and ii) no more than \$5,000 seed money for infrastructure.

Suzanne suggested Mark put together a list of astronomers. Suzanne will present to the Board within next few weeks. Paul was concerned about our putting astronomy now. We get 8-15, up to 40 people at night for astronomy. Mike said that we have a commitment of up to \$10,000 in donated labor. Doug would like to not see a deadline. Dan said that we cannot designate funds for next year's budget. John suggested that we restrict these funds with this motion. Doug is concerned that we're moving hastily. Dan said that Suzanne has discretion to allocate this

funding. Tom agreed that he thinks it is rushed if they try to do it by the end of this year. John will see that we put \$5,000 in a restricted fund for astronomy in the 2012 budget if it is not completed in 2011.

Camille seconded the motion, and the motion carried: all in favor, none opposed, no abstentions.

- c. Declaration of Restriction for mine parcel (see packet) – Dan introduced this. This is a Declaration of Restriction, not a deed restriction because this does not involve a transfer of real property. Barb and Camille clarified that a restriction may be put on real property and it may also be removed. Terry thinks this restriction would be okay. Dan said the Mine is an area where we invite the public. Camille said that we should not do this restriction if in any way DOW is not agreeable with it. Suzanne would love to see the restriction put on the parcel. Discussion ensued about exceptions to the restriction if, for example, students were going up to the Mine. Camille’s concern is that it is a DOW easement. Suzanne said think about education. Neil said that many foreigners come here for the freedom. Neil suggested that we not specify a specific time/place for clothing/not clothing. Neil said VVHS is family oriented and for the public. Jess suggested waivers; this provides an opportunity to introduce naturism to kids. Suzanne said if done through the schools, they won’t come. Mike said this could also prevent us from getting grants. If we put a one-day option, we don’t have to exercise it. Dan said the concern is for local school groups. Dan suggested a subset discuss this further. John thinks we could count on visitors if we ask visitors to be clothed up to the bat cave if we have school children going there. Doug suggested a permission slip from the school district; the school district probably wouldn’t allow it. Terry said that OLT could change the restriction in the future, so do we need it? Jess said that we could affirm the restriction, and ask visitors to please be clothed when school groups come up. Dan said that we could tell walkers that they may encounter naked people. Doug said that the sign doesn’t say this now. Neil said the sign says one may encounter naked people. John wants to hear from DOW before making any decision. *[Barb note: As of July 22, there is no signage at the kiosk where the trail from the Black Canyon TH intersects with the road from VVHS. The kiosk is blank.]*
- d. Committee & Task Force Structures and Membership (see packet)
- i. Create Human Resource Committee – Dan introduced this. A task force would be fine. Suzanne wants someone who understands what happens here in the Valley, the local community. Mike said it should be a Board committee. Suzanne wants Paul and Jess to be on the committee. Also, the committee is to foster and develop communication and relationship between the Board and ED in addition to it being an HR resource. Suzanne would like to have fewer people than the entire Board that she can go to with her thoughts/feelings to help her. Paul said it would be good to have three people on an HR committee. Dan suggested Suzanne tap the Exec. Comm. for Board/ED development and relations and tap Paul and Jess as a task force on HR issues for awhile. In October, Suzanne can come back with a proposal to formalize a committee. Suzanne would like a woman with business experience on the Exec. Comm. The Exec. Comm. is made up of OLT’s officers: Pres./Chair, Vice Chair, and Treasurer. Mike and others think that ultimately it

should be a committee rather than a task force. Suzanne thinks that we should have a separate HR committee. Suzanne would like this for fostering and developing.

- ii. Examine land committees and establish membership – Dan said that two land committees have languished and chairing has bounced. We have a new board member who is infinitely qualified to chair this, i.e., Camille. This committee would be really important in helping Suzanne and the Board in getting this work done. Camille was appointed chair of the committee. Doug will remain on the committee.
- iii. Major Donor Facilitation – Dan thinks this can be folded into the RDC. Dan thinks Jess would be really important on the RDC with grant writing experience. Paul’s big concern is that when speaking to major donors, there is a lot of confidentiality involved.
- iv. BDC would benefit from an additional member.

Mike suggested we go outside the board for committee members. This was expressed this morning. John doesn’t think either new board member be part of BDC at this time.

- XVII. How did we do today? Self-examination on our governance – Doug and John said they really liked what happened at the Pavilion. John hopes the Board was successful in creating an understanding of dissidence that the door is still open to listening. Jess appreciated allowing people to talk and the meeting kept mostly on schedule. Comments today were good. Jess said that the Board needs to support the chair to avoid getting bogged down, but today we had many productive comments. John mentioned a possible representative to the Board.

Doug Bates suggested that guests be given paper/pen to write comments/suggestions during the meeting and put them in the suggestion box.

Camille commented on the mutual respect among board members. She would like to continue public comment as in this meeting.

XVIII. Announcements

- a. Oct. 13-16: LTA Rally
- b. Camille asked about CCLT’s convention. It is in March. Camille is interested in attending.
- c. Aug. 4: 9 AM Northern SLV Conservation Roundtable quarterly meeting, Moffat/Saguache area (specific location TBD) followed by tour of Everson Ranch, Reservoir, & Hot Springs Creek restoration at 1 pm
- d. Aug. 5-7: Crestone Music Festival, OLT staffs booth to sell raffle tickets and other OLT items. Volunteers needed to staff OLT booth. Talk to Terry or Matt
- e. Aug. 12-14: OLT Member Appreciation Weekend
- f. Aug. 24: 7 PM Northern SLV Conservation Roundtable 2nd Educational Event: A Historical Perspective of Water in the SLV featuring Angie Krall, Heritage Program Manager for the SLV Public Lands Center (FS/BLM) with local ranchers Bob Bunker and Marty Shellabarger. Location: Baca Grande POA Hall on County Rd. T near Crestone.
- g. Oct. 15: OLT Fall Board Meeting at Seitz Residence

- XIX. Executive Session - The regular Board meeting adjourned at 4:53 PM, and the Board reconvened in Executive Session at 5:05 PM to discuss personnel and operations, board matters, and personnel.

Executive Session adjourned at 7:16 PM, and the Board briefly reconvened in regular session to award Suzanne a bonus. John moved that the Board award Suzanne a \$4,300 bonus that would supplement her \$700 bonus that she received in January 2011 and make it payable on August 1, 2011. Paul seconded the motion. There was no discussion, and the motion carried: all in favor, none opposed, no abstentions. The regular meeting was then adjourned.

Submitted by:

Approved by:

_____ / _____

_____ / _____

Barbara Tidd, Secretary

Date

Dan Jones, Chair

Date