Meeting was called to order at 7:00 pm by President Jann Pfaff

Members present: Barb Jones, Katy Cronce, Matt Eide, Jim Jones, Jamie Udulutch, Jacey Heller
Youth: Caleb Eide, Hannah Lamp, Lyta Muszytowski, Sophie Wienecke
Absent: Ellen Pawley, Pam Bloomer
Educator: James Boling
Guests: Flash Gordon, Betty Otter, Sandra Heberling, Mrs. Sindorf

A. Pledges recited
B. Consent Agenda Reviewed including:
   a. Minutes-
   b. Treasurer's Report (See separate files)
   c. Standing Committee reports (as appropriate)
      i. Camp-
      ii. Food Stand-

   Matt (2nd- Jim) moved to approve the consent agenda. Motion passed.

C. Open Business

Correspondence-

Standing Committee reports not in consent agenda

   a) Fundraising- no meeting- next week
   b) Finance- no meeting- next Monday
   c) Promotion
      1. Continue to promote county projects & update flyers as meetings set
      2. Sent press release out on youth awards
      3. Sending follow up email to anyone who filled out cards at open house or fair info booth
d) Leadership
   1. County wide projects: Still working on getting more set up, multiple in progress to start in Jan/Feb
   2. Updated Family Handbook- 95% done
   3. New Family Orientations online zoom meetings dates- Dec, Feb, Apr, Jun. Planning to do early Sat am, hope to record the meetings.
   4. Met with New Club forming at La Casa- planning to have initial charter submitted in 2 weeks
   5. Next All Leaders Training- Dec 10- Zoom meeting with John & Amber to talk about State opportunities

e) Awards: Awards banquet was held last week, discussing leaders banquet April 5

f) Expansion and Review- Matt & James-

g) Activity and Events- Performing Arts Day- Feb 29 at Horning Middle School, trying to get showcase and curtain call incorporated into fair judging, working with Charity and Wendy

h) Camp- Camp in June- which pulls into this fiscal year, so it will have 2 years in this fiscal year.
   a. This past year budgeted $7,000 used $4,500, deposit $2400 for next camp. Prices of camp went up and we added a day +$40 per camper. (We had a intro discount last year). Projected $8,200 expenses- expecting a $5,000 variance this year and back to $8,000 the following year
   b. Doing fundraisers and hoping to get corporate sponsors to decrease
      i. Families can do their own fundraising also, and families can break payment into multiple months
   c. Early bird fee $150- $195 this year
   d. Matt made motion to approve a camp variance up to $6,000 (Jamie), Discussion- negative balance would likely come from savings- Motion passed

i) Committee Descriptions (Activity and Events)- table to next meeting

j) Goals Action Plan review and updated

k) Board Elections- voting went out- only voting only allows to vote for one person- 3 people running for 3 spots- doesn’t really matter, Molly fix it tomorrow

D. New Business:
   a. Next meeting- December meeting only business is electing officers, usually have dinner. Barb made motion (2nd Jacey)- Decided to take off December- vote in January 23, motion passed
b. Bylaws updates? Need to start looking at in Jan for updates that need to be presented at Leaders banquet in April
   Bylaws for Fund and Expansion Review, or financial
   Barb add to Facebook asking for bylaws edits by January

c. How do we engage more youth in committees?
   1. Goal to be 50-50 youth adult partnerships
   2. Send it out, remind youth they get credit in their record book
   3. Set clear expectations with all, including youth how often expected to attend
   4. Kids are often scared to get involved- busy- jobs and other activities.
   5. Kids need to know they are allowed to speak and vote.
   6. Ask teen council how they would like to participate, look at bylaws, send them agendas ahead
   7. Look at bylaws- maybe limit youth vote to 9 votes to balance
   8. Have general leaders pass around a sign up to get a youth to sign up- maybe have a presentation, everyone on the board go to 2 meetings- create talking points for everyone

d. Consolidate committees?
   1. Fundraising - Finance
   2. Activities & Events to Promotions
   3. Expansion & Review – Leadership

Clarified Committees and policies are not in the bylaws- bylaws changes need to voted on by memberships, committees and policies changes voted on by the board
Barb to set up zoom with Jann, Matt, to start looking at bylaws revisions

e. Reminder to use the financial reimbursement form, not just receipts, decided if going to bookkeeper without form, she will notify treasurer to follow up with person with proper procedure

E. Youth Report:
1. Teen Council presented a seminar at Fall Forum with 32 attendees on club officer training. The live presentation was done by Amara Bugenhagen, Missy Plautz, Josh Peterson, and Dalton Pfaff, but most of the rest of teen council also helped in preparing for different parts of the presentation. Lyta Muszytowski & Brooklyn Jones did an interactive station on Friday night at Fall Forum on our new drones project. Joelle Heller helped James with a presentation on diversity, and Barb & Brianna Jones gave a seminar on promotions.
2. The teen council repeated this seminar for our county level club officer training. 22 youth and 15 parents attended.
3. We will be going to an Admirals hockey game in Dec and we will have the color guard to present the flag for the national anthem. In March we are going to a play at the Lake country playhouse. We made and posted flyers for these trips.

4. Several teen council members attended the UW Madison tour

5. We completed our fundraiser of selling dip mixes this month

6. We will be in the Waukesha Christmas Parade on Sunday Nov 24th

7. We will be planning a trip to an indoor trampoline park in January.

8. Our Next meeting will be Dec 8th.

F. Youth Educator Report

1. Active youth ending, active pending volunteers, - Sandee Gross resigned doesn’t want to do Kids Zone any further, Matt will figure out a plan for next year, need to clean out stuff from closet that will never be used, but don’t want to get rid of everything in case we need it again. Barb Sell Cash registers on facebook.

2. 250 active youth, 83 leaders active- a lot of pending still

3. Dec 10- John and Amber coming from state for leader meeting, discussed new staff hiring

4. Dec 10- youth trip to Christmas play

Tabled to next meeting:

Leaders Banquet Annual Meeting-

Anything we put out there for a vote? Bylaws updates

How do we engage youth more in committees- consolidate committees?

Meeting was adjourned at 8:34 pm.

The next All Leader meeting Tues December 10 at 6:30 pm on zoom.

Next board meeting date, time and location will be Jan 23, 2020. UW Waukesha, 7 pm Room N-027

Respectfully submitted,
Barb Jones, Secretary