



Mariposa Academic Boosters Club Agenda

March 16, 2018

11:30 AM

MCHS Rm 56 (directly across from Learning Center restrooms)

Attachment

- I. Call to order
- II. Approval of minutes from January 19 meeting A
- III. Business and Finance
  - A. Treasurer's Report B
  - B. 2017-2018 Budget Overview review C
  - C. Request from Mariposa County for a laptop for MCHS student prize D
  - D. Sierra Tel grant request - for what program should we request? E
  - E. Insurance types, costs, and necessity F
- IV. Programs
  - A. Flyers, brief mention at 8th grade parent night Wed, Feb 28, 6 PM G
  - B. Career Lunch
    - i. Results of Feb 8 lunch and go forwards
    - ii. Schedule of future speakers H
    - iii. Survey grades 9-11 on career interests for next year's speakers
  - C. UC Merced Lab Tour, March 13, results and next year
  - D. Idea from Starchman: Monthly movies, talks, etc, at Fiester Auditorium G I
  - E. Community Connections Update
  - F. Passport to Success Update
- V. Open Forum
- VI. Set Next Meeting Date and Time
- VII. Adjourn



Mariposa Academic Boosters Club  
 Minutes  
 January 19, 2017  
 11:30 AM  
 MCHS Rm 56

Board members present: Jill Harry (chair/secretary); Dave James (vice chair), Carol Hart, Ruth Smiley, Jennifer Rider, Naoko Kada

Board members absent: Kathleen Pfeiffer (treasurer); Tara Schiff, Deb Rockwood

I. Call to order

The Chair called the meeting to order at 11:35 AM.

II. MCHS Principal Input Requested

A. Insurance Coverage Cost and Necessity

Celeste was unable to join the meeting. Jill noted that Celeste had told her separately that ABC meetings, Career Lunches, and anything else ABC does on MCHS campus is covered under MCUSD's insurance. We do not need to renew our event insurance at this time. If we have an event at Savoury's or anywhere else in the Fall, we can look at getting insurance to cover it when the time comes.

Even though ABC is covered for events on the MCHS campus, ABC officers are still vulnerable to any type of lawsuit against ABC which seems unlikely but is possible. Carol said that she sat down with Robert Shaw, our new Farmers Insurance agent, and found that the \$834 is the lowest rate available for Nonprofit Directors and Officers Liability insurance. Ruth did a quick search during the meeting and found that Alliance offers this insurance for \$600. Jill will do a search and see if there are any other low cost insurance options. This will be an item on next month's agenda.

B. Spring Art event

ABC has traditionally received \$2,000 annually from Sierra Tel to sponsor our Arts-related spring event. Since the format is changing this year, Carol has corresponded with Bryan Starchman about areas where ABC might be able to help financially with the March play performances, in part to see if we might be able to apply again to Sierra Tel for sponsorship. Bryan has said ABC could help with printing programs and flyers. He also mentioned that he would like ABC's help with gathering silent auction items the proceeds for which he envisions going towards Detwiler Fire relief. We had been under the impression that silent auction proceeds would go to ABC. While we are sympathetic to fire relief needs, the spring arts event has been one of our main fundraisers and managing a Silent Auction for fire relief does not fit our mission. Carol will have a conversation with Bryan about possibilities.

Jill corresponded with Buz Arnold to see if the Ag Foods & Processing students would be able to make food for all three performances, with ABC paying for the ingredients and keeping the profits. Buz said this is a possibility, but the students would not be able to sell at all three events as it is a busy time for FFA events.

C. Passport to Success continued discussion

Jennifer will talk to Celeste about talking about this program at Monday's staff meeting. Jennifer suggests asking staff to provide the names of 5 students deserving a pat on the back (\$10 gift certificate) as a means of encouragement before they leave the meeting. She will also ask if teachers think this is a worthwhile program or if they have other suggestions for encouraging middle to low performing students to keep up their efforts with tutoring.

III. Approval of minutes from December 15 meeting

Carol moved to approve the minutes; Dave seconded. All who had been at the meeting were in favor. Motion carried.

IV. Business and Finance

A. Treasurer's Report

Jill reported on behalf of Kathleen that ABC's beginning balance on 11/30/2017 was \$20,617.75. Our ending balance on 12/31/17 was \$20,162.44. We have \$673.60 in outstanding checks and no outstanding deposits. Ruth moved to approved the Treasurer's report; Carol seconded. All were in favor. Motion carried.

B. 2017-2018 Budget Overview review

Kathleen did not have a chance to update the overview budget, so we looked at last month's budget which hasn't changed drastically.

Jill noted that she recently heard from Lori Ritter that the school is planning to take students enrolled in the California Scholarship Federation on a field trip to Yosemite National Park to go ice skating on February 14. This will involve about 35 students. ABC has \$400 budgeted for this field trip. Dr. Ritter requested ABC's help paying for the entrance fee, which would come out to about \$350. Jennifer suggested that since ABC has \$400 budgeted that ABC provide the entire \$400 to cover the entrance fee and to help with other costs, so there will be less costs to students. All agreed. It was also noted that if the weather prevents the trip to Yosemite, the funds can be used for bowling or rollerskating or whatever CSF decides. Since this is a budgeted item, no vote required.

Jill noted that she had asked Dr. Ritter if freshmen were eligible for CSF and if it is advertised and the benefits explained. Freshman are eligible based on their first semester's grades. Jennifer was not sure if students need a 3.5 or a 3.2 to be eligible. Students have to ask Rose Ann for their transcript, fill out an application, and pay a \$5 fee. CSF is advertised in the weekly bulletin, but Dr. Ritter is not sure all students read the bulletin. It is not advertised on morning announcements. Jennifer will see about other ways for getting the word out about CSF eligibility and benefits, like the fact that it looks good on college applications and the group takes one fun field trip every year.

Jill said that ABC raised \$1,650 from this year's Season of Giving campaign, compared to \$1,680 last year and an anticipated amount of \$1,800. Jill will soon send out a thank you to all who participated on Facebook and in the press and asked Carol if she and Steve would like to be photographed and acknowledged as part of the thank you. Carol said she and Steve had spoken about it and decided against this. They don't want to discourage anyone from contributing to ABC by people thinking it's already taken care by members of the organization.

Jill said she had heard from our Anonymous Donor's family that we were likely to receive a donation, but nothing has come in yet. The donation typically arrives in January.

Jill noted that if ABC spends all the money anticipated in the budget and does not raise one more dollar, we will have \$8,789 in savings.

C. Donation request letters to CKC and Yosemite Bank

Jill shared that she has sent donation request letters to CKC and to Yosemite Bank. This is our first time requesting funds of CKC. Since they are an engineering-related firm, we hope some form of sponsorship of our UC Merced lab tours will be of interest. Yosemite Bank typically donates \$500 each year and likes to have a specific event to donate to. This year, we request funds for the lab tours.

V. Programs

A. Career Lunch

i. Results of Jan 11 lunch and go forwards

The January 11 Career Lunch featuring Kevin Cann was cancelled due to low enrollment. Five students had signed up.

ii. Schedule of future speakers

Dr. Jonathan Harry is scheduled for Feb 8 to talk about paths to becoming a medical doctor. Jennifer asked if Penny Otwell (March) could be switched with the Columbia College representative (May), to better coincide with MCHS's efforts to have students fill out their community college applications in March. Jill said she would pass along this request to Career Lunch Coordinator Tara Schiff.

B. UC Merced Lab Tour, March 13, update and go forwards

Naoko has begun lining up UC Merced staff to conduct labs. It's a good list so far. She hopes to gather more, finalizing the list by the end of January. We will then finalize the application and Jennifer will make it available to students. If we decide to provide t-shirts making it easy to see students on campus and a great way to advertise the event throughout the year, Tyson will need the order by March 1. We will request students' shirt sizes on the application so we have that information if we need it. Naoko, Jennifer, and Jill will match students to labs when the time comes. The bus will hold 46-48 students. If we have a greater response, Jill and maybe others are cleared as drivers and can take the additional students.

C. Community Connections Update

All of the forms and applications are ready and Quest is ready to provide training to adult mentors, Jennifer now needs more mentors. She currently has 2. Jennifer has put out the word to the Chamber of Commerce and maybe Rotary. The group suggested checking on Rotary and also contacting Soroptimists, AAUW, and Kids First. Jennifer said she will also contact people on MCHS's sub list since they are already cleared (fingerprinting, etc). Jennifer will make a big push for mentors and will post on the MCHS Facebook page. Jill will share the post on the ABC Facebook page and in the e-newsletter.

VI. Open Forum

Carol asked if we might consider joining Miner's Inn "Adopt an Organization" program. They sponsor one organization each month with a percentage of proceeds going to that organization. This is advertised on t-shirts that the staff wears. The organization has to commit to buying some number of shirts. Carol will find out more information from the Arts Council (this month's organization) and report back.

Jill noted that our website link is currently broken. She has been in contact with Kathy Leonard (creator of our website) who said she will look into it for us.

VII. Set Next Meeting Date and Time

Winter Formal is Thursday, Feb 15, and there is no school that Friday, Feb 16 or Monday, Feb 19 due to President's Day weekend. Therefore, our next meeting will be Friday, Feb 23 at 11:30 AM in room 56 on the high school campus.

VIII. Adjourn

Jennifer moved to adjourn the meeting at 12:16 PM. Dave seconded. All in favor. Motion carried.

**ABC Treasurer's Report for January- 2018**Beginning balance 12-31-2017    \$ **20,162.44**Ending balance 1-31-2018        \$ **20,062.44**

Total deposits: \$ 0

Total withdrawals: \$ **100**

231    100.00        Chamber of Commerce annual renewal

Outstanding checks: \$ **673.60**

388    60.00        Adam Finney - tabs

473    513.60        Kim Monson- Academic Decathlon

**ABC Treasurer's Report for February- 2018**Beginning balance 1-31-2018     **\$ 20,062.44**Ending balance 2-28-2018       **\$ 21,901.33**Total deposits: **\$ 3000** Anonymous DonorTotal withdrawals: **\$ 1,161.11**

473   513.60       Kim Monson- Academic Decathlon

474   177.51       Jantz Bakery- Career Lunch

475   400.00       Lori Ritter -CSF Field Trip

496   70.00        USPS- PO box renewal

Outstanding checks: \$

388   60.00        Adam Finney - tabs

3/12/18 \$21,841.33

MCHS Academic Boosters Club, Inc. Annual Budget Overview									
Annual Expenses	Historical (annual est.)	2017-2018 expected	2017-2018 YTD actual	Annual Income	Historical or anticipated (annual est.)	2017-2018 anticipated	2017-2018 YTD	Notes	
<i>Events and Requests</i>				<i>Fundraisers</i>					
Dinner with a Scientist (AAUW) \$1200 first	\$600.00	\$800.00		Fall - Savoury's - as much as \$3,900	\$2,980.00	\$0.00	\$0.00		
Natural Helpers	\$2,640.00	\$0.00		Arts Night	\$2,122.00	\$1,700.00			
Career Lunches (\$2,800 first year)	\$1,400.00	\$1,600.00	\$654.79	Season of Giving Campaign	\$1,680.00	\$1,800.00	\$1,650.00		
Academic Achievement Night (every 2 or 3 yrs)	\$307.26	\$300.00	\$129.98					\$1,650.00	
Valedictorian Dinner \$2400 first	\$1,250.00	\$2,400.00							
UC Merced Lab Tours		\$500.00		<i>Donations</i>					
Passport to Success \$160 first year	\$160.00	\$1,000.00		Anonymous*	\$4,000.00	\$4,000.00	\$3,000.00	\$ 7000 / \$9000 past donations	
Community Connections		\$2,700.00		Misc	\$50.00				
California Scholarship Federation \$0 last year	\$400.00	\$400.00	\$400.00	PayPal/Visa donations		\$100.00	\$25.00		
Teacher/Other Requests - as much as \$2,380	\$1,380.00	\$1,500.00	\$1,052.58	Steve and Carol Hart			\$2,500.00	one time. Wonderful!	
Art's Night	\$1,015.00	\$1,015.00							
Personal Best Awards	0	\$1,000.00		<i>Corporate Donors</i>					
Mariposa Community Foundation- Bus to Berkeley Splash			\$700.00	Sierra Tel	\$2,000.00	\$2,000.00		Arts Night	
<b>Subtotal</b>	<b>\$9,152.26</b>	<b>\$13,215.00</b>	<b>\$2,937.35</b>	Tavis Corp				up to \$1,000 specific requests	
<i>Administrative Costs</i>				Aramark				3500 from DNC in past years	
Photocopies	\$125.00	\$125.00	\$47.55	Yosemite Bank	\$500.00	\$500.00	\$500.00	Passport to Success	
Special Printings - Banners, flyers, tickets	\$184.00	\$200.00							
Ads - Media outlets, yearbook	\$300.00	\$300.00						\$3,025.00	
Postage, envelopes, office depot, fliers (S of G)	\$300.00	\$300.00	\$93.55						
Subscriptions (domain name, etc)	\$15.00	\$15.00	\$15.00						
Insurance	\$569.00	\$600.00							
Mariposa Chamber of Commerce*	\$100.00	\$100.00	\$100.00					*membership fee	
Fees (Reg.renewal for 2014)	\$50.00	\$0.00	\$25.00						
PO Box	\$64.00	\$64.00	\$70.00						
Name badges		\$48.90	\$48.90						
California State- Statement of Information bi-annually	\$20.00	\$20.00							
TSYS- Card reader fees			\$219.04						
TSYS- Card reader refund			-\$209.45						
New Checks			\$25.70						
<b>Subtotal admin. costs</b>	<b>\$1,727.00</b>	<b>\$1,772.90</b>	<b>\$435.29</b>						
<i>Special One Time Costs not covered elsewhere</i>									
Ceiling tiles	\$4,125.00								
Display Case-Dayhoff	\$630.00			<i>Grants</i>					
Digital Marquee	\$2,400.00			Mariposa Comm Foundation	\$436.00	\$0.00	\$0.00	Web design and bus cards	
Div C Parks and Rec (?)	\$350.00								
Website creation and updated business cards	\$436.00								
Computer cables, lock boxes, frames for partner certs	\$160.00								
<b>TOTAL Events and Requests and Admin</b>	<b>\$10,879.26</b>	<b>\$14,987.90</b>	<b>\$3,372.64</b>	<b>TOTAL INCOME</b>	<b>\$13,768.00</b>	<b>\$10,100.00</b>	<b>\$7,675.00</b>		
				<i>Expenses minus income (savings needed to supplement)</i>			\$7,312.90	based on 2016/17	
				<b>Current savings minus outstanding checks</b>			<b>\$21,901.33</b>		
Auditorium seating fund	\$300			Current savings minus Auditorium seating fund			\$21,601.33		
				Remaining savings			\$14,288.43		





	PE-											
	<b>Total</b>	<b>1052.58</b>										
	<b>TSYS- Card Reader fees</b>											
	March- Two swipers	41.84										
	April- Quartely Non-PCI compliance fee	28.8										
	May- Bi-annualy Breach coverage	59.7										
	June- Admin fee	49.95										
	August- Quarterly Non- Compliance fee	28.8										
	October	9.95										
	<b>Total</b>	<b>219.04</b>										
	<b>TSYS- Card Reader refunds</b>											
	June- Credited Insurance fee	-59.7										
	July- Quarterly Non- Compliance fee	-9.75										
	September-	-78.75										
	November	-61.25										
	<b>Total</b>	<b>-209.45</b>										



## Mariposa Academic Boosters Club, Inc. Grant Application

*The Mission of ABC is to supplement and enrich academic experiences and provide updated educational tools for Mariposa County High School students.*

All MCHS staff and any organizations supporting MCHS students are welcome to request funds from ABC. When requesting funds, please provide the following information in order for ABC to make a funding decision:

Person/Organization requesting funds – Tara Schiff, Mariposa County  
Requestor's job title – Economic Development Specialist  
Contact information – [tschiff@mariposacounty.org](mailto:tschiff@mariposacounty.org)

Title of proposal – National County Government Month Essay Contest  
Describe the project for which you are requesting funds. Include how the project/program fits with ABC's mission. Mariposa County, in cooperation with National County Government Month, is coordinating an essay contest relating to local government for all MCHS students. The winner of the contest will receive a new laptop. This project is in line with ABC's mission because it is inspiring education and promoting academics. (We will be working with the history and government teaches to promote the contest.) In addition, the laptop will enable the winning student to succeed, possibly past high school, and use the computer for continued education.

Does the project influence the social/emotional well-being of students? If so, how? (Not required, but helps ABC determine source of funding.) This project influences the students' social emotional well-being by promoting a contest that will engage discussion and encourage thought about local government.

How many students will benefit? For how long? 1 student will benefit from the donation for the laptop and will benefit for the life of the computer.

Amount requested. Please provide supporting documentation – budget and details from where the items would be purchased. We are requesting \$300. Red Tail Ridge, a local computer store, has graciously offered to pay the additional cost of the computer, which the total cost will be approximately \$800.

Are there other sources of funding for this project? Red Tail Ridge Computer Services

Have you received funds from ABC before? No. If yes, for what, when, and how much?

Is the request time sensitive? If so, when is the funding needed? Yes. We plan to award the contest winner on April 10<sup>th</sup>.

Please have Principal Azevedo sign your application. This will signal to us that she has reviewed your application, is supportive, and that there are no alternative funding sources.

Please send your application to:

Jill Harry, Board Chair  
Academic Boosters Club, Inc  
abc.mchs@gmail.com or PO Box 1292, Mariposa, CA 95338

## Sierra Tel Community Outreach

For decades Sierra Tel and its family of companies have proudly supported the local communities, with the goal to assist non-profit organizations in the areas of health, education and community service. On this page you will find the requirements to submit a request. All submissions will be reviewed and receive thoughtful consideration.

To be considered for a donation or sponsorship, please follow these steps:

- 1 Complete the [Request Form](#) and print.
- 2 Complete a [W9 form](#) and print.
- 3 Provide a poster, flyer, or information on letterhead about the event.
- 4 Submit at least 90 days prior to the date needed.

Applications and supporting documents may be mailed, emailed, or delivered to any Sierra Tel office. All requests will be acknowledged by letter within 30 days of receipt.

### **Contact information**

#### Postal address

Sierra Tel Community Outreach  
Post Office Box 219  
Oakhurst, CA 93644

#### Email

[communityoutreach@stcg.net](mailto:communityoutreach@stcg.net)

#### Telephone

559-683-4611, 209-966-3636 or if you are not in the Oakhurst/  
Mariposa area, call us toll free at 1-877-658-4611



**REQUEST FORM**

Date of Request: \_\_\_\_\_

Organization: \_\_\_\_\_

Contact Person: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Email: \_\_\_\_\_

Type of Organization: \_\_\_\_\_

Amount or Item Requested: \_\_\_\_\_

Date Needed: \_\_\_\_\_

Summary of Request: \_\_\_\_\_

\_\_\_\_\_

Will there be an opportunity for Sierra Tel to be recognized for contributions?

\_\_\_\_\_

Who will benefit from this donation? \_\_\_\_\_

\_\_\_\_\_

Have you received a donation from Sierra Tel in the past 3 years?  Yes  No

If Yes: Date & Amount: \_\_\_\_\_

How were the funds used? \_\_\_\_\_

Attach completed W9 form. (Available at [www.irs.gov/pub/irs-pdf/fw9.pdf](http://www.irs.gov/pub/irs-pdf/fw9.pdf))

**Request Form must be mailed, emailed or delivered to a Sierra Tel office at least 90 days prior to the date needed.**

Sierra Tel Community Outreach  
Post Office Box 219  
Oakhurst, California 93644

Email: [communityoutreach@stcg.net](mailto:communityoutreach@stcg.net)

For Official Use Only: <input type="checkbox"/> W9 on file	Supporting documents:
Comments:	

# Directors and Officers Liability Insurance: Why It's Worth the Cost

By PAMELA E. DAVIS |  PREMIUM CONTENT | July 13, 2015



(<https://nonprofitquarterly.org/wp-content/blogs.dir/56/files/2015/07/Cats-D-O.jpg>)

“BUBBLES AND BELINDA ON THE TRAPEZE” BY BRIAN NASH/WWW.BRIANNASH.NET

(<http://WWW.BRIANNASH.NET/>)

**Editors’ note:** The data used in this article were taken from over 1,500 claims against nonprofit directors and officers (D&O) insurance policies issued by the Nonprofits Insurance Alliance Group—based in Santa Cruz, California, but serving more than 14,500 nonprofits in 32 states and Washington, D.C.<sup>1</sup> The Nonprofits Insurance Alliance Group serves small to midsize nonprofits, and experiences may well differ for very large organizations with complex business relationships: references to employment practices liability (EPL) claims being both the most expensive and most frequent of nonprofit D&O insurance claims must be understood in light of this fact. There are data suggesting that this may be a different case with other insurance carriers, whose insureds include very large nonprofits, such as the Mayo Clinic and Johns Hopkins University, rather than our community-based charitable nonprofits with budgets typically under \$10 million—in which case non-EPL D&O claims are showing as less frequent but generally more costly.

Insurance carriers tend to withhold information as a business practice, so the information in this article is something of “breaking news”—offering, as it does, new and more detailed information on nonprofit D&O insurance than is generally known. Our hope is that this article is just the beginning of the Nonprofit Quarterly’s ability to present increasingly open information about how nonprofit insurance actually works.

This article is from NPQ’s summer 2015 edition, “Nimble Nonprofits: The Land of the Frugal Visionary.”

Does a nonprofit organization really need to purchase directors and officers (D&O) liability insurance? The short answer is “yes.” What follows is the longer answer.

D&O insurance covers the organization and its directors, officers, and trustees against actual or alleged wrongful acts in three major areas:

1. Governance liability: claims resulting from general governance decisions;
2. Fiduciary liability: claims resulting from alleged fraud and improper financial oversight, including oversight of employee benefit plans (Employment Retirement Income Security Act [ERISA]) and use of grant funds and donor contributions; and

### 3. Employment practices liability: claims resulting from employment-related activities.

Of these types of claims, employment practices liability claims are by far the most frequent and, generally, the most costly. Employment-related claims spiked during the recession of 2009, and those of us handling these claims expected them to continue for a few years—when nonprofits were cutting back on their workforces because of dips in funding—and then return to a more normal level once funding improved. However, that appears not to be the case. Employees and their attorneys seem more willing than ever to sue nonprofits (unlike ten years ago, the focus of such lawsuits is no longer on for-profit companies); furthermore, employment law has become more complex, and it is much easier for all employers, including nonprofits, to fail to follow both the spirit and the letter of the law.

The other two areas of coverage relate to governance and fiduciary liability alleging improper governance decisions, or alleged fraud and improper financial oversight or improper use of funds. While these claims may also be large, they are far less frequent than employment-related claims.

#### **D&O and Nonprofits**

While the risk of sizable employment claims is present in every state, California seems to produce the most expensive ones—both in cost of defense and in indemnity payments. The average employment practices claim against a nonprofit in California is about 45 percent more expensive than claims against nonprofits in the rest of the United States. This is likely because California has more complex and stringent employment laws that are more protective of employees, and also because in California compensation and cost of living are relatively higher than in many other states, and so the attorney fees tend to be proportionately higher.

The chart below illustrates the relative risk and cost of these various types of claims gathered over a ten-year period by Nonprofits Insurance Alliance Group. The chart indicates averages for all claims; however, nearly 65 percent of employment practices claims close with only expense payments—and no indemnity payment at all. These are typically claims that do not go any further than a complaint to the U.S. Equal Employment Opportunity Commission or a state-based organization such as California’s Department of Fair Employment and Housing. If these claims, whose average expense to handle is \$6,500, are removed from the data, an average employment practices claim that actually has merit will typically cost between \$150,000 and \$200,000 to ultimately resolve—whether by way of settlement or trial. Unless a nonprofit has these types of discretionary funds available to undertake defending and settling such claims, it behooves every nonprofit to provide D&O insurance protection for their organization and their board of directors.

(<https://nonprofitquarterly.org/wp-content/blogs.dir/56/files/2015/07/Alleged-Wrongful-Acts.jpg>)

#### **The Three Major Areas of D&O Insurance Coverage for Nonprofits**

##### *Employment Practices Liability*

With 94 percent of the claims dollars under a D&O policy emanating from employment practices allegations, that is the area that demands attention. This is also an area where targeted risk management can have the most immediate impact. Specifically, it is critical for organizations to have clear and up-to-date employment handbooks with policies that are strictly followed in both letter and spirit. The most common types of employment practices claims are the following:

- Sexual harassment;
- Racial and gender discrimination;
- Retaliation, including against whistleblowers;
- Defamation;
- Failure to accommodate (as per Americans with Disabilities Act [ADA]); and

- **Improper employee classification (exempt/nonexempt and independent contractor/employee).**

One of the most frequent claims, particularly over the past several years, has been improper classification of employees. Some D&O insurance policies offer defense of these actions, but none of these policies are going to cover back wages and penalties owed to the employee. Those are the full responsibility of the nonprofit, and they can be substantial. Many nonprofits believe they can be thrifty by classifying employees as exempt so that they don't have to pay overtime, or by hiring people as contractors or consultants so that they don't have to pay benefits. There are extensive rules about such distinctions, and if they are not followed carefully, these claims can create serious problems for the nonprofit and its board if an employee or group of employees files a lawsuit. Employees cannot give "permission" to be misclassified; the responsibility for getting this right rests squarely on the shoulders of the management of the nonprofit.

Termination of employment is the action that triggers the majority of employment-related claims against nonprofits. In fact, 80 percent of the total dollars spent on claims in the employment practices area involve either involuntary termination or constructive discharge claims. And most claims have multiple allegations attached to them, such as failure to accommodate, defamation, and retaliation, as well as wrongful termination.

In addition to being expensive in terms of legal costs and indemnity payments, the litigation of employment practices claims can take a significant toll on an organization, even with the very best in legal representation. There are typically voluminous documents that need to be collected and time spent by the human resources department (if the nonprofit is even large enough to have such a department) and other executives preparing for and undergoing depositions. These are time-consuming distractions from the mission of the nonprofit. In most of these cases, plaintiff attorneys have no incentive to encourage plaintiffs to participate in early mediation, because plaintiff attorneys can often recover the majority of their fees as part of the settlement of the claim. At first, nonprofits that believe they have done nothing—or very little—wrong want no part in a negotiated settlement; often, they want their day in court to prove their innocence. However, once nonprofits see how prolonged and difficult these claims can get, most are more than ready to have the insurance company find a way to resolve the claim at the earliest possible opportunity. Fully 31 percent of employment practices claims take more than one year to be resolved, and 7 percent take more than two years.

#### *Governance Liability and Fiduciary Liability*

Although governance and fiduciary claims are less frequent, it is worth noting the types of allegations made against nonprofits for which a D&O policy may or may not afford important coverage. Governance claims include the following:

- Breach of contract (those unrelated to employment, such as leases); Discrimination in housing access; and
- Improper board elections.
- Fiduciary claims include the following:
  - Attorney general investigations;
  - Improper fundraising allegations;
  - Improper reporting of revenue;
  - Mishandling of donations;
  - Failure to report payroll taxes; and
  - Mismanagement of employee benefit plans.
- 
- 
-



## **The Importance of a Good Broker**

With any financial service—including insurance—it is critically important to have expert advice. Your insurance agent or broker should be familiar with the various D&O policies that are on the market and be able to help you to understand the coverage details of each policy form. All D&O policies are worded slightly differently and offer different amounts of coverage for various types of allegations. For example, some D&O policies will offer defense for breach of contract and allegations of misclassifying employees, but no D&O policy will actually pay damages related to a non-employment-related breach of contract, or misclassification of employees, or failure to pay payroll taxes. Most D&O policies do not offer coverage for these actions at all. These are nuances that a good broker will be able to explain to a nonprofit client.

Also, just because there is a list of coverages summarized on the declarations page of an insurance policy does not mean one should assume that all of these coverages are included in the D&O policy that is attached. It is not uncommon for insurance companies to list many types of coverage on the front page of the policy but actually only provide the coverage if a specific box is checked and the premium has been paid. An insurance broker or agent with experience can help you to avoid these pitfalls. And, coverages offered in the policy are one thing, but it is also valuable to ask your insurance broker or agent about the insurer's reputation for defending and appropriately handling these sorts of claims. Are they known for interpreting the coverage on behalf of the insured organization, or do they try to find ways to avoid covering the claim? Are they good communicators? Do they keep you informed on how the claim is going and what their strategy is to get the best result? What is the quality of the defense counsel the insurer will be assigning if you have a claim?

Insurance brokers are typically compensated by commission from the insurance company. A typical commission rate is 15 percent of the premium, although some brokers get additional, or contingent, commission from insurance companies at the end of the year as a reward for placing a certain amount of business with that carrier. It is important to ask an insurance broker how he or she is compensated and what the commission is on each quote given to you for consideration. Very large nonprofits may choose to work with a broker on a fee-for-service basis, but this practice is fairly uncommon.

## **When a Case Goes to Trial**

Sometimes the contract language in the D&O policy gives the insurance company both the right and the obligation to select the defense attorney and make the final determination about when or even whether to settle a claim. While this may at first be off-putting to a nonprofit executive or to board members who may think they will get a better result if they have more control of the handling of the claim, our experience tells us that this is unlikely. Many policies that allow nonprofits more control also require that the nonprofit fund the cost of the claim up to a prescribed self-insured retention. We find that the best results come when experienced attorneys who specialize in labor law handle the cases impartially. An attorney who has been working with the nonprofit providing advice on a difficult situation and who is then hired to defend that claim can end up in the position of defending his or her own advice. Our experience has shown us that an attorney who was not involved in the advising process is in a better position to objectively handle the defense of the claim.

Risk management for employment practices claims is equivalent to overall good organizational leadership. Many claims result from leadership either not knowing about the law or not caring about following it in a manner that results in an outcome that is respectful to both the employee and the organization. In most cases, the situation causing the claim is not clear-cut. Usually, neither the situation alleged by the employee is as egregious as described nor are the steps taken by the nonprofit as impartial or thoughtful as they might have been. Often, by the time a situation has escalated to termination, emotions are high on both sides and judgment can be clouded. And even when the nonprofit has taken all of the proper steps and is in complete compliance with the law, the outcome at a jury trial is far from certain. A “jury of our peers” typically means a jury comprised of employees, and just about every juror has felt frustrated or wronged at some point by a supervisor. It is far easier for most jurors to sympathize with the employee than to side with the organization. Depending on the judge, the defense may even be prohibited from telling the jury that the defendant organization is a nonprofit one.

While some jurors may be slightly more inclined *not* to see their local nonprofit as a rapacious corporation and go easier on them in the courtroom, the notion that the law offers protections to nonprofits that it does not offer for-profit corporations is an oft-cited myth. Many states have “volunteer protection” statutes on the books, but these simply do not extend protections to the organization itself. In fact, many of these state statutes try to deflect some of the individual volunteer liability by placing it strictly on the nonprofit itself. And, even if the volunteer seems to have protection under these statutes, no state statute can override federal discrimination or harassment

laws. Nonprofits are subject to the exact same employment laws and requirements as for-profit employers. Innocent or not, if a nonprofit or volunteer is sued, there is no alternative but to answer the lawsuit and successfully defend or settle the case. Either path can be quite expensive and time-consuming. As indicated on the earlier “Alleged Wrongful Acts” chart, between 45 percent and 86 percent of any D&O claim is the cost to pay a defense attorney. And even when the nonprofit is found through trial to have done nothing wrong, the financial costs and disruption to the organization often render it a hollow victory.

### **If You Do Not Do Anything Else, Do This**

We insure nearly 15,000 nonprofits, and we know from twenty-six years of experience that nonprofits do great work, but most are stretched thin. The demands on nonprofits seem to grow no matter how hard or long they work. But there are a couple of things that we believe are essential on the governance side that will more than repay the time, energy, and money expended. These are: (1) get good professional advice before taking a significant employment action; and (2) remember that a 501(c)(3) nonprofit is held in trust for the public, and management is accountable to them.

We feel so strongly about the first piece of advice that we have three employed attorneys providing unlimited, free employment risk management advice to our member insureds who have D&O insurance with us. Yes, it is a significant expense, but we know that in the long term it is going to save all of us time and money, and will cut frustration. It is our number one risk-management tool, and we think that every nonprofit ought not to have to think twice about picking up the phone or sending an e-mail and getting free expert advice to avoid the many employment practices pitfalls.

Finally, some of the most expensive and contentious governance and employment claims we see arise from nonprofits who either do not have or do not follow prudent nepotism policies, or seem not to understand that nonprofits are public organizations and, simply, are entrusted to their care. Those in management who treat a nonprofit like a small, personally owned business and hire many relatives as staff and board members usually lack the external controls that result in the best risk management. It is absolutely imperative that we, as nonprofits, operate transparently and always in the best interests of the public we serve.

We cannot promise that you will never be subjected to a lawsuit even if you do practice good risk management; nor can we promise that the time period for the lawsuit will be short, or that the cost to defend and/or indemnify will be small. However, if you have complied with the law and acted with integrity and transparency, your chances before a judge or jury just got a whole lot better.

### **NOTE:**

1. All data used in this article are from over 1,500 claims against D&O policies from 2005 through 2014, issued by Nonprofits Insurance Alliance Group. All claims were against 501(c)(3) nonprofits. Insurers in the Nonprofits Insurance Alliance Group are Alliance of Nonprofits for Insurance, Risk Retention Group (ANI), and Nonprofits Insurance Alliance of California (NIAC). Both ANI and NIAC are 501(c)(3) nonprofits themselves, and together they insure 14,500 nonprofits for all types of liability insurance. These data are for only one line of coverage offered by the Nonprofits Insurance Alliance Group: D&O insurance.

*Pamela E. Davis is president and CEO of the Nonprofits Insurance Alliance Group.*

## **ADDITIONAL INSURANCE AND RISK MANAGEMENT RESOURCES**

The following links to additional resources for nonprofits wanting to know more about insurance were provided by the Nonprofit Risk Management Center, a national nonprofit resource organization that provides risk advice, tools, and consulting help to nonprofits who do not want to leave their missions to chance. The Center’s resources include their weekly *RISKeNews*, a periodic newsletter (*Risk Management Essentials*), informative books, and innovative cloud applications. Affiliate members of the center

enjoy free risk help and access to a large “vault” of practical webinars. The center’s website includes hundreds of articles on risk and insurance topics, and the forthcoming issue of the center’s newsletter will focus on insurance. In addition, a new book on insurance will be published in fall 2015. To learn more about these resources, visit [www.nonprofitrisk.org](http://www.nonprofitrisk.org) (<http://www.nonprofitrisk.org/>) or call 703-777-3504.

[American Institute for Chartered Property Casualty Underwriters \(CPCU\) and Insurance Institute of America \(The Institutes\)](http://www.aicpcu.org) (<http://www.aicpcu.org>)

[Chartered Property Casualty Underwriters \(CPCU\) Society](http://www.cpcusociety.org) (<http://www.cpcusociety.org>)

[Insurance Services Office, Inc. \(ISO\)](http://www.verisk.com/iso.html) (<http://www.verisk.com/iso.html>)

[International Risk Management Institute, Inc. \(IRMI\)](http://www.irmi.com/online/default.aspx) (<http://www.irmi.com/online/default.aspx>)

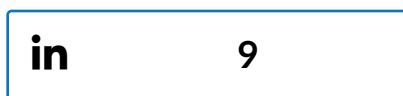
[National Association of Insurance Commissioners \(NAIC\)](http://www.naic.org) (<http://www.naic.org>)

[Public Risk Management Association \(PRIMA\)](http://www.primacentral.org) (<http://www.primacentral.org>)

[Risk and Insurance Management Society \(RIMS\)](http://www.rims.org/Pages/Default.aspx) (<http://www.rims.org/Pages/Default.aspx>)

[Society of Insurance Research \(SIR\)](http://www.sirnet.org) (<http://www.sirnet.org>)

[University Risk Management and Insurance Association \(URMIA\)](http://www.urmia.org/home) (<http://www.urmia.org/home>)





UNITED STATES LIABILITY INSURANCE GROUP  
A BERKSHIRE HATHAWAY COMPANY

COMMITTED  
TO  
MAKING  
A  
DIFFERENCE

NDO018F1703 Emailed on 2/12/2018 1:51 PM  
2/12/2018

Quote is valid until 4/13/2018

Re: Mariposa Academic Booster Club Inc

To: LAMB FINANCIAL GROUP

Attn: Crystal Sharp  
Commission: 17.5%

From: Lori Paul

lpaul@usli.com / (888) 523-5545, ext. 2438

To bind coverage, please complete the bind request box selections and send your request to:  
Erika Cracchiolo - (ecracchiolo@usli.com), or fax to 610-688-4391, along with any applicable "prior to bind" information.

Please bind effective: \_\_\_\_\_

Select the policy term:

- Three Year Policy - Annual premium will not increase  
- No renewal application for three years  
- Aggregate limits reinstated annually  
Above subject to endorsement DO-3YR
- One Year Policy

Confirm optional coverages:

- Do not include any optional coverages.
- Include the following optional coverages from Section III  
(Taxes & Fees may apply to optional premium if purchased)
- Option 1 - (add: \$100.00) - Fiduciary Liability - Non-Profit  
Directors & Officers

This policy is eligible to be Direct Billed.

Note: a \$5.00 installment fee will apply to each installment after the first - please select one of the following:

- Direct Bill both this New Business and future Renewals  
(If checked - Select a Payment Plan):

If Three Year Policy

- THREE PAYMENTS (ANNUAL INSTALLMENTS)  
 NINE PAYMENTS (3 INSTALLMENTS PER YEAR)

If One Year Policy

- SINGLE PAYMENT  
 TWO PAYMENTS - Premium must be over \$400  
 THREE PAYMENTS - Premium must be over \$675  
 FOUR PAYMENTS - Premium must be over \$1,000  
 SIX PAYMENTS - Premium must be over \$2,500  
 TEN PAYMENTS - Premium must be over \$5,000

See the last page of this quote for Payment Plan Descriptions

- Do not Direct Bill this New Business but do Direct Bill  
future Renewals
- Do not Direct Bill this policy

NOTE: If the Direct Bill Option is selected, the Company will invoice the insured. Do not bill or collect the down payment. All taxes, surcharges and fees (except installment fees) will be billed in full with the first installment.

Signature: \_\_\_\_\_

## I. PREMIUM AND UNDERWRITING NOTES/REQUIREMENTS

Please contact us with any questions regarding the terminology used or the coverages provided.

Product: 040051

\*\*Read the quote carefully, it may not match the coverages requested\*\*

No request to Underwriting Services  
2018 03 16 ABC mtg packet

Page 19  
Page 1 of 4

**NON PROFIT DIRECTORS & OFFICERS LIABILITY POLICY INFORMATION**

Carrier:	United States Liability Insurance Company
Status:	Admitted
A.M. Best Rating:	A++ (Superior) - X
Term Quoted:	Annual

**Coverage Part A: Non Profit Directors & Officers Liability Limit Options**

LIMIT OPTIONS	PREMIUM
<input type="checkbox"/> \$500,000	\$784
<input type="checkbox"/> \$1,000,000	\$980
<input type="checkbox"/> \$2,000,000	\$1,480
<input type="checkbox"/> \$3,000,000	\$1,980
<input type="checkbox"/> \$4,000,000	\$2,480
<input type="checkbox"/> \$5,000,000	\$2,980

**Coverage Part B: Employment Practices Liability Limit Options**

LIMIT OPTIONS	PREMIUM
<input type="checkbox"/> \$500,000	\$402
<input type="checkbox"/> \$1,000,000	\$441
<input type="checkbox"/> \$2,000,000	\$941
<input type="checkbox"/> \$3,000,000	\$1,441
<input type="checkbox"/> \$4,000,000	\$1,941
<input type="checkbox"/> \$5,000,000	\$2,441

**ADDITIONAL QUOTE INFORMATION**

D&O Retention: \$0 Each Claim
EPL Retention: \$5,000 Each Claim
EPL cannot be purchased on a monoline basis for this product.
The limit for EPL cannot exceed the limit for D&O.
Directors and Officers Coverage and Employment Practices Liability Coverage are provided on a Claims Made basis.
Retroactive Date D&O: Full Prior Acts
Retroactive Date EPL: Full Prior Acts
Defense Costs are Outside the Limits of Liability
Data and Security+ Endorsement is included in the Directors and Officers premiums shown
Business Resource Center including Human Resources consulting services and online toolkit included in the premiums shown
This quote represents annual premiums. When the Three Year policy term is selected, the above will be payable annually per bill plan selected.
Please Note: All applicable taxes and fees for the Three Year premium will be invoiced in their entirety at the inception of the policy.

**FREE AND DISCOUNTED BUSINESS SERVICES AVAILABLE TO USLI INSUREDS – VISIT [BIZRESOURCECENTER.COM](http://BIZRESOURCECENTER.COM) FOR DETAILS**

**Please note that we will not be able to bind coverage until we satisfy all Prior to Binding requirements.**

Prior to binding, this account is subject to the following:

- Underwriter receipt, review and acceptance of the fully completed USLI Non Profit Professional Liability Application dated no more than 45 days prior to the effective date of coverage and signed by one of the following as applicable: officer, member of the board of directors, managing member or executive director with authority to bind Applicant to the representations therein. We may modify the terms and/or premiums quoted or rescind this quote if the information provided in the completed Application is different from the original submission or there is a significant change in the risk from the date it was quoted.

Please contact us with any questions regarding the terminology used or the coverages provided.

Product: 040051

\*\*Read the quote carefully, it may not match the coverages requested\*\*

Within 21 days of the inception date of coverage, this account will be subject to the following:

- If Fiduciary is desired, complete the fiduciary questions on the application.

Underwriting Notes:

- In compliance with California Assembly Bill 2404, cancellation by the insured may result in a short rate calculation (90% of unearned premium) to determine the return premium.
- DO-239 (06/15) - Excludes Mariposa County High School
- DO-207 may be deleted upon confirmation that General Liability Insurance is in place.

**II. REQUIRED FORMS & ENDORSEMENTS**

Directors and Officers Endorsements

DO Jacket	(09/10) Non Profit Professional Liability Policy	DO-291	(01/11) Excess Benefit Transaction Excise Tax Endorsement
DO-100	(04/07) Coverage Part A. Non Profit Directors and Officers Liability	DO-293	(06/13) Amended Lifetime Occurrence Reporting Provision Endorsement
DO-101	(04/07) Coverage Part B. Employment Practices Liability	DO-294	(04/14) Amended Notice/Claim And Circumstance Reporting Provisions
DO-207	(01/94) Failure to Maintain Insurance Exclusion Endorsement	DO-CA	(04/07) California State Amendatory Endorsement
DO-224A	(12/13) Abuse/Molestation Exclusion Endorsement	NPPLA	(05/12) Non Profit Professional Liability Application - All States
DO-239	(06/15) Specified Person Or Entity Exclusion Endorsement	USL-DOJ	(03/08) Non Profit Professional Liability Common Conditions
DO-283	(01/14) Data & Security+ Endorsement		

If Purchased

DO-3YR	(05/07) Three Year Policy Term Endorsement	DO-3YR DEC	(02/12) Amendment To Policy Declarations-Three-Year Policy Term
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**III. OFFER OF OPTIONAL COVERAGE(S)**

Based on the information provided, the following additional coverages are available to this applicant but are not currently included in the quotation. The additional premium may be subject to taxes & fees. For a firm final amount please contact us and we will revise the quote.

Coverage	Additional Premium
Option 1 Fiduciary Liability - Non-Profit Directors & Officers	\$100.00

Important Information

- If purchased, the DO-256 Fiduciary Liability Coverage Endorsement will be added which coincides with the D&O Limits up to \$1 million with defense inside that limit.

**IV. DIRECT BILL PAYMENT PLAN DESCRIPTIONS**

Three Year Policy Payment Plan Description:

- THREE PAYMENTS** - 1/3 of the premium is invoiced immediately and is due 20 days after it is invoiced; 1/3 is invoiced 45 days prior to the Second Coverage Period; the balance is invoiced 45 days prior to the Third Coverage Period.
- NINE PAYMENTS** - 1/9 of the premium is invoiced immediately and is due 20 days after it is invoiced; the remaining amount is invoiced in 8 equal installments at 60, 120, 320, 380, 440, 685, 745 and 805 days after inception.

One Year Payment Plan Descriptions:

- SINGLE PAYMENT** - The entire premium is invoiced immediately and is due 20 days after it is invoiced.
- TWO PAYMENTS** - 50% of the premium is invoiced immediately and is due 20 days after it is invoiced; the balance is invoiced 60 days after inception.
- THREE PAYMENTS** - 40% of the premium is invoiced immediately and is due 20 days after it is invoiced; 30% is invoiced 60 days after inception; the balance is invoiced 120 days after inception.
- FOUR PAYMENTS** - 40% of the premium is invoiced immediately and is due 20 days after it is invoiced; three equal installments of 20% are invoiced at 60 days, 120 days and 180 days after inception.
- SIX PAYMENTS** - 40% of the premium is invoiced immediately and is due 20 days after it is invoiced; five equal installments of 12% are invoiced at 45 days, 105 days, 165 days, 225 days and 255 days after inception.

Please contact us with any questions regarding the terminology used or the coverages provided.

Product: 040051

\*\*Read the quote carefully, it may not match the coverages requested\*\*

NDO018F1703

TEN PAYMENTS - 25% of the premium is invoiced immediately and is due 20 days after it is invoiced; the remaining amount is divided into 9 equal installments that are invoiced at 30 day intervals: 30 days, 60 days, 90 days, 120 days, 150 days, 180 days, 210 days, 240 days and 270 days after inception.

An installment fee as noted on page 1 of this quote applies to each installment after the first.

Please Note - there may be additional time between installments if bound with an effective date of 4/1/18 or later.



MCHS Academic Boosters Club, Inc. (ABC)  
invites you to become involved!

*ABC's mission is to supplement and enrich academic experiences and provide educational tools for Mariposa County High School students.*  
(See the backside of this flyer for details on how we do this.)

Stay informed and find out ways you can help by signing up for our monthly e-newsletter: <http://tinyurl.com/yaubl0r4>.

Or, email us at [abc.mchs@gmail.com](mailto:abc.mchs@gmail.com) and ask to be put on our e-newsletter mailing list.

Like us on Facebook: *MCHSABC*  
Twitter and Instagram: *MCHS\_ABC*

Check out our web page: *mchsabc.org*

*You are welcome to join us for meetings. Days and times are listed on the web page and included in e-newsletters.*

We wish you and your children all the best for the 2018-2019 school year!



## **ABC supports all Mariposa County High School students by:**

- **Hosting** a monthly **Career Lunch**, exposing students to professionals of many diverse career paths while providing delicious meals from local restaurants.
- Sponsoring the **Community Connections** program, linking adult mentors to students who could use an adult, or another adult, in their lives for whatever reason.
- **Organizing and sponsoring UC Merced Lab Tours**, an annual field trip available to all students. Students sign up for science and engineering labs that are of interest to them, visit the campus, and participate in hands-on activities with UC staff.
- **Helping to fund Academic Decathlon** competitions and **field trips** to the SF Modern Museum of Art, Merced Theatre, and elsewhere per teacher requests.
- **Funding** an annual **California Scholarship Federation field trip** for students who maintain a grade point average of 3.5 or above.
- **Funding requests** from staff such as t-shirts for Cross Age PE so students are recognizable on the MES campus, teacher upgrades to online programs, and so on.
- **Co-sponsoring** AAUW's annual **Dinner with a Scientist at UC Merced** as a means of empowering female students to follow their dreams in fields associated with science and math.
- **Funding** MCHS **Academic Letters** for Academic Achievement Night.
- **Sponsoring** MCHS **Valedictorian Dinners**.

### ***Past programs:***

- **Sponsoring** the **Natural Helpers** program, teaching students to become good listeners and mentors to their fellow classmates. *Now paid for by Mariposa County Human Services.*
- **Creating and sponsoring** annual **Arts Night**, showcasing arts education and students at MCHS including Dance Club, Chorus, Band, Fine Arts, Ag Food and Processing, Welding, Drama, and more! *This program has morphed into a Spring Event organized by Bryan Starchman.*
- **Paying** for a portion of student **Advanced Placement test fees**. *Now paid for by MCUSD.*
- **Making possible** school **capital improvements** such as the *digital marquee* and *auditorium entry glass display case*, both installed in 2014, *auditorium stage lighting upgrades* funded in 2014, and the replacement of damaged *auditorium ceiling tiles* funded in 2013.

## Career Lunch Speakers

### *2017-2018 Schedule*

<b>Date</b>	<b>Speaker</b>	<b>Topic</b>
Sept 14	Tony Borreson, Mariposa Airport Manager	Careers in Aviation and Aeronautics
Oct 12	Don Costa, Costa Livos Olive Oil	Entrepreneurship
Nov 9	Greg Little, Mariposa Gazette Editor	Newspaper Journalism
Dec 7	Dallin Kimble, Mariposa County CAO	Jobs in Public Administration
Jan 11	<del>Kevin Cann, Mariposa County Supervisor</del>	<del>Opportunities with the Park Service</del>
Feb 8	Jonathan Harry, MD	Paths to becoming a medical doctor
March 8	Penny Otwell, Artist	How to make a living as an artist
April 12	Cara Goger	Careers in the Arts
May 10	Dr. Klaus Tenbergen	Columbia College Rep

*Ideas: Alan Dayhoff, Cabinet Maker; Vicky Imrie, Yosemite Ziplines; rep from Columbia College*

### *Past speakers:*

<b>Date</b>	<b>Speaker</b>	<b>Topic</b>
5/3	Dondi Lawrence	Merced College opportunities
4/1	Samuel Bolton	Blue Ridge Services - drone demo
3/1	Adam Burns	How to make a living being a musician
2/1/17	Chris Boehm	Careers in Law Enforcement
12/7/16	Erik Westerlund, Park Ranger, Yosemite National Park	Careers in the National Park Service
11/2/16	Miroslava Torres, CSU Stanislaus.	Pathways to teaching careers
10/5/16	Kristen Fournier, RN and Gonzo Tafoya, RN, John C. Fremont Health Care District	Health Professions

5/4/16	Joe Rabon, Vice President of Human Resources, Aramark	Careers in Human Resources
4/6/16	UC Merced students	How to prepare for college
3/2/16	Gara Villalba, Associate Project Scientist, School of Engineering, UC Merced	Multidiscipline careers
2/3/16	Angelina Brouillette, Local Veterinarian	The path to becoming a veterinarian
1/13/16	Steven Bumgardner, Filmmaker	His path to making films
12/2/15	Heather Ream, Cartographer	Careers in Cartography
11/4/15	Percy Whatley, Regional Executive Chef in Yosemite National Park	His path to becoming a chef
10/15	Jeff Laird, Engineer, MCHS graduate	Pathways to becoming an engineer

Considered:

Jarrold Brand, Auto Mechanic, Business owner (not interested)

On Sat, Feb 3, 2018 at 1:29 PM, Bryan Starchman <[bstarchman@mcusd.org](mailto:bstarchman@mcusd.org)> wrote:  
Hi Carol!

As you know I tried running movies for a couple of years but it became just too much work on my own plus we did not get great turn outs. So this year I did not renew the license for Grizzly Cinema to be able to show films and charge admission.

However, with ABC's help I think this could be something we could revitalize and could hopefully raise money for both our programs.

I know there are groups that would like to use our facility for various talks and film nights. I asked for a donation of \$125 in the past, maybe we lower that if we have more adult volunteers to help run the theater for the event.

I also did not focus on new releases. I imagine if we focus on brand new family films the week they come out on DVD we may get a higher attendance rate, especially if we have a regular date for the films so that people can put them on their calendar. We would even open each film with a skit or improv or dance troupe. Something like that. There are a few films available for Sing-alongs where audiences follow the bouncing ball. I know there is one for Frozen, Grease, and Pitch Perfect. I imagine there are others.

I'd like to give it another shot but would want to train other adults on how to run the system so it's not always me in charge. Concessions also became overwhelming so that's something to discuss.

The invoice from the last annual license from [swank.com](http://swank.com) is attached. Let me know what you think. Combined with things like Adam Burns and Mark Albasta doing their Silent Film live Orchestration night, TED Talk discussion nights, and maybe revitalizing a foreign film club a few times a year like they had at 6th Street Cinema this could maybe become something.

Thanks for all you do.

Bryan