

## Outdoor Ministries Committee of the Virginia District Board

February 1, at Camp Bethel, 9:00am Executive Committee, 10:00am OMC, 12:30 Lunch.

Updated 1/31/2020 2:13 PM



**9:00 Executive Committee:** Sam, Naomi, Allison, Amanda, Charles, Zach.

**10:00 Subcommittees: Finance, Program, and Property.**

**10:30 OMC** (circle if present): Sam Foster (Chair), Naomi Powers (Vice-Chair), Allison Mullins (Secretary), Zach Tabor (Finance Chair), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Randall Eakin, Sharon Flora, Trish Haskins, Terry Johnson, Junior King, Kimberly Martin, Ron Rucker, Barry LeNoir (ex-off), Kathie Robinson (ex-off Treasurer).

*Today is also our Camp Supporter/Rep Luncheon at 12:30, which OMC should attend so Reps can meet you.*

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

II. Approval of the Agenda. – Sam Foster.

III. Minutes from the August 23, 2019 OMC meeting. – Allison Mullins.

IV. Reports and Information:

A. Finance Sub-Committee – Barry LeNoir, Zach Tabor.

1. Camp Bethel Income/Expense data: 12/31/2019. *See attached packet. This data is NOT FINAL.*
2. Camp Bethel PayPal 1099K information, for your information only.
3. New Virginia District/Camp Bethel banking transition to First Citizens Bank. – Zach Tabor.
4. Long Range Financial Planning Committee for Virginia District and Camp Bethel. – Zach Tabor.
5. "Camp Bethel PEP!" 5K is Saturday, September 5, 2020. [www.CampBethelVirginia.org/5K](http://www.CampBethelVirginia.org/5K).
6. Golf Tournament Wednesday, September 23, 2020. [www.CampBethelVirginia.org/golf](http://www.CampBethelVirginia.org/golf).

B. Program Sub-Committee – Barry LeNoir, Amanda Leddy.

1. Summer Camps update – Barry LeNoir.
  - a. 2020 Summer Camp booklets will be distributed at today's Camp Rep Luncheon. They will be mailed to all former age-eligible campers AND to everyone on our "other" mailing list.
  - b. Our 2020 curriculum is "Onward We Go!", which we previously used in 2007. See enclosed curriculum summary for daily scripture lessons and daily themes/actions.
  - c. Summer Staff: We have hired long-time summer staffer, Spencer Knox (Oak Grove CoB) as our 2020 Summer Program Coordinator.
  - d. We are facing a significant shortage of applicants for 2020 Senior Counselors (age 18+) and Coordinators (age 19+). See enclosed Summer Staff information for details.
  - e. NEW "Summer Staff Adoption" program, modeled after a Brethren Woods program.
2. April 3-4 Sounds of the Mountains Festival Report. – Allison Mullins. [SoundsoftheMountains.org](http://SoundsoftheMountains.org).
3. The Program Sub-Committee is encouraged to schedule a meeting with Jenna as soon as possible.

C. Property Sub-Committee – Barry LeNoir, Charles Huffman.

1. RV Village – Barry LeNoir. Toured site with Bobby Bernier (Botetourt County Health Dept.) on Aug 12. Will need to add 8 additional septic lines in Deer Field, which the field is designed to handle. Will try to schedule beginning simultaneous construction after Band Camps in mid-August.
2. We have received \$114,266.43 so far from our half of the "SEED" campaign to build the RV Village and Septic lines. (See page 5 of the Income/Expense data.)
3. Current projects and needs update – Mickey Nichols, Barry LeNoir.
  - a. Mickey and his team are working to complete renovations of the Bandage Box by June 7.
  - b. We will assess the creek bed beside the southwestern corner of the House of Pillars to see (1) if there is a risk of the creek undercutting the facility, and (2) what can be done to avert any damage.
4. Heritage Day Festival is Saturday, October 3, 2020. [www.CampBethelVirginia.org/Heritage-Day](http://www.CampBethelVirginia.org/Heritage-Day).

5. The Property Sub-Committee is encouraged to schedule a meeting and site tour with Mickey as soon as possible.

D. Other Reports and Information – Barry LeNoir.

1. District Board and District Executive Committee - OMEC Chair, Sam Foster.
2. "Seed, Scattered & Sown" Mission Resource Campaign - As of December 30, 2019, there are 282 donors totaling \$461,483 toward our \$750,000 Victory Goal and our \$1,000,000 Challenge Goal.
3. *I commend our EXCELLENT staff: Jenna, Mickey, Wes, and our part-time staff for a successful 2019 and a great beginning to 2020!*

V. Old OMC Business – Barry LeNoir.

- A. The Virlina District Board revised the 2020 Camp Bethel budget to reflect a 2% salaries raise for District Staff (including full-time Camp Staff) and unanimously approved on September 21, 2019.
- B. 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.
- C. Staffing decisions in a time of denominational anxiety. We will delay hiring a Guest Services Coordinator until "things" settle a bit, and we will also consider other more-efficient staffing models to meet our needs.
- D. Virlina District Board Executive Committee created a committee to study and revise the Virlina District Personnel Policies. – Naomi Powers serves on this committee.
- E. OMC to continue considering other ways to improve camp staff morale and retention.
- F. Ideas from Kathy Blackwell from August 2019, (enclosed).
- G. *Other old business:*

VI. New OMC Business.

VII. Next OMC meeting. March 28, 10:30 Executive and 11:30 OMC. See schedule below.

VIII. Prayer and dismissal. *You are encouraged to stay for introduction to our Camp Reps and Supporters and for our Supporter Lunch and Program, to help us distribute packets to any congregations who are NOT present here today, and to help LABEL summer camp booklets for mailing on Monday.*

**Outdoor Ministries Committee 2020 Meeting Dates:**

February 1, at Camp Bethel, 10:00am (Executive Committee meets at 9:00am). Lunch at 12:30.

*February 1 is also our Camp Supporter/Rep Luncheon at 12:30, which OMC should attend so Reps can meet you.*

March 28, Camp Bethel, 11:30am (Executive Committee meets at 10:30am). Lunch at 1:00pm.

*March 28 is also our Spring Volunteer Workday with free breakfast at 7:30am (RSVP) and free lunch at 1:00pm*

June 23, Camp Bethel, 5:30pm dinner with the campers and 6:15 meeting.

August 22, Camp Bethel, 10:00am (Executive Committee meets at 9:00am). Budget meeting. Lunch TBD.

November 14, at District Conference, 12:00pm reorganization meeting during lunch.

**UPCOMING EVENTS:**

March 5, 2020 (Thu), 6:30pm: Sow the Seed Campership Banquet, RSVP.

March 28, 2020 (Sat) 7:30am Spring Volunteer Workday, RSVP free meals.

March 28, 2020 (Sat) Summer Camp Open House, 9:00am-1:00pm.

April 3-4, 2020: Sounds of the Mountains Storytelling Festival.

May 22-25, 2020: Memorial Day Family Weekend, RSVP meals.

May 23, 2020 (Sat), Family Day/Summer Camp Open House, 1:00-4:00pm.

May 25-June 5, 2020: Summer Staff Training.

May 29-30, 2020: Parent-Child Overnight Camp.

June 5, 2020 (Fri) 5:30pm: Summer Staff Commissioning Dinner.

June 7-July 25, 2020: Summer Camps & Family Adventures.

July 19-August 22, 2020: Guest Camps & Band Camps.

September 4-7, 2020: Labor Day Family Weekend, RSVP meals.

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 3, 2020 (Sat): 36<sup>th</sup> annual Heritage Day Festival.

October 16-18, 2020: Camp Bethel at Roanoke GO Outside Festival.

November 2, 2020 (Mon): Crisis Management Workshop at Camp Bethel.

November 7, 2020 (Sat), 7:30am: Fall Vol Workday, RSVP free meals.

November 13-14, 2020: Virlina District Conference, location TBD.

December 3, 2020 (Thu): Christmas TOGETHER Banquet.

January 2-3, 2021: Winter Camp Youth & Kids' Retreat.

## Minutes from the August 23, 2019 meetings of the Outdoor Ministries Committee of the Virlina District Board

### August 23, 2019, OMEC Minutes

The OMEC met at 6:00pm Friday August 23, 2019 at Camp Bethel. In attendance was: Sam Foster (Chair), Stephanie Naff (Vice-Chair), Allison Mullins (Secretary), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Barry LeNoir (ex-off), Kathie Robinson (treasurer)

Barry welcomed the group and opened the meeting with prayer.

The agenda was approved by consensus.

New Business-

**"Resolved, that the Outdoor Ministries Executive Committee recommends to the Outdoor Ministries Committee of the Virlina District Board - Church of the Brethren, Inc. the adoption of the Camp Bethel 2020 Budget as presented."** Motion by Charles and a second by Stephanie. Approved by consensus.

Meeting adjourned for OMC meeting.

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### August 23, 2019, OMC Minutes

The OMC met at 7:00pm Friday August 23, 2019 at Camp Bethel. In attendance was: Sam Foster (Chair), Stephanie Naff (Vice-Chair), Allison Mullins (Secretary), Amanda Leddy (Program Chair), Charles Huffman (Property Chair), Kathy Blackwell, Trish Haskins, Junior King, Naomi Powers, Ron Rucker, Barry LeNoir (ex-off), Kathie Robinson (treasurer).

I. Barry welcomed the group and opened the meeting with prayer.

II. The agenda was approved by consensus.

III. Minutes from the June 25, 2019 OMC meeting were approved as amended. *Kathy Blackwell did not attend the June 25, 2019 meeting.*

IV. Reports and Information:

A. Finance Sub-Committee- Barry reported.

1. Camp Bethel Income/Expense data: 07/31/2019 reviewed. See packet handed out.
2. Golf Tournament was held Wednesday, August 21, 2019, bringing in: \$15,621.
3. "Camp Bethel PEP!" 5K is Saturday, August 24, 2019 at 8:00am.

B. Program Sub-Committee – Barry reported.

1. Summer Camps update given by Barry. Final Numbers with 7 weeks of Camp in 2019 (8 in 2018).

	Total 2019	Total 2018	+/-
On Site Campers	910	814	+96
Traveling Day Campers	152 (3)	330 (7)	-178
<b>TOTAL:</b>	<b>1062</b>	<b>1144</b>	<b>-82</b>

C. Property Sub-Committee –Barry reported.

1. RV Village – Barry toured site with Bobby Bernier (Botetourt County Health Dept.) on Aug 12. Recommendation was given for a 12-line drain field capability.
2. Current projects and needs update - Mickey and his team hope to complete the renovations of the Bandage Box ASAP.

D. Other Reports and Information

1. District Board and District Executive Committee –met July 15<sup>th</sup>. The Executive Committee approved the Change to the Personnel Policy but the full board did not. Executive Committee to review the policy and report back with revisions at a later date.
2. "Seed, Scattered & Sown" Mission Resource Campaign. As of July 16, 275 donors have given \$422,620.72 toward our \$750,000 Victory Goal and our \$1,000,000 Challenge Goal.
3. Barry commends our EXCELLENT staff: Jenna, Mickey, Wes, our excellent Summer Kitchen Crew and Summer Grounds Crew, and our excellent Summer Staff of Counselors, Coordinators, and Volunteers!

V. Old OMC Business

- A. Barry has not yet created a revised Master Site Plan document.
- B. Staffing decisions in a time of denominational anxiety.

- C. Virlina District Board Executive Committee studying Virlina District Personnel Policies.
- D. OMC to consider other ways to improve camp staff morale and retention. *We need to keep this as an ongoing business item.*

VI. New OMC Business.

- A. 2020 Proposed Camp Bethel Budget presented and discussed:  
**"Resolved, that the Outdoor Ministries Committee recommends to the Virlina District Board - Church of the Brethren, Inc. the adoption of the Camp Bethel 2020 Budget as presented."** Motion by Naomi and a second by Trish. Approved by consensus.
- B. Ideas for discussion from Kathy Blackwell to the OMC Committee was presented. See the attached "SUPPLEMENT TO THE MINUTES OF THE AUGUST 23, 2019 OMC MEETING. We can study these and discuss further in the future.

VII. Next OMC meetings-

- Nov 8-9 Virlina District Conf. at Grandin Court Baptist Church.
- January 4 at Camp Bethel.
- February 1 at Camp Bethel.

VIII. Prayer and dismissal by Sam.

Respectfully submitted by: *Allison Mullins*

**SUPPLEMENT TO THE MINUTES OF THE AUGUST 23, 2019 OMC MEETING:**

**IDEAS FOR DISCUSSION FROM KATHY BLACKWELL**

**TO: OMC Executive Committee**

***Would it be possible to include these items for discussion at the OMC meeting on Friday (August 23, 2019)? This will be my last meeting and would like to gain a broader understanding of the opportunities to involve others. Thanks for your consideration. See you Friday! Kathy***

1. CONSIDER THE DEVELOPMENT OF VIRTUAL VOLUNTEER OPPORTUNITIES
  - a. Thank you letters – staff sends email with name, address (snail or email) and donation receipt  
 BENEFIT: Timely response to donations; Saves staff time
  - b. Correspondence to past donors/sponsors related to upcoming events
  - c. Billing for camp attendee(s) to churches at the end of their camper's week rather than wait for the end of camp. This would impact (not solve) cash flow/borrowing issues.
2. CONSIDER THE DEVELOPMENT OF MASTER NOTEBOOK FOR EACH FUNDRAISING EVENT – maintain at least a 3-year history including "after the event" evaluations.
  - a. Event – Date - Attendance – Income – Expenses – Net – SPONSORS and level, etc
  - b. The process for each year and the person(s) needed for each function
  - c. **Consider recruiting sponsors for the next calendar year prior to October 1 (prior to next year's events). It appears we advertise PAST sponsors up to the event rather than have the current year sponsors getting the advertising. Many budgets are approved by October of the previous year; therefore, waiting until a few months before the event negates this funding op related to request being "non-budgeted" and the reduction of marketing exposure. EXAMPLE:** If a Retirement Community would be recruited to sponsor the golf tournament their "need to know" info would be 1) what age group do we serve? 2) the time frame of the marketing ops. THEREFORE, THE line item approval would be necessary during their budget process (either a Oct 1 prior to the event year or Jan 1 of the planned event year whichever is their budget approval deadline).
  - d. A goal would be for others, beyond OMC, to "participate" in the process. Solicit and encourage all or any interested in that particular event to gather/glean ideas.
3. ENCOURAGE past Camp Counselors to provide testimonials as to how their leadership responsibilities at Camp Bethel has impacted their success – in college, in life, etc. Use to recruit new counselors – this is not "just" a job – encourage sharing experiences that will serve the counselor throughout life.
4. As a Camp Supporter and the Camp Rep from my church, I often hear what the campers "get" during their time at Camp Bethel. . . . do the campers "GIVE" and if so, how? And, is that conveyed across our churches and supporters?