

Outdoor Ministries Committee of the Virginia District Board

August 21, 2021, at Camp Bethel, 9:00am OMEC, 10:00 OMC. Updated 8/20/2021 7:27 PM



9:00am OMEC (circle if present and underline if on Zoom):

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

I. Welcome and prayer. – Barry LeNoir.

II. Review of Finances and Proposed 2022 Budget.

"Resolved, that the Outdoor Ministries Executive Committee recommends to the Outdoor Ministries Committee of the Virginia District Board - Church of the Brethren, Inc. the adoption of the Camp Bethel 2022 Budget as presented."

III. Recommended candidate for Food Services Coordinator.

10:00am OMC (circle if present and underline if on Zoom):

Naomi Powers (Chair), Sam Foster (Vice-Chair & Finance Chair), Stephanie Naff (Secretary), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Randall Eakin, Laura Harrington, Trish Haskins, Terry Johnson, Junior King, Ron Rucker, Peggy Sink, Scott Yingling, Barry LeNoir (ex-off Camp Director), Kathie Robinson (ex-off Treasurer).

I. Welcome, personal sharing, and prayer. – Barry LeNoir.

II. Approval of the Agenda. – Naomi Powers.

III. Minutes from the June 22 OMC meeting (on page 3 of this document). – Stephanie Naff.

IV. Reports and Information:

A. Finances – Sam Foster & Barry LeNoir.

1. Camp Bethel Income/Expense data through 07/31/2021. See attached EXCEL spreadsheet.
2. "Camp Bethel PEP!" 5K is Saturday, September 4, 2021. www.CampBethelVirginia.org/5K.
3. Golf Tournament is Wednesday, September 22, 2021. www.CampBethelVirginia.org/golf.

B. Programming – Barry LeNoir.

1. Summer Camps:

- a. 2021 Summer Camps were a BIG SUCCESS: Safe, fun, and Spirit-filled! 630 Registered Campers: 39 were 2020 pre-registered and did not come in 2021; 37 registered then cancelled; and **554 attended in-person** camps! (About 92% of our "planned-reduction" capacity for summer 2021.)
- b. 22 Trips campers (Backpacking and Canoe Trips); 19 Knee-High Day campers; 78 Middle School Adventure campers; 82 Middle School Resident campers; 31 Elementary 3-Day Sampler campers; 39 Elementary Adventure Explorers; 8 Elementary Day campers; 191 Elementary Resident Campers; 9 High School Resident campers; 15 High School Adventure campers; 19 Specialty Adventure Campers (kayaking, paddlesports, digital arts); 40 Mini 3-day Campers.
- c. ZERO issues with COVID before, during, or after camps. A few symptomatic scares resulted in negative tests. We implemented weekly testing of our 4 Staff who were not vaccinated; negative all summer.
- d. We granted Camperships to 40 campers totaling \$12,280. 87 campers received congregational Good-As-Gold funding totaling \$23,813.50 (of which \$20,768.50 is due by September 1).

2. Summer Staff:

- a. NEW "Summer Staff Adoption" program was a HUGE success, and the adopting individuals and congregations and their staff have been mutually UPLIFTED by these new relationships (see email from Greg Broyles and Germantown Brick CoB). AND, our staff performed at a higher level, in part, due to the adoption program. *Thank you to all participating OMC members and congregations, including Daleville CoB, Germantown Brick CoB, Mount Hermon CoB, Peters Creek CoB, Trinity CoB, and several families and individuals.*
- b. Through the Staff Adoption program and our Summer Offering project for Staff Scholarships, we were able to give each of our 29 summer staff (counselors and coordinators) a \$325 end-of-summer bonus for completing their contract! Our ability to declare this in the future will be an extremely valuable recruitment tool.

3. 2021 Sounds of the Mountains Update: Income \$32,536.39, Expense \$10,715.87, Net thus far = \$21,820.52.

C. Property – Barry LeNoir.

1. Bandage Box deck (Cedar Bluff CoB & Mickey's team) and interior (Mickey & team) is complete AND beautiful! New Adventure Village (Mt. Hermon, other Volunteers, & Mickey & team) is 95% complete, was ½ occupied this summer, and only needs the roof put onto the 2nd platform for completion.
2. Beds & mattresses for Daleville Cabin, Pineview A-Frame, and Bandage Box: We ordered 24 new 5" thick mattresses and 7 new bunk bed sets (6 are currently in Bandage Box). New beds coming (soon?) for Pineview and Daleville.
3. Mickey and his team (George & Christian) did an excellent job keeping up with summer maintenance, mowing, and repairs.
4. Heritage Day Festival will be in-person and on-site on Saturday, October 2, 2021.
www.CampBethelVirginia.org/Heritage-Day.

D. Personnel – Barry LeNoir.

1. Wesley Shrader departs the Food Services Coordinator role on August 31. He is helping us plan ahead for 2 months of transition with menus, ordering, instructions, and training staff. We celebrate with a big "Thank You!" to Wes for three excellent years of service to Camp Bethel.
2. Candidate for Food Services Coordinator, (see New Business).
3. I know that uncertainty continues in our District: pandemic, division in the church, and more. BUT, if it is possible, we should provide raises for our full-time staff. Retention should remain a focus.
4. *I commend our EXCELLENT staff: Jenna, Mickey, Spencer, Wes, our part-time staff George, Melissa, Christian, and our Summer Staff for a great 2021!*

V. Old OMC Business (left over from 2019, 2020...)

- A. Barry has not yet created a revised 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.
- B. Staffing decisions in a time of denominational (and pandemic) anxiety. We delayed hiring a Guest Services Coordinator, and we are now considering other more-efficient staffing models to meet our needs.
- C. Revision of Virlina District Personnel Policies. – Naomi Powers.
- D. OMC to continue considering other ways to improve camp staff morale and retention.
- E. *Other old business:*

VI. New OMC Business.

- A. 2022 Proposed Camp Bethel Budget – Sam Foster & Barry LeNoir:
"Resolved, that the Outdoor Ministries Committee recommends to the Virlina District Board - Church of the Brethren, Inc. the adoption of the Camp Bethel 2022 Budget as presented."
- B. Recommended candidate for Food Services Coordinator.
- C. Recognition for 2021 OMC Chair Naomi Powers (21-1) for her final OMC Meeting! (*But she still gets to report to the 2021 Virlina District Conference!*) Others we hope are re-appointed: Amanda Leddy (21-1), and re-elected: Trish Haskins (21-1), Ron Rucker (21-1)
- D. *Other new business:*

VII. Next OMC meeting = November 12-13, 2021: Virlina District Conference and OMC Reorganization, at Grandin Court Baptist.

VIII. Prayer and dismissal.

Outdoor Ministries Committee 2021 Meeting Dates:

November 12-13, 2021: Virlina District Conference and OMC Reorganization, at Grandin Court Baptist.
November 13, at District Conference, 12:00pm OMC reorganization meeting during lunch.

UPCOMING EVENTS:

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.
October 15-17, 2021: Camp Bethel at Roanoke GO Outside Festival.
November 6, 2021: Fall Volunteer Workday, RSVP free meals.

December 9, 2021 (Thu): Christmas TOGETHER Banquet.
January 8-9, 2022: Winter Camp Youth & Kids' Retreat.
January 10, 2022: Summer Camp Registration OPENS.
February 12, 2022 (Sat), 12:00noon: Camp Supporter Lunch, RSVP.
March 10, 2022 (Thurs), 6:30pm: Sow the Seed Banquet, RSVP.
April 8-9, 2022: Sounds of the Mountains Story Festival at Camp Bethel.

Minutes of the Outdoor Ministries Committee, June 22, 2021

The OMC met on Tuesday, June 22, 2021 at Camp Bethel with the following members present: Naomi Powers, Sam Foster, Peggy Sink, Amanda Leddy, Stephanie Naff, Kathie Robinson, Laura Harrington, Randall Eakin and Ron Rucker.

Barry opened with prayer.

Barry shared that the campers are doing well with adaptations due to COVID. All staff except for 1 adult and 3 of our minor staff are not fully vaccinated.

Naomi shared that the District Board met last Saturday. She mentioned that there are several congregations leaving or looking to leave the denomination. There are visitation teams in place to facilitate this process. The good news: CAMP is happening; two ordinations were approved (Naomi Powers and Adam Stultz) and others being licensed. As of this time, District Conference will be in person at Grandin Court Baptist Church.

Financial Report highlights: As of May 31, there is a net of \$81,538.13, which is the best end of May in recent history. We did secure a PPP2 loan for approximately \$40,000. A big thank you to Kathie Robinson and David Shumate for their work in securing this. WBHS band camp is scheduled, but no deposit yet. Guest groups are booking for the fall. 5K and Golf Tournament will both be held in the fall as well.

Programming update: 519 campers registered, which is 85% of planned reduction capacity for this summer. Summer camp is running smoothly. Very good top-tier leadership. We raised pay and promised "complete your contract" end of summer bonuses. Also raised kitchen pay (from \$60/shift to \$70/shift.) SOTM had a total income of \$31,493.69 with a total net of \$20,499.17.

Property: Bandage Box is almost complete. It will be a guest rental and summer camp cabin. Still looking for part-time summer help for Mickey. Heritage Day will be in-person and on-site on Saturday, October 2.

Personnel: Wes Shrader has turned in his resignation and will finish up at the end of August. Barry has been reviewing and updating the job description and will get that out to appropriate channels this week. Barry wanted to keep the possibility of raises for full-time staff in front of OMC. Stephanie also mentioned the idea of offering end of year bonuses, similar to the end of summer bonus for summer staff.

Old Business: Barry has still not created a revised Master Site plan. We have not hired a guest services coordinator and are now considering other more-efficient staffing models to meet our needs. Naomi reported that the revision of the Virlina District personnel policies is currently stalled. They are now looking at job descriptions.

Sam shared that at a previous stewardship meeting, there was discussion of reviewing property lines. He will go back to find those documents and get with Barry on that.

Next meeting: Saturday, August 21 at 9 am (OMECE) and 10 am (OMC.) This is the budget meeting. August 20 begins Barry's 20th year at Camp Bethel.

Naomi closed the meeting in prayer.

Respectfully submitted, Stephanie L. Naff