

Camp Director's report to the Outdoor Ministries Committee

Saturday, February 11, 2017: revised 2/10/2017



I. Summer Camps:

- A. See the enclosed brochure and Curriculum outline for our exciting 2017 summer camps with the theme, "*Branching Out: Connected Through Christ.*" We're introducing a new Family Camp and a new Skateboarding Camp. Our goal is 1,250 campers!
- B. We will once again need many new summer staff applications for counselors.
- C. 2017 is our 90th anniversary... but we really don't have time to make a big deal out of it. We'll look ahead to our 100th anniversary!

III. Finances:

- A. See the attached data for 2016, which is still in flux, but it looks like we'll end 2016 with over \$10,000 surplus. For 2017, we've secured 4 "non-Brethren summer camps" which will greatly boost income.
- B. Zach Tabor and I recently worked with David Shumate and Harry Rhodes toward resolving a recurring issue. More and more, Camp Bethel is asked to prove and re-prove that we are a 501(c)3 non-profit charitable organization. Camp Bethel is owned and operated by the Virlina District Board - Church of the Brethren, Inc., with Federal Tax ID 54-6043879. Because Virlina is a subordinate group of the Church of the Brethren a 501(c)-3 non-profit organization based in Elgin, Illinois with Federal Tax Identification Number 36-2167026 and Group Exemption Number 1542, our Virlina ID # continues to NOT be listed on the IRS list of eligible organizations at the IRS site, www.irs.gov/Charities-&-Non-Profits/Exempt-Organizations-Select-Check. This isn't unusual to NOT be listed since we're a subordinate group, but it seems to be a pinch/problem point when trying to prove we are who we say we are. Our completed W9 lists us as "Virlina District Board - Church of the Brethren, Inc. d/b/a Camp Bethel, with Federal Tax ID (also called EIN) 54-6043879. This number doesn't match the number in the "Joy-Deyo" letters (original IRS letters). And also, PayPal wants our "business name" to match "Virlina District Board..." on our W9, which, of course, confuses parents paying for summer camp at Camp Bethel. Harry Rhodes's solution: "*The identity problems could be addressed by a fictitious name certificate filed with the State Corporation commission and in Botetourt County by the Virlina District. This certificate would state that the Virlina District is doing business as "Camp Bethel". We could prepare such a certificate very quickly for David's signature, but the process of recording it locally first and then with the State Corporation commission takes some time.*"

IV. Personnel:

- A. Written reports from **Brigitte Burton**, **Beth Heaton**, **Mickey Nichols**, and **Jenna Stacy** are attached to this report. I commend our full-time and part-time staff team for their excellent service. Each has gone above and beyond expectation to make our ministry succeed.
- B. **Brigitte Burton** has announced that July 31, 2017 will be her final day of employment. She has been accepted to 5 Law Schools! Barry desires to hire her replacement by (___date___) so that there's at least (___#___) weeks of training overlap in the Ark for Summer Camps. Position description and announcement coming soon.
- C. **Jenna Stacy** is now the official staff liaison to our Sounds of the Mountains Festival Committee, and I will still provide support where needed. Hannah Oakes joined the SOTM Committee as Food Coordinator, and Allison Mullins is our OMC Rep to SOTM Committee.

V. Property and Facilities:

- A. Christiansburg CoB and Laurel Branch CoB are awaiting quotes for adding new screen and ceiling-mounted LCD projector in the Ark Dining Room for use during Summer Camps for singing, announcements, etc.
- B. Continued priorities: Ark Pond & dam repairs; new cottage (David James Homes); tree "replacement" throughout main campus (see Beth's report); changing doors at the Ark for handicapped accessibility; replacement windows at 564 Graybill House and Forest Lodge; completion of Willoro Cabin (Cedar Bluff CoB). Continued goals: installing chimney liners at Shelter-by-the-Spring and Front Residence; construction of one or two basic Solar Kilns for lumber (see Mickey's report); construction of a wood-shop addition to the back of the Maintenance Shop (see Mickey's report); fire-proof floor in front of hearth in Ark Conference Room; repairs & renewal of 568 Crowder House (plumbing, floors, exterior, roof, rain gutters, basement).

Respectfully submitted,

BARRY

Barry LeNoir, camp director
CampBethelOffice@gmail.com

Upcoming Camp Bethel Events:

February 17-19, 2017: CPR & Wilderness First Aid Training.
 February 19, 2017 (Sun): Haw Patch Band Concert for Camperships at First CoB, Roanoke; 5:00 dinner, 6:00 show.
 March 2, 2017 (Thurs), 6:30pm: Sow the Seed Banquet, RSVP.
 March 6, 2017 (Mon), 8:30am: Northern Area Ministers Breakfast & Program.
 April 1, 7:30am Spring Workday & 1:00pm Vol Appreciation Luncheon, RSVP.
 April 28-29, 2017 (Fri-Sat): 16th Sounds of the Mountains Festival.
 May 6-8, 2017: ACA Kayak Instructor Certification Course.
 May 6, 2017 (Sat): Camp Bethel at Ministry & Mission in Virlina at Oak Grove CoB.
 May 13-17, 2017: ACA Canoe Instructor Certification Course.
 May 19-20, 2017: ACA Canoe/Kayak Trip Leader Course.
 May 23-26, 2017 (Tues-Thurs): Summer Coordinators Training.
 May 26-29, 2017: Memorial Day Family Weekend & Concerts, RSVP meals.
 May 27, 2017 (Sat), Family Day/Summer Camp Open House, 1:00-4:00pm.
 May 29-June 9, 2017: Summer Staff Training, applications open!

June 2-3, 2017 (Fri-Sat): Parent-Child Overnight Camp.
 June 9, 2017 (Fri) 5:30pm: Summer Staff Commissioning Dinner & Service.
 June 11-Aug 4: Summer Camps & Family Adventures, "Branching Out"
 June 13-16, 2017 (Tues-Fri): CIT Training and Practicum, applications open!
 August 23, 2017 (Wed): 23rd Annual Benefit Golf Tournament.
 August 26, 2017 (Sat): Camp Bethel PEP! 5K, 10K & Fun Walk/Run.
 September 1-4, 2017: Labor Day Family Weekend, RSVP meals.
 October 7, 2017 (Sat): 33rd Brethren Heritage Day Festival.
 November 4, 2017 (Sat), 7:30am: Fall Workday, RSVP meals.
 December 2, 2017 (Sat): Virlina District Board & OMC Retreat.
 December 7, 2017 (Thurs): Christmas TOGETHER Banquet.
 December 4-21, 2017: Schedule your Christmas Banquet at Camp Bethel!
 December 29, 2017 (Fri): Summer Staff & CIT Reunion.
 December 30-31, 2017 (Sat-Sun): Winter Camp New Year Party & Program.

Camp Bethel campers and fees comparison 2000-2017:

year	# weeks	Camper Days	Total campers	Total +/-	CoB campers	CoB +/-	% CoB to Tot	Subsidized fee available until May 1	cost +/-
2000	8		588		429		72.9%	\$183.00	
2001	8		586	-2	432	+3	73.7%	\$193.00	+\$10.00
2002	7		580	-6	417 (NYC)	-15	71.9%	\$203.00	+\$10.00
2003	7		624	+44	437	+20	70.0%	\$205.00	+\$2.00
2004	8		650	+26	413	-24	63.5%	\$205.00	\$0.00
2005	8		751	+101	436	+23	58.0%	\$210.00	+\$5.00
2006	8		807	+56	413 (NYC)	-23	51.2%	\$210.00	\$0.00
2007	8		859	+52	425	+12	49.5%	\$215.00	+\$5.00
2008	8		876	+17	416	-9	47.5%	\$215.00	\$0.00
2009	8		887	+11	425	+9	47.9%	\$240.00	+\$25.00
2010	8		861	-26	398 (NYC)	-27	46.2%	\$250.00	+\$10.00
2011	8		826	-35	377	-21	45.6%	\$250.00	\$0.00
2012	8		933	+107	423	+46	45.3%	\$260.00	+\$10.00
2013	8		986	+53	368*	--	48% who answered	\$270.00	+\$10.00
2014	8	5,490	979	-7	310* (NYC)	--	45% who answered	\$280.00	+\$10.00
2015	7	5,811	1,209	+230	395*	--	52% who answered	\$290.00	+\$10.00
2016	7	5,542	1,159	-50	270*		49% who answered	\$300.00	+\$10.00
2017	7		Goal 1,250	+91				\$310.00	+\$10.00

SUMMER CAMP 2017 FEE COMPARISON:

These are comparable camps to Camp Bethel offering a basic one-week-long resident program with paid and volunteer staff. Most of these camps also operate year-round with comparable full-time staff as Camp Bethel. *In 2016, we calculated that it costs Camp Bethel \$362 per camper for a week of camp (staff, food, energy, insurance, supplies, etc.).* Each year we must move closer to charging the actual cost while still remaining a comparably affordable camp in the area. By keeping our fee at cost, we also keep camp affordable for our main constituency, families in the Virlina District Church of the Brethren.

	fee/wk 2017	# nights
Camp Fincastle, Presbyterian, Fincastle, VA	CLOSED	5 nights
Camp Hat Creek, Presbyterian, Brookneal, VA	CLOSED	5 nights
Camp Meadowkirk, Presbyterian, Middleburg, VA	CLOSED	5 nights
Makemie Woods, Presbyterian, Williamsburg VA	CLOSED	5 nights
Camp Blue Diamond, CoB, Middle PA District	\$276.00	5 nights
Camp Bethel, CoB, Fincastle, Virlina District	\$310.00	5 nights, 16 meals
Camp Eagle, Fincastle via Shen. Baptist	\$310.00	4 nights, 13 meals
Inspiration Hills, CoB, Northern Ohio District	\$310.00	5 nights
Brethren Woods, CoB, Shenandoah District	\$315.00	5 nights
Camp Eder, CoB, Southern PA District	\$325.00	5 nights
Camp Alta Mons, UMC, Shawsville, VA	\$330.00	5 nights, 14 meals
Camp Mardela, CoB, Mid-Atlantic District	\$330.00	5 nights
Camp Piankatank, Virginia Baptist Mission	\$330.00	5 nights
Camp Overlook, UMC, Harrisonburg, VA	\$350.00	5 nights
Highland Retreat, Mennonite, Harrisonburg, VA	\$354.00	5 nights
Occohannock on the Bay, UMC, Belle Haven VA	\$355.00	5 nights
The Wilds (independent Baptist), Brevard, NC	\$355.00	5 nights
Triple C Camp (day camp only) Charlottesville VA	\$355.00	5 days
Camp Swatara, Atlantic NE District	\$380.00	5 nights

Camp Harmony, CoB, Western PA District	\$390.00	5 nights
Camp Mack, CoB, N. Indiana District	\$395.00	5 nights
Shepherd's Spring, CoB, Mid-Atlantic District	\$395.00	5 nights
Camp Roanoke, Salem, VA	\$450.00	5 nights
Westview on the James, UMC, Goochland VA	\$475.00	5 nights
Camp Hanover, Presbyterian, Mechanicsville VA	\$495.00	5 nights
Camp Highroad, UMC, Middleburg, VA	\$500.00	5 nights
Camp Chanco, Episcopal, Spring Grove VA	\$510.00	5 nights
YMCA Camp St Croix, Hudson WI	\$590.00	5 nights
YMCA Camp Silver Beach, Belle Haven, VA (6 nights*)	\$660.00	6 nights *adjusted to 5
Camp Carysbrook, for profit, Riner, VA (6 nights*)	\$859.00	6 nights *adjusted to 5
YMCA Camp Cheerio, NC (6 nights*)	\$885.00	6 nights *adjusted to 5
Wilderness Adventure, for profit, New Castle, VA	\$945.00	5 nights
Camp Friendship, for profit, Palmyra VA (6 nights*)	\$959.00	6 nights *adjusted to 5
Camp Twin Creeks, for profit, WV (12 nights*)	\$1169.00	12 nights* adjusted to 5
Timber Ridge, for profit, High View, WV (14 night*)	\$1250.00	14 nights *adjusted to 5
Camp Alleghany for Girls, for profit, WV	\$1272.00	5 nights
Camp Horizons, for profit, Harrisonburg VA	\$1395.00	5 nights

Guest Services Coordinator's Report to the OMC, February 11, 2017:

The results of my tally of guest services activity in 2016 are 3620 guest nights, 2157 guest days, 5024 guest meals. (These figures do not include non-paying guests, such as this luncheon. The figures also do not include Your Outdoor Classroom students, sport teams using the gym, the 150th celebration in June 2016, and Sounds of the Mountains day guests.) These tally numbers will become useful when 2017 and subsequent years are tallied, for a comparison.

Spring 2017 is filling up well for guest groups. The only weekends remaining without any paying guests/pending groups are this weekend and Easter weekend. There are several weekends for which I have had to turn away groups due to lack of space. Here are descriptions of two new groups. DeMoley youth will be using Shelter by the Spring or House of Pillars for a day event on March 24-26. Bonsack Baptist will be bringing 75 youth to spend the night March 31 for a service weekend. 50 of the youth will stay on site to do service projects for our camp, as part of our annual Spring Work Day. The rest will travel to other local sites for other service projects. Jenna plans to be on hand to try to recruit some campers from this active youth group.

Last year we bought new mattresses for bottom bunks. A great number of our old mattresses were still usable but unsightly or torn. We have now purchased new mattress covers for these. And there are still some old mattresses with no covers that were still in good shape.

A welcome addition to our line-up in August is another band camp and a new guest camp. Salem High School Band Camp will be held here on August 13-19. Camp Kesem is a college-run camp for children whose parents have cancer. It is a nationwide non-profit, and the Virginia Commonwealth University chapter has chosen Camp Bethel to be the site of their July 31-August 5 camp. These two new guest clients will bring welcome revenue to Camp Bethel. Lord Botetourt and William Byrd band camps will be returning in 2017. This makes four weeks of these guest camps. Only Lord Botetourt Band Camp overlaps with our own summer program, on week 7, when our only campers are trip and adventure campers who do not need the cabins and cottages of main camp.

Melissa Browning continues to be a very dependable housekeeper. As I have said before, she cares about Camp Bethel and about doing her work well.

Kimo Anderson, a former summer staffer and Brethren member, has been working part-time as needed since August. He fits camp tasks in among his other part-time jobs in Roanoke. In addition to helping Jenna with office and program tasks, Kimo has been a great help in my work. I can give him a list of variety of tasks around camp and he diligently checks them off as they are completed. For example, he tallied up the mattresses before ordering, and put on the new mattress covers when they arrived.

This week, I am finishing up a grant application to the Virginia Department of Forestry for the Virginia Trees for Clean Water program. If successful, Camp Bethel will be awarded about \$500 to plant new tree seedlings in areas of main camp which are in the Wilson Creek watershed. Joe Boswell, from the Department, toured the camp and approved

my plans for the tree planting. A copy of my narrative portion of the application is attached, so that you may understand the need for planting new trees in our main camp. For soil stabilization and watershed protection, it is best to have a buffer of vegetation along creek and pond banks. That buffer can be trees and shrubs and volunteer native water-edge plants.

In November, I attended the state conference for Environmental Educators in Williamsburg, as part of my role as summer camp naturalist. I also attended the Mid-Atlantic American Camping Association conference in January also in Williamsburg. There were some valuable workshops and presentations.

---Beth Heaton

**Narrative for Camp Bethel (Fincastle) application for Virginia Trees for Clean Water Grant., February 2017
– submitted by Beth Heaton, employee of Camp Bethel**

One thousand campers attend Camp Bethel's summer camp for children and youth. Another 2000 young people come through our camp yearly for the Your Outdoor Classroom environmental education program. Retreats, meetings, and an enormous storytelling festival bring another couple of thousand guests of all ages. Our creeks and beautiful setting are the reason that the Church of the Brethren established their outdoor ministry center here back in 1927. In the heart of the camp are the Spring Pond and Wilson Creek, shaded by many trees. The grass is kept mowed beneath these now mature trees: no saplings or young trees or understory exists.

The plan is to plant successive new generations of trees in the park-like center of camp, so that this area will always have a healthy population of trees of varying ages for scenic value, shade, and to protect the waters of the Spring Pond and Wilson Creek. This camp already gets heavily used in environmental education programs and summer camp nature awareness activities, so it is ideal as a venue for increasing public awareness of watershed conservation.

56 trees are planned for this year. About half will be planted in their permanent placement by a youth group during their service weekend on April 1, and through experiential nature activities offered during our Memorial Day Family Weekend and Sounds of the Mountains Storytelling festival.

The other half will be planted in a nursery bed at the camp outside our largest lodge. Our summer campers in June and July will be the caretakers of these trees, and cabin groups will be invited to adopt a tree. That group of 12 children and two counselors will transplant the tree and care for it during their week of camp. They will craft a placard for their tree, with species name and a list of the tree's qualities, and the name of the cabin group and date. Year after year, many of our campers return to Camp Bethel for a week of camp. Many have a lifelong relationship with this place, returning as counselors, then as parents of new campers. Campers can return in a new cabin group in future years and can find and check on "their" tree.

The nature activities this year at camp will be about trees, and the campers will check on the trees planted in springtime and make labels for them and water them. Cabin groups will be invited to take blank tree placards and a tree guide with them on hikes...to choose an interesting tree in the woods, to highlight with a placard.

For all of these activities, the participants will be hearing about the reasons for good stewardship of our watersheds and soils and forest. Making it experiential should help make the lesson stay with them. They will dig the hole, plant the tree, install the tree tube and stake, hang the label, and...for summer campers, help to water and check on the trees. We plan to invite local journalists to attend the big tree planting, and to inform environmental groups and other camps about this project.

With the help of Joe Boswell of the Virginia Department of Forestry, we have a list of appropriate species for riparian areas: shortleaf pine, persimmon, river birch, eastern red cedar, sugar maple, black walnut, sycamore, redbud, hazelnut, red maple, and flowering dogwood. Ideally, we will purchase 50 one-year seedlings of a variety of these. (A camp employee is donating 3 dogwood seedlings and 3 red bud seedlings.) However, due to the Matthew storm that hit the North Carolina state forestry nursery, many North Carolinians are buying seedlings from Virginia and there is a scarcity of seedlings right now at the Virginia state nursery in Waynesboro. I am searching for a source for bare-root seedlings that can be purchased in smaller quantities than the 25-50 offered in Maryland and West Virginia state nurseries. Choice of trees will depend on availability. Selection of trees might alter location for planting for this year. With Joe's help, we have identified two other riparian areas to consider for tree planting. For example, if we can't get the trees which are best for the Spring Pond area, but could get black walnuts, we would plant these beside the Ark pond, underneath the existing mature black walnut trees.

Tree tubes and stakes will be used to protect the trees from deer, moles, and weed-eaters.

For maintenance of these trees, an average of one hour per week for care of the trees: checking placement of the net, integrity of the tube, watering the tree once a week during dry weather. . Whenever possible, our camp visitors and volunteers will be invited to participate in maintenance of trees. In other weeks, I will do this, as I live and work on site.

Other expenses will be a trip to Waynesboro to buy the tree tubes (unless shipping is cheaper), materials for the placards, an additional hose and 2 buckets for watering.

Facilities Manager's Report to the OMC, February 11, 2017

Camp maintenance has been busy with lots of tasks other than daily building upkeep. Several trees and limbs have fallen, and still a lot to be removed from roads and trails throughout camp. This will likely be a task for Spring Workday.

We have worked more on the House of Pillars, and have at least one more weekend planned this winter with Cedar Bluff CoB. Also, with help from Mount Hermon CoB, we now have a new ceiling in the StoneHOP Bunkroom. This will be completed Tuesday, February 14. We have also installed wall heaters in StoneHOP, and we have plans to install a screen door, which will make it easier to heat and cool, AND also keep out bats.

We have repaired some water lines, and have at least one more to tackle. After that, we have plans to replace the boards on the bridge near the Spring Pond.

Looking ahead to spring and summer, our goal is to build the Solar Kiln that has been in the plans for some time now. Along with that, getting the slab poured for the new planned woodshop addition to the Maintenance Yard.

Thank you,

Mickey Nichols
Facilities Manager

Food Services Coordinator's Report to the OMC, February 11, 2017

As usual, the winter months have been slow in food service. We served winter camp over the New Years weekend and one other small retreat in January, but this weekend will kick off a busy spring schedule.

As you know, I will be leaving Camp Bethel and beginning law school in the fall. Applications are in and I have received some acceptances, but I am still waiting for financial information before deciding exactly when and where I will be going. In any case, I plan to stay at camp and work through the end of the Camp Bethel summer programs and will likely depart at the beginning of August. In the meantime, I have begun preparations to hand food service over to a new food service director. I am writing documents to communicate everything I think a person in my position would appreciate knowing, such as recipe resources, various groups' food preferences, and factors to consider when planning menus. I also spent some time in January painting both rooms in Hearthstone, as this seemed the most convenient time to do so between now and when a new occupant arrives.

I have also begun hiring summer staff, and so far have hired Avery Hazzard and Guy Castillo, both longtime counselors/leadership staff. Guy will be our first full-day, resident kitchen staff member (the kitchen staff model continues to shift every year) and Avery will be non-resident, working mornings only. In the coming months, I will be looking for three or four more non-resident staff for the afternoon shift to fill out our team. After observing his apparent increasing difficulty and dissatisfaction with the work and possible health concerns, we decided at the end of last summer that it is time for Steve Murray, at age 72, to "retire" from his role on kitchen staff. We are still exploring what his continued relationship with Camp Bethel will look like.

Below is some information about meal numbers and costs that I have tracked over the past four years.

Meal Number Comparison 2013 to 2016				
	2013	2014	2015	2016
Total Meals	33,468	34,156	28,581	27,445
Staff Training Meals	1,570	2,376	1,712	1,520
Camper Day Meals	24,460	25,340	21,266	19,530
Total Summer Camp Meals (incl band camps)	26,030	27,716	22,978	21,050
Paying Retreat Season Meals	6,574	5,772	5,209	5,616
Camp-Sponsored Meals (work days, etc.)	871	668	394	779

Meal Cost Comparison 2013 to 2015								
	2013		2014		2015		2016	
	Total	Per Meal	Total	Per Meal	Total	Per Meal	Total	Per Meal
Food	\$64,284	\$1.92	\$60,361	\$1.77	\$57,179	\$2.00	\$56,912	\$2.07
Kitchen Supplies	\$5,796	\$0.17	\$3,966	\$0.12	\$3,406	\$0.12	\$3,407	\$0.12
Dishwasher Rental	\$1,620	\$0.05	\$1,620	\$0.05	\$1,680	\$0.06	\$1,680	\$0.06
Summer Staff	\$12,810	\$0.41	\$6,210	\$0.23	\$9,230	\$0.39	\$12,017	\$0.44
Retreat Season Staff	\$1,339		\$1,748		\$2,054		\$882	
Brigitte	\$40,387	\$1.21	\$41,560	\$1.22	\$41,930	\$1.43	\$41,560	\$1.51
Total	\$137,722.93	\$4.12	\$115,465	\$3.38	\$115,480	\$4.03	\$113,895	\$4.15

Brigitte Burton
Food Services Coordinator

Program Coordinator's Report to the OMC, February 11, 2017

The planning for Camp Bethel's 2017 summer is in full swing and has been since this past fall. In October we had another successful Heritage Day, and the summer staff reunited to stir apple butter through the night, enjoy each other's fellowship, and volunteer during the festival. Once Heritage Day was complete, I turned my focus to Winter Camp. Winter Camp was December 31-January 1 and we had 43 registered campers. Since it was New Year's Eve to New Year's Day we did a 10:30pm New Year's Eve ball drop for the campers to countdown into the new year. We had a lot of fun celebrating the new year together with camp fires, a glow party, dancing, and creating our own lyrics to Auld Lang Syne. Our time together did not stop there, we also had tractor rides, Christmas tree crafts, Christmas cookie decorating, pizza making, skit day, Christmas carols, nature walks, s'mores, worship, Bible study, and lots of games and silly songs. We all had a blast. For the summer staff, Winter Camp started one day early. The staff reunited on December 30 for a potluck, games, and fellowship. We had over 25 staff come together for the reunion and 20 of those stayed to help with Winter Camp.

In early January, after Winter Camp, I attended the ACA Virginia's camping conference in Williamsburg VA. At this conference I attended workshops on camper behavior and how to effectively address the behavior, how to make the registration process better for parents, and how to use your brand in marketing. After the conference I worked diligently to complete all "Thank You Letters" for our donors in the 2016 year and I prepared to be out of the office for one week for a conference in Texas. On January 27, 6 others and myself embarked on a journey to attend the United Methodist Camp and Retreat Ministries National Gathering. The conference was at Lakeview Methodist Conference Center in Palestine, Texas. We gathered with 300 other camping professionals to learn and grow. At this conference I was able to attend workshops about staff recruiting, creating intentional worship spaces, dealing with anxiety and depression in staff, and guiding youth and young adults in ministry. We also attended Bible study and worship daily that revolved around our conference theme, Waters of Grace. One of the greatest benefits of this conference was the opportunity to learn from my peers and build relationship with other camping professionals who I now know that I can call on for any advice. Our trip ended on February 4.

While I was in Texas, Bridgewater College and Eastern Mennonite University held camp fairs. Since I knew I would be out of town I asked our past summer staff that attend these schools to set up a Camp Bethel booth and recruit summer staff. At Bridgewater College, Abby Brubaker was able to set up and take down the Camp Bethel booth and Adam Kelly, Carrie Pascoe and Christa Craighead were able to recruit during the day. At Eastern Mennonite University, Tyler Goss was able to set up and take down the Camp Bethel booth as well as recruit during the day with Sylvia Mast to help. Between the two camp fairs they were able to give me 15 names and email addresses of students who were interested.

I am continuously working to recruit staff and campers. On Thursday, February 9 I went to Sweet Briar College to recruit staff where I was very successful and came away with 16 names and email addresses of students who were interested. Here are the dates and locations of camp fairs that I am attending this winter/spring:

Saturday, February 11 Virginia Family Expo (Camper Recruitment)
Monday, February 13 Roanoke College Internship Fair (Staff Recruitment)
Wednesday, February 22 University of Virginia (Staff Recruitment)
Thursday, February 23 Radford University Internship Fair (Staff Recruitment)
Thursday, March 23 Washington and Lee Camp Fair (Camper and Staff Recruitment)
Sunday, March 26 Roanoke Camp Fair (Camper Recruitment)

I have already interviewed and hired 9 counselors and 5 coordinator staff.

I have also been working on other projects. I am a part of the Sounds of the Mountains planning committee and have been recently taking in ticket sales and sponsorships. I am the co-chair of the 2017 Virginia Camp and Retreat Leaders Gathering planning committee and we had our first meeting at Brethren Woods on Tuesday, February 7. We will be hosting the first Camp Bethel PEP! 5K/10K/fun run on August 26 and we had our first planning meeting on Tuesday, February 7.

My position as Program Coordinator keeps me very active. I enjoy the times that I am able to travel and build relationship with others. I am very thankful to have been given the opportunity to be Camp Bethel's full time Program Coordinator.

Jenna Stacy