



1. **THANK YOU** to OMC for donating \$525 to Camp Bethel in memory of my mother, Alm LeNoir.
2. **Inspired and Blessed by 2020 donations.** Not counting \$87,426.22 of designated income, in 2020, donations, self-allocations, and fundraisers accounted for 65% of total revenue, (\$357,820.14 of \$546,871.63). *Amazing!* We survived 2020, and until the pandemic ends, we will continue to rely on donations to retain staff, safely reopen, and adapt how we operate.
3. **Finances end positively for 2020, but 2021 might get complicated.** (See "12.31.2020 Financial Data" for details.)
 - Staff retention continues to be my primary goal. Our staff is our greatest asset.
 - We began 2020 with \$47,219.52 in reserve funds. On January 1, 2021, we will add \$80,775.29 for new total reserve fund of \$127,994.81.
 - Total salaries/wages in 2020 was \$225,971.66, but without the SBA-PPP loan would have been \$285,118.38. Camp's total portion of the SBA-PPP loan was \$60,060 which covered \$59,146.72 of salaries/wages and \$913.28 of utilities, May through July 2020.
4. **PPP2 and other potential funding:**

Given the ongoing restrictions and fallout from the pandemic, 2021 looks to be more difficult for Camp Bethel than 2020. We need to continue to build up our "cushion" of available funding so that we can survive through 2021. We should secure another grant from the PPP2 funding that is NOW available, and we should be doing ALL we can to secure available funding from all eligible sources. We dismissed the "Rebuild! VA" \$100,000 grant in late 2020. I urge the Virlina District financial leadership to promptly (A) research whether we are eligible and (B) act in time to secure another potential grant.

5. **Cancellations and schedule changes:**

	2019	2020	2021 (thus far)
Total scheduled guest groups & events	301	353	102
Cancelled or postponed	38	181	21 (+ 11 likely)
January 1 through March 15 only	32	27	8

- May 15 to December 30, 2020, 133 families or groups made "last minute" use of the camp for income of approximately \$47,000.
 - MOVED: February 6 Camp Supporters' Zoom moved to March 6 10:00am.
 - CANCELLED: March 4 "Sow the Seed" Scholarship Banquet. Requesting donations instead.
 - CANCELLED: March 12-14 FaithQuest is now an online "Quest for Faith" program.
 - MOVED: Pilgrimage moved from March 26-28 to October 8-10.
 - CANCELLED: July 25-31 Camp Kesem guest camp (loss of \$25,000).
6. **Soliciting construction help from Virlina District Disaster Ministries** and other skilled groups.

On January 12, I requested help from the Virlina Disaster Response Committee to redirect any non-used volunteers for (1) building our deck at the newly remodeled Bandage Box Cottage, (2) building our new Adventure Village platform huts and shelter, and (3) several other miscellaneous fixes/repairs. Knowing that many Disaster Ministries projects are on hold due to the pandemic, I feel we can safely host day-only construction teams this winter/spring, and we can provide boxed breakfasts and lunches. The Disaster Response Committee is: Eric Anspaugh (Chair), Lewis Green, Dean Mannon, Tabby Patterson, Susan Stultz, Ed & Susan McKimmy (Disaster Response Coordinators), and Mary St. John (ex-officio). The Disaster Response Committee invited me (and interested OMC members) to attend their February 8 Zoom meeting at 6:30pm. Contact Barry if you wish to attend.
 7. **2021 Summer Camp plans and adaptations:** We ARE planning summer camps with multiple safety and structural adaptations. Registration opens February 8 for select programs, and we are continuing our "No Risk" deposit and registration policy for 2021.
 - The American Camp Association has developed "the gold standard" for safely operating summer camps during COVID with their "Field Guide for Camps on Implementation of CDC Guidance. We will closely follow this document for Camp Bethel. <https://www.acacamps.org/resource-library/coronavirus/camp-business/field-guide-camps>
 - We are also updating our own site-specific "Summer 2021 Health Plan" which includes a "Communicable Disease Plan". This oft-updated document will guide our day-to-day procedures and protocols during summer camp. Available soon at www.CampBethelVirginia.org/camps.
 - We are confident that Virginia will allow summer camps to operate in the next "Forward Virginia" Phase: <https://www.virginia.gov/coronavirus/forwardvirginia/>. I am on the planning team for the Virginia Overnight Camps Coalition, and we have worked with Governor Northam's administration (specifically, the office of the Commerce Secretary) to raise awareness that camps did operate safely in 2020, and that camps can operate safely in 2021 and should be thus allowed.
 - Program adaptations include: lodging at half-capacity; "cohort" model is our Small-Group Camping philosophy; each Unit will have counselors plus a dedicated Unit Coordinator for all specialized activities; all dining will be outdoors and hoping for individual Unit dining shelters or tents; use of all recommended NPIs (non-pharmaceutical interventions) including facemasks, distancing, ramped-up facility and equipment sanitation, pre-screening and daily screening, no large gatherings, and staggered check-in and check-out; purchasing additional program equipment to eliminate frequently shared supplies; and pre-scheduling more activities to prevent overlap and increase Unit autonomy.
 - Recognizing that our open-air platform huts in our Wilson Creek Adventure Villages are the safest summer lodging options during COVID, we will build our third Adventure Village prior to summer 2021, including two 32'x16' platform huts with one central 24'x16' dining shelter. This is also reflected in our 2021 Summer Camps Schedule which includes added "Adventure" camps, (any "Adventure" camp lives at our

- Adventure Village). We purchased materials from funds donated in Alm LeNoir's memory plus donations by the 2020 Hellgate 100K UltraRunners, and we are requesting skilled construction help from the Virlina Disaster Response Committee and other known volunteers.
- Summer Staff applications opened on January 29. So far, 2 hired and 8 committed. We are hiring fewer total staff, and we will forego the C.I.T. program in 2021. Summer Staff will commit to a "Staff Healthy Behavior Covenant" for the duration of their summer employment. Information at www.CampBethelVirginia.org/summer-staff.
 - Jenna, Spencer, and Wes continue to meet weekly for Summer Camp planning. We all continue participating in available seminars, conferences, and Zoom meetings with other camp professionals to discuss how to move forward.
8. **20th Sounds of the Mountains Storytelling Festival** to be an online donation-based set of videos, available beginning April 17 at www.SoundsoftheMountains.org. The SOTM Committee met (via Zoom) on November 2 and February 3, and will meet again on March 16 and April 13. Sponsor info and more coming soon to www.SoundsoftheMountains.org.
9. **Site and Facilities:**
Mickey and his excellent crew are almost finished with extensive renovations on the Bandage Box Cottage. The ancient Camp Office heater finally died, so Mickey installed a new-and-efficient Mini-Split HVAC unit. Without occupying the Ark Dining Hall, we were unaware of a propane leak between January 23-31. An entire \$3000 tank of propane: gone. Mickey found the problem and secured repairs. Using gifts from the Hellgate runners and the Alm LeNoir memorial, we will purchase construction materials for completing the Bandage Box, a new Adventure Village, a Disc Golf info-kiosk, and a few deck repairs.
10. **Personnel Policies as related to COVID-19: Guidance Needed.**
- A. Are we legally required (Federally or by Virginia) or are we morally obliged to follow any COVID-related sick leave policies or practices over-and-above our existing Virlina District Personnel Policies? (*Examples: Employee is unable to work or telework due to any of the following: 1. Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; 2. Has been advised by a health care provider to self-quarantine related to COVID-19; 3. Is experiencing COVID-19 symptoms and is seeking or has been given a medical diagnosis; etc.*)
 - B. Do we allow self-quarantine recommended absences to "use up" an employee's accrued sick leave?
 - C. What about seasonal Summer Camp Staff? If exposed and they cannot work, what is our obligation to pay them? What if they trace their exposure to their work at camp?
11. **RV Village next step is requesting proposals for construction:** We have approval from Botetourt County, and we have initial funding provided by gifts to the "Seed, Scattered and Sown" campaign, so now it is time to build! Updated site layout and images for Camp Bethel's long-planned 15-site "RV Village" area are at www.VirlinaFuture.org. Plans include water, electric, sewer, picnic table, campfire ring, and parking for 2-3 cars. Plan to reach out to A.R. Coffey & Sons, as well as Dennis Brown Construction. *Any other recommendations?*
12. **UPCOMING EVENTS AT CAMP BETHEL, www.CampBethelVirginia.org/events:**
- February 8, 2021: Summer Camp Registration OPENS.
 - March 6, 2021 (Sat), 10:00am: Camp Supporter Zoom Workshop.
 - April 3, 2021 (Sat), 7:30am: Spring Vol. Workday, RSVP free meals.
 - April 17, 2021 (Sat): Big 20th Sounds of the Mountains Online Story Fest.
 - May 27-31, 2021: Memorial Day Family Weekend, RSVP meals.
 - May 28, 2021 (Sat): Family Day/Summer Camp Open House, 1:00-4:00pm, TBD.
 - May 31-June 11, 2021: Summer Staff Training.
 - June 5, 2021 (Sat): Parent-Child Day Camp, TBD.
 - June 11, 2021 (Fri), 5:30: Summer Staff Commissioning Dinner, TBD.
 - June 13-July 30, 2021: Summer Camps & Adventures.
 - September 3-6, 2021: Labor Day Family Weekend, RSVP meals.
 - September 4, 2021 (Sat): Camp Bethel PEP! 5K.
 - September 22, 2021 (Wed): 27th Benefit Golf Tournament.
 - October 2, 2021 (Sat): 37th annual Heritage Day Festival.
 - November 6, 2021 (Sat), 7:30am: Fall Vol. Workday, RSVP free meals.
13. **Questions, ideas, input?**

OMC Meetings for 2021:

- February 6, 2021 (Sat) 9:00am via Zoom.
- Optional:** March 6 (Sat) 10:00am Camp Supporters/Reps Zoom Information Meeting.
- April 3, 2021 (Sat) 10:30am OMEC meeting & 11:30am OMC meeting at Camp Bethel. (In person and Zoom option available. Same day as Spring Volunteer Workday. Lunch provided at 1:00pm.)
- June 22, 2021 (Tue) 5:30pm: OMC Dinner w/ campers & meeting at Camp Bethel.
- August 21, 2020 (Sat) 9:00am. Budget Meeting. OMEC meeting & 10:00 OMC meeting at Camp Bethel.
- November 12-13, 2021: Virlina District Conference and OMC Reorganization, at Grandin Court Baptist.