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August 28, 2021

To: The 2021 Executive Committee of the Virginia District Board – Church of the Brethren, Inc.

From: The 2021 Outdoor Ministries Committee

Subj: Recommending raises for full-time salaried Camp Bethel Staff of 5% per year for 2022, 2023, 2024.

The OMC has desired for several years to raise Camp Bethel Staff salaries to be closer to industry and denominational standards. During years when our net income (or loss) did not support raises, we continued considering other ways to improve camp staff morale and retention. The ongoing revision of the Virginia District/Camp Bethel Personnel Policies (including improved vacation leave) is greatly appreciated by the Camp Bethel Staff.

To continue supporting our Camp Bethel Staff, the OMC recommends raising salaries 5% each year for the next three years (2022-2024). The OMC 2022 recommended budget reflects this change.

- First and foremost, we recognize that our Camp Bethel Staff have worked very diligently for several years, frequently going above and beyond their duties and hours. Camp Bethel continues to be an excellent, successful, and sought-after summer camp and event center due, in large part, to the Staff efforts.
- Over the past four years Camp Bethel has built a Reserve Fund of \$118,686.04, and 2021 is on track to significantly add to that reserve.
- Since 2010, annual salary increases have averaged 1%, well below the cost of living and below the Church of the Brethren's recommended cost of living increases year-to-year.
- When comparing years of service to the Church of the Brethren's "*Recommended Minimum Cash Salary Table for Pastors – 2022*", our Camp Bethel Staff lag behind even the "No Bachelor [degree] & Approved Ministry Training" category and especially for the "Bachelor [degree]..." scale.
- Compared to camps in Virginia and nationally that are similar in size, budget, and staff, Camp Bethel Staff salaries lag woefully behind, (see attached "*Salary Data from Comparable Camps in the Camping and Retreat Center Industry*"), especially when considering tenure or years of service.
- The total salary increases from 2021 to 2022 (including resulting percentage increases to FICA, Medicare, and Pension) are also offset by Mickey Nichols opting to NOT participate in our group health insurance.
- The recent search for a new Food Services Coordinator was greatly hampered by the advertised salary of \$30,600, and two applicants asked if the listed salary was a misprint or mistake.
- Even in the midst of uncertainty for the church, our Outdoor Ministry continues to thrive. We are confident that 2022 will be another record year for Camp Bethel.

For these reasons, we offer this resolution:

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