



2023 Pacific Southwest Service Area Assembly  
April 21—23, 2023  
San Luis Obispo, CA

April 2023

Hello Pacific SW Service Area Members:

I want to welcome you to the 2023 Annual Assembly and the annual business meeting for Camp de Benneville Pines. My deepest thanks go out to the members of SLO Unitarian Universalists for hosting such a well-planned event. Their dedicated work over six months has produced an assembly not to be missed. We expect we will all have an enjoyable, as well as a meaningful, time together.

Events start early on Friday, with a wine tasting tour and late afternoon workshop options. Remember to register for the wine tasting tour. There is a small fee. [Click here to register!](#)

There are two levels of participation at this Assembly and we've created information packets for both levels. Please click the appropriate link depending on whether you are only attending the Assembly or if you are also planning to attend Camp's annual business meeting (this is a much larger packet).

Information Packet – Assembly only

Information Packet – Assembly and Camp's Annual Business Meeting

I look forward to meeting with church board presidents for our lunch meeting on Friday, and I'll try and meet the rest of you around the patio as the weekend unfolds.

On behalf of myself, the camp board, and our host church, we look forward to seeing you very soon!

In peace and love,

*Patricia Gordon*

Pat Gordon  
Board President  
Camp de Benneville Pines



Living in  
Harmony with  
Each Other and  
Our Earth



## 2023 Pacific Southwest Service Area Assembly Schedule

<u>Time</u>	<u>Description</u>	<u>In Person Location</u>	<u>Zoom Log In</u>
<b>Friday, April 21st</b>			
12 Noon	<b>Board Presidents Luncheon</b> , hosted by Pat Gordon, president, Camp de Benneville Pines Board of Directors	Library	n/a
1:30 PM	<b>Wine Tasting at Biddle Ranch Vineyards</b> <a href="https://www.biddleranch.com">https://www.biddleranch.com</a> PRE-REGISTRATION REQUIRED. Cost is \$30 per person. 30 slots available (participants will be given a 10% discount on any bottles purchased after the tasting) <a href="#">Click here to register.</a>		n/a
3:00 PM	<b>Earth Breaths Workshop</b> , presented by Oshri Hakak. Practice making "Earth Breaths" together as a community and speaking from a place of rootedness and breathfulness to feel our interconnectedness with each other and the Earth (30 minutes)	RE Space	n/a
4-6:45 PM	<b>Registration Check-in</b> for Assembly & Youth Con <i>UUSLO Greeter - Andrea Brown</i>	Labyrinth	n/a
4:30 PM	<b>Presentation on the COP27 Conference.</b> Presenter, Cindy Peister (by Zoom) from UU Santa Paula.	Library	<a href="https://bit.ly/PSWSAA-COP27">https://bit.ly/PSWSAA-COP27</a>
5:00 PM	<b>Social Hour, pizza and salad.</b> Beer, wine & non-alcoholic beverages available.*Suggested Donation Jar, proceeds to The Beaver Brigade <a href="http://www.thebeaverbelievers.com">www.thebeaverbelievers.com</a> <i>Hosted by UUSLO Board of Trustees</i>	Social Hall	n/a
7:00 PM	<b>Welcome</b> by Rev. Rod Richards, minister, UUSLO Chalice Lighting by Camp dBP Board of Directors Introduction by Jan Meslin, UUSLO	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
7:15 PM	<b>Keynote Mona Tucker</b> , tribal chair of the yak tityu tityu yak tilhini (ytt for short), will discuss Northern Chumash tribal history in San Luis Obispo County and region, ongoing efforts for ancestral Land Back, and the tribes limitless future.	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
8:15 PM	<b>Beaver Believers Film Screening</b>	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>

<u>Time</u>	<u>Description</u>	<u>In Person Location</u>	<u>Zoom Log In</u>
<b>Saturday, April 22nd</b>			
8-8:45 AM	<b>Continental Breakfast at UUSLO</b> <i>Hosted by UUSLO Men's Breakfast Group</i> Coffee and tea will be available ALL day	Social Hall	n/a
9:00 AM	<b>Welcome, Chalice Lighting &amp; Introduction</b> by Camp de Benneville Pines Board of Directors	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
9:15 AM	<b>Keynote Chairwoman Violet Sage Walker</b> of the Northern Chumash Tribal Council (NCTC) is the Nominator of the proposed Chumash Heritage National Marine Sanctuary.	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
10:15 AM	<b>Stretching Break</b>		
10:30 AM	<b>Camp de Benneville Pines Annual Meeting</b>	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
11:45 AM	<b>PWR video message</b> 10-minute informational program about UUs in the Pacific Southwest Service Area	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
12 Noon	<b>Taco Lunch by La Katrina</b> <i>Hosted By UUSLO Climate Community</i>	Social Hall	
12:30 PM	<b>Ice Cream Social</b> <i>Hosted by Camp de Benneville Pines</i> <i>Scooped &amp; Served by UUSLO YoUUth group</i> *Suggested Donation Jar, proceeds to Camp dBP Youth Scholarship Fund	Social Hall	
<b>AFTERNOON WORKSHOPS AND FIELD TRIPS</b>			
1-2:15 PM	1) <b>Earth Day SLO 2023</b> Open from 9-4 <a href="https://earthdayalliance.com/earth-day-slo/">https://earthdayalliance.com/earth-day-slo/</a> Participants meet to carpool to Laguna Lake Park, about a 5-minute drive.	Meet in Labyrinth	n/a
	2) <b>Building Covenantal Relationships with Conflict in Mind</b> , presented by Antoinette Scully (National Organizer with UU Women's Federation), When taking the lead in building a better world, tough conversations often occur. Understand how to take care of each other when conflict arises.	Social Hall	<a href="https://bit.ly/PSWSAA-SH">https://bit.ly/PSWSAA-SH</a>
	3) <b>A Meaningful Land Acknowledgement</b> , presented by Dorothy Pitkin & UUSLO 8th principle working group. Discuss UUSLO's process and ways you can make a meaningful statement.	Library	<a href="https://bit.ly/PSWSAA-Land">https://bit.ly/PSWSAA-Land</a>
	4) <b>Gianna Patchen</b> , Keynote Speaker Violet Sage Walker's executive assistant, will walk people through writing a comment in support of Chumash Sanctuary's final NOAA public comment period.	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
2:15-2:30 PM	<b>Stretching Break</b>		

<u>Time</u>	<u>Description</u>	<u>In Person Location</u>	<u>Zoom Log In</u>
<b>AFTERNOON WORKSHOPS AND FIELD TRIPS</b>			
2:30-3:45 PM	1) <b>Beaver Walk</b> (25 people max) It's a 20-minute drive to the trailhead for this easy walk with docents from the Beaver Brigade to a Beaver den. This walk is unfortunately not wheelchair accessible. <a href="http://www.slobeaverbrigade.com/come-to-a-beaver-pond/">http://www.slobeaverbrigade.com/come-to-a-beaver-pond/</a>	Meet in Labyrinth	n/a
	2) <b>Immigrant Justice Portals - Faithful Service Through Community Relationships</b> , presented by Katia Hansen & Jan Meslin. Learn about Justice Portals / Ventanillas de Justicia. Justice Portals are collaborations between UURISE and congregations that leverage technology, resources, and community relationships to bring remote immigration services to congregations in underserved areas. This ministry enables congregations to become more integrated partners in their community.	Social Hall	<a href="https://bit.ly/PSWSAA-SH">https://bit.ly/PSWSAA-SH</a>
	3) <b>A Workable Model for Camp Support</b> , presented by John Schaibly and Ardath Schaibly, members of First UU San Diego, based on the successful San Diego Friends of Camp dBP	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
4:00 PM	<b>Social Hour</b> <i>Appetizers &amp; Cookies made by UUSLO Ladies of the Evening &amp; Women's discussion group</i> <i>Hosted by Camp dbp Board of Directors</i>		n/a
<b>Sunday, April 23rd</b>			
9:00 AM	<b>All Choir rehearsal for service hymns in UUSLO</b> <i>Choir members from all congregations are invited to participate</i>	Sanctuary	n/a
9:15-10:15 AM	<b>Sunday morning breakfast at UUSLO</b> <i>Hosted by UUSLO 8th Principle Work Group</i> Mona Tucker will be featured guest for breakfast Coffee and tea will be available during breakfast and after service	Social Hall	n/a
10:30 AM	<b>Sunday Service led by Rev. Rod Richards</b> Chalice lighting by Jan Murphy, Director of Religious Exploration, UUSLO UUSLO COO Jan Meslin will introduce Mona Tucker and Collection will go to Chumash TtY tribe Bridging	Sanctuary	<a href="https://uuma.zoom.us/my/uuslo">https://uuma.zoom.us/my/uuslo</a>
11:45 AM	<b>Official end of Assembly and Youth Con</b> Coffee and tea will be available until 12:30pm	Social Hall Labyrinth	



## **Camp de Benneville Pines Annual Meeting Agenda**

1. Call to Order- President
2. Camp de Benneville Pines – Corresponding Secretary
  - Approval of Board Members serving new 3-terms:  
Martha Kazlo, Chris Faller, Dale Botts, Donna Herman, Paul Wallace, and Pat Gordon
3. Board President Annual Report & Operational Overview of Camp
  - Audit Results – Pat Gordon, President
  - Recurring Costs Report – Dale Botts, Vice President
  - Facilities and Grant Report – Chris Faller, Board Member
  - Approved Budget 2023-2024– Donna Herman, Treasurer
  - Health Advisory – Covid – Pat Gordon, President
  - Stewardship Report – Pat Gordon, President
4. Executive Director Report- Janet James
  - Administrative Report
  - Awards – Laura Chamberlin, Registrar, & Key Stewards
  - Accountant – Lois Tomlinson, President, Tomlinson CPA
5. Meeting Closing – Pat Gordon, President

# **CAMP DE BENNEVILLE PINES**

## **BOARD OF DIRECTORS ANNUAL MEETING**

Annual Meeting, Camp de Bonneville Pines

Saturday, May 14, 2022

The meeting was held at the fire circle of Camp.

The meeting was joyfully called to order and the chalice was lit at 3:05 PM by Pat Gordon, President. 28 congregations of the service area were represented at the gathering. Pat thanked the 60<sup>th</sup>-anniversary planning committee for their resilience and hard work as the celebration dates and locations had been planned and then postponed several times due to Covid.

Janet James, Executive Director, welcomed everyone and thanked all for coming to our celebration of 60+ years of love. The long-term contributions of each of the camp staff were recognized and each received a plaque honoring their service.

Teddy Boston was recognized for providing over 3,000 hours of volunteer service since 2015.

Janet James was recognized with a long-standing ovation for her 27+ years of service as Camp Executive Director. Some of her many contributions, trials, tribulations, and successes were described.

The Board of Directors was introduced, and past board members were asked to stand for recognition.

The following land acknowledgment was read: "We acknowledge that this retreat is taking place throughout the stolen territories of California and beyond, home to hundreds of tribal nations. We acknowledge that Camp de Bonneville Pine' is located upon the traditional territory and homelands of the Maarayan and the Yuhaaviatam people, commonly referred to as the Serrano. As we begin this retreat, we acknowledge and honor the original inhabitants of the places where each of us reside and work. Let's take a moment to honor these ancestral grounds that we are collectively gathered upon and support the resilience and strength that all indigenous people have shown worldwide."

It was noted that the minutes of the last annual meeting were unanimously approved by the BOD at their meeting on June 15, 2021.

The report of Vice President Dale Botts was included in the meeting packet. He summarized the last two years and the rising costs of operating a camp; the need for additional monthly giving was stressed.

The Board of Directors approved budget for 2022/2023 was presented in the annual meeting packet; there were no questions.

The next annual meeting will be April 21 - 23, 2023, sponsored by San Luis Obispo UU Fellowship. All reminded to Save the Date!

Meeting adjourned

Submitted by Martha Kazlo, Recording Secretary

## Camp de Benneville Pines (CdBP) Board of Directors

### Pat Gordon, Board President



No stranger to water, Pat grew up in Grosse Ile, Michigan, a river island in the southern-most tip of the Detroit River, before relocating to San Diego. Pat favors the amenities of living in an eclectic urban center. From the harbor, beaches, mountains, and sunny weather to the thriving civic center and Balboa Park, Pat finds abundant opportunities to enjoy life. She hikes, swims, gardens, visits zoos, and is always on the prowl for a great science fiction or fantasy novel. In her previous life, Pat is an indigenous warrior. In the 21st century, she continues the tradition as she fights for LGBTQ+ issues, the environment, and social justice through equality. Pat is gentle in her manners yet powerful in her determination.

Pat, who is a member of First UU Church of San Diego, was first enticed to Camp through her pleasure of hiking and love of four seasons. The people who attend and who work at Camp have captured her heart and keep her returning each year. She foresees Camp as a place where campers' physical, mental, emotional, and spiritual needs continue to be met. Pat trusts this will transpire through an expansion of leadership personnel. Consequently, she is focused on maintaining the legacy of a thriving camp by encouraging capital campaigns that support quality employee housing to retain superlative Camp staff. Pat is President and Chair of the CdBP Stewardship Committee and Reopening Committee.

### Dale Botts, Board Vice President



Dale's passion is to educate, find consensus, plan, make changes, and maintain operations that run smoothly. He has experience in running volunteer organizations including the Industrial Environmental Coalition of Orange County, American Institute of Chemical Engineers local chapter, California Resource Management Association, Unitarian Universalist Congregation in Fullerton (UUCF), Toastmasters, and now Camp de Benneville Pines as Board Vice President.

At UUCF, Dale taught children (including his son) in the religious education program. He was the UUCF Board President for two years, served as the Worship Committee Chair for ten years, and serves on the Budget Committee. As UUCF President, Dale was involved with the budget, stewardship, the development of a right relations covenant, conflict resolution, strategic planning, and staff supervision. Since 2013, he has been the de Benneville Camp Champ and the congregational weekend Camp Dean. For Camp de Benneville Pines, Dale is the chairperson of the Personnel Committee and serves on the Facilities Committee, the Stewardship Committee, Reopening Committee, and the Finance Committee.



## **Paul Wallace, Board Treasurer**



Paul Wallace was originally from North Carolina, but lived in south Florida, then Michigan before settling in California in 1979. He lives in Altadena, CA (since 2001) with wife Judy and one dog at present. Paul and Judy joined Neighborhood UU Church of Pasadena (NUUC) in 2003. He appreciates the area for its combination of beautiful landscape and proximity to cultural events. He joined the Winter Camp Committee members circa 2006. Paul has served as the Chair of the Neighborhood Church Winter Camp Committee since 2012.

He has been the NUUC winter camp bartender since 2007. Paul promotes green living and is committed to the principle that education is vital to mitigate climate change.

Paul is a civil / environmental engineer and has the skills to lead major projects. He enjoyed working on the Camp de Benneville Pines site master plan. Paul now heads Camp's facilities committee. He has been instrumental in the Lodge drainage project, scoping out Cabin improvement projects, and the erosion control project.

## **Martha Kazlo, Board Recording Secretary**



Martha Kazlo wants to be part of preserving the Camp de Benneville Pines experience for future generations. Her attendance at the first Rainbow family camp was her introduction to UUs and she was hooked. Martha offered workshops at Rainbow Family camps, Women's retreats, and several weekends for home congregations.

Martha served as chair of the board of trustees of her home congregation (UU Church of Riverside), served as secretary of the PSWD board of directors and has also been a member on the board of her housing cooperative. Her main job concerned making certain that people felt heard. As chair of her church board of trustees, she was very involved in the budget process. When a shortfall occurred, it was her responsibility to make certain that the money was raised to pay the bills.

## **Louise Klatt, Social Media Chair, Board Recording Secretary**



Louise is a member of the Unitarian Universalists of Santa Clarita Valley. She has been actively involved as a volunteer for camp for many years and has been a dean for the LA/Valley Cluster church weekend and continues to help coordinate the weekend. At her congregation she is part of the Social & Environmental Justice team and is a volunteer teacher for the children's Religious Exploration program.

Louise is an administrator for the Camp de Benneville Pines' Facebook page, Instagram, and Twitter. She has a knack for knowing when anniversary dates occur for Camp employees. Her husband was a Camp Board member. Their daughter grew up attending Camp. Louise is fond of the Camp Women's Retreat, Thanksgiving weekend, and volunteer work events.

## **Chris Faller, Board Member**



Board member Chris Faller and his family have been active members of the Unitarian Universalist Fellowship of San Dieguito (UUFSD) for about 25 years. For the past several years, Chris has served as the Fellowship coordinator/registrar for the annual April weekend at Camp. He also has served as Fellowship treasurer. Chris is a retired Senior Vice President of Operations for a medical device company where he orchestrated mergers and advanced technical operations at several US and overseas company sites. His skills, including

development and execution of projects with multimillion-dollar budgets are important to Camp as we move forward.

First introduced to de Benneville Pines through summer camps for his kids and UUFSD family camps, Chris has made Camp a part of his life for twenty years. He is drawn by the call of the mountains, peaceful setting, and kinship found at Camp. Reflecting on the value Camp holds for him and his family, Chris is committed to participating on the Board of Directors and leading many of our grant writing projects. He works to ensure that Camp continues to thrive for future generations of families. To this end, he is particularly focused on leading physical improvement projects for erosion mitigation and the detailed plans required in grant writing.

## **Donna Herman, Board Member**



Donna has served on the UU Church of Long Beach's Board, and on their personnel, buildings and grounds, finance and RE committees. She has worked on the congregation's pledge drives and annual service auctions. Recently, Donna has become affiliated with the Pacific Unitarian Church. She owned her own business (apparel manufacturing with over 25 employees) and is financially savvy.

Presently Donna is a real estate agent and one of the top sales agents in the firm. She applies her skills with Camp stewardship, finances,

and is engaging to locate monies for Camp as well as nurturing long-term benefactors.

Having a lifelong attraction to nature, the outdoors, and beauty in general, Donna is especially drawn to Camp de Benneville Pines. She has attended camp for 40 years. She has been active in the planning for her congregation's family camp weekend. Donna wants to help ensure that CdBP will be there for her grandchildren to enjoy.

## **Ross Quinn, MD, Board Member**



Ross Quinn, MD, grew up in the UU Church of Ventura. As a youth he participated in youth camps and in the physical work to develop Camp de Benneville Pines (Camp). His father was a PSWD president and helped Rev. Ray Manker at the time Camp was purchased.

Ross has deep knowledge of the Camp staff, bringing a unique

sociological perspective of staff recruitment and retention. He diligently participates in work camps and the re-opening committee. Ross understands the importance of a Camp Board who is active in stewardship. He is sensitive to the problem of rising costs making it more difficult financially for families, especially those with children and youth, to pay fees much higher than they are now.

Ross provides guest Unitarian Universalist sermons wrapping up the intersection of social justice, economic, and climate with the benefits of a natural wilderness experience that can be attained at Camp de Benneville Pines. His vision is that Camp can manage the many challenges, continuing to fulfill its promise as a place of renewal, respite, and growth. Camp must remain a place that feels precious, inclusive, and welcoming when we visit.

## **Vice President's Message for the 2023 Annual Meeting**

Our sincere thanks to everyone who provides contributions to Camp de Benneville Pines (Camp). Going forward, unrestricted monthly, and recurring contributions are the life blood of this organization. Even before the pandemic Camp was not able to balance its budget on camper fee revenues alone. The cost of doing business is much higher than the price we feel comfortable charging campers. Recurring monthly unrestricted donations will serve to underwrite the cost of managing a safe, well-run, and affordable Camp.

Although we opened as many events (weekend and week-long camps) as possible in 2022, our strict covid policy along with camper's hesitancy is dampening attendance. The attendance at most of our camps was half of our breakeven point. Our breakeven attendance point is approximately eighty campers. In 2022 and moving forward we are looking at an annual \$300K deficit for what had become a \$900K annual operation in 2019.

We revised our strategic plan to look another five years into the future with 2023 as the first of those five years. It is anticipated that it may be 2025 before our average camper attendance bumps over the previous breakeven point. If monthly unrestricted donations double to \$175K per year, then we will feel comfortable with just modest price increases for camper attendance. Challenges still exist with Camp insurance, but with improved worker safety and human resource programs in the last two years as well as finding another insurance company for yet another one of our policies, insurance cost increases have settled down to a modest level of annual increase. Finding and working with staff remains a time-consuming priority. Huge increases in food and energy costs in 2022 contribute most to the higher charges for attending Camp.

The facility improvement committee has been hampered by the onerous permit process the Forest Service (USFS) requires. We are now doing permit work the USFS used to do for approval. The USFS is so thinly staffed, and the turnover is so high that permit "service" ground to a halt in 2020 and 2021. In addition to the lack of permit service, they placed an even more onerous requirement into the permit process for which we are just now seeing the light at the end of the tunnel. Our own efforts applying these extra resources are the only reason we are moving forward on the USFS permit process. This cumbersome permit holdup affects large improvements as well as simple window replacement improvements. It does not help that the USFS is under the umbrella of the US Department of Agriculture (USDA). The USDA funding is highly affected by Federal politics and increasingly the USDA seems a poorer fit to supervise the USFS.

The significant temporary erosion control measures first put into place in 2020 after the El Dorado Fire, undergo frequent maintenance and are upgraded seasonally. So far, this seasonal task is helping to manage erosion. The reduction in density of tree branches and undergrowth at the front of Camp finished up mostly by volunteers in the beginning of 2022 was favorably recognized by the Fire Department when they came up to visit during our 25/60 celebration at Camp on May 14, 2022.

Unitarian Universalists who are members of UU congregations, churches, fellowships, and societies within the old Pacific South West District, now called the Pacific South West Service Area (PSWSA) have an ownership stake in all the cabins and certainly the programs that Camp provides. Camp events are a refuge, providing rejuvenation, and place to build new ideas. Camp is a UU campus where we relax, socialize, and reimagine. Camp is the primary connection for many to be introduced to Unitarian Universalism.

Our programming was robust and sustainable before the pandemic, and we envision it to bounce back after an expensive reopening process. Camp de Benneville Pines welcomes Unitarian Universalists and kindred spirits to connect in nature, in generating creativity, strengthening community, and in building capacity to influence positive change in the world. The Unitarian Universalist retreat center, Camp de Benneville Pines is here to nourish your lives. We intend to be here for you far into the future.

Dale Botts

Vice President, Board of Directors

# Report from the Executive Director

Janet James

## Annual Meeting, April 22, 2023



Reopening of Camp has been a journey filled with many trials. As we reopened in spring of 2022, Covid was still much a concern. The Health Advisory Committee “Zoomed” on a regular basis to review CDC and County guidelines for “returning back to normalcy”. Proof of vaccination and boosters were required to come to camp, which unfortunately, left some families unable to attend camp--especially those with small children who could not get vaccinated. Upon check-in we ran rapid tests for summer youth and family camps, which helped tremendously to eliminate anyone who was bringing active Covid into camp. We did have a few cases of Covid show up when we tested mid-week, and campers were sent home immediately, and the remaining campers in the exposed cabin group were test-

ed and retested during the week. Our camper population has remained healthy and active due to our rigorous policies.

For a complete and updated Covid policy, please go to our website, [www.uucamp.org](http://www.uucamp.org). Our 2023 summer youth and family camps will be following the 2022 summer Covid policies, while our adult and weekend camps have a set of modified policies. We remain vigilant and extra cautious due to the nature of our business. Our policies continue to evolve as new data is available from the CDC.

In late May and early June, some of our camp staff came down with Covid and were isolated from the camper and staff population so we could contain the outbreak. And by the time our youth campers arrived in early July, we had become quite familiar with how to implement and manage our Covid policies.

Due to the extended Covid closure, we laid off most employees who lived off site, and most of these employees did not return to work having found other jobs. We entered our summer season short-staffed in the kitchen and housekeeping departments, so I stepped in as a cook as needed, and I donned my Rubbermaid gloves and cleaned cabins at the end of every week. There is nothing like a summer of cleaning up after youth campers to remind myself just how hard our staff members work taking care of people. They are up at the crack of dawn to cook, clean the pool, organize the archery range, and put a Sysco food order away; and they flop to bed at night exhausted.

I am humbled by the fact that we have so many employees who have worked for us for 10 years or more--Trudy, Jill, Niki. One employee is coming up on his 28<sup>th</sup> season--Steve. He has literally grown up at camp, starting with us at age 18! And Lois, camp's longtime CPA, will retire in 2023 after 33 years of serving camp. And several employees have made it past their 5-year mark—Ed, Laura, Frank, Lori. In an era of job hopping, I am grateful for those who stuck it out throughout our Covid closure and the fires, floods, mudflows, and snowstorms.

If it were not for the dedicated core staff who take care of the housekeeping, cooking, facility maintenance and programming, Camp would be missing its soul. If the campers are the heart of the camp, then those who live and take care of the camp are at its soul. The onsite staff bring to the camp community a sense of pride and a sense of home. They see the camp not through the eyes of an excited camper, but through the eyes of a “homeowner” who has 100 guests visiting for the weekend. Because of their dedication to the camp, the board and I made a purposeful decision to keep employed as many of the onsite staff as possible during Covid. This was an expensive decision, but a smart one.



When we ramped up to reopen, we had a team of people who knew the drill and were ready to get back to their normal jobs. During Covid we asked our cooks and dishwashers to tackle trimming trees, staining buildings, recoating the black top on the driveway, filling sandbags, splitting wood, washing walls of fire smoke oils, shampooing carpets, steam cleaning mattresses, painting bathrooms, washing windows, remodeling cabin 6 and Craig’s Cabin. *Yes, our employees have gone above and beyond during our closure to take great care of the facilities.*



The programs designed under Marianne Swift-Gifford, Camping Ministries Director, bring the camp to life with creativity, ingenuity, and possibilities. She is responsible for a large volunteer program with 40+ volunteers under her direction throughout the year. Under Marianne, we have ushered in a nurturing camp vibe. Although summer camps were small last season, and the atmosphere a little less hectic, I know each camper was nourished by Marianne’s warm and genuine heart, and they each felt well-cared for by the volunteer counselors.

To say we had a slow start to returning to camp was an understatement. But at least we had a start. The camps located on either side of us have yet to reopen--both stating the costs to hire a team from scratch were just too high. We hope they have the resources and support to open summer 2023.

On the administrative end of things, the board and executive staff jumped into fund raising mode. Not knowing much about emergency fundraising, we learned by doing it. Multiple fundraising campaigns, employee payroll tax deferrals, grants, loans, PPP loans, and large and small donor gifts all helped us to keep our ship afloat. Most recently, the Bear Hug campaign exceeded its \$200,000 goal to help balance out our fiscal year. My right arm through the Covid closure has been Laura Chamberlin, the camp’s registrar. Laura took a key role beyond her regular job duties and helped to coordinate Zoom Camps with Marianne SG, and she took on the creation of the *fire newsletter* that went out daily during both the El Dorado and Radford Fires. I did write the articles, but Laura is the person who made the newsletter jump to life with all the photos, links to videos, and USFS stats & maps. Laura starts to train her replacement soon, and in six months will step over to han-

dele the fundraising administrative duties. Laura began handling the fundraising admin duties months before we were in crisis mode. She looks forward to a calmer work schedule once her replacement is trained.

And speaking of the trials of our Covid reopening year, the natural disasters of the 2022/23 fiscal year kept us on our toes as well. Summer 2022 saw the Radford Fire, followed by a month of torrential rains and mudflows. August camps were moved into fall, some canceled completely. The USFS closed the forest through mid-September, and highway 38 was closed most of August through November as they worked to put large cauldrons under the highway. Finally, we were able to find our groove in late fall but found ourselves closed for most of the winter. And good thing too.



February and March ushered in one snowstorm after another, and we were under 10 feet of snow at one point, wondering how we would dig ourselves out without any support from the outside world. The answer was: one shovel at a time, and one backhoe bucket at a time. I have never been so grateful for a piece of equipment in my life! It took the camp staff about 10 days to dig their way out. Now that we are down to the final foot of snow around camp, we can see all the damage to trees, trails, and decks. We have a lot of clean-up work ahead of us.

We launched our reopening with our 60<sup>th</sup> anniversary celebration in May 2022! We were a year late, but happy to have a camp to celebrate. 120 guests drove up for a day to hear keynote speakers and testimonials, and enjoy live music, workshops, archery, hiking and socializing.



Camp board president Pat Gordon presented each fire crew member, who helped to save the camp from the ravages of the El Dorado Fire, with a custom-made plaque. A large bronze plaque was mounted on a rock located near the fire circle.



The day was filled with joy and gratitude, hugs and happiness. The LRY alumni group of the 70's and 80's served as the master coordinators of day's events. Under Darlene Hctor-Mulmat's guidance, the sixties-themed party featured games, music, testimonials, decorations, and t-shirts that took us back to 1961. The work in planning and executing such a grand celebration cannot be measured. Our deepest gratitude to those volunteers who stepped forward to create the all-day party, and to launch our reopening!

Our fiscal year ended March 31, 2023, and our books will close out in late May. We do expect to end our year with a shortfall in revenue, but it will be a gentle dip, rather than a deep hole as projected. Our expectations were that we would need to pull from our savings account upwards of \$300K to balance our books. But due to many generous donors, our shortfall will be much smaller than expected.

As I look back on the 2022/23 year, and its challenges, and all that led us to be here today, I marvel at the love that you have for your Camp. I marvel at the stories you share with me about your forebears building a retreat center on top of a mountain 62 years ago. I marvel at those who step forward to take care of camp in times of crisis by filling sandbags, moving rocks into drainage areas, cutting tree limbs, chipping branches, splitting wood, doing fire clearance, painting buildings, writing for grants, sitting on the board, participating on a committee, serving as a retreat coordinator, volunteering from home to make calls and enter data, volunteering as a youth counselor and program staff member, and hosting and executing an incredible annual assembly on camp's behalf.

I marvel at it all during a time when life has been under a dark shadow, and people have experienced so much loss. And I am grateful to play a part in preserving your home, your sacred space up on the mountain top. And I am honored to be a part of the camp's history. Camp operations is by no means out of the woods yet, and we project that it could take 5 years to build our business back up to pre-Covid days. And this means plenty of fundraising in the future. So, please don't tire of giving. I can guarantee you that we will be asking for both your helping hands with volunteer projects, and your giving heart(s) to help us meet operational expenses.



My deepest gratitude to all of you who keep a vision of camp in your minds and dreams for future generations of campers. I do hope to see you, your kids, and grandkids up on the mountain top soon!

*Janet Jones*

deBenneville Pines  
Budget - Summary  
For the Twelve Months Ending March 31, 2024

	Year to Date Budget
REVENUES - CAMP SPONSORED	229,600.00
REVENUES - LEASE UU	91,400.00
REVENUES - LEASE NON UU	122,500.00
Total Revenues - CAMPS	<u>443,500.00</u>
Revenues - Grants and Miscellaneous	
Additional/Unbooked Revenue	18,000.00
Grants - USDA	4,000.00
Youth Program Funds	1,050.00
Donations - Camp Support 2022	204,000.00
Camp Store Income	4,750.00
Interest Income -Svgs & Misc	240.00
Interest Income - Cap One/ING	168.00
Total Revenues - Grants and Misc	<u>232,208.00</u>
 Total Revenues	 <u>675,708.00</u>
 Expenses - Operating and Administrative	
Accounting	20,000.00
Administrative - Registrar	1,200.00
Bank Charges - Investmt Accts	120.00
Bank Charges - Operating accts	180.00
Bank Charges - Paypal	2,800.00
Computer Expense	6,000.00
Computer Registration Program	3,000.00
Conferences / Training	4,000.00
Conferences /PSWSA	5,000.00
Consulting - HR & WC	4,200.00
Dues, Subscriptions, Fees	545.00
Dues & Fees - UUA	1,000.00
Empl Benefits Retirement Fees	840.00
Infirmary - First Aid	1,200.00
Insurance	137,700.00
Janitorial Supplies	13,000.00
Kitchen/Lodge Operations	119,400.00
Lease Expense -USFS General	22,020.00
Office Expense	3,000.00
Operating Supplies	4,800.00
Postage & UPS	600.00
Postage - Bulk Mailing	3,000.00
Printing	3,000.00
Programming	25,700.00
Purchases - Store/Resale	2,350.00
Salaries & Housing	493,129.00
Repairs & Maintenance	35,524.00
Staff Expenses	7,300.00
Taxes - Payroll	36,300.00
Taxes, Licenses, Fees, Permits	5,600.00
Telephone	4,740.00
Utilities	65,800.00
Vehicles - Gas	8,400.00
Website Design & Maint	5,060.00
Total Expenses - general and administrati	<u>1,046,508.00</u>

For Management Purposes Only

deBenneville Pines  
Budget - Summary  
For the Twelve Months Ending March 31, 2024

	Year to Date Budget
Net Income - Camp operations	<u>(370,800.00)</u>
Revenues and Expenditures - Restricted Accounts	
Expenses - Investmt advisor	(16,000.00)
Interest Expense - EIDL	(4,260.00)
Depreciation Expense	<u>(115,200.00)</u>
Total Revenue & Expenditures - restricted	<u>(135,460.00)</u>
Net Income	<u><u>\$ (506,260.00)</u></u>



## **Camp de Benneville Pines' Mission**

**MISSION:** Camp de Benneville Pines (Camp) welcomes Unitarian Universalists (UUs) and kindred spirits to connect in nature, igniting creativity, strengthening community, and building capacity to influence positive change in the world.

### **CAMP PURPOSES:**

- We build community within and among Unitarian Universalist congregations, providing campers with tools to extend Unitarian Universalist Principles and influence in the larger world.
- We prepare, empower, and inspire our youth on their path to becoming exemplary adults with socially conscious hearts, civically involved minds, and a bias to action.
- We harness our natural environment to promote collaboration, creativity, and constructive change, while making room for reflection and solitude.
- We ignite a passion for environmental protection, exposing our families and youth to the wonder of nature and promoting good stewardship of the earth.
- We provide leadership opportunities to people of all ages and promote volunteer engagement.

**STRATEGIC DIRECTION:** When Camp was "born," it was a full subsidiary of the Pacific Southwest District of the UUA, used exclusively by UU congregations. Today it is an independent organization, sometimes serving as visitors' primary connection to Unitarian Universalism.



# Camp de Benneville Pines

## Calendar of Events 2023

as of 4/1/23

This list of camps and retreats is subject to change. Please visit Camp de Benneville Pines' website [www.uucamp.org](http://www.uucamp.org) for additional information and to register.

January	Closed for Winter
February	18 - 20 Elementary Family Winter Camp
March	3 - 5

April	3/31 - 4/2 Rainbow Family Camp #1
	7 - 9
	14 - 16 San Dieguito UU Retreat
	21 - 23 PSWSAA District Assembly
	28 - 30 UU Men's Fellowship Spring Renewal

May	5 - 7 UU Women's Spring Retreat
	11 - 13 The Mountain S.E.E.D. Conference
	19 - 21 Yoga and Whole Living Camp
	26 - 29 Bravo Camper Reunion

June	2 - 4 First UU San Diego Retreat
	9 - 11 Pacific Unitarian Church Family Retreat
	15 - 18 Private Event
	21 - 24 Hemophilia Society of Nevada Family Camp
	25 - 7/1 Camp Bravo Theatre Arts Camp Week 1

July	2 - 8 Camp Bravo Theatre Arts Camp Week 2
	9 - 15 UU Elementary School Summer Youth Camp
	9 - 15 UU Counselor-in-Training Program
	16 - 22 UU Middle School Summer Youth Camp
	23 - 29 UU Senior High Summer Youth Camp
	30 - 8/5 UU Family Summer Camp

August	10 - 14 Summer Break Camp for Adults
	18 - 20 Available for lease (RFC #2?)
	25 - 27 Neighborhood UU Family Retreat

September	1 - 4 Young Adult Camp
	7 - 12 Art Camp for Grown-ups
	15 - 17 Santa Monica UU Family Retreat
	22 - 24 Camp Transcend Family Retreat
	29 - 10/1 Channel Island Cluster/LA Valley Cluster

October	6 - 8 Orange Coast/ Tapestry/ Laguna UU Family Retreat
	13 - 15 ACA Retreat
	19 - 22 PineCon Retreat
	26 - 29 Daughters of Diana Family Retreat

November	3 - 5 Music in the Mountains Folk Music Retreat
	10 - 12 Fullerton UU/Long Beach Family Retreat
	17 - 19 Camp available for lease: (909) 794-2928
	23 - 26 Thanksgiving Family Celebration

December	1 - 3 Winter Art Camp for Adults (Craig's and Cabin 6)
	Remainder of Camp available for lease: (909) 794-2928
	8 - 10 Camp available for lease: (909) 794-2928
	15 - 17 Camp available for lease: (909) 794-2928
	27 - 1/1/24 UU Senior High Winter Youth Camp

# **Bylaws for the regulation of DE BENNEVILLE PINES, INCORPORATED**

Adopted by the delegates to the annual meeting of the Pacific Southwest District - Unitarian Universalist Association held in Long Beach, California, April 24, 1965.

Revised May 1972, May 1973, May 1977, May 1987, May 1997, April 2002, April 2003, April 2005, April 2011, April 2015 and April 2018. Revised in April 2021 by the delegates to the annual meeting of the de Benneville Pines, Inc. held by remote electronic medium (Zoom) in the geographic area comprising of the Pacific Southwest District as it exists in April 2021.

## **ARTICLE I - NAME, PURPOSE, AND PLACE OF BUSINESS**

### **Section 1. Name**

The name of this Corporation shall be, as set forth in its Articles of Incorporation, "DE BENNEVILLE PINES, INCORPORATED". DE BENNEVILLE PINES, INCORPORATED shall be referred to as "Camp de Benneville Pines" and "Corporation".

### **Section 2. Purpose**

This Corporation is a nonprofit public benefit corporation and is not organized for the private gain of any person. It is organized under the Nonprofit Corporation Law of California ("California Nonprofit Corporation Law") for the general, spiritual and religious welfare of all persons of Unitarian Universalist or other liberal religious faith. The specific purpose of the Corporation shall include, without limitation, to train and inspire leadership in the teachings of the liberal religions and to afford such leadership to persons of all races, faiths, creeds and beliefs; to construct, develop, operate and maintain structures, facilities and camp sites to be used exclusively for religious and charitable purposes; to acquire by bequest, grant, gift, trust, purchase or otherwise any and all types of property and to take title to, hold, manage, convey, exchange, or otherwise dispose of same, for the religious and charitable purposes described; and to do any and all lawful acts which a nonprofit corporation may do in furtherance of the foregoing purposes, including acquiring, operating, and maintaining facilities and sites to be used as conference and recreational centers for the advancement of the general, spiritual, and religious welfare of all persons, in accordance with Unitarian Universalist purposes and principles as officially expressed by the Unitarian Universalist Association, or its successor ("UUA"), and as set forth in the mission statement of Camp de Benneville Pines and in the Articles of Incorporation.

### **Section 3. Principal Office**

The principal office for the transaction of business of the Corporation is hereby fixed and located at: De Benneville Pines, Incorporated 41750 West Jenks Lake Road Angelus Oaks, CA 92305. The Corporation's Board of Directors ("Board" and each member of the Board a "Director") is hereby granted full power and authority to change said

principal office from one location to another at any place or places by resolution of the Board.

#### Section 4. Other Offices

Branch or subordinate offices may at any time be established by the Board at any place or places where the Corporation is qualified to do business.

#### Section 5. Definitions

a. Camp de Benneville Pines "Service Area" shall refer to the geographical boundaries of the Pacific Southwest District (PSWD) of the Unitarian Universalist Association ("UUA") as it existed on April 1, 2021.

b. "Member Church" means any church, fellowship, congregation or society which is a member of the UUA or its successor and is located in the Camp de Benneville Pines Service Area.

c. "Pacific Western Region" (PWR) shall refer to the successor organization to the PSWD, folding four Districts into one Region. The PWR is a Region within the UUA.

d. "Member" means any member of any Member Church, as defined by the Bylaws of said church, plus any member of the Church of the Larger Fellowship who resides in the Camp de Benneville Pines Service Area.

e. "Delegate" means a Member designated by a Member Church to vote at any regular or special meeting of this Corporation, or as otherwise defined in these Bylaws, including those delegates specified in ARTICLE II, Section 1b. For clarification, Members of the Church of the Larger Fellowship may not serve as a Delegate since the Church of the Larger Fellowship is by definition not a Member Church.

#### Section 6. Limitations

##### a. Political Activities

The Corporation has been formed under California Nonprofit Corporation Law for the charitable purposes described in Article I, Section 2, and it shall be nonprofit and nonpartisan. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in or intervene in any political campaign (including the publishing or distribution of statements) on behalf of, or in opposition to, any candidate for public office.

##### b. Prohibited Activities

The Corporation shall not, except in any insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes described in Article I, Section 2. The Corporation may not carry on any activity for the profit of its Officers,

Directors or other persons or distribute any gains, profits or dividends to its Officers, Directors or other persons as such. Furthermore, nothing in Article I, Section 2 shall be construed as allowing the Corporation to engage in any activity not permitted to be carried on (i) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code") or (ii) by a corporation, contributions to which are deductible under section 170(c)(2) of the Code.

c. Property Dedicated to Nonprofit Purpose

The property of the Corporation is irrevocably dedicated to acquiring, operating, and maintaining facilities and sites to be used as conference and recreational centers for the advancement of the general, spiritual, and religious welfare of all persons, in accordance with Unitarian Universalist purposes and principles as officially expressed by the Unitarian Universalist Association, or its successor, and as set forth in the mission statement of Camp de Benneville Pines and in the Articles of Incorporation. No part of the net income or assets of the Corporation shall ever inure to the benefit of any of its Directors or Officers, or to the benefit of any private person, except that the Corporation is authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article I, Section 2 hereof.

Section 7. Income

Income of this Corporation shall be derived from rental fees, gifts and such other revenues as may be lawfully earned by the Corporation. The Directors of the Corporation have the authority to prescribe rental fees and to change them from time to time as conditions may require, but such rental fees shall be reasonable and nondiscriminatory. Changes in rental fees shall be made by the management with the approval of the Board.

ARTICLE II - MEMBERSHIP

Section 1. Delegates

- a. Every Member Church shall designate delegates from its membership and shall have the right to be represented in membership of the Corporation based upon the number of church members as certified by the Member Church to the UUA each year as follows:

Number of Church Members/Member Church	Maximum Number of Delegates/Member Church
1-50	2
51-100	3
101-150	4
151-200	5



201-250	6
251-300	7
301-350	8
351-400	9
401-or more	10

No Member Church shall be entitled to more than ten delegates. Each Member Church may determine its own method of selecting delegates.

b. In addition, the following individuals are delegates during the continuation of their office:

- (1) Any minister who is settled in a Member Church
- (2) Each Director of the Corporation.

c. Churches may designate alternates for their delegates, but no minister or Director of the Corporation shall be allowed an alternate.

## Section 2. Representation of the Membership in the Interim Between Meetings

In the interim between meetings of the membership, as defined in Article III of these Bylaws, the Board is appointed to act, and shall act, on behalf of the membership, except that said Board shall have no authority to amend these Bylaws.

## Section 3. Voting Rights and Accreditation of Delegates

a. Only Delegates have the right to vote in this Corporation.

b. In the event of any challenge as to the accreditation of any delegate, a Credentials Committee, consisting of the President of this Corporation, the Secretary of this Corporation, and a third member, chosen by them, shall rule on the accreditation of such challenged delegate.

c. For the purpose of transacting business at any annual or special meeting of the membership, a quorum shall be declared when there are 50 Delegates present representing fifteen (15) or more of the Member Churches.

d. Except as otherwise provided in these Bylaws, each Delegate shall be entitled to one vote on each matter submitted to a vote at a meeting of the Members. Voting on all matters may be by voice, by show of hands, or by ballot.

e. At all meetings of the Members, a quorum shall consist of Delegates present, including either the President or the Secretary, and a majority of the voting members of the Board. A majority of the Delegates entitled to vote which are represented at any

meeting shall determine any matter coming before the meeting unless a different vote is required by statute, by the Articles of Incorporation or by these Bylaws

f. With the exception of Bylaws amendments, any action which may be voted upon at a meeting of the Members may be voted upon without a meeting. The Board is empowered to establish a voting procedure, which shall include the quorum necessary for a vote and appropriate notification to the Members of all business to be considered. Given the necessary quorum of Delegates voting, a majority vote shall have the same effect as a vote of the Delegates at a special meeting called for the purpose of considering the action authorized.

## ARTICLE III - MEMBERSHIP MEETINGS

### Section 1. Annual Meeting

The annual meeting of the membership shall be held within six (6) months after the close of the Corporation's fiscal year, at a time and place determined by the Board.

### Section 2. Notice of Annual Meeting

At least sixty days in advance of every annual meeting written notice shall be sent to the Member Churches ("Notice of Meeting").

### Section 3. Business of the Annual Meeting

a. At such annual meeting, the Directors shall be elected, reports of the affairs of the Corporation shall be considered, and any other business may be transacted which is within the powers of the membership to transact.

b. The Governance Committee shall propose a slate of candidates for directorships. Such proposed slate must be advertised in writing to the Member Churches, and to the President of the Corporation, at least sixty days in advance of the annual meeting, in accordance with Article II, Section 2. Candidates may also be nominated by any ten Members, from at least two Member Churches, by submitting their names in writing to the Secretary of the Corporation at least ninety days in advance of the annual meeting. Nominations not made in accordance with the foregoing are out of order.

### Section 4. Special Meetings

Special meetings of the membership may be called for any purpose by the Board or on petition of not less than fifty Members representing among them no less than one-fourth of the Member Churches. In such event, written notice of the general nature of the business there to be transacted shall be circulated to the Member Churches in the same manner as is provided for notice of annual meetings. Such notice must be transmitted not less than thirty days prior to the special meeting except in emergency situations, when fifteen days' notice must be provided.

## Section 5. Rules

- a. All meetings of the membership shall be conducted in accordance with Roberts' Rules of Order, Revised except in such cases where these Rules of Order conflict with the Articles of Incorporation of Camp de Benneville Pines, or with these Bylaws.
- b. Rules made under the authority of these Bylaws shall take effect upon adoption but may be repealed or amended by vote of the Delegates.

## ARTICLE IV - DIRECTORS

### Section 1. Powers

Subject to the limitations of the Articles of Incorporation, the Bylaws, California Nonprofit Corporation Law and any other applicable laws, all corporate powers shall be exercised by, or under the authority of, and the business and the affairs of the Corporation shall be controlled by, the Board. The Board may delegate the management of the activities of the Corporation to any person or persons, management company or committee however composed, provided that the activities and affairs of the Corporation shall be managed and all corporate powers shall be exercised under the ultimate direction of the Board. Without prejudice to such general powers, but subject to the same limitations, it is hereby expressly declared that the Directors shall have the following powers:

First: to select and remove all of the agents and employees of the Corporation; to prescribe such duties and powers for them as may be consistent with the law, with the Articles of Incorporation, and with these Bylaws to fix their compensation, if any, and to review, at least annually, the performance of agents and employees of the Corporation.

Second: to conduct, manage, and control the affairs and business of the Corporation, and to make such rules and regulations therefore not inconsistent with the laws of the United States, the State of California, and the County of San Bernardino, with the Articles of Incorporation, and with these Bylaws, as they may deem best. No person shall ever be excluded from corporate premises on the basis of race, sex, creed, ethnic background, age, sexual orientation or political belief. No person shall be excluded from corporate premises on the basis of physical or mental disability except as determined by the Board or its agents that such presence may constitute a danger to the person or others.

Third: to borrow money and incur indebtedness for the Corporation, and to cause to be executed and delivered therefore, in the corporate name, promissory notes, bonds, debentures, deeds of trust, mortgages, pledges, hypothecations, or other evidences of debt and securities therefore.

Fourth: to elicit gifts of money or goods to the Corporation.

Fifth: to appoint committees and to prescribe the manner in which proceedings of the committees shall be conducted.

Sixth: to make reasonable rules for the safety and conduct of persons visiting corporate premises and for the protection of property situated thereon. Such rules shall be effective immediately after being posted on corporate premises. No person shall be excluded from corporate premises for violation of rules of the Corporation or the law except upon being given notice of the rule or law violated and the facts constituting the violation.

Seventh: to submit an annual report of the Corporation's operations to the Delegates of the annual meeting.

Eighth: however, nothing stated in these Bylaws shall be interpreted to limit the final and ultimate authority of the Member Churches to determine the course of the Corporation's affairs when in session as a deliberate assembly during regular or special meetings.

## Section 2. Number and Composition of the Board of Directors

a. The number of Directors of the Corporation shall be an odd number, no fewer than seven (7) and no more than eleven (11), elected by the Delegates, and shall comprise the Board. The Board also may appoint such other non-voting directors as needed to carry on the work of the Board. Not more than two of the Directors shall be from the same Member Church,

b. All members of the Board shall be Members in good standing with the Corporation. The Board shall ensure that its commitment to diversity (including geographic diversity) is reflected throughout the process of director selection as practical.

## Section 3. Election and Term of Office

Each Director shall hold office for a three-year term until their respective successor is elected or appointed. One-third of the membership of the Board shall be elected each year, the terms of office being staggered so that two-thirds of the membership of the Board, at all times, consists of experienced directors. Newly elected Board member terms may be adjusted from one to three years to allow for the intention of the staggered terms. No person shall be elected to terms exceeding ten consecutive years.

## Section 4. Vacancies

a. Interim vacancies occurring on the Board may be filled by a majority vote of the Board, in consultation with the Governance Committee, and each Director so appointed shall hold office until the next annual meeting of the membership.

b. A vacancy or vacancies in the Board shall be deemed to exist on the occurrence of the following: (i) in the case of the death, resignation, or removal of any Director, (ii)

whenever the number of authorized Directors is increased; or (iii) the failure of the Delegates to elect the full authorized number of Directors.

c. No reduction of the authorized number of Directors shall have the effect of removing any Director before that Director's term of office expires unless the reduction also provides for the removal of that specified Director in accordance with these Bylaws and California Nonprofit Corporation Law.

d. Except as provided in this Section, any Director may resign by giving written notice to the President, the Secretary, or the Board. Such a written resignation will be effective on the later of (i) the date it is delivered or (ii) the time specified in the written notice that the resignation is to become effective. No Director may resign if the Corporation would then be left without a duly elected Director or Directors in charge of its affairs, except upon notice to the California Attorney General.

e. The Board will develop rules regarding the required degree of participation of each Director in assuming responsibility for the Corporation's affairs. Such rules will be promulgated to each new Board member at the first meeting after their election. In the event that a Board member fails to meet their required responsibility according to these rules, that member will be provided written warning by the President of the Board with the concurrence of the Board. If, within sixty days following such warning, the Board member's participation still fails to conform to the required standard, that member shall be deemed to have submitted their resignation, and shall so be informed.

#### Section 5. Meetings of the Board of Directors

a. Regular meetings of the Board shall be held at least four times each year at any time or place as designated by resolution of the Board. Special meetings of the Board may be called at any time by the President, or by a majority of the members of the Board. All Board meetings, excepting executive session, shall be open to all Members.

b. Any meeting may be held by conference telephone or other communications equipment permitted by California Nonprofit Corporation Law, as long as all Directors participating in the meeting can communicate with one another and all other requirements of California Nonprofit Corporation Law are satisfied. All such Directors shall be deemed to be present in person at such meeting.

#### Section 6. Organization Meetings

The Board shall elect the officers for the ensuing year not later than thirty days following the election of the Board.

#### Section 7. Quorum

a. A majority of the Directors shall be necessary to constitute a quorum for the transaction of business except to adjourn. Every act or decision done or made by a

majority of the Directors present at any meeting duly held at which a quorum is present shall be regarded as the act of the Board in its entirety, unless a greater number is required by the California Nonprofit Corporation Law, the Articles of Incorporation or these Bylaws. A meeting at which a quorum is initially present may continue to transact business, notwithstanding the withdrawal of Directors from the meeting, if any action taken is approved by at least a majority of the required quorum for that meeting.

b. The following actions shall require a vote by a majority of all Directors then in office in order to be effective: (i) Approval of contracts or transactions in which a Director has a direct or indirect material financial interest as described in Article I, Section 6c (provided that the vote of any interested Director(s) is not counted); (ii) Creation of, and appointment to, Committees (but not advisory committees) as described in Article V, Section 10; and (iii) Removal of a Director without cause as described in Article V, Section 4

c. A majority of the Directors present, whether or not constituting a quorum, may adjourn any meeting to another time and place.

d. Meetings of the Board shall be presided over by the President or, if the President is absent, by the Vice President (if any) or, in the absence of each of these persons, by a chairperson of the meeting, chosen by a majority of the Directors present at the meeting. The Secretary shall act as secretary of all meetings of the Board, provided that, if the Secretary is absent, the presiding officer shall appoint another person to act as secretary of the meeting. Meetings shall be governed by rules of procedure as may be determined by the Board from time to time, insofar as such rules are not inconsistent with or in conflict with these Bylaws, with the Articles, or with any provisions of law applicable to the Corporation.

e. Any action required or permitted to be taken by the Board may be taken without a meeting, if all members of the Board, individually or collectively, consent in writing to the action. For the purposes of this Section only, "all members of the Board" shall not include any "interested Director" as defined in section 5233 of the California Nonprofit Corporation Law. Such written consent shall have the same force and effect as a unanimous vote of the Board taken at a meeting. Such written consent or consents shall be filed with the minutes of the proceedings of the Board. Written consent may be transmitted by first-class mail, messenger, courier, facsimile, e-mail or any other reasonable method satisfactory to the President.

#### Section 8. Fees and Compensation

The Directors of this Corporation shall receive no compensation for their services but may receive reimbursement for expenses, as may be fixed or determined by resolution of the Board.

#### Section 9. Qualifications

All officers and directors shall be Members in good standing. All Officers and Directors shall live in the Camp de Benneville Pines Service Area. No paid employee of the Corporation may serve as a director.

#### Section 10. Non-Liability of Directors

The Directors shall not be personally liable for the debts, liabilities, or other obligations of the Corporation.

### ARTICLE V - OFFICERS

#### Section 1. Officers

The officers of the Corporation shall be a president, one or more vice presidents, a secretary, and a treasurer (“Officers”).

#### Section 2. Election of Officers

a. At the organization meeting referred to in Article IV, Section 6, the Board shall elect from its members a president and one or more vice presidents. The Board shall also appoint a secretary and a treasurer, for the ensuing year. These persons must be selected from among the Directors.

b. The Board shall have the power to designate additional officers, who also need not be Directors, with such duties, powers, titles and privileges as the Board may fix. Any number of offices may be held by the same person, except that the secretary and the treasurer may not serve concurrently as the president. Each shall continue to serve, within their term of office, until s/he resigns, is removed, or otherwise be unqualified to serve, or their successor shall be elected or appointed.

#### Section 3. Agents and Employees

The Board may appoint such managers, agents or employees as the business of the Corporation may require, each of whom shall serve for such period, have such authority, and perform such duties as are required by the Bylaws, and/or as the Board may determine.

#### Section 4. Removal

Any officer may be removed without cause by a vote of no less than two-thirds of the Board then in office, at any regular or special meeting thereof.

#### Section 5. President

The president of the Corporation (the “President”) shall be the chief executive officer of the Corporation and Chair of the Board and shall, subject to the control of the Board,

have general supervision, direction, and control of the business and officers of the Corporation. S/he shall preside at all meetings of the membership and of the Board. The President shall have no vote at meetings of the Board except that, in the case of a tied vote, s/he may vote to break the tie. S/he shall be an ex-officio member of all committees, and shall have the general powers and duties of management usually vested in the office of president of a Corporation, together with such other powers and duties as may be prescribed by the Board or these Bylaws.

#### Section 6. Vice President

The vice president of the Corporation (the "Vice President") in the absence or disability of the President, shall perform all the duties of the President, and when so acting, shall have all of the powers of, and be subject to all the restrictions upon the President. The Vice President shall have such other powers, and perform such other duties, as may be prescribed for them by the President and the Board.

#### Section 7. Secretary

a. The secretary of the Corporation (the "Secretary") shall keep, or cause to be kept, at such place as the Board may order, a book of minutes of all meetings, with the time and the place of the holding of such meetings, whether regular or special, (and if special, how authorized and the notice thereof given) and the names of those present at the Directors' meetings.

b. The Secretary shall keep, or cause to be kept, in a safe place, all of the business documents and records of the Corporation, including the original or a copy of these Bylaws as amended to date.

c. The Secretary shall maintain a manual consisting of all Corporation policies and rules, both those passed by the Board and those instituted by the Corporation's management.

d. At the first meeting of the Board following the election of new Directors, the Secretary shall provide each new member of the Board with the minutes of Board meetings for the previous year, the policy manual referred to above, and the year-end financial statement for the previous fiscal year.

e. The Secretary shall have such other powers and shall perform such other duties as may be prescribed by the Board.

#### Section 8. Treasurer

a. The treasurer of the Corporation (the "Treasurer") shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the properties and business transactions of the Corporation, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, and surplus. The Treasurer shall



prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports.

b. The Treasurer shall deposit, or cause to be deposited, all moneys and other valuables in the name of, and to credit of, the Corporation, with such depositories as may be designated by the Board. S/he shall disburse, or cause to be disbursed, funds of the Corporation as may be ordered by the Board, and shall render to the President and Directors, whenever requested, an account of all such transactions and of the financial condition of the Corporation. S/he shall have such other powers and perform such other duties as may be prescribed by the Board or the Bylaws.

c. All checks, drafts, or other orders for the payment of money, notes, or other evidences of indebtedness, issued in the name of, or payable to the Corporation, shall be signed or endorsed by the Treasurer and the President, or by such other person or persons and in such manner as may be determined by resolution of the Board. The President and the Treasurer, or such other person or persons determined by resolution of the Board, shall have the power to make any disbursements necessary to cover the regular operating expenses of the Corporation, but no other disbursements shall be made except with the approval of the Board.

d. The Treasurer, and any other persons authorized by these Bylaws and/or the Board to disburse funds of the Corporation may, but only if the Board so requires, be bonded in reasonable amounts all as determined by the Board and with the surety or sureties specified by the Board for faithful performance of the duties of their office and for restoration to the Corporation of all its books, papers, vouchers, money, and other property of every kind in their possession or under their control on their death, resignation, retirement, or removal from office.

e. An audit or examination of the books of the Corporation may be made annually and reported to the membership, if so specified by a resolution of the Board.

## Section 9. Records

a. All continuing files and/or records of any Officer or Director are understood to be the property of the Corporation.

b. The Board is authorized to fix the fiscal year of the Corporation and to change the same from time to time as it deems appropriate.

c. Not later than six (6) months after the close of each fiscal year, and in any case prior to the next annual meeting of Members, the Corporation shall prepare (a) a balance sheet showing in reasonable detail the financial condition of the Corporation as of the close of its fiscal year, and (b) an income statement showing the results of its operations during its fiscal year. Upon receipt of written request, the Corporation promptly shall mail to any Member of record a copy of the most recently Board-approved balance sheet and statement of operations.

d. The Corporation shall keep at its principal office the original or a copy of the Articles of Incorporation and Bylaws as amended to date.

#### Section 10. Committees of the Board

a. The Board may create such regular, special and ad hoc Board committees (each a "Committee") as it deems necessary, each consisting of (1) one or more Directors and (2) other officers and/or agents, as appointed by the Board, to serve at the discretion of the Board. Except as prohibited by law, each Committee shall have the authority set forth in the resolution establishing said Committee except that no Committee may: (i) approve any action for which the California Nonprofit Corporation Law also requires approval of the members or approval of a majority of all members; (ii) fill vacancies on the Board or in any Committee which has the authority of the Board; (iii) fix compensation of the Directors for serving on the Board or on any Committee; (iv) amend or repeal Bylaws or adopt new Bylaws; (v) amend or repeal any resolution of the Board which by its express terms is not so amendable or repeal able; (vi) appoint any other Committees or the members of these Committees; (vii) expend corporate funds to support a nominee for director after more persons have been nominated than can be elected; or (viii) approve any transaction (i) between the Corporation and one or more of its Directors or (ii) between the Corporation and any entity in which one or more of its Directors have a material financial interest. Committees may include, but are not limited to, Governance, Finance, Site Development, Stewardship, Bylaws/Policy Review, Leadership Recruitment/Development, and/or Personnel.

b. Meetings and action of Committees shall be governed by, and held and taken in accordance with, the provisions of Article IV concerning meetings of Directors, with such changes in the context of Article IV as are necessary to substitute the Committee and its members for the Board and its members, except that the time for regular meetings of Committees may be determined by resolution of the Board, and special meetings of Committees may also be called by resolution of the Board. Minutes shall be kept of each meeting of any Committee and shall be filed with the corporate records. The Committee shall report to the Board from time to time as the Board may require. The Board may adopt rules for the governance of any Committee not inconsistent with the provisions by these Bylaws. In the absence of rules adopted by the Board, the Committee may adopt such rules.

c. A majority of the Committee members shall constitute a quorum for the transaction of Committee business, except to adjourn. A majority of the Committee members present, whether or not constituting a quorum, may adjourn any meeting to another time and place. Every act taken or decision made by a majority of the Committee members present at a meeting duly held at which a quorum is present shall be regarded as an act of the Committee, subject to the provisions of the California Nonprofit Corporation Law relating to actions that require a majority vote of the entire Board. A meeting at which a quorum is initially present may continue to transact business, notwithstanding the

withdrawal of Committee members, if any action taken is approved by at least a majority of the required quorum for that meeting.

d. The Board may, at any time, revoke or modify any or all of the authority that the Board has delegated to a Committee, increase or decrease (but not below two) the number of members of a Committee, and fill vacancies in a Committee.

#### Section 11—Execution of Instruments

a. The Board, except as otherwise provided in these Bylaws, may by resolution authorize any Officer or agent of the Corporation to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances. Unless so authorized, no Officer, agent, or employee shall have any power or authority to bind the Corporation by any contract or engagement or to pledge its credit or to render it liable monetarily for any purpose or in any amount.

b. The Board may accept on behalf of the Corporation, or authorize any Officer or agent of the Corporation to accept, any contribution, gift, bequest, or devise for the charitable or public purposes of the Corporation, except any restricted gift requires approval of the Board.

#### ARTICLE VI - AMENDMENTS

a. These Bylaws may be amended by a two-thirds vote of the Delegates present and voting at any regular meeting or special meeting called for that purpose.

b. The Board shall have no power to amend these Bylaws, but it may propose amendments to the membership.

c. Notice of proposed amendments to these Bylaws shall be circulated to the membership in the same manner as is provided for notice of membership meetings in Article III, Section 2 of these Bylaws.

#### ARTICLE VII - DISSOLUTION

In the event of the dissolution or winding up of the Corporation, its net assets, if any, remaining after payment, or provision for payment, of all debts and liabilities of the Corporation, shall be distributed to the Member Churches, to each in an amount that is equal to its Pro-Rata Share of the total of such net assets being distributed with such net assets being dedicated to the extension of liberal religion. This provision is not intended to cause the Member Churches to be liable at any time for any debts, obligations or other liabilities of the Corporation, either before or after a dissolution or winding up of the affairs of the Corporation. The "Pro-Rata Share" of the amount of such net assets to be assigned to each Member Church shall be based upon the Maximum Number of Delegates for each Member Church as a percentage of the total of the

Maximum Number of Delegates for all Member Churches. For example, if there are a total of five (5) Member Churches, each with a Maximum Number of Delegates equal to two (2) for a total of 10 Delegates, then each of the five Member Churches shall receive an assignment of twenty percent (20%) of the net assets. The net assets may be distributed over time, in one or more distributions, to the Member Churches. Each Member Church shall receive its Pro-Rata Share of the cumulative total of all net assets distributed.

## ARTICLE VIII – INDEMNIFICATION

Section 1. Indemnification Each person who is now, has been, or hereafter becomes a Director or Officer or agent of the Corporation, or who now or hereafter serves or has served at the request of the Corporation as a Director, Officer, or agent of an organization in which the Corporation directly or indirectly owns shares or of which it is a creditor, shall be indemnified by the Corporation against all liabilities, costs, and expenses (including amounts paid in satisfaction of a judgment or in compromise of a claim, penalties, counsel fees, and legal costs) reasonably incurred or imposed upon her/him or assessed to her/him in connection or resulting from any action, suit, or proceeding (including any proceeding before any administrative or legislative body or agency) to which he/she is or may be made a party by reason of her/his being or having been such a Director or Officer or agent (whether or not he/she is such a Director or Officer or agent at the time the liability or costs or expenses are incurred by or imposed upon or assessed to her/him) except in relation to matters as to which he/she shall have been finally adjudicated in any proceeding either to be liable for actual misconduct in the performance of her/his duties or not to have acted in good faith in the reasonable belief that her/his action was in the best interests of the Corporation; provided, however, that as to any matter disposed of by compromise payment pursuant to a consent decree or otherwise, no indemnification for such payment or for any other expenses shall be provided unless such compromise shall be approved as in the best interests of the Corporation, after notice that it involves such indemnification, by a majority of disinterested Directors then in office, or, if there be no such majority of disinterested Directors, by independent legal counsel to whom the question may be referred by the Board. A majority of the Directors then in office shall authorize payment by the Corporation of reasonable expenses incurred by any such person in defending any action or proceeding in advance of the final disposition of such action or proceeding, upon receipt of an undertaking by the person so indemnified to repay such payment if he/she shall be adjudicated to be not entitled to indemnification under this section. The right to indemnification herein provided shall extend to the legal representatives of any such person but shall not be deemed to be exclusive of any other rights to which he/she or his/her legal representatives may be or become entitled as a matter of law, or by agreement, or otherwise.

Section 2. Insurance

The Board shall authorize the purchase and maintenance of insurance on behalf of any person who is, has been, or hereafter becomes a Director or Officer or agent of the Corporation, or who now, or hereafter serves or has served at the request of the Corporation as a Director, Officer, or agent of an organization in which it directly owns shares or of which it is a creditor, against any liability incurred by them in any such capacity, or arising out of their status, as such, whether or not they are entitled to indemnification by the Corporation under Section 1 of this Article or otherwise, and whether or not the Corporation would have the power to indemnify them against such liability.

#### ARTICLE IX—CONSTRUCTION AND DEFINITIONS

Unless the context requires otherwise, the general provisions, rules of construction, and definitions of California Nonprofit Corporation Law shall govern the construction of these Bylaws. Without limiting the generality of the above, the masculine gender includes the feminine and neuter, the singular number includes the plural, the plural number includes the singular, and the term “person” includes both the Corporation and a natural person. All references to statutes, regulations and laws shall include any future statutes, regulations and laws that replace those referenced.

#### CERTIFICATE OF SECRETARY

I certify that I am the duly elected and acting Secretary of DE BENNEVILLE PINES, INCORPORATED, a California nonprofit public benefit corporation; that these Bylaws, are the Bylaws of this Corporation as adopted by the Member Churches on \_\_\_\_\_; and that these Bylaws have not been amended or modified since that date.

Executed on \_\_\_\_\_ at \_\_\_\_\_, California.

\_\_\_\_\_  
[NAME] Secretary