

# **FIREPONY CREATIVE SOCIETY**

## **Board of Directors Monthly Meeting Agenda**

### **December 15, 2024**

#### **Zoom:**

Join from PC, Mac, Linux, iOS or Android: <https://zoom.us/j/7506604772>

#### **Backup Zoom:**

<https://us02web.zoom.us/j/89714249596?pwd=UXVNYINza3ZPS291eWIJMFpGZEhqUT09>

[firpony.org/zoom](http://firpony.org/zoom)

Meeting ID: 750 660 4772

**Current Board members:** Smiles, Miles, David, Wax, Aye, Lotus, Hatter, Cramer, Tovia, Hazmat, JaydeRaven, Artemis - 12 people

**Attendance:** Smiles, Miles, David, Wax, Aye, Lotus, Tovia, Hazmat, JaydeRaven, Hatter, Artemis

Quorum - 7 people

#### **Welcome New Board Members!**

Artemis, Hazmat, JaydeRaven

#### **Upcoming Board Meetings:**

- Board Retreat
  - Fri Jan 17 - Mon Jan 20
- February
  - Only Sunday available is Feb 9
    - 16th Frostburn and 23rd is PDF day
  - Thurs 20
  - Mon 24
  - Wed 26 - 7pm

#### **Review and Vote Prior Meeting Minutes:**

September Meeting Posted to Website

No October meeting due to Constellation

Nov 2024 - draft reviewed

**Motion to approve prior minutes:**

Nov: 8 yays, 2 abstains

## Proposals:

- MALC
  - [Link to Document]
  - Patty to come on call at 7:30
  - Smiles posted a summary in Slack
  - Historically a FirePony event
    - Questions about intellectual property rights between FPCS and Patty S.
    - Under the CACE umbrella when Patty was on the board
  - Burning Man leadership event
  - Patty decided to host MALC 2025 without consulting the board first
  - Dave has stepped up as board liaison
  - Wax has also been attending planning meetings
  - Patty is involved with 25 to Thrive under Burning Man Project
  - Patty now joins the meeting, Wax is taking charge on the conversation
    - Ownership question: She asked how ownership would work, especially regarding bureaucracy
    - Documentation: we need to have documents on our drive
    - Budgeting: we moved away from per event profit and loss structure
      - We can approve direct amounts
      - She asked for clarification on what that looks like
    - She asked for a potential list of things we need and she would be good with that
    - Not a lot of oversight is needed
    - Next meeting for MALC is the first week of January to hammer out the budget

## New Business:

Smiles sent an email on Dec 3 letting the board know she is taking early retirement at the end of February 2025.

## Old Business

### Annual Board Retreat

- Date:
  - MLK weekend: Fri Jan 17 - Mon Jan 20
- Location:
  - Need someone with
    - 1 Airbnb account and
    - FP debit card or financial bandwidth to book the room and get reimbursed

- Tovia volunteered to help with this
  - Good option: Countryside Farmhouse, 10 beds, beautiful property, has big great room with couches and a large kitchen island, plenty of parking \$2389 (before fees)
- Organization
  - Smiles, Wax
  - Aye Meal Planning
  - Whatever to do something, something (bu?) budget?
- Theme
  - Clarity, Culture, Coaching
- Prep - Be Prepared To
  - Envision the Future of FirePony
    - What does success look like
    - How do we foster a culture of unity and let go of the culture of separation in this organization (formerly - How do we stop being so insular?)
    - Documentation
    - Your personal ideas about this
  - Speak to your committee / area of expertise
    - Definition
    - What was accomplished in 2024
    - Concrete, achievable goals for 2025
  - Discuss / define the Miles Fund (the Emeffer!)
    - We need a better name!
  - Discuss causes and solutions for leadership burn out
    - What fills your burn cup, energizes, and excites you about your role
    - What drains your burn cup
  - Wax is putting in his intention to run for board president
    - He would like to empower all of us to think of our goals and to think about what we want accomplished by the end of our tenure on the board
    - We want to keep improving our leaders in the organization

### **Board Recruitment:**

- Board Vote Dec 11
- New Board Members:
  - Chris "JaydeRaven" Noecker
  - Linda "Artemis" Ham
  - Michael "Hazmat" Fagan

### **2023 Annual Report:**

- 99% complete!
  - NEED COLLABORATION!!

- Perhaps we need to schedule a date to work on this
- Review your committees and projects!
- Add images of art and the burns
- Financial summary of MALC
  - Lotus will try and dig up this information
- Paragraph summary of MALC (very high level, under CACE committee)
  - Lotus will also write something up for this as well
- Table of Art Grant winners (both events)
- **BY NEXT BOD MEETING**

## Committees:

### Conduct Committee (Lotus, Smiles, Aye):

- [Requires Executive Session to Start] Started at 8:25 PM
- [Requires Executive Session to End] Executive session ended at 8:45 PM

### Event Operations Committee

- No report

## Playa Del Fuego

### 2025:

Board Liaisons: Hatter

### New Business

- Contract has been started and posted to the slack channel for discussion before sending to the land owner
- BM report is underway
- 

### Old Business:

- 2024:
  - High Level Feedback / Concerns
  - Financials
    - **Profit and Loss Statement**
    - Final Reimbursements
      - Whatever, did you reimburse yourself?
      -
    - **AB Report to Burning Man**
      - Sent BM questions to Fiona and Hatter on Sept 10
        - TWO WEEKS

- Needs group review before submitting to BM
      - Due Dec 31, 2024
  - AB Reports to Department Leads
    - Fiona and Hatter to provide High Level summary
      - Summary of Event
      - Top 3 Innovations
      - Top 3 challenges

## 2025 Status Updates:

### Playa del Fuego:

- New Business
  -
- Old Business
- Contract
  - Should we schedule a contract review call?
  - Hatter working on verbage
  - Collab on contract wording
- Insurance
  - 30 days before event
- Tickets
  - Dates
  - Round 1 ticket sale Feb 23
  -
- Dates /Timeline
  - Link
- Cap
  - Same
- Price
  - same
- Ticket Aid
  - Dates need to be set
  - Need to be done before round 1 sale
    - Suggest Feb 1-ish
    -
- Art Grant Contracts
  - Open soon
  - Art grant contract review w Artemis
  -
- RIDE

- Aye
  - May need new amounts
    - Cap / No Cap
- Safety/Rangers
  - Hazmat Safety and Tovia Rangers
- Radios
  - Pink Light Camps are awesome - thank you Wax
    - Updating for PDF along with plans for other burns
  - Repeat the repeaters repeatedly
    - Whatever working on it, partner with Wax and Hazmat
    - Maybe doing a repeater test
- Work Weekend
  -
- Budget / Purchases
  - Goal - Finalized by mid Feb
- Vendor Payments
  - Golf Carts
  - Ice
  - Potties
  - Wood Light Tower
  - Storage
  - Truck / Transport
  - Wristbands
- Post Event Survey
- AB Reports
- Other / New

**Constellation (Aye, Miles):**

Oct 10 - 14, 2024 Bedford PA

- New Business
  -
- Old Business
  -
- How did it go?
  - Board Constellation Debrief on Oct 20, 2024
  -
- What Worked?
  -
- What did not work?
  - Discord

- Vendor Payments
  - All vendors are paid
  - Owe reimbursements to Wax, Wren,
- Art Grant Payments
  - Is everyone paid so we can close this?
- Profit and Loss
  - Status?
- AB Reports to Departments
  - Miles and Aye to provide High Level summary
    - Summary of Event
    - Top 3 Innovations
    - Top 3 challenges
- AB Report to Burning Man
  - Submitted
- Other / New Topics
  - Re-org
    - Shawn Call?
    - Fusion has a proposal, mostly looking to nix sphere and prod roles
    - Want to define an event ops on-call role during event to replace Producer
    - Miles and Aye working on lessons learned
    - Miles working with Tech Committee to offboard Shawn

### **Governance and Finance** (Dave, Whatever, Lotus, Aye, Tovia, m4)

- General update and news
- New Business
  - Meeting date to be moved to accommodate more members to attend, we will talk over this at the board retreat
  - Need to remove Miles from FSA and Wells Fargo
- Old Business
  - Pulling back from bank change at this time
  -
- Current Financial Details
  - Bal over 602K, another 70K in cash account at Wells Fargo
  - Moving over 50k to FSA Miles Fund
- Policies Reviews and Actions in Process
  - Event Overages, FSA Sweep
    - Drafted
  - Vote of No Confidence Procedure
    - Drafted, needs review by board
  - Trade Name Registration
    - Completed



- Debit Cards to Event Liaisons
  - Will need to remove Miles
  - In process
    - Hatter and new CB operations liaison
    - Bank wanted additional information
- Quickbooks Payment Migration Review
  - Met with JustJen
- Budget Category Alignment Across Events and FirePony organization itself
  - In process
- Other / New Topics
  -

**Technology Committee** (M4, Wax, Hatter):

- General update and news
  - Portal playing with Peacock
- New Business
  - Working on coupon code
  - New scanner for QR codes on equipment
  - Technology department at burns?
- Old Business
  - M4 offboard! Getting ready to lop off Miles
  - Wax to talk to M4 about backblaze backups for GDrive still
- Other Technology Platforms
  - Working with Whatever re: Slite (knowledge base software)
- Other / New Topics
  -

**Safety/Ranger Committee** (Wax, Lotus, Dave, Tovia):

- General update and news
  - CB Ranger team did wonderfully
  - On-site training was a success
  - PDF rangers supported CB rangers well
- Any high-level concerns coming out of CB?
  - Safety sphere continues to work well
    - Want to hang on to Safety Czar in future org structures
- Standardization Effort
  - Safety needs to be standardized across burns
  - Can revisit how other departments standardize or don't
- Safety Training

- Prior Discussion(s)
  - In person trainings before the next PDF event
    - Loop in impacted parties
      - Rangers leads, rangers, safety departments, liaisons, producers
      - Likely location is Stonehenge again
- Other / New Topics
  - Need Artemis replacement for CB!

**Community Art and Civic Engagement (Lotus, Wax):**

- MALC 2025
  - Proposal under review tonight
- CACE Grant Series for 2025
  - Discussion only at this point
  - Needs Website documentation Review and Accountability Process
  - Understanding is CACE covers anything that isn't CB/PDF events themselves
    - Happy hours
    - Banter hour
    - MALC
    - CACE grants
  - Tabling proactive/new FPCS efforts till we have a plan, interest, and time
- Other / New Topics
  -

**Communications Committee (Smiles):**

- Website- Holdover topics:
  - Need picture and blurb from Tovia
  - Website publishing
    - Partner with G&F for Taxes and P&L
      - All 2023 financials are posted
      - 2023 Annual report in progress
    - Partner with CACE for updates
    - Partner with Conduct for updates
      - Grand Unified Document for Conduct in progress
    - Update RIDE page
  - Communications Matrix
    - Smiles, Disciple Dave
- Other / New Topics

**Land Committee (David):**

- Will commence activity to identify potential event sites to substitute for Fort Royal Farm
- Will realign and reform with updated Board direction.

**Bike Rack:**

**We love you Miles**

**Motion to adjourn: 21:36**