

Stoker Team Meeting 2.27.18

6:00 - 7:30 pm

Attendees: JP, Nick, Kirk, Ben, Sindy, Marta, Erik

Announcements from Board, AdMN Team

- Board is requesting the creation of a sub-committee to restructure the Stoker Program to make it more sustainable.
 - New benefits of being a part of the Stoker Program outside of stipends is needed.
 - Committee should be established to restructure the Stoker Program long term.
 - The co-op shouldn't need sponsorships to be viable, since it limits residency locations, and eliminating stipends will allow for that.
 - How much of an incentive is the stipend for Stokers?
 - What other incentives can we create for the Stoker team outside of stipends?
 - It can't land on just a few people to cover the weekend, so we need to ensure we have a large enough pool of Stokers.
 - The stipend was born out of the residency at Hidden Beach where Stokers were covering 6 hours shifts.
 - Shifts are shorter now, we have SOPs, and roles are more clearly defined.
- JP makes a motion to establish a Stoker sub-committee to develop long term restructuring plans to present to board.
 - JP, Nick, Sindy, and Kirk will join committee.
 - Call will go out to Stokers and Slack for additional volunteers for the committee.
 - Committee will meet in March to create a plan.
- March residency is going to be a very lean month financially.
 - We do not receive a sponsorship fee at ASI.
 - Hours are limited at ASI, so bench time is limited compared to other sites.
 - Non-member ticket fee will be \$25 in March, \$15 for co-op and ASI members.
 - Stoker Shifts for March
 - Wednesday: 2:30-5:30, 5:30-8:30
 - Saturday and Sunday: 9:30 - 11:30, 11:30-2:30, 2:30-5:30
- Board spent the last three weeks looking into data projections to align the business plan for next season.
 - Insights will help guide decision making and financial decisions moving forward.
- Ideas for Stoker Benefits program:

- Free sauna night for Stokers bi-weekly.
- Give Stokers promo codes where friends and family can get member-rates.
- Work Study program where Stokers who are not members can “work off” memberships.
- Offsite sauna party
- Miester receives two free bench slots that they can use on a Miester specific ticket.
- Extra “hidden” ticket or ticket type for Miester for each reservation
 - 78 extra spots throughout the residency
- Future Ideas for Stoker Incentives
 - Swag for Miesters
 - Incorporate Miester/host into one role
 - Policy to always have one miester outside the hot room during shifts.
- Marta will send out communications about new Stoker incentives for March.
 - Communications will be sent out to group for review before going out to all Stokers.

Stoker Topics

- Site Coordinator role has been going well.
 - Vanessa will continue in this role at ASI.
- Because we use essential oil, we cannot advertise ourselves as scent-free.
 - This hasn’t been an issue except when a guest was wearing a scent and another guest made a comment.
 - Use of essential oils should be limited to the host.
- Humidified and heater have been used all weekend.
 - It has been noticeably drier in the changing room.
 - Moisture grade readings are being taken every week.
- Lights and speakers are not installed in the Forge.
 - Speakers should be stored in Forge at night.
 - Bluetooth is now installed, so the tablet is free for pre-flight check-ins throughout camp.
- We will not need a lock on the toilet at ASI.
- JP is going to look into simplifying pre-flight check-in.
 - if we need to do the data from the pre-flight check-in.

- There is value in doing the sign-in and getting information from people, including sending out a survey for feedback.
- What other data do we want to capture from pre-flight?
- Marta will install a chalkboard at the Forge where the name of the Host and Miester are displayed for each shift.
- Ideas for other member special events/benefits
 - Invite Minneapolis Fire and MPD to come sauna one night.

New Business

- We need to create a policy and process for what happens when a member or Stoker violates the 612 Society Sauna Code.
 - We should have the code clearly displayed at the Sauna.
 - Stokers should have the right to ask guests/members off the property if they violate the code/behave inappropriately.
 - We may need to work with residency locations on this since we may be set-up on private property that isn't the co-ops.
 - Ensure pre-flight check-in clearly communicates the code and that guest and Stokers understand what they are agreeing to while on premises.
 - Board will establish a policy for reinstating members or revoking membership for members who violate the code.