



Minutes

University of Victoria Students' Society
Monday July 11, 2016 – SUB Upper Lounge 6:00 pm

ATTENDANCE

Directors: Lukenchuk, Armstrong, Quitzau, Flipse, Fairley, Zhang, Dawydiak, Desjarlais, Hagos, Brown, Bhandar, Kinakin, Hordiyuk, Sheres, Tupper

Staff: Johnson, Ewart

1. CALL TO ORDER

Lukenchuk called the meeting to order at 6:02pm.

2. ACKNOWLEDGEMENT OF TERRITORIES

Lukenchuk acknowledged the territories.

3. ADOPTION OF AGENDA & ADOPTION OF MINUTES

a. Adoption of Agenda

i. Agenda of 2016/07/11

MOTION TO ADOPT - ARMSTRONG/MUSGRAVE

AMENDMENT – LUKENCHUK/ARMSTRONG

Add the following three motions to Priority Business:

Motion 2016/07/11: A1 – LUKENCHUK/

BIRT Tianyang (David) Zhang be granted a leave of absence until September 1st, 2016 as per by Bylaw 9.2.

Motion 2016/07/11: A2 – MITCHELL/

BIRT the University of Victoria Students' Society Board approve a booking for the Society for Students' with a Disability on September 28, 2016 from 9-4 for their annual Enablement Summit which serves as an interdepartmental roundtable on disability issues.

Motion 2016/07/11: A3 – LUKENCHUK/

BIRT nominations be opened to fill the following vacancies on U-PASS appeals committee:

- One (1) Director of the UVSS Board of Directors
- One (1) Member as recommended by the SSD

AMENDMENT CARRIED

AMENDMENT – KINAKIN/ARMSTRONG

Add the following two motions to Priority Business:

Motion 2016/07/11: A4 – KINAKIN/

BIRT the following established clubs are ratified without funding for the remainder of the summer 2016 semester:

- Jubilee Bible Education Club
- Motorcycle Club
- Young Women in Business

Motion 2016/07/11: A5 – KINAKIN/

BIRT Students of Undergraduate Statistics and Mathematics (SUMS) is granted an Academic Grant in the amount of \$1643

AMENDMENT CARRIED

AMENDMENT – BROWN/ARMSTRONG

Add the following motion to Priority Business:

Motion 2016/07/11: A6 – BROWN/

BIRT Michelle Brown be granted a leave of absence until September 1st, 2016 as per by Bylaw 9.2.

AMENDMENT CARRIED

AGENDA CARRIED AS AMENDED

- b. **Adoption of Minutes**
 - i. **Board Minutes**
 - 2016/06/20
 - ii. **Exec Minutes**
 - 2016/06/21
 - 2016/06/28

MOTION TO ADOPT - ARMSTRONG/DAWYDIAK
MOTION CARRIED

4. PRESENTATIONS, ANNOUNCEMENTS, & REPORTS

a. PRESENTATIONS

Alliance of BC Students

b. ANNOUNCEMENTS

c. REPORT – EXECUTIVE DIRECTOR

Strategic Plan Implementation, Society Finances & Operations (BoD Policy 3.2.L)

Motion 2016/07/11: 01 – TUPPER/ARMSTRONG

BIRT the 2016-2018 Strategic Plan is adopted.

MOTION CARRIED

- d. **REPORT – DIRECTOR OF FINANCE & OPERATIONS**
Society Finances (BoD Policy 15.1)
 - e. **REPORTS – CONSTITUENCY ORGANIZATIONS & NSU**
 - I. **Pride**
 - II. **Women's Centre**
 - III. **NSU**
 - IV. **SOCC**
 - V. **SSD**
 - f. **REPORT – INTERNATIONAL STUDENTS RELATIONS REP**
 - g. **REPORTS – COMMITTEES, COUNCILS, WORKING GROUPS**
 - I. **Campaigns**
 - II. **Events**
 - III. **Finance & Operations**
 - IV. **Member Outreach & Engagement**
 - V. **Policy Development**
 - VI. **SUB Renovations**
 - VII. **Advocacy Council**
 - VIII. **Clubs Council**
 - IX. **Course Union Council**
 - X. **SUB Occupants**
 - XI. **University Relations**
 - XII. **Electoral**
 - XIII. **Executive**
 - XIV. **SUB Business Marketing Committee**
 - XV. **Risk Management Advisory Committee**
5. **QUESTION PERIOD (15 mins)**
6. **MAIN MOTIONS**
- a. **PRIORITY BUSINESS**
 - Motion 2016/07/11: 02 – LUKENCHUK/ARMSTRONG**
BIRT the Board accepts the resignation of Katrina Woollgar as the Third Space Representative to the UVSS Board of Directors for the 2016-17 term.

MOTION CARRIED
 - Motion 2016/07/11: 03 – LUKENCHUK/ARMSTRONG**
BIRT the Board accepts the resignation of Blake Desjarlais as the NSU Representative to the UVSS Board of Directors for the 2016-17 term.

MOTION CARRIED
 - Motion 2016/07/11: 04 – TUPPER/FAIRLEY**

BIRT that AVP's proposal to change their second room from B017 to B024 is granted as recommended by Finance and Operations Committee.

MOTION CARRIED

Motion 2016/07/11: 05 – TUPPER/SHERES

BIRT nominations be opened to elect one director as 2nd chair of the SUB Business Marketing Committee.

Tupper for Farboud.

MOTION CARRIED – UNANIMOUS CONSENT

Motion 2016/07/11: A1 – LUKENCHUK/FLIPSE

BIRT Tianyang (David) Zhang be granted a leave of absence until September 1st, 2016 as per by Bylaw 9.2.

MOTION CARRIED

Motion 2016/07/11: A2 – MITCHELL/HORDIYUK

BIRT the University of Victoria Students' Society Board approve a booking for the Society for Students' with a Disability on September 28, 2016 from 9-4 for their annual Enablement Summit which serves as an interdepartmental roundtable on disability issues.

MOTION CARRIED

Motion 2016/07/11: A4 – KINAKIN/FLIPSE

BIRT the following established clubs are ratified without funding for the remainder of the summer 2016 semester:

- Jubilee Bible Education Club
- Motorcycle Club
- Young Women in Business

MOTION CARRIED

Motion 2016/07/11: A5 – KINAKIN/FLIPSE

BIRT Students of Undergraduate Statistics and Mathematics (SUMS) is granted an Academic Grant in the amount of \$1,643.

MOTION CARRIED

Motion 2016/07/11: A6 – BROWN/HORDIYUK

BIRT Michelle Brown be granted a leave of absence until September 1st, 2016 as per by Bylaw 9.2.

MOTION CARRIED

b. OLD BUSINESS

Motion 2016/05/09: 21 – LUKENCHUK/BROWN

BIRT nominations be opened to fill the following vacancies on SUB Renovations:

- One (1) Member as recommended by the Native Students' Union
- One (1) Member as recommended by the Women's Centre

No nominations.

Motion 2016/05/09: 22 – LUKENCHUK/HAYNES

BIRT nominations be opened to fill the following vacancies on Advocacy Council:

- One (1) Member as recommended by the Women's Centre

No nominations.

Motion 2016/05/09: 23 – LUKENCHUK/HAYNES

BIRT nominations be opened to fill the following vacancies on SUB Occupants:

- One (1) Representative as recommended by the Native Students' Union
- One (1) Representative as recommended by the Women's Centre
- One (1) Representative as recommended by UVic Sustainability Project (UVSP)
- One (1) Representative as recommended by CFUV

Johnie Regalado acclaimed for CFUV.

**MOTION TO RATIFY REGALADO - ARMSTRONG/DAWYDIAK
MOTION CARRIED**

c. NEW BUSINESS

Motion 2016/07/11: 06 – LUKENCHUK/FAIRLEY

BIRT Board of Directors Policy Section 5, Part 3.9 is amended as follows:

3.9 U-PASS APPEALS COMMITTEE

a. Type

- a. Standing committee of the UVSS BoD with closed membership.
- b. Not open to members to attend.

b. Purpose

- a. Adjudicate UVSS members' appeals related to the mandatory U-PASS fee.

c. Duties

- a. Review and adjudicate written appeals of UVSS U-PASS assessments within 30 days of submission.
- b. Respond to applicants within a reasonable time of the committee's decision.
- c. At the first meeting of each semester, familiarize committee members with all policy relevant to the committee, including its terms of reference, and conduct a review of policy for the purpose of providing recommendations to Policy Development Committee.

d. Membership

Voting Members:

- a. Director of Finance and Operations - ex officio and chair of the committee
- b. ~~One [1]~~ **Two [2]** directors elected by the BoD
- c. **One [1] member as recommended by SSD**
- d. ~~A member of the UVIC Resource Centre for Students with a Disability ratified by the committee~~

Non-voting Members:

- e. Executive Director - ex officio
- f. **Health Plan Administrator – ex officio**

e. Voting

- a. Shall be assigned to the voting members designated in Section 4: Membership.

f. Quorum

- a. Shall be the chair and at least ~~three [3]~~ **one [1]** other voting members of the committee.

g. Meetings

- a. Shall meet at least once a month at date set by the chair of the committee or upon the call of the BoD.

h. Term of Office

- a. Shall be for the duration of the board of directors' term (May 1 – April 30) with an annual reset at the beginning of each board term.

MOTION CARRIED

Motion 2016/07/11: A3 – LUKENCHUK/QUITZAU

BIRT nominations be opened to fill the following vacancies on U-PASS appeals committee:

- One (1) Director of the UVSS Board of Directors

Quitza for Fairley.

MOTION TO RATIFY FAIRLEY - ARMSTRONG/TUPPER

MOTION CARRIED

- One (1) Member as recommended by the SSD

No nominations.

Motion 2016/07/11: 07 – LUKENCHUK/KINAKIN

BIRT Board of Directors Policy Section 5, Part 3.7 is amended as follows:

3.7 PERSONNEL COMMITTEE

1. Type

- a. Standing committee of the UVSS BoD with closed membership.
- b. Not open to members to attend.

2. Purpose

- a. **Act as the independent primary liaison between the BoD and UVSS Staff, subject to the limits of this policy.**

- b. **Ensure accountability, transparency, inclusion, and democratic participation in executing the responsibilities of the committee.**
- c. **Ensure the confidentiality of personnel files and the privacy of excluded and unionized staff.**

3. Duties

Management of Excluded Personnel

- a. **Oversee all aspects of hiring, managing, and evaluating Excluded Personnel, including:**
 - i. **Ensure that excluded personnel shall receive an annual performance review for the period of May 1 to April 30 of the following year. This shall be a full 360 review which shall collect feedback and input from all directors, staff, and stakeholders. The annual performance review process shall commence no later than July 1.**
 - ii. **Review the performance of the General Manager and Executive Director against established objectives on a monthly basis.**
 - iii. **Provide semesterly reports to the Board of Directors on the performance of excluded personnel.**
 - iv. **Prepare an evaluation report for the BoD before the end of April each year and recommend any compensation adjustments.**
 - v. **Ensure that an independent/external compensation analysis is conducted for excluded positions every two years.**
 - vi. **Ensure that an independent/external 360 performance review of excluded personnel happens at least once every three years.**
 - vii. **Annually review the Excluded Personnel Policy and Excluded Personnel job descriptions and make policy proposals as needed.**
 - viii. **Ensure that all members of Personnel Committee receive external training in non-profit management and effective management of non-profit Executive Directors (re: excluded personnel) within six weeks of being elected to the Personnel Committee at the beginning of the board term. Ensure that ongoing training in these key areas happens for the duration of the board term.**

- ~~b. Advise the General Manager on addressing major personnel issues such as grievances, organizing changes and personnel management practices including hiring, evaluation and training.~~

Reporting and Consultation to the Board of Directors

- a. **Provide a report to the Board of Directors at each board meeting on personnel issues, Labour Management Committee meetings, and the activities and projects undertaken by Personnel Committee.**

- b. **Seek direction from the Board of Directors to advise excluded managers on addressing major personnel issues such as, but not limited to:**

- **Unresolved Step 3 grievances that may proceed to arbitration**
- **The closing or restructuring of departments and business units due to technological change, organizational change, or complete termination of operations***
- **The creation of new unionized staff positions (Class 10 and above)**
- **The elimination of current unionized staff positions (Class 10 and above)**
- **The creation of new excluded manager positions or the elimination of current excluded manager positions**
- **No department or business unit shall be either closed or restructured without a two-thirds majority vote of the Board.**

Duties of Voting Members

- a. **Advise Excluded Managers on addressing major personnel issues such as, but not limited to:**
 - **Collective bargaining**
 - **Grievances (Step 1-3)**
 - **Organizational and technological change**
 - **The creation of new unionized staff positions (Class 1a to Class 12)**
 - **The elimination of current unionized staff positions (Class 1a to Class 12)**
 - **Personnel management practices including hiring, evaluation and training**

Duties of both Voting and Non-voting Members

- a. **Represent the Employer at Labour Management Committee**
- b. Ensure Board participation in hiring committees for key vacancies.
- c. Represent ~~the Society~~ **the Employer** in negotiations with all bargaining units certified to represent UVSS staff during **collective** bargaining.
- d. **Represent the Employer at the** ~~Serve as the~~ **third level of the grievance process** ~~procedure under union contracts.~~
- e. At the first meeting of each semester, familiarize committee members with all policy relevant to the committee, including its terms of reference, and conduct a review of policy for the purpose of providing recommendations to Policy Development Committee.
- f. Carry out all other duties as directed by the BoD.

4. Membership

Voting Members*:

- a. Director of Finance and Operations - ex officio and chair of the committee
- b. One [1] Lead Director elected by the BoD - ex officio and second chair of the committee
- c. One [1] director (non-lead director) elected by the BoD (must be available for the entirety of the board term)

*At least one voting member shall be a self-identified woman, transgender, or non-binary person.

Non-voting Members:

- d. General Manager - ex officio
- e. Executive Director – ex officio

5. Voting

- a. Shall be assigned to the voting members designated in Section 4: Membership.

6. Quorum

- a. Shall be at least two [2] voting members of the committee.

7. Meetings

- a. Shall meet at least weekly at a date set by the chair of the committee or upon the call of the BoD.

8. Term of Office

- a. Shall be for the duration of the board of directors' term (May 1 – April 30) with an annual reset at the beginning of each board term.

AMENDMENT – BROWN/LUKENCHUK

BIFRT Refer discussion of membership to PD re traditionally marginalized groups for implementation for 2017-2018 board term.

AMENDMENT CARRIED

MOTION TO REFER TO PD – KINAKIN/TUPPER

Lukenchuk requested a roll call vote:

Lukenchuk – opposed
Tupper – in favour
Flipse -in favour
Armstrong - opposed
Kinakin – in favour
Nicholson - abstained
Mitchell – in favour
Fairley - opposed
Quitau - abstained
Musgrave-abstained
Brown – in favour
Dawdyak - abstained
Hordiyuk – in favour
Sheres – in favour

MOTION TO REFER TO PD CARRIED

Motion 2016/07/11: 08 – LUKENCHUK/ARMSTRONG

BIRT Board of Directors Policy Section 5, Part 3.5 is amended as follows:

3.5 OMBUDSPERSON COMMITTEE

7. Meetings

- a. Shall meet at least ~~once per month~~ **three [3] times** over the term of office at date set by the chair of the committee, or upon the request of the Ombudsperson, or upon the call of the BoD.

MOTION CARRIED

Lukenchuk passed chairperson duties to Executive Director Erin Ewart for motions 9 & 10.

RECOMMENDED BY FINANCE & OPERATIONS COMMITTEE:

Motion 2016/07/11: 09 - TUPPER/DAWYDIAK

WHEREAS the vision of the UVSS is full student engagement and the UVSS values participatory democracy and transparent decision-making; and

WHEREAS the UVSS aims to be a leader not just among student societies, but among non-profits; and

WHEREAS 94% of businesses that utilize video conferencing say it increases productivity and 87% of remote employees say that video conferencing helps them feel more connected to their colleagues (Wainhouse Research); and

WHEREAS Directors may be unable to physically attend board meetings due to work, academics, childcare, illness, or other reasons but may still wish to participate and engage; and

WHEREAS presently there is no mechanism to allow Directors to vote or participate remotely in board meetings and voting by proxy is not allowed; and

WHEREAS the Board of Directors must support each Director in the fulfilment of their duties; and

WHEREAS the software “Anymeeting” allows for web conferencing with all the features, security, and capacity required for the UVSS; and

WHEREAS the UVSS must actively attempt to ensure transparency, accessibility, and engagement for Board of Directors meetings; therefore

BIRT on the request of any Director with a minimum 48 hours’ notice, the software Anymeeting will be used to allow Directors to attend board meetings by web conferencing. This will not include in-camera sessions. Voting rights and speaking rights for remote Directors will be the same as Directors physically present at meetings.

AMENDMENT – TUPPER/QUITZAU

Add to the end: “except for elections by secret ballot”.

AMENDMENT CARRIED

MOTION TO REFER TO PD – LUKENCHUK/FLIPSE

Tupper requested a roll call vote:

Lukenchuk - in favour

Tupper - opposed

Flipse - abstained

Armstrong – in favour

Kinakin - opposed

Nicholson - opposed

Mitchell – in favour

Fairley – in favour

Quitau - opposed
Musgrave - opposed
Brown- - opposed
Dawdyiak - opposed
Hordiyuk - opposed
Sheres - opposed

MOTION TO REFER FAILED

MOTION TO AMEND – TUPPER/LUKENCHUK

BIFRT policy is created to address this board directive; and
BIFRT this motion is revisited as written at first meeting in December.

MOTION TO AMEND THE AMENDMENT – NICHOLSON/DAWYDIAK

Tested for 1 board meeting and then a reevaluation.

Nicholson withdrew the amendment to the amendment.

MOTION TO AMEND CARRIED

Mitchell opposed.

Tupper requested a roll call vote:

Lukenchuk– in favour
Tupper– in favour
Flipse– in favour
Armstrong– in favour
Kinakin – in favour
Nicholson – in favour
Mitchell – abstained
Fairley - abstained
Quitau– in favour
Musgrave – in favour
Brown– in favour
Dawydak– in favour
Hordiyuk– in favour
Sheres– in favour

MOTION CARRIED AS AMENDED

RECOMMENDED BY FINANCE & OPERATIONS COMMITTEE:

Motion 2016/07/11: 10 - TUPPER/DAWYDIAK

WHEREAS the vision of the UVSS is full student engagement and the UVSS values **participatory** democracy and transparent decision-making; and
WHEREAS the UVSS aims to be a leader not just among student societies, but among non-profits; and

WHEREAS 94% of businesses that utilize video conferencing say it increases productivity and 87% of remote employees say that video conferencing helps them feel more connected to their colleagues (Wainhouse Research); and

WHEREAS voting members and ex officio non-voting members may be unable to physically attend committee or board meetings due to work, academics, childcare, illness, or other reasons but may still wish to participate and engage; and

WHEREAS committees should make every attempt to solicit the input of all voting members

and ex officio non-voting members; and

WHEREAS presently there is no mechanism to allow voting members and ex officio non-voting members to vote or participate in committee meetings remotely; and

WHEREAS the software “Anymeeting” offers web conferencing with all the features, security, and capacity required for the UVSS; and

WHEREAS the UVSS must actively attempt to ensure transparency, accessibility, and engagement for all committee meetings; therefore

BIRT on the request of one or more voting member or ex officio non-voting member with a minimum 24 hours' notice, the software Anymeeting will be used in committee meetings. Voting rights and speaking rights for remote attendees will be the same as those physically present.

MOTION TO AMEND – LUKENCHUK/DAWYDIAK

BIFRT policy is created to address this board directive; and

BIFRT this motion is revisited as written at first meeting in December.

AMENDMENT CARRIED

AMENDMENT – KINAKIN/LUKENCHUK

Exclude Clubs & Course Union Councils.

AMENDMENT CARRIED

Tupper requested a roll call vote:

Lukenchuk – in favour

Tupper – in favour

Flipse – in favour

Armstrong – abstained

Kinakin – in favour

Nicholson – in favour

Mitchell – abstained

Fairley - opposed

Quitau – in favour

Musgrave – in favour

Brown – in favour

Dawydak – in favour

Hordiyuk – in favour

Sheres – in favour

MOTION CARRIED

MOTION TO RECESS FOR 12 MINS – TUPPER/DAWYDIAK

MOTION TO RECESS CARRIED

The meeting recessed at 9:05pm.

The meeting was called back to order at 9:17pm.

7. In Camera

MOTION TO MOVE IN CAMERA – TUPPER/DAWYDIAK

MOTION CARRIED

The meeting moved in camera at 9:18pm.

a. Legal

b. Personnel Committee Report (BoD Policy Part 39.7.3.F)

- i. **Voting Members & Ex Officio Non-voting** (directors & excluded managers)
- ii. **Voting Members** (directors only, no excluded managers)

MOTION TO MOVE OUT OF CAMERA – TUPPER/ARMSTRONG
MOTION CARRIED

The meeting moved out of camera at 9:25pm.

8. MEETING TIMES

The next meeting scheduled by the Board of Directors is:
Monday July 25, 2016 in the SUB Upper Lounge.

9. ADJOURNMENT

MOTION TO ADJOURN – LUKENCHUK/QUITZAU
MOTION CARRIED

The meeting adjourned at 9:27pm.

10. DIRECTOR REPORTS

Tupper:

[For June 18, 2016- July 6, 2016]

Total hours: 112.5

Items accomplished:

- Finalized strategic planning
- Added Appendices A,B, and C to Strat plan
- Organized the July 21st strategic plan open house
- Collective bargaining with IATSE
- Discussions around sponsorship with Studentcare
- Studentcare exec workshop.
- Childcare Parent Advisory Board
- Lots of Budgeting
- Fee Reduction Appeals Committee
- Foodbank Budgeting meeting and assistance
- UPASS appeals committee and emails
- Met with UVIC Campus Sustainability
- Department managers meeting
- Planned and facilitated the inaugural SUB business Unit Marketing Committee
- Discussed Olympic refugee team support and how we can support local refugees throughout the Olympics
- Weekly personnel meetings

- Facilitated two Sub Renos
- Responded and advised to minor renovation issues
- Worked on plan for staff uniforms
- Advised on logos, handbook, window decals, and signage
- Investigated and researched and tested video conferencing software
- Reviewed May statements and year end trusts
- Attended events, campaigns, exec, member outreach, policy committees
- Met with UVIC food services
- Handbook copy-editing
- SWAG budgeting assistance

Kinakin:

PERIOD: June 20- July 10

Hours: 98 (including 7 hours stat) + 1 vacation day

What I accomplished:

- Held: Clubs Council, Course Union Council, Advocacy Council
- Attended Committee meetings including: executive, policy, finance, events and member outreach
- Worked on re-doing course union policy
- Worked on changing Clubs and Course Union forms
- Communicated and helped Clubs and Course Unions
- Worked on master clubs list
- Signed Cheque Recs

Name	Committees	Office	Volunteer	Total	Requirements met
Alicia Armstrong	16	12	37.5	65.5	Yes
Worked on:	DaL Board report; Personnel Committee matters; annual survey pp; Issues Policy editing, writing and researching; board swag; cleaning; assisting leads				
Michelle Brown	1	2	3	6	No
Worked on:					
Carl Haynes	3.5	1	0	4.5	No
Worked on:					
Avasta Farboud	0	0	8	8	No
Worked on:					
Elora Sheres	3	3	3	9	Yes
Worked on:	Issues Policy, Clubs and Course Unions revised forms				
Catherine Musgrave	0	5	10	15	Yes
Worked on:					
Alysha Flipse	3.25	9	16	28.25	Yes

Worked on:					
Tianyang Zhang	0	9.5	0	9.5	Yes
Worked on:	Training manual for volunteers if ISW, initiating an international flash mob				

Quitau:

Dates: June 20th – July 8th

Hours worked: 109

Completed:

- Meeting with AVP and discuss volunteer package
- Design CKO posters
- Meeting with Katie and Ben J for posters
- Went to a Farmers market
- Contacted vendors for our Farmers' Market
- Contacted bands for Bands on the Roof and Farmers Vendor
- Went to Volunteer Victoria for better impact training
- Went with crew to Team Sales to discuss swag
- Went to CFUV board meeting
- Meeting with Student Care
- Suggested policy to policy development committee
- Met with Jasmine from Food Bank
- Met with Ian Kopp for event brainstorming
- Met with Will for After Party details
- Met with Phoenix for advice on Farmers' Market
- Meetings with Dale
- Went to funops, exec, policy development, campaigns, and member outreach committee
- Held very successful events committees
- Met with Kelly to discuss SWAG for events

Was a fun few weeks with lots to report on. The highlight was going to the Oakland's Farmers' Market where I handed out business cards to all the vendors inviting them to our Farmers' Market. The accessibility checklist is in the final editing processes. Campus Kick Off planning has been going very well and are looking good for two months until the big week! The goal for the next week is to finish all graphic orders ASAP, have all Campus Kick Off details and payment finalized by August 1st, and to find new sponsorship opportunities to provide better events for our members.