

**ROCKY MOUNTAIN RYLA
GOVERNANCE COMMITTEE MEETING
MINUTES - 10/27/13**

In attendance: Jim Hoops, Curt Harris, Peggy Halderman, John Kenyon, Norm Lyster, and Bill Rubin

The meeting was called to order at 9:00

- **Board Membership, recruitment, and succession:**
 - ▶ Those interested in a Board position apply online at the RMYLA website.
 - ▶ The culture of RMRYLA is focused on encouraging participation at all levels of the organization. As such, Senior Counselor training will also include a segment on the structure, function, and volunteer opportunities outside of the conference setting. From day one, Rotarian Counselors will be encouraged to participate in committees, the Board, and other leadership opportunities and positions such as conference chair, etc.
 - ▶ Nominating committee will consist of the Executive committee plus 2 other members of the Board. The nominating committee will meet at least once per year but should report to the Board at each Board meeting to review the applicant pipeline, current Board member term expirations, and status of key leadership succession. The Nominating Committee chair will be the point person on communication regarding Board applications and officer succession issues.
 - ▶ The Executive Committee will meet in the next two weeks to discuss the nomination of a successor to Jim Hoops as President of RMRYLA.
 - ▶ Those interested in Board membership must have served at least one year as a senior counselor at either the RYLA or Young RYLA conferences.

- **Social Media Policy and Discussion regarding Dual Relationships:**
 - ★ Dating:
 - ▶ Counselors are in a position of trust and authority. Thus, dual relationships are actively discouraged. The Governance Committee is proposing the following guidelines:

1. No dating of conferees by counselors while they are still in their role as a counselor of RMRYLA. Thus, the no dating guideline of conferees will be in place until Counselors have finished their 2nd year, if they return for a 2nd year, or have finished their year as Head Counselor, if applicable.
2. Dating of other counselors is allowed but not encouraged. Special concern would be the ability of counselors to be clear and focused when a partner is serving as a counselor during the same conference week.

★ **Social Media postings and usage:**

- ▶ The Governance Committee is recommending that there be boundaries on the posting of information on social media websites including activities, etc. related to sexual behavior, drug and alcohol usage. Thus, counselors are asked to not post items to Facebook, Face Time, etc. that create the appearance of behavior that could create questions and concerns on the part of parents, Rotarians, etc.
- ▶ Counselor training will included an additional segment and discussion regarding the use of Social Media
- ▶ There will also be a discussion, parameters to be worked out, at the Conferences regarding the usage of Social Media.

• **Volunteer Recruitment:**

- ▶ An additional 16 senior counselors will be needed for the expansion of RYLA in 2015. The board, conference chairs, etc. need to develop a strategy to fill those slots.
- ▶ On going recruitment of conference chairs is part of the job description of the current and past conference chairs. Senior counselor training should also include information on the process by which conference chairs are chosen, the eligibility requirements, etc.
- ▶ A one page pamphlet and/or job description on being a senior counselor needs to be developed and available to RYLA reps and other volunteers as a tool for the senior counselor recruiting process.
- ▶ Continuing discussion regarding the need to mentor new senior counselors including some strategies for enhancing the training of new and returning

senior counselors.

- ▶ The senior counselor training program should be headed up by a committee of the conference chairs. There was discussion regarding asking a District Trainer to mentor that committee in enhancing the Training Program that we currently have. Conference chairs will look into developing a collaboration with available Rotarians who have expertise in this area.

- **Diversity and Inclusiveness:**

- ▶ **Proposed non-discrimination Statement and Policy**

- Rocky Mountain RYLA is welcoming to persons from all backgrounds and walks of life and is committed to a philosophy of inclusiveness and mutual respect for our staff, conference participants, and all others associated with the organization.

- ▶ The current focus on diversity and inclusiveness is to do specific outreach to Rotary Clubs that do not have the resources to send participants to the camps. This could include but not be limited to:

1. Scholarships for under represented demographics to the conferences
2. Consider creating a focus on a multi-cultural, ethnically diverse Rotarian and youth volunteer staff

- ▶ Consider the benefits of creating a multi-cultural and ethnically diverse Board.

- **Miscellaneous Items:**

- ▶ Guidelines for follow up with conferees after the conferences should be developed. Specific areas of focus should be RYLA team and or conference group projects, participation in Interact Clubs, attendance as guests to Rotary Clubs to share experiences at the Conferences.

- ▶ The role of the conference photographer should be reviewed with the intention of creating a template for future photographers. Suggestion that Tom Keyton, Wayne Markel, John Kenyon form a short term committee to address that.