



9:00am OMEC (circle if present):

Stephanie Naff (Chair), Sam Foster (Vice-Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Bill Hinton (Program Chair), Scott Yingling (Property Chair), Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

I. Welcome & Prayer. – Stephanie Naff.

II. Approval of the OMEC Agenda. – Stephanie Naff.

III. Minutes from the February 11, 2022 OMEC meeting (page 5 of this document). – Stephanie Naff.

IV. Camp Director Search Committee Report – Stephanie Naff.

V. Clarification of Virilina District Personnel Policies on protocols for hiring full-time staff at Camp Bethel.

VI. Update on search for Food Services Coordinator – Barry LeNoir.

A. **TBD: Action on Food Services Coordinator.** Currently have 1 preferred candidate.

B. Have spent \$534 thus far on promotions: \$414 on Indeed.com = 44 inquiries & 3 interviews, 1 viable candidate. Facebook “boosted” ad post for \$100 = 82 clicks, 50 reactions, 12 shares. The free “avatar” Camp Bethel Facebook post had 49 reactions and 56 shares. ZipRecruiter.com FREE listing = 28 views, 1 inquiry. Craigslist.com (Rke) \$20, 30 days, 0 apps.

VII. OMEC discussion: Trying to discern whether or not OMC Sub-Committees are helpful and necessary. – Stephanie Naff.

VIII. *Other OMEC or personnel business?*

10:00am OMC (circle if present):

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

I. Welcome (Stephanie Naff), Devotions & Prayer (Scott Yingling).

II. Approval of the OMC Agenda. – Stephanie Naff.

III. Minutes from the February 11, 2023 OMC meetings (page 5 of this document). – Stephanie Naff.

IV. Reports and Information (see reports from Kathleen, Mickey, and Elizabeth enclosed on pages 3-4).

A. OMEC Report – Stephanie Naff.

B. District Board (and Executive Committee) Report – Stephanie Naff.

C. Camp Director Search Committee Report – Stephanie Naff.

D. Finances – Terry Johnson & Barry LeNoir.

1. Fundraisers: March 9 Sow the Seed Scholarship Dinner raised \$5,565 for Camperships. March 31-April 1 Sounds of the Mountains Story Festival raised approximately \$22,000 (net thus far). We will send a Spring Donor Letter/packet to our entire mailing list in late April 2023. Postcards and packets for our September 2 5K and our September 20 Golf Tournament will be mailed later this spring.

2. Camp Bethel (penultimate) Income/Expense data through 12/31/2022 and through 03/31/2023.

3. As of March 31, 2023, our General Reserves are \$144,293.31. This is an excellent position for us so that we can afford overlap with the new Camp Director, associated transition expenses, AND any unexpected expenses.

4. On February 24, we hosted the 2023 Virginia Adventure Education Conference (VAAEC), with 215 attending and earning us a net of over \$4,000. On March 12-17 we hosted the service-project team from University of Connecticut HASB while they are in our area for their alternative-service Spring Break, earning us \$8,840. On March 21-26 we once again hosted VBR TWENTY24 Spring Training Camp (women’s cycling), earning us approximately \$4,920. *See Elizabeth’s report (enclosed).*

5. PayPal Here (point-of-sale) ended April 3, which makes switching over to Square (who purchased Weebly) a now necessary move for website, POS, and online payment options. We can still receive online payments via PayPal.

E. Programming – Barry LeNoir.

1. **2023 Summer Camps:** As of April 5, we have 455 campers registered! By comparison: 318 on 4/5/2022 (total 785) and 267 on 4/5/2019 (total 1,062). Our 2023 Summer Camps schedule postcards were mailed on February 14 to over 2000 families and they were included into all Camp Rep congregational packets.

2. **Summer Staff:** *See Kathleen’s report (enclosed).*

3. **COVID-19 in 2023:** If necessary, we will continue to follow recommendations of the CDC and ACA and requirements put in place by the Virginia Department of Health (VDH).

F. Site and Property – Barry LeNoir. *Also see Mickey’s report (enclosed).*

1. **Well Repairs and Water Bacteriological Monitoring:** On December 14-15, Gilliam & Mundy installed a liner in our existing well at a cost of \$7,026.26. Per VDH plan requirements, we are 10 weeks into a 20-week raw water MPN sampling from the well on a 1 per week basis. Cost was \$864.00 for 20 kits. These samples will be used to confirm that the repairs were successful and the well isn’t influenced by surface water, or if it’s still at-risk and requires additional sampling. Samples have returned mixed results: some good, some not so good. We await VDH guidance and/or options upon the completion of 20 weeks of tests. **NOTE: Our finished (treated) water, remains perfect.**
2. **Ark Roof & Floor Repair:** In late-January, Cenvar Roofing re-roofed the eastern wing of the Ark Dining Hall (main kitchen, pantry, prep kitchen, office, and electrical panel room). Total cost was \$9,053.00. In mid-February, Whitt Carpet Installed “Shaw, Terrain II, 5mm LVP” flooring AND 3’x9’ hearth tile in the Ark Conference Room (\$12,566.86), and “Shaw, Terrain II, 5mm LVP” flooring” and 4” rubber covebase in the Ark Dining Room (\$23,195.77). Reduced pricing because our team removed the carpet and is doing some subfloor repairs. These were paid from the “Ark Renovation” escrow accounts (Mitchell & Cassell & Robertson).
3. **Remaining Ark Needs** include restroom & hallway renovations, renewed lighting, possible entranceway enclosure with increased storage, gutters and downspouts, improved kitchen storage, and a new range.
4. **Ongoing site and facility needs:** Ark Pond/Dam repair (no word yet from Reed Construction in Floyd); Gym roof repair (leaks in corners); Bandage Box Cottage gutters and downspouts; Crowder House (568 Bethel Road) repairs and needs in 2023 before another family or group occupies the house.

G. Personnel – Barry LeNoir.

1. ***I commend our EXCELLENT staff: Kathleen, Mickey, and Elizabeth, our part-time staff Beth W (outdoor ed), Christian & George (maintenance), Melissa (cleaning), and our superb Resident Volunteers!***
2. See OMEC Agenda for update on search for Food Services Coordinator.
3. Daniel Naff departed his role as Camp Bethel’s Food Services Coordinator on March 6. As we emerged from the COVID pandemic in 2021, Daniel stepped in and helped us just when we needed it. We are excited for Daniel as he starts a new career working as a Conservation Technician for the Mountain Castles Soil and Water Conservation District. We celebrate with a big “Thank You!” to Dan for his excellent years of service in Camp Bethel’s Ark Dining Hall and his many years serving on our Summer Camp Staff Team.
4. Hooray for **Elizabeth Brancati** stepping up to manage all food services after Dan’s departure and during this transition. Elizabeth has also kept up with all Guest Services tasks as well.
5. Reminder that on January 1, 2023, Virginia’s minimum wage increased again to \$12.00 per hour. We try to pay a little more than that for hourly help, so we start hourly helpers at \$13.00 per hour. Hourly employees who have been with us for several years (George Shockley, Christian Sullivan, Melissa Browning) now earn \$14.25 per hour.
6. I continue cleaning and purging in my office, and I am updating a list of “Institutional Knowledge to Pass Along” and a Master Yearly Calendar of tasks to share with the next Director.

V. Barry’s recommendations and questions for future operations.

- A. The District Board is currently re-writing a job description for a part-time (20 hours per week) **Financial Services Coordinator** for the Virlina District and Camp Bethel, and Dan Rudy has requested our input. This is a shared employee with Virlina. Camp currently pays \$9,518.75/year toward wages, \$341.49/year in misc. fees, and \$2,040.00/year for the review that is not an audit. What reports and information would a “normal” business need and use for operations and decision-making? Can we please receive MONTHLY (penultimate) reports that are line-by-line and not summaries? What direct, in-house services would a “normal” business expect from their part-time bookkeeper?
- B. More and more of our expense accounts (phone, electric, etc.) are forcibly moving to NON-PAPER-BASED billing with monthly fees for continued paper billing. Should there be a general business credit card that is assigned to these billings? If we pay by the new Director’s card, then we will need to increase the monthly limit to higher than \$10,000.
- C. The Virlina District and Camp Bethel should have a readily-accessible Human Resources “officer” available. Currently, if there is a question or issue, either Barry or Dan asks Harry Rhodes for advice and guidance. Should each employee be able to directly access a Human Resources officer? Should this be reflected in our (under-revision) Virlina Personnel Policies and the Grievance Procedures?
 1. Should our year-round hourly employees (George, Christian, Melissa) be eligible for benefits? Should we more closely monitor hours per week? What Virginia or Federal employment rules apply to our regular year-round hourly employees?
 2. What are the rules for Health Insurance and the Affordable Care Act? Can full-time staff legally sign up for more affordable coverage on the market even though we offer (a more expensive) Health Insurance group plan?
 3. We need to modernize our Employment “Systems” for tracking sick leave, vacation leave, etc. Can we use Google Workspace to professionally and cleanly keep track of vacation leave, sick leave, hourly employees, etc?
- D. **Future Funding:** Self-allocations were the lowest in 2022 since 2006, and they only comprise about 7% of our total budget. Since we are not expecting immediate extraordinary growth in our Virlina District congregations, we should consider the following:
 1. “Big Camp Give” day tied to reimagined “Heritage and Homecoming Day.” Goal of \$100,000. We have attended a workshop on this program, and we have access to a consultant who can present this idea to us over Zoom if we want to explore.

2. An intentional marketing campaign for Guest Group rentals, including revising non-Virlina rental rates. It is notable that so many Guest Groups continue to book retreats here, given that we do NOT actively market this aspect of camp.
 3. Summer Camp fees: For 2024, the next Director should consider increasing to \$100 increments for tiered summer camp pricing, and/or consider a "member" and "non-member" rate.
 4. Raising fees across the board, where feasible.
 5. Other considerations and ideas.
- E. **Non-Profit Status with IRS:** We need our Virlina District/Camp Bethel 501(c)3 non-profit tax status to be more absolutely "provable" so that we can apply for grants, scholarships, foundation funding, and charitable organization status and pricing from many vendors. Currently, the Virlina District Church of the Brethren, Inc. is NOT listed on the IRS website. This has been a long-standing problem that we've been unable to resolve without direct action by the District Executive and/or the Board.

VI. Old OMC Business

- A. Clarification of Virlina District Personnel Policies on protocols for hiring full-time staff at Camp Bethel.
- B. Connecting camp's bank account to Square: **No Update** due to lack of time, but "PayPal Here" ended on April 3, Barry needs to get this done. Reminder that we DO have approval from the VDB-CoB to connect the bank account to Square.
- C. Revisiting the "Adopt-a-Facility" Program. *See enclosed list.*
- D. **Bids for RV Village Construction:** (\$252,870.77 in "Seed" escrow and \$33,622.57 in "Nolley" escrow). In July 2022, KNA Contracting (Wirtz, VA; Kelly Alderman) quoted \$685,800. When asked for an itemized breakout, he responded, "I don't see much room to cut on this without drastically cutting scope. The grading and utility package was \$450,000, the electrical package was just over \$100,000, timbers at the sites for camper pads was about \$55,000 and surveying was just over \$10,000." Can any of this project be completed by our own staff or with volunteer help? **Reminder: Barry and Mickey will need committee help to manage this complex process.** See New Business.
- E. OMC to continue to consider ways to increase Staff morale and retention. OMC to continue studying salaries.
- F. *Other old business:*

VII. New OMC Business.

- A. **TBD: Action on hiring Food Services Coordinator.**
- B. **OMC to establish Committees/Teams to:**
 1. **RV Village:** Manage the bids, contracting, and construction process for the RV Village and/or to modify the size and scope of current plans to fit budgetary constraints.
 2. **Ark Renovations:** Manage the remaining Ark Renovations.
 3. **100th Anniversary** in 2027: Planning, ideas, event.
- C. Planning for use of the Ellen Thomasson Memorial Fund (\$65,950).
- D. *Other new business:*

VII. Prayer and dismissal for 12:30 lunch with the Workday Volunteers.

Outdoor Ministries Committee 2023 Meeting Dates:

June 27, 2023 (Tue) 5:30pm: OMC Dinner w/ campers & meeting at Camp Bethel. Devotions by Laura Harrington.
 August 19, 2023 (Sat) 9:00am OMEC meeting & 10:00 OMC meeting at Camp Bethel; (2024 Budget). Devotions by Peggy Sink.
 November 10-11, 2023: Virlina District Conference & OMC Reorganization at _____.

Upcoming Events:

April 15, 2023 (Sat), 7:30am: Spring Vol Workday, RSVP free meals.
 April 15, 2023 (Sat), 10:00am: OMEC & 11:00 OMC meetings.
 May 26-29, 2023: Memorial Day Family Weekend, RSVP meals.
 May 27, 2023 (Sat), Family Day/Summer Open House, 1:00-4:00pm.
 May 29-June 9, 2023: Summer Staff Training.
 June 2-3, 2023 (Fri-Sat), Parent-Child Overnight and Day Camp.
 June 9, 2023 (Fri) 5:00pm: Summer Staff Commissioning Service.
 June 9, 2023 (Fri) 6:30pm: Reception & Pot Luck Dinner for Barry.
 June 11-July 28, 2023: Summer Camps & Family Adventures.
 June 27, 2023 (Tue) 5:30pm: OMC Dinner w/ campers & meeting.

July 23-August 12, 2023: Guest Camps & Band Camps.
 August 19, 2023 (Sat), 9:00am: OMEC & 10:00 OMC meetings.
 September 1-4, 2023: Labor Day Family Weekend, RSVP meals.
 September 2, 2023 (Sat), Camp Bethel PEP! 5K.
 September 20, 2023 (Wed), 29th Benefit Golf Tournament.
 October 7, 2023 (Sat), 39th Heritage & Homecoming Day Festival.
 October 14-16, 2023: Camp Bethel at Roanoke GoFest.
 November 4, 2023 (Sat), 7:30am: Fall Vol Workday, RSVP meals.
 December 7, 2023 (Thu), Christmas Together Banquet.

Report of the Program Coordinator to OMC, April 7, 2023

Kathleen Nettnin

During the final months of our Retreat Season, Camp Bethel has hosted numerous groups for programming including, but limited to Boones Mill Elementary, The Wild Way Girls, Radford University Nursing Students, VBR TWENTY24, etc. We provided

programming such as Low-Ropes and Team Building Initiatives, Climbing Wall and High Ropes, and Outdoor Experiential Education. Additionally, Camp's Your Outdoor Classroom and KinderCritters program, directed by Beth Wiegandt, continues to host several area schools and also Mt. Regis' recovery program for adults every other Tuesday. To meet the high demand for programming, we have called on past and current summer staff to help us facilitate these varying field trips and groups. We are grateful for a group of 3-5 talented and generous staffers who consistently step up and plug in where they're needed.

In preparation for 2023 Summer Camps, we opened camp registration in January and have seen a huge increase in registrations at this time in comparison to previous years. With a large camper population anticipated, we continue to work diligently in hiring the staff needed to run our camp weeks safely. At this time, we have 38 summer staff and 2 Counselors In Training committed to work this upcoming summer. My goal (though lofty) is to hire 50 summer staff in hopes of preventing burnout amongst our counselors. (Counseling is awesome, and also HARD!) We continue to have a presence at various hiring expos at colleges and beyond. We take every opportunity to share our story and the benefits of working at camp with those willing to listen! At this time, we are still in need of several 18+ male counselors.

Keaton Wood (Bethlehem CoB) has been a Resident Intern since last summer, and he will serve as one of our two Summer Assistant Program Coordinators for Summer Camps. Keaton and I have been working closely together in staff recruitment and summer planning.

Staff Adoption has been renewed for this year, and we are hopeful that our camp community and beyond will rally around the youth and young adults serving in our camp ministry. With big events such as the VA Adventure Education Conference and Sounds of the Mountain behind us, we now fully focus on planning a successful Summer Camp Season. We are deep into developing staff training, onboarding summer staff, and improving camp programming!

Report of the Facilities Manager to OMC, April 7, 2023

Mickey Nichols

In late March, we began "de-winterizing" seasonal facilities such as the Pool Bathhouse, Shelter By The Spring, Girls' Bathhouse, and Cave Trail Shelter. In the process of turning the water back on in the buildings, a particularly cold night in March caused a pipe to burst in Shelter-by-the-Spring and cause a significant water leak. That pipe has since been repaired. All copper pipes, which tend to burst when frozen, are aimed to be replaced with Pex piping to prevent future bursts.

The Maintenance Team continues to try and find the source of a major underground water system leak.

The Maintenance Team played an integral part in setting up/cleaning up all Sounds of the Mountains preparations. This is a huge undertaking with a lot of heavy stuff to be moved around.

I will spearhead and coordinate the majority of camp's workday projects. Our Spring workday helps get camp's grounds and facilities ready for the summer season. At the top of camp's never-ending maintenance to-do list will be to get the pool drained, cleaned, and ready by mid-May for groups who will be utilizing it. Along with the pool, all camp vehicles will be assessed and serviced as needed.

Both our high ropes and low ropes elements have experienced some seasonal wear and have undergone some repairs with a newly replaced "Up and Over Wall" element in the works. All lights in the Ark are steadily being replaced with LED lights.

Report of the Guest Services Coordinator to OMC, April 7, 2023

Elizabeth Brancati

Retreat season has been in full swing since February with nonstop guest groups and meal service. The month of March was especially busy with large groups like UConn HASB, Pilgrimage, VBR Twenty24, and the Sounds of the Mountains Festival. We have all been very busy with turnover of facilities, meal planning, programming, and getting the logistics ready for SOTM.

Since Daniel Naff's departure in March, I have taken the reins on Food Services along with all things Guest Services. Kathleen and I have worked closely together to ensure all things were ready for each guest group and their meals.

Melissa, our housekeeper, has been a blessing with all her hard work and helping with the quick turnovers each weekend.

Now that SOTM is over, I have been focused on my guest groups arriving later this month, summer camp registration, and helping look for a new Food Services Coordinator.

With the help of this amazing team, we have been able to provide quality service to all guest groups while still running the office smoothly and efficiently. There have been some very long work-weeks and very long working-weekends, but all have been a success! I am very happy with the direction the camp is headed and look forward to an amazing summer.

Minutes of the Outdoor Ministries Executive Committee, February 11, 2023

The OMEC met February 11th, 2023 at Camp Bethel, OMEC AT 9:00 AM. The following members were present: Stephanie Naff (Chair), Sam Foster (Vice-Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Bill Hinton (Program Chair), Scott Yingling (Property Chair), Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

Stephanie Naff gave welcome and prayer.

Agenda approved as written.

Terry proposed the OMEC minutes approved as written. Sam seconded. Approved by consensus.

Stephanie gave a Camp Director Search Committee Report. There is a 9 member committee, chosen by the OMEC, that has been meeting. Naomi Powers was chosen as chair of the committee. District Policy for the committee is to have 3 persons from the OMC Committee. Just a side-note: May need guidance from OMC if the manager is required to live on site?

We continue to wait on the Virginia District Board to complete/ revise the Virginia District Personnel Policies. The OMC needs consistent clarity on protocols for hiring full-time staff at Camp Bethel.

Minutes of the Outdoor Ministries Committee, February 11, 2023

The OMC met on February 11th, 2023, at Camp Bethel, OMC at 10:00 AM. The following members were present: Stephanie Naff (Chair), Sam Foster (Vice-Chair), Allison Mullins (Secretary), Terry Johnson (Finance Chair), Bill Hinton (Program Chair), Scott Yingling (Property Chair), Kimberly Brown, Randall Eakin, Amanda Leddy, Ron Rucker, Peggy Sink, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

Welcome by Stephanie & Prayer by Sam.

Approval of the Agenda proposed by Kim. Seconded by Ron. Approved by consensus.

Approval of the Minutes as written from the August 6, 2022 and November 12, 2022 OMC meetings proposed by Sam. Seconded by Randall. Approved by consensus.

Stephanie gave a District Board report. A lot is going on within the district. There is change in leadership for the district and camp. There are churches leaving and considering leaving the denomination. They covet your prayers for these processes.

Stephanie gave the Camp Director Search Committee Report. There is a 9 member committee, chosen by the OMEC, that has been meeting. Naomi Powers was chosen as chair of the committee. District Policy for the committee is to have 3 persons from the OMC Committee: Stephanie Naff, Sam Foster, Ron Rucker. The rest of the committee is: Susan Starkey, Keaton Wood, Charles Huffman, Tabitha Rudy, and Greg Broyles.

Written reports were included in the Agenda Packet from Kathleen Nettnin (Program Coordinator), Mickey Nichols (Facilities Manager), Elizabeth Brancati (Guest Services Coordinator), and Daniel Naff (Food Services Coordinator).

Finances - presented by Barry

Please refer to Camp Bethel Income/Expense data through 12/31/2022.

In December 2022 we received Camp Bethel's share of the Ellen Thomasson Memorial Trust: \$95,000. 80% of this (\$76,000) will transfer into a specifically created Escrow Account (yet to be done?), and 20% (\$19,000) will transfer into the General Reserves.

Reminder that on January 1, 2023, Virginia's minimum wage increased again to \$12.00 per hour. We try to pay a little more than that for hourly help, so we start hourly helpers at \$13.00 per hour. Hourly employees who have been with us for several years (George Shockley, Christian Sullivan, Melissa Browning) now earn \$14.25 per hour.

At the end of 2022, the following transfers occurred: \$8,422.00 is Camp's share from Collinsville's exit and \$2,204.00 from Coulson's exit. Also, 20% of the Ellen Thomasson bequest gift is \$19,000. Bonnie and Tony Robertson (Oak Grove South) gave \$7,000.00 for the Ark Renovations in December 2022. These amounts will move out of 50647 Designated Items into 39600 General Reserves.

To end 2022, our General Reserves will be \$195,968.55. This is an excellent position for us so that we can afford overlap with the new Camp Director AND be ready for any unexpected expenses.

From the memorial gifts for Buddy Crumpacker (\$5,999.63), we purchased a new Titan bush hog and a new Kioti finish mower.

Future Funding: Self-allocations were the lowest in 2022 since 2006, and they only comprise about 7% of our total budget. Unless extraordinary growth is expected in our Virlina District congregation, here are some thoughts: Have a "Big Camp Give" day tied to re-imagined "Heritage and Homecoming Day." An intentional marketing campaign for Guest Group rentals, including revising non-Virlina rental rates. It is notable how many Guest Groups we have, given that we do NOT actively market this aspect of camp. For 2024, the next Director should consider increasing to \$100 increments for tiered summer camp pricing, and/or consider a "member" and "non-member" rate.

Programming – Barry reported.

Winter Camp Retreat was held January 7-8 with 104 campers registered, 9 cancellations, so 95 attendees, and income of approximately \$7,800.

2023 Summer Camps: As of February 8, we have 204 campers registered! By comparison: 68 on 2/8/2022 (total 785) and 150 on 2/8/2019 (total 1,062). Our 2023 Summer Camps schedule postcards will be mailed on February 13 to over 2000 families.

COVID-19 in 2023: If necessary, we will continue to follow recommendations of the CDC and ACA and requirements put in place by the Virginia Department of Health (VDH).

Site and Property – Barry reported.

Well Repairs and Water Bacteriological Monitoring: On December 14-15, Gilliam & Mundy installed a liner in our existing well at a cost of \$7,026.26. First sample results are good, showing vastly reduced parameters of Total Coliform (2.0 MPN/100ml) and E. Coli (<1MPN/100ml). Our finished (treated) water, remains perfect.

Ark Roof Repair: In late-January, Cenvar Roofing re-roofed the eastern wing of the Ark Dining Hall (main kitchen, pantry, prep kitchen, office, and electrical panel room). Total cost was \$9,053.00, paid out of the "Ark Renovation - Cassell Memorial Escrow."

Ark Floor Repair: Whitt Carpet will install "Shaw, Terrain II, 5mm LVP" flooring AND 3'x9' hearth tile in the Ark Conference Room (\$12,566.86), and "Shaw, Terrain II, 5mm LVP" flooring" and 4" rubber cove base in the Ark Dining Room (\$23,195.77). Reduced pricing because our team removed the carpet and is doing some sub-floor repairs. This will be paid from the "Ark Renovation" escrow accounts (Mitchell & Cassell & Robertson).

Remaining Ark Needs include restroom & hallway renovations, renewed lighting, possible entrance way enclosure with increased storage, gutters and downspouts, improved kitchen storage, and a new range.

9-Hole Disc Golf Course: Ribbon Cutting event was held on September 4 (Scott Yingling & Randall Eakin representing OMC).

Our 21-year-old Scag lawn mower died last year. Mickey's research pointed us to a Cub Cadet Pro X 160S with Mickey's preferred Kawasaki motor. Our wonderful Bethel Road neighbors, Liza, Jett, and Sally Field stepped up and donated \$9,400 to purchase the mower.

Two vehicles were donated to Camp Bethel in 2022: Judy Mills donated her 1999 Subaru wagon (106,864 miles), and Dave & Fonda Wilson (Cloverdale CoB) donated their 2006 Dodge minivan (113,385 miles).

Ongoing site and facility needs: Ark Pond/Dam repair, Gym roof repair, Bandage Box Cottage, Crowder House (568 Bethel Road).

Personnel – Barry reported.

Barry commends the EXCELLENT staff: Daniel, Kathleen, Mickey, and Elizabeth, our part-time staff Beth W (outdoor ed), Christian & George (maintenance), Melissa (cleaning), and our superb Resident Volunteers!

We are excited that Elizabeth Brancati has accepted the position of full-time Guest Services Coordinator, beginning on February 1, 2023 (annual salary of \$32,130; not taking camp's optional health insurance).

Spencer Knox departed in late August for AmeriCorps at Seneca Rocks in West Virginia. Resident Volunteers include Phoebe Hart (564 Bethel Road), Nate Baird and Keaton Wood (Whippoorwill Cottage). Nate departs on March 14 (with Zander LeNoir) for their northbound Appalachian Trail through-hike. Phoebe departs March 21 for her southbound Appalachian Trail through-hike. Keaton Wood will serve as one of our Assistant Summer Program Coordinators for spring-summer 2023.

In preparation for his departure on June 30, 2023, Barry has begun cleaning and purging in his office, and has a running list of items to discuss, "Institutional Knowledge to Pass Along" during the orientation/overlap with the new Camp Director. Barry is excited for God's continued work through the committee and the Staff at Camp Bethel, and is very grateful for being allowed to serve here.

Old OMC Business

The Ellen Thomasson memorial trust: We received our distribution on December 9, 2022 totaling \$95,000.

We DO have approval from the VDB-CoB to connect the bank account to Square.

Barry will not revise the Master Site Plan document. For now, with the "SEED" money is to be used for the RV Village and its accompanying expanded septic field.

Revisiting the "Adopt-a-Facility" Program.

Revision of Virlina District Personnel Policies. No Update. This is still not finalized by the Virlina District Board. OMC should recommend clarifications on protocols for hiring full-time staff at Camp Bethel.

Bids for RV Village Construction are ongoing: Kathie has asked Dean Bandy for a quote. (\$246,845.77 in "Seed" escrow and \$33,499 in "Nolley" escrow). Can any of this project be completed by our own staff or with volunteer help? Need committee help to manage this complex process.

OMC to continue to consider ways to increase Staff morale and retention.

New OMC Business:

Establishing a committee/team to manage the bids, contracting, and construction process including what Botetourt County requires for the RV Village and/or to modify the size and scope of current plans to fit budgetary constraints. What can be done by us or another company?

Establishing a committee/team to manage the remaining Ark Renovations.

Planning for use of the Ellen Thomasson Memorial Fund (\$76,000).

Recommend clarifications on protocols for hiring full-time staff at Camp Bethel.

We should consider whether or not we create Vehicle Escrow Accounts for the 1999 Subaru wagon and the 2006 Dodge Minivan, and we should discuss whether this Escrow system is beneficial for camp.

ACA accreditation in the future.

Prayer and dismissal for 12:00 lunch with the Camp Reps/Supporters.

Next meeting - April 15th 10:00 am OMEC, 11:00 am OMC

Respectfully submitted by: Allison Mullins

OUTDOOR MINISTRIES COMMITTEE ORGANIZATION FOR 2023 AS FOLLOWS:

*#Chair - Naff, Stephanie L. (23-1b) stephanienaff@gmail.com 90 Mount Hermon Church Road, Bassett, VA 24055 276-229-5833
#Vice-Chair - Foster, Samuel C. (23-2b) fosterfarm1907@gmail.com 1475 Blue Ridge Springs Road, Blue Ridge, VA 24064 540-354-2865
#Secretary - Mullins, Allison H. (24-1b) allieoophix@aol.com 630 Hicks Hollow Road, Boones Mill, VA 24065-4412 540-314-1223
#Finance Comm. Chair - Johnson, Terry R. (25-2b) johnsonterry333@gmail.com P.O. Box 156, Troutville, VA 24175 540-992-1571
#Program Comm. Chair - Hinton, William J, Sr. (25-1c) wjhintonr@gmail.com 8836 Floyd Highway N, Copper Hill, VA 24079 540-529-6860
#Property Comm. Chair - Yingling, Scott (23-1c) Scootdy07@msn.com 5854 Lost Mountain Road, Roanoke, VA 24018-8016 443-244-1546
Rep. from Omc to the Board w/ Vote Johnson, Terry R. (22-1b) johnsonterry333@gmail.com P.O. Box 156, Troutville, VA 24175 540-992-1571
Rep. from DB To OMC w/ Vote Harrington, Laura H. (23-1) tuneteacher4u@gmail.com 159 Cook Avenue, Roanoke, VA 24019 540-556-8583
Brown, Kimberly H. (24-1) Kimberly_hall@mac.com 83 Michelle Lane, Roanoke, VA 24019 540-293-1076
Eakin, Randall (25-2c) reakinws@yahoo.com 4929 Mount Holland Drive, Roanoke, VA 24018 540-776-3020
Leddy, Amanda C. (24-2b) manderlips@gmail.com 5220 Oakland Boulevard, Roanoke, VA 24019 336-613-8384
Robinson, Stephanie D. (24-1) snd2008@msn.com 517 Riverland Road, S.E., Roanoke, VA 24014-1233 540-313-2330
Rucker, Ronald D. (25-1b) ron-kathyrucker@cox.net 5621 Halcum Road, NW, Roanoke, VA 24019-4811 540-797-4910
Sink, Peggy (23-1c) peggysink51@gmail.com 2554 Brick Church Road, Rocky Mount, VA 24151 540-334-2274
CAMP BETHEL DIRECTOR (Ex-Off) LeNoir, Barry S. barry@campbethelvirginia.org 328 Bethel Rd., Fincastle, VA 24090 540-992-2940

* Denotes a member of the District Board Executive Committee

Denotes member of OMC Executive Committee

c Denotes elected by District Conference Denotes

b Denotes appointed by District Board

SUB COMMITTEES OF OMC

Finance: Terry Johnson, Chair; Samuel C. Foster, Kimberly Brown

Program: William J. Hinton, Sr., Chair; Randall Eakin, Allison Mullins, Peggy Sink

Property/Facilities: Scott Yingling, Chair; Amanda Leddy, Stephanie Robinson, Ron Rucker

Program Coordinator, Nettin, Kathleen kathleen@campbethelvirginia.org 540-992-2940

Facilities Manager, Nichols, Mickey CampBethelFixIt@gmail.com 540-992-2940

Guest Services Coordinator, Brancati, Elizabeth CampBethelOffice@gmail.com 540-992-2940

Partial List of Facility Needs by Building (Naomi, Junior, Stephanie, 2018-2020)

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 need new blades

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