

**Camp Hope Board Meeting**  
**July 16, 2021**

Attendees:

Board Members:

Sharon Batten  
Amy Price  
OJ  
John Idsinga  
Reuben Kulla  
Holly Musser

By Telephone:      Aaron Marvin  
                          Dave Myllymaki

Executive Director:      Doug McCallum  
                          Darlene Kulla

Agenda: A special meeting was held on July 16<sup>th</sup> at New Tradition Homes office to discuss the salary and commission/bonus structure we should offer Karen Phillips for the Executive Director position.

A. Commissions

1. Doug McCallum contacted a Share House Development Director, and was told that they could not offer a commission as a 501C non-profit. In speaking with the Salvation Army Director of Development, the Director raised \$5.4 million in a fund-raising campaign and received no added compensation.
2. Amy Price did some quick research on-line and found that a commission is not allowed for most 501C non-profit organizations.
3. This led to a discussion about offering some kind of bonus for fund-raising performance. It was ultimately suggested that this could be a tiered bonus based on Karen attaining certain fund-raising benchmarks.
4. Another suggestion was to discuss bonuses at Karen's 3 month review.

B. Salary Discussion

1. With all monies coming in from camps this summer, our \$68K balance will grow to approximately \$80K.
2. After an initial motion to offer a \$3,200 monthly salary, it was decided that we should offer Karen a salary of \$3,500/month. An additional bonus could be rewarded for hitting specific fund-raising targets, for example, if \$100K is raised, there could be an additional \$5K bonus. The bonus portion was not developed to a conclusion. It was suggested that an attorney be consulted regarding setting up the bonus structure.

3. There was a motion which was seconded, to offer Karen a \$3,500/month salary and an annual review by the Board.

C. Other items

1. Karen's start date would be August 2, 2021.
2. Sharon would like to see a Fall fund raiser.

Respectfully Submitted,

Dave Myllymaki, Secretary and  
Doug McCallum, Board Member