

Outdoor Ministries Committee of the Virginia District Board

April 2, 2022, at Camp Bethel, 10:30am OMEC, 11:30 OMC.

Updated 4/1/2022 7:39 PM



10:30am OMEC (circle if present):

Stephanie Naff (Chair), Sam Foster (Vice-Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

I. Welcome. – Stephanie Naff.

II. Minutes from the February 12 OMEC meeting (page 3 of this document). – Stephanie Naff.

III. Anonymous Memorial Escrow discussion. See “E.”

IV. Other OMEC business?

11:30am OMC (circle if present):

Stephanie Naff (Chair), Sam Foster (Vice-Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Kimberly Brown, Randall Eakin, Laura Harrington, Junior King, Stephanie DeHart Robinson, Peggy Sink, Scott Yingling, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

I. Welcome. – Barry LeNoir & Stephanie Naff

II. Devotion. – Junior King.

II. Approval of the Agenda. – Stephanie Naff.

III. Minutes from the February 12 OMC meeting (page 4-5 of this document). – Stephanie Naff.

IV. Reports and Information:

A. District Board Report – Stephanie Naff.

1. David Shumate retiring on or about December 31, 2022.

B. Finances – Sam Foster & Barry LeNoir.

1. Camp Bethel Income/Expense data through 02/28/2021, plus updated 12/31/2021. See *EXCEL spreadsheet*.
2. Since 2018, we have built our reserves up to (*positive!*) \$227,038.85!
3. Non-Brethren Summer Camps: William Byrd High School Band Camp returns to Camp Bethel July 24-30, 2022 (\$14,100 in 2021). West Salem Baptist Kids' Camp returns July 24-28 (\$4,898 in 2021). Camp Kesem VCU returns August 1-5 (\$20,169 in 2019). Salem High School Band Camp returns August 7-13, (\$32,490 in 2019).
4. Ellen Thomasson Irrevocable Trust: Our dear friend Ellen Thomasson (Jones Chapel CoB) passed on February 16, 2022, and Camp Bethel was named as a 20% beneficiary of her trust, valued at around \$600,000, so approximately \$120,000 once distribution of our pro-rata share occurs. We are truly blessed by this gift!
5. Anonymous Memorial Escrow: See “E.”

C. Programming – Barry LeNoir.

1. 2022 Summer Camps:
 - a. 332 campers registered as of March 31, 2022, compared to 228 on March 31, 2021; 229 on March 31, 2019.
 - b. Planning similar COVID health protocols as in 2021, but hopefully increasing to about 750 campers. Will once again need a large supply of masks, Clorox wipes, box-fan-air-filters, and patience.
2. Summer Staff:
 - a. We still seek MANY Senior Counselors (age 18+) and only a few male Junior Counselors (16+). We've hired enough female JCs. We have hired all our “Coordinator” team roles, and we are excited for our excellent team.
 - b. We are happy and excited to restart our Counselor-in-Training (CIT) program in 2022 for ages 15+.
 - c. 2022 "Summer Staff Adoption" program commitments thus far: 7 congregations/groups committed (Germantown Brick, Northern Area Ministers of Virginia District, Stonewall, Summerdean, Trinity, Mount Hermon, Daleville) for 18 staff with promised \$2,510. Our ability to declare this is an extremely valuable recruitment tool.
 - d. Restarting our Counselor-in-Training (CIT) program in 2022 for ages 15+. 3 CITs thus far!
3. 2022 Sounds of the Mountains festival is in-person April 8-9. Based on ticket pre-sales (50 transactions for 109 tickets thus far), we expect about ½ usual audience. We will video record the performances for use at the end of April in an online program similar to 2020 & 2021; free with donations encouraged. We have received \$19,181.59 from 2022 SOTM Sponsors.

D. Property – Barry LeNoir.

1. Water Bacteriological Monitoring indicates presence of Total Coliform and E. Coli. We are in week 5 of a 20-week source water monitoring and testing program in accordance with the Waterworks Regulations (12VAC5-590-380 G 5 and 12VAC5-590-430) to assess the potential of surface water influence of our groundwater source. This involves one water sample per week (from our well). Mixed results thus far (high-high-low-high), and more data will help us match whether guest use (Retreat Center septic?) influences results.
2. Bids for RV Village Construction (\$246,845.77 in "Seed" escrow). We received quotes (enclosed) from Moore Excavating that do not include "turn-key" electrical work. Chris Moore attends Trinity Church of the Brethren. Received interest from Hubbard Excavating, Bowman Excavating, and Dudley Excavating. Barry awaits responses from Joe Bandy & Son, Randy Hostetter Excavating, and Southwest Excavating. Received definite "No" from Copland Excavation & Construction, and Site Pro.
3. 2022 projects: Ark Pond/Dam repair (Mickey contacted Reed Construction from Floyd); Gym roof repair (leaks in corners); completion (before May) of final Adventure Village platform hut; Bandage Box Cottage gutters and downspouts; Ark downspouts/drainage; Ark roof (aux kitchen); Ark floor & entrance.
4. \$49,330.58 was donated for repair of the Ark Dining Hall floor, with leftover going to potential Ark entranceway improvements (as discussed in the Master Site Plan and "Seed, Scattered and Sown" campaign goals).
5. Disc Golf Course: 9 baskets are in! Next is tee boxes, hole signs, parking area, info kiosk, CampBethelVirginia.org/DiscGolf
6. We have replaced beds & mattresses in the A-Frames and Daleville Cabin, with combined funds from the Byrd family and from the Bolton family. Carilion (Camp Too Sweet) might buy us 14 new mattresses for Forest Lodge for \$2,204.

E. Anonymous Memorial Escrow – Barry and Stephanie

In 2008, Camp received a gift for \$25,000 to be used for construction of a "new cabin." We held this gift in an "Anonymous Memorial Escrow" to be used only for that purpose, and those funds remained there until we could proceed.

From the beginning, construction was thwarted by several unexpected roadblocks: a required water system upgrade; tax map corrections and property line consolidation; dissatisfaction with architectural renderings and the amount not being enough for what we really needed (a year-round cottage); surprise announcement of a new 100-year flood plain affecting any new construction; staff transitions from 2008-2013 and Tim's dismissal in October 2013; and more recently, a pandemic. In December 2020, we were able to leverage the gift with another memorial gift, and our staff and several volunteer teams built a new cottage on the site of the former Bandage Box Cottage, (named the "Bandage Box" because it was formerly the Nurse's cabin during summer camps in the 1940s-1960s). This new Bandage Box Cottage is a beautiful summer camp cottage and a year-round group facility with 12 bunks, a ½ kitchen, a bathroom, and an amazing 3-sided wrap-around front deck.

However, the gifting family was and is extremely unhappy with how long this has taken and by my lack of communication during the process. Now the family is also dissatisfied with their gift being used to rebuild the Bandage Box, so they have requested the funds to be returned to the Escrow and for them to have options for other potential projects. The Ellen Thomasson Trust gift (see "B. #4") will enable us to "return" the other gift into the Anonymous Memorial Escrow account, since ALL bequest and/or trust gifts are to be used for Capital Projects only, like the Bandage Box Cottage.

I am embarrassed and extremely sorry for the delays and a gross lack of communication (again, out of embarrassment). I do not want this episode to reflect badly on Camp Bethel, and I truly wish for this family to find peace and joy in the eventual use of their gift. Stephanie Naff has been very helpful in mediating this difficult situation, and she likely has more information to share during our meeting.

F. Personnel – Barry LeNoir.

1. Elizabeth Brancati (Oak Grove CoB and RU Graduate) is working part-time as our Administrative Assistant through August. We appreciate her excellent work thus far, and she'll be helping me with Guest Services soon.
2. For summer Kitchen Staff, Daniel Naff only needs two "afternoon shift" employees, May 30-July 29.
3. "Resident Volunteer Intern" vacates Whippoorwill on April 18 after camp provided a safe "landing place" for 8 months.
4. *I commend our EXCELLENT staff: Daniel, Kathleen, and Mickey, our part-time staff Beth W (outdoor ed), Christian & George (maintenance), Elizabeth (office), Melissa (cleaning), and Spencer (program/kitchen/office).*
5. Spencer Knox is applying for AmeriCorps, and he will depart camp in August. Thank you Spencer!
6. The memorial service for Buddy Crumpacker is here on April 10 at 2:30pm in the Gym.

G. Other updates from Barry.

1. *As seen on TV!* The VBR TWENTY24 Junior Camps (cycling for girls; Olympic development) at Camp Bethel March 18-25 and April 12-18. We're also host to (pro) Kerry Werner's Virginia Blue Ridge Adventure event April 23-24. More mountain biking connections on the horizon.
2. See the enclosed "Upcoming Events & Guest Groups" 04.01.2022 report for a glimpse into our menagerie of guests.

V. Old OMC Business

- A. OMC recommendations for business credit card approvals for Daniel Naff and Kathleen Pinard were approved by the Virlina District Board at their March 19 meeting. **Update:** David Shumate also reports that he has submitted applications for both to the bank already.
- B. Connecting camp's bank account to Square: **Update:** Due to lack of time, I will not make any changes until after summer camps. I will, however, research the information as I have time to do so. At their December 7 meeting, neither David Shumate or the Commission on Stewardship had any hesitancy in allowing that to happen. I will research and learn more about what Square can do for us prior to linking our bank account. AND I will be sure we have the services we need from Square before I disconnect from PayPal, if at all. There would likely be a time of overlap between PayPal and Square.
- C. Barry has not yet revised the Master Site Plan document. For now, with the "SEED" money being distributed, we will begin with the RV Village and its accompanying expanded septic field.
- D. Future staffing for efficiency, and the idea of an Office Manager/Guest Services Coordinator.
- E. Revision of Virlina District Personnel Policies. This is still not finalized by the Virlina District Board.
- F. OMC to continue considering other ways to improve camp staff morale and retention. *Suggestion:* Can we offer salaries that include our insurance and salaries that exclude our insurance? Camp Bethel receives enormous savings if the employee does not use our group insurance (ex: on their spouse's insurance plan, or purchasing insurance through the ACA). A \$4000 "without" still saves Camp Bethel lots of money. (See *Expense data in salaries/benefits for comparisons.*)
- G. *Other old business:*

VI. New OMC Business.

- A. Camp Reps, Adopt-a-Facility program. See page 5. – Stephanie Naff.
- B. *Other new business:*

VII. Prayer and dismissal.

Outdoor Ministries Committee 2022 Meeting Dates:

June 21, 2022 (Tue) 5:30pm: OMC Dinner w/ campers & meeting at Camp Bethel – Charles has devotions.
August 27, 2022 (Sat) 9:00am OMEC & 10:00 OMC meeting at Camp Bethel (2023 Budget) – Randall has devotions.
November 11-12, 2022: Virlina District Conference, Grandin Court Baptist.

UPCOMING EVENTS:

April 8-9, 2022: Sounds of the Mountains Story Festival at Camp Bethel.
April 10, 2022, 2:00: Memorial service for Buddy Crumpacker.
May 27-30, 2022: Memorial Day Family Weekend, RSVP meals.
May 28, 2022 (Sat), Family Day/Summer Camp Open House, 1:00-4:00pm.
May 29, 2022 (Sun) 4:00: Dedication service for new Bandage Box Cottage.
May 30-June 10, 2022: Summer Staff Training.
June 3-4, 2022 (Fri-Sat), Parent-Child Day & Overnight Camp.
June 10, 2022 (Fri) 5:30pm: Summer Staff Commissioning Dinner.

June 12–July 29, 2022: Summer Camps & Family Adventures.
September 2-5, 2022: Labor Day Family Weekend, RSVP meals.
September 3, 2022 (Sat), Camp Bethel PEP! 5K.
September 21, 2022 (Wed), 28th Benefit Golf Tournament.
October 1, 2022 (Sat), 38th annual Heritage Day Festival.
November 5, 2022 (Sat), 7:30am Fall Volunteer Workday, RSVP free meals.
December 8, 2022 (Thu), Christmas TOGETHER Banquet.
January 7-8, 2023 (Sat-Sun), Winter Camp Youth & Kids' Retreat.

Minutes of the Outdoor Ministries Executive Committee, February 12, 2022

The OMEC met on Saturday, February 12, 2022, 9:00am at Camp Bethel with the following members present: Stephanie Naff (Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

Welcome and Introductions by Stephanie Naff.

Minutes from the August 21 OMEC meeting were approved with motion from Barry and a second from Amanda.

Recommendation was made by Barry for Kathleen Nettin (Pinard) to be hired as full-time Program Coordinator. Discussion was held with her by the executive committee. After review of her information document and interview, the OMEC motion is to recommend to OMC that Barry offer the job to Kathleen.

Minutes of the Outdoor Ministries Committee, February 12, 2022

The OMC met on Saturday, February 12, 2022, 10:00am at Camp Bethel with the following members present: Stephanie Naff (Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Amanda Leddy (Program Chair), Kimberly Brown, Randall Eakin, Laura Harrington, Junior King, Stephanie DeHart Robinson, Peggy Sink, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

Welcome. Introductions. Devotion was shared by Stephanie. "Prop us up on our leaning side."

Approval of the Agenda by consensus.

Minutes from the August 21 OMC meeting approved by consensus.

Corrections to the "OMC Contacts" and OMC terms were made.

Order of the Day: OMC reviewed the information document and interviewed the recommended candidate Kathleen Nettin for Program Coordinator. After interviewing and deliberation about this candidate, Peggy moved that the OMC recommends that Barry offer the job to Kathleen with a 90 day probationary period. Randall Eakin seconded. Motion carried with one abstention. (*Update: Barry offered position to Kathleen and she has accepted.*)

Finances: Barry reports as of January 25, we have a net of \$117,859.43 for 2021. This will lessen due to memorial gift designation and vehicle mileage/ escrow breakouts still finalizing for 2021.

2021 Sounds of the Mountains Storytelling Festival (SoundsoftheMountains.org) was once again online (due to COVID), and featured 6 performers and 44 story videos that garnered 6,405+ views. 81 families and 18 sponsors donated \$35,885.30 to Camp Bethel, (net \$18,644.32).

2021, 5th annual "Camp Bethel PEP!" 5K raised (net) \$24,068.

2021 Benefit Golf Tournament raised \$15,027.82 (net \$11,938.32).

Many congregations held individual fund-raisers, meals, or food/craft sales in honor of Camp Bethel's Heritage Day, and Cedar Bluff CoB made their (our) famous Apple Butter. 2021 Heritage Day funds raised = \$35,032.34 (net).

Programming: Barry reported.

Winter Camp had 60 campers (80+ registered) and 20 staff.

2022 Summer Camps: Theme is "What's in a Name? Planning similar COVID health protocols as in 2021, but hopefully increasing to about 750 campers. Will once again need a large supply of masks, Clorox wipes, box-fan-air-filters, and patience. There are 119 campers registered as of Feb 11 (49 pre-reg from 2021, and 70 "new"), compared to 88 on Feb 12, 2021.

2021 "Summer Staff Adoption" program was a HUGE success, and we will continue in 2022 with hopes to raise funds to give each of our 40+ summer staff (counselors and coordinators) a \$300+ end-of-summer bonus for completing their contract! Our ability to declare this is an extremely valuable recruitment tool.

2022 Sounds of the Mountains festival WILL be in-person, even if small attendance, and we have spoken to Adam McBride who will video record the performances to use 1-2 weeks later for an (free with donations) online program similar to 2020 and 2021.

Property: Barry reported.

2022 projects: Ark Pond/Dam repair (Mickey contacting Reed Construction from Floyd); Gym roof repair (leaks in corners); completion (before May) of final Adventure Village platform hut; Bandage Box Cottage gutters and downspouts; Ark downspouts/drainage; Ark floor & entrance. Over \$50,000 was donated for repair of the Ark Dining Hall floor. The adopt a facility committee will be identifying what is needed in every facility for repair or upkeep. They will be reaching out to congregations or persons who have adopted each facility.

Still seeking bids for RV Village Construction. Barry awaits responses from Bowman Excavating, Dudley Excavating, Hubbard Excavating, Joe Bandy & Son, Randy Hostetter Excavating, Southwest Excavating, Site Pro, and Moore Excavation & Construction Company. Received a "No" from Copland Excavation & Construction.

Camp to continue replacing beds & mattresses in Daleville Cabin and the A-Frames, with some funds from the Byrd family.

Personnel: Barry reported.

Daniel Naff has completed his 90 day "probationary" period. New Program Coordinator Kathleen Nettin will be starting March 15.

Something to think about at budget time: Since our group medical insurance is NOT required, can we begin to offer a salary that includes the insurance and a salary that excludes the insurance? Seems only fair to pass along a portion of what Camp Bethel does not spend if the employee does not use our group insurance, (for example, on their spouse's insurance plan, or purchasing insurance through the ACA). Barry suggested \$4000. (See Expense data in salaries & benefits for comparisons.) Barry also believe this will help with full-time staff recruitment and retention, which has been emphasized recently by OMC.

Miscellaneous from Barry.

Many events are returning in 2022. Camp Kesem VCU returns to Camp Bethel August 1-5, 2022 (\$20,169 in 2019). Salem High School Band Camp returns to Camp Bethel, August 7-13, 2022, (\$32,490 in 2019).

Camp too sweet will return.

The VBR Team TWENTY24 Junior Camps will be at Camp Bethel in March and April. We're also host to (pro) Kerry Werner's Virginia Blue Ridge Adventure event April 23-24. More mountain biking connections on the horizon.

Old Business: Barry has district approval and will proceed to research and learn more about what Square can do for Camp prior to linking the bank account and he will be sure we have the services we need from Square before he disconnects from PayPal, if at all.

With OMC approval, year-end Christmas bonuses were provided for our hard-working staff here at Camp Bethel. \$200 for our 4 full-time staff and 4 regular part-time staff, and \$50 for 5 select other hourly staff.

The "SEED" money is being distributed, we will begin with the RV Village and its accompanying expanded septic field.

OMC to continue considering other ways to improve camp staff morale and retention.

New OMC Business:

Barry made a motion for Daniel Naff be assigned a business credit card. Terry seconded. Motion approved by OMC. Each Sub Committee needs to meet with their persons here at Camp sometime soon.

Barry closed in prayer.

Partial List of Facility Needs by Building (Naomi, Junior, Stephanie)

Retreat Center

Fan in front bathroom

Ark

Loose board at bottom of ramp
Interior floor
Roof leaks in aux kitchen
LOTS MORE!

Heritage Lodge

Bugs in light fixtures
Need more storage space (under bunks? Or just open box space)
Caps on beds (new beds top bunks)
Shelves in bathroom
Ceiling in men's side bathroom
Fan in women's side
Floor in front of fireplace
More hooks on side opposite sinks

Forest Lodge

Bugs in light fixtures
Fans in bathroom
More hooks and storage shelves in bed area and in bathroom
Bugs in shower lights
Back exit door – gap when closed
Clean oven
Replace nails with hooks or shelves

Daleville Cabin

Outside windows need to be finished
Deck pressure wash and stain
Curling paint

Pleasant View Cabin

Two decks need replacing
Top board

Lower - some rotting
Need brighter lights
Hooks placement – not over beds
Mirror taped to wall
Paint door
Picnic table wash and stain
Friendship haven
Need more hooks and storage
Deck needs pressure wash and stain

Craft House

Windows ready to fall out

House of Pillars & StoneHOP Bunkroom

No hooks
Could put shelves in closet
Men's bathroom - fan not working
Ceiling on storage closet
Paint door
Crack in front window
Paint or replace windows and benches

Hillside Auditorium

Fans
Spray for wasps/bees nests
Check lights – 2 not working
Need leaves blown out

Wildwood Cottage

No hooks or shelves
No hooks in bathroom
Sink has tape on it
Light over microwave has burn marks on area around it
Deck needs pressure washing and stain
Door could use paint

Bluebirds' Nest Cottage

Hooks and shelves

Carolina Haven Cottage

More hooks and shelves
Could use paint
Gutters need attention

Whippoorwill Cottage

Porch needs attention
Stove elements
No screen

Women's Bath House

Shelves
Water leak in shower #2

Willoro Cabin

Screens on windows
Deck – some rot
Need storage
Finish interior, drop ceiling?, ventilation

Whispering Pines Cabin

Door
No screen