

## Camp Bethel / OMC Update, August 22, 2020 Updated 8/21/2020 5:10 PM

1. See documents and information for this meeting at [www.CampBethelVirginia.org/OMC](http://www.CampBethelVirginia.org/OMC), including:
  - ✓ "IncomeExpense07.31.2020"
  - ✓ "CampBethelandCOVID-19\_VirginiaPhase3"
  - ✓ Personnel Policy information including "personnel\_policies\_proposed\_changes", "VirlinaDistrictCampBethelPersonnelPolicies", and our original OMC recommendation, plus the Virlina District Board meeting minutes from May 21, 2019.
  - ✓ Postcards for "School's Out, Camp's In" Day Camps ("2020SOCIPostcard") and our 5K ("20205KPostcard").
  - ✓ "CampBethelFall2020News"
  - ✓ "06.25.2019\_CampBethelRVVillage" final design plan.
2. **2021 Budget:** At their meeting on August 8, the Virlina District Board recommends that both the District and Camp budgets be the same from 2020 to 2021. This is due to the continued uncertainty over the pandemic and its economic impact. Officially, OMC will need to recommend a 2021 budget for Camp Bethel to the Virlina District Board Executive Committee. See the "IncomeExpense07.31.2020\_asof\_08.18.2020.pdf" for the 2020 budget and the recommended identical 2021 budget.
3. **Improving finances:** Several factors have helped our financial position entering the fall. We began 2020 with a positive reserve fund of \$47,219.52. The PPP grant of \$60,600 covered payroll and most utilities in May, June, and 75% of July. The July 2020 payroll was the smallest in Barry's 18 years. Generous donations (info in #4) and earned income from family/guest rentals has greatly outpaced expenses. As of July 31, 2020, preliminary figures show us with net income of \$28,506.52, which is the best July in many years.
4. **Inspiring donor response:** Thus far in 2020, we have received 482 gifts from individuals, groups, and congregations totaling \$121,405.16, which is 38% of our total 2020 income. *(As of this date in 2019, we had received 81 gifts totaling \$30,489.23).*
  - a. Thus far in 2020, 16 Virlina congregations have donated a total of \$33,329.51. This is without a direct appeal from us to individual churches who traditionally participate in Good-As-Gold.
  - b. We estimate that, thus far, 90 gifts have been in direct response to our July 21 donation request letter/packet (mailed to 3,503 families) for a total of \$40,512.00.
  - c. 30 donors gave \$3,447.12 in honor of Camp Bethel's 93<sup>rd</sup> "birthday" and in response to Buddy Crumpacker's challenge.
  - d. 105 donors gave \$8,610.04 in honor of our 2020 Sounds of the Mountains "At Home" Storytelling Festival.
  - e. 43 Staff Alumni gave \$4,814.81 in response to Tina Lowe Brockman's "Staff Alumni Challenge" on Facebook.
  - f. 47 Summer Camp families donated all or part of their 2020 camp payment totaling \$7,584.00
5. **Fall Day Camps:** "School's Out, Camp's In" Fall Semester Day Camps combines the best activities of an Outdoor Learning Center, a Forest School, and our own Small Group Camping model into an excellent new program now through December for students in 3rd-8th grades to attend on days they are not in school. Individualized attendance is available. \$55 per day for immersive, active, safe, and engaging outdoor learning experiences on our 470-acre campus with dedicated and trained adult Counselors. [www.CampBethelVirginia.org/soci](http://www.CampBethelVirginia.org/soci)  
We have received a lot of attention and praise for this program idea. WSLs-10 covered it on August 17, and a story will run in the Fincastle Herald on August 26. About 20 families have expressed interest, but to date only 6 families have registered. We need a minimum of 6 Elementary students or 6 Middle School students (or both) to offer the program. We recognize the price is high for many families, but we have to do more than "break-even" for all the work this program has required and will require. We have worked VERY hard since late July to develop this program, recruit staff, and publicize our information.
6. **Re-opening:** After we mostly shut down on March 15, between May 15 and August 23 we have had 52 families or groups make "last minute" use of the camp for unexpected and hard-earned income of approximately \$19,000. September through December 2020 looks to be a mix of cancellations, rescheduled events, some holdouts, and more last-minute additions.
7. **Personnel Policies:** At our April 6, 2019 meeting (forever ago!) the OMC recommended an update to Vacation Leave for camp staff in the Virlina District Personnel Policies. The District Board then formed a Personnel Policies Committee to review the policies, and our own Naomi Powers is on this committee. I am disappointed that our originally recommended Vacation Leave was greatly altered, more or less removing the original intended purpose of providing leave earlier in one's camp career. These policies are on the agenda of the District Board Executive Committee's August 29, so we, the OMC should review the policy revisions today. I have posted the Board minutes from the May 18, 2019 meeting ("board-documents-919" with OMC New Business beginning on page 11 and continued on page 13), our original "04.06.2019..." OMC recommendation (with full context included), and the newly proposed changes ("personnel\_policies\_proposed\_changes...") at [www.CampBethelVirginia.org/OMC](http://www.CampBethelVirginia.org/OMC).

8. **RV Village next steps:** I have contacted Bobby Bernier from the Botetourt Health Department. Bobby had visited and toured the proposed RV Village site in 2019, and we had discussed our water/well data as compared to our main septic field. At the time was a question about whether our septic field was rated for the amount of water leaving our Water Treatment Building and into the camp's system. I am asking Bobby whether his calculations included the fact that several of our facilities (and thus, several water outlets - toilets, showers, sinks, laundry, etc.) do NOT connect to the camp's main drain field, but to the smaller (and recently expanded) drain field at our front entrance. I await Bobby's response and information to decide next steps prior to formally sending out RFPs (Request for Proposals) to construction firms. Meanwhile, the camp's "Seed, Scattered and Sown Escrow" account shows only \$114,266.43 of the approximate \$240,000 of the camp's half of what has been given to the "Seed" campaign. If we are required to add septic lines to our existing Deer Field septic field, this will increase the overall cost, which was estimated (long ago) at \$200,000.
9. **Staff retention:** During our July 21 OMC Finance Committee meeting, we resolved that retaining our Camp Bethel Staff is a priority for 2020-2021. Any reductions in staff pay or staff benefits should be the absolute LAST resort after all other creative options, fundraisers, legal loans from ourselves, and donation requests have been exhausted. All the Camp Bethel full-time staff provide the primary of income for their families. Any cuts to staff pay or benefits will likely result in these staff immediately seeking other employment. Also, cuts to staff greatly reduces what services we can provide, even as we are re-opening for rentals and programs. So, the **absolute last resort** options might include:
  - Furlough hourly employees. The four full-time staff (and one Spencer Knox "intern) assume those responsibilities (mowing/trimming, maintenance asst., kitchen asst., housekeeping).
  - Reduce full-time staff pension contribution from 12% to 4% or less. To be reinstated ASAP.
  - Reduce full-time staff pay, coupled with expected hours per week. Pay and hours to be reinstated ASAP.
  - FYI: Housing is provided for resident staff as a benefit to the organization and thus has no reported monetary value.
10. **Chasing money:** I am still assembling documents and data to file a claim for "Loss of Earnings" due to order of Civil Authority which will be for losses between March 30 and May 28. We are covered for up to \$25,000, and we lost over \$75,000 during that time. I have applied for a \$500 grant from the Brethren Mutual Aid Share Fund (<https://bmasharefund.org/>). I am in the process of applying for a one-time \$5000 grant from the 2020 Brethren Faith in Action Fund (<http://www.brethren.org/faith-in-action/>). Though we might not be eligible, I also intend to apply for a grant of up to \$5000 from Botetourt County's COVID-19 Small Business Grant Application (<https://botetourtva.gov/news/covid-19-small-business-grant-application/>). Kathie Robinson and David Shumate are investigating whether we qualify for the "REBUILD! VA" Small Business Grant Program (<https://www.governor.virginia.gov/rebuildva/>). Camp Bethel is part of a "coalition" of VA Camps seeking CARES Act funding from Virginia since "overnight summer camps" were the only "business" not allowed to open during VA's Phase 1, 2, or 3.
11. **Upcoming event plans:** Labor Day Family Weekend is still scheduled, but without most programming ([www.CampBethelVirginia.org/LaborDay](http://www.CampBethelVirginia.org/LaborDay)). Confirmed that we WILL hold our in-person "Camp Bethel PEP!" 5K on Saturday, September 5 with safety protocols ([www.CampBethelVirginia.org/5K](http://www.CampBethelVirginia.org/5K)). Postcards already mailed with another mailer coming Monday. Confirmed that we WILL hold our in-person Benefit Golf Tournament on Wednesday, September 23 at Ashley Golf Course with safety protocols ([www.CampBethelVirginia.org/golf](http://www.CampBethelVirginia.org/golf)). Instead of a banquet meal at camp after play, we will provide boxed lunches prior to play at the course. Just this week, we have determined that **we will NOT hold an "in-person" Heritage Day** on site on October 3. We will, however, encouraging participating congregations to hold their own event in honor of Heritage Day at some date before the end of 2020.
12. Questions, ideas, input?

#### UPCOMING EVENTS AT CAMP BETHEL, [www.CampBethelVirginia.org/events](http://www.CampBethelVirginia.org/events)

August 24, 2020: "School's Out, Camp's In" Fall Day Camps begin.  
 September 4-7, 2020: Labor Day Family Weekend.  
 September 5, 2020 (Sat): Camp Bethel PEP! 5K Run/Walk. **New date!**  
 September 23, 2020 (Wed): 26<sup>th</sup> Benefit Golf Tournament. **New date!**  
 October 2020: Congregational events in honor of Heritage Day.  
 November 7, 2020 (Sat), 7:30am: Fall Volunteer Workday, TBD.  
 November 13-14, 2020: Virginia District Conference, ON LINE.  
 December 3, 2020 (Thu): Christmas TOGETHER Banquet, TBD.  
 January 2-3, 2021: Winter Camp, TBD. *Day program instead?*  
 January 5, 2021: Summer Camp Registration OPENS.  
 February 6, 2021 (Sat), 12:00noon: Camp Supporter Lunch, RSVP.

March 11, 2021 (Thurs), 6:30pm: Sow the Seed Campership Banquet, RSVP.  
 March 27, 2021 (Sat), 7:30am: Spring Volunteer Workday, RSVP free meals.  
 April 16-17, 2021 (Fri-Sat): 20<sup>th</sup> Sounds of the Mountains Storytelling Festival.  
 May 27-31, 2021: Memorial Day Family Weekend, RSVP meals.  
 May 28, 2021 (Sat): Family Day/Summer Camp Open House, 1:00-4:00pm.  
 May 31-June 11, 2021: Summer Staff Training.  
 June 4-5, 2021 (Fri-Sat): Parent-Child Overnight Camp.  
 June 11, 2021 (Fri), 5:30: Summer Staff Commissioning Dinner.  
 June 13-July 30, 2021: Summer Camps & Family Adventures  
 July 25-August 21, 2021: Guest Camps & Band Camps.