

ALL
Interview
&
Meeting
Notes

Administrator's Report

August 23, 2025

Camp Program Reflections:

Triumphs - Challenges - Opportunities

Triumphs:

- Most camp programs ran smoothly
 - Contributing factors:
 - Greater advanced planning of schedules, activities, and volunteers
 - Knowledgeable program resource - Justine
 - Mature/experienced volunteers
 - More organized camp resources - easier to find and use when needed
- Trip to Rehoboth with Creative Arts & Youth Camp was a success
 - New experience for many campers - saw lots of growth
 - Gave campers an exciting activity to look forward to
 - Some improvements could be made if we keep this trip, but this is an activity worth keeping for these camps - and perhaps be offered for others (Jr. High?)
- Positive feedback from most campers, volunteers and staff
 - Camper feedback from Mini Winter, Twix Winter, Jr. High, Twix, and The Wild
 - Campers enjoyed their overall experience
 - Campers believed activities were well balanced and fun
 - Campers believed water activities were well-supervised and fun
 - Campers are very likely to return based on their experience
 - Staff & volunteers felt they had adequate communication with the camp director and administrator prior to camp arrival
 - Staff & volunteers felt campers were safe, adequately supervised, and engaged in all activities
 - Staff & volunteers felt they made good connections with campers and camp leadership
 - Staff & volunteers felt paid staff and volunteers were knowledgeable, helpful, and skilled at their jobs
 - Staff & volunteers felt that camp activities were appropriate for camper's ages and maturity, and that the facilities and supplies adequately supported these activities
 - Staff & volunteers felt there was a strong model of Christian lifestyle and faith for campers

- Staff & volunteers were very likely to recommend camp to others based on their experience
- Food menu was well-balanced with lots of options
 - Every meal had at least 1 protein, starch, fruit, vegetable, and at least 2 alternative options
 - Breakfast - yogurt bar, cereal, PBJ
 - Lunch & Dinner - salad bar, PBJ
- New audio-visual system in Krabill helped streamline many camp activities
 - Much easier to use for movie nights - which most camps did
 - Was used for worship at Jr. High camp
 - Was used for Roller Skating night at The Wild
- Library and game corners in Krabill were useful for programs
 - Good for small group Bible studies
 - Good for rainy day indoor activities
 - Made Krabill feel more multifunctional and cozy
- Enough staff that adequate breaks and days off could be given to prevent burnout
 - More part-time staff this year (10)
 - Was able to keep most staff full-time staff schedules to 35-40 hours (unless they requested more hours, or were asked to cover cabins)
- Garden was a wonderful addition to program and kitchen
 - All camps got to spend time in the garden and learn about it
 - Kitchen was able to use tomatoes, peppers, green beans, zucchini and squash camp meals
- New ice machine helped kitchen operations tremendously
 - Able to have salad bar available consistently
 - Easier to refill water coolers regularly
- Nurse coverage worked well
 - Had 4 paid nurses and 1 volunteer nurse that each helped for 1-2 camps throughout the summer
 - Although there was not 1 consistent nurse, this model ended up working pretty well
 - I am optimistic that at least 1 of these nurses would be willing to work a full summer next year after their experience
- Compliance with new CPS and CJIS requirement for volunteers went fairly smoothly
 - Offering fingerprinting (and spontaneously - notarization) at camp was a success
 - Grants and funds from district and Choptank Electric successfully mitigated costs of these checks (final cost ~ \$3,500)
 - With more advance planning for next year, this process can be streamlined even more
- Using "WhatsApp" as primary communication with staff and volunteers worked well
- Online camper, staff, and volunteer forms helped streamline paperwork requirements

Challenges

- Consistent leadership was lacking
 - Justine and I worked 60-70 hours/week filling various leadership roles and felt severely burnt-out towards the end of camp
 - Food Service Supervisors
 - Lifeguards
 - Camp Director (Justine - Youth, Jen - Youth Trip Camp)
 - Activity Teachers (Jen - Music & Archery, Justine - Nature & Art)
 - Counselor (Justine - Jr. High, Mini, Twix, Day)
 - Program Coordinator (Justine - The Wild)
 - **Suggested Improvement: Hire 1 Full-Time Food Service Supervisor, 1 Lifeguard, and 2 designated cabin counselors (1 male, 1 female)**
- The kitchen was difficult to manage
 - Contributing factors:
 - Inconsistent kitchen leadership
 - I was primarily functioning as the Food Service Supervisor, and Emily Layton and Donna Champagne functioned as “Shift Leads”, and sometimes Justine Eckert and Felecia Summy
 - Unclear unified leadership plan in the kitchen - each supervisor has differing leadership styles that caused confusion in the kitchen
 - New and inexperienced kitchen staff
 - 3 full-time kitchen staff - 1 had some experience from last year
 - 2 part-time kitchen staff - 0 had formal kitchen experience
 - Most kitchen staff had to be taught a lot of food prep basics (properly cutting vegetables, boiling eggs, etc)
 - Most kitchen staff lacked initiative - required a lot of micromanaging from kitchen leadership
 - Most kitchen staff lacked basic reading comprehension skills (reading analog clock, misspelling food labels, inability to find food labeled in storage, inability to read cooking directions)
 - Difficulty with kitchen appliances
 - 2 refrigerators were not holding temperature (one too hot - one too cold). Constantly had to shift food around - confusion about food supply organization
 - Ovens cooked unevenly, and consistently took longer to bake than they should have (left ovens slightly better than right ovens)
 - Griddle cooked unevenly - difficult to use. Griddle meals had to be made in ovens or stovetop (grilled cheese, bacon, pancakes, etc)
 - Coffee pots tripped kitchen and hall breakers
 - Insufficient kitchen training
 - Most kitchen staff were unable to attend full staff training, so kitchen training had to be crammed into 1 day
 - Communications issues between shifts

- Food would be prepped by one shift, and the next shift would prep again not realizing the work had already been done
 - Changes to schedules and arrival times were not always received by everyone
 - Leftovers were neglected in fridges
- **Suggested Improvements: Hire 1 Full-Time Food Service Supervisor, be more selective about staff that is hired, have more intentional training of kitchen skills and rules during staff training, make full staff training attendance for all mandatory**
- Difficult camper behavior during Twix Camp
 - Contributing factors
 - MANY campers with behavioral problems
 - 2 campers who were problematic at Day Camp last year (who had been warned and put on probation) returned, and were just as problematic. They have now both been banned from camp for 1 year with the understanding that they will not be allowed to return unless there is an obvious improvement in behavior
 - There were several other girls and boys with behavior problems that contributed to a generally negative camper atmosphere
 - Inconsistent counselors
 - There were only 4 counselors who were at camp for the full week
 - 2 of those 4 counselors were not actively present with campers for much of the camp program
 - 5 counselors were only present for part of the week
 - Once they arrived, these counselors were mostly active and present with campers
 - 2 counselors had to leave during the day for work
 - This lead to difficulty covering supervision during small group activities
 - 2 counselors were paid staff that had to balance counseling and work responsibilities
 - This lead to serious exhaustion of these staff
 - Lack of communication about camper behavioral problems
 - I did not find out about the extent of the camper behavior issues until after camp was over.
 - Some of these camper's problems could have been addressed sooner and more directly had there been more intentional communication between counselors, the camp director and myself
 - Large Camp - Immaturity gap of campers
 - 30 campers at this camp - 5 fell outside of the age requirements for the camp
 - There were 3 7-year-olds
 - There were 2 11+ year olds

- **Suggested Improvements: More week-long cabin counselors, clearer plan for camper behavior reports, stricter age restrictions for camps**
- Insufficient staff and volunteer training
 - Online training module had some unclear questions
 - Video and in-person is a dry review of basic camp rules and operations
 - Staff training was half reviewing camp rules and policies and half cleaning and prepping camp for summer
 - More time should have been spent on team-building, leadership training, and job-specific training, and attendance at all of staff training should have been made mandatory
 - **Suggested Improvement: Mandatory full staff training attendance as a requirement to work at camp, more team-building and leadership training for volunteers and staff, more job-specific training for staff, restructure online training option to include these new training areas**

Opportunities

- Make new cabins that can sleep 16-20 people, have heat & AC, and attached bathrooms (next 5-year plan project?)
 - More volunteer willing to counsel if they don't have to walk to bathroom at night
 - Can use year-round for winter programs or rentals
 - More rental opportunities (at least 4 groups this year chose not to rent with us because our cabins did not have bathrooms)
 - More accessible for people with mobility issues
 - More comfortable and roomy cabins (complaints about tight space and uncomfortable metal & wood bunks)
 - Half as many counselors will be needed with larger cabins, and supervision ratios will still be met
- Have designated Nature resource volunteer/staff to utilize nature lodge resources in more programs
- Hire 1-2 staff counselors
- Hire Full-Time Food Service Supervisor
- Require 75% of camp counselors to be present for the entire camp program
- New camp vehicle (large SUV, van or small bus)
 - More camp trips
 - An additional emergency camp vehicle
- Restructure staff and volunteer training to be more focused on leadership training, team-building, and job-specific training
- 2-week camp registration deadline to help with planning volunteers, meals, and activities
- Change camper minimums and maximums: 10 min - 36 max
- Amend camper cell phone policy to add a parental communication agreement (limited to emails and snail mail while they're children are at camp - may NOT communicate with campers via staff/volunteers cell phones)
- More strict about mandatory staff training
- Utilize camp connections to offer on-site fingerprinting and notary for CPS and CJIS volunteer requirements
- Alternate beach trip location - Henlopen, Assateague, Killens Pond, etc (Rehoboth was a bit too crowded and difficult to manage to be a sustainable trip option)

Additional Administrator Reports

Events & Rentals

- September-November Krabill Hall is being used almost daily by homeschool and cheerleading groups
- All but 3 weekends in the rest of 2025 have rental groups or events planned
- Proposed 2026 Event Dates:
 - Valentine's Dinner - February 13-14 6pm-8pm
 - schools off Feb.13-16 - would this negatively or positively impact attendance?
 - Camp Auction - March 28 8am-1pm
 - Miles Roe willing to be auctioneer again
 - Easter SonRise Service - April 5 7:30am-8:30am
 - Yard Sale - April 18 8am-12pm
 - Camp Appreciation - May 31 4pm-7pm
 - Family Camp - September 4-7
 - Camp Supper - September 19 4pm-7pm
 - Christmas at Camp - December 11-12 5pm-7pm

Staff & Volunteers

- No anticipated BVS volunteer for 2025-2026 at this time
- Need more consistent staff/volunteer support in the following areas:
 - Maintenance
 - House keeping
 - Rental Group Hosting
 - Camp Archives

Professional Development

- Ministry residency at Camp Mardela for seminary graduation requirement - August 2025-May 2026
 - Creating strategic plans for ministry improvement as part of this course
 - Leadership training - hope to share these lessons in staff and volunteer training
 - Required to attend 2 in-person classes in Dallas for this course - August 4-8, 2025 and May 4-7, 2026
- OMA Involvement
 - OMA board member - annual meeting anticipated April 27-30 at Camp LaVerne
 - OMA Retreat at Inspiration Hills November 16-20, 2025
 - Additional guests may join - new attendees may be able to come for free
- District Involvement
 - Plan to attend District Conference October 10-11, 2025

- Held District Youth event April 25-27, 2025. Want to work on hosting more district events like this
- Want to extend use of Camp Mardela for church ministry to those who financially support camp (pending facility availability)
 - \$2,000+ annually - unlimited free church events at camp
 - \$500+ annually - 1 free church event at camp/year
 - Want this to be a thank you to churches who support camp that they can use it for their church events and activities to help support local church ministries
 - Want this to also encourage other churches in the district to give so they can use our facilities for their church events as well

Endowment Meeting with Eder Financial

September 25, 2025 - 2pm

What Eder can do to help us!

- Has been an objective of Camp Mardela from the Board
- (Emmaus was founded the same year as Camp Mardela!)
- Will help set parameters for gift acceptance
- Invests in alignment with Brethren values

Endowment Info

- Definition - designated funds
- "Quasi endowments" - put in by board and can be taken out with fewer restrictions
- "True endowment" - donor restricts funds to endowment fund
 - "Perpetual endowment" - Cannot spend endowment money, but can use earnings from endowment
- "Term endowment" - fundraising for capital campaign projects
- "Unrestricted true endowment" - Emmaus endowment, cannot touch principle, but can be used for anything at camp
- Minimum? - \$10,000
- It is a board action to create an endowment

Benefit of Endowment vs. Direct Giving

- Leaving legacy gifts that are permanent impact vs. money that is instantly liquidated
- These donors are people who would have more money to give (not standard donors)

Follow-up Meeting

- End of October
- Can pop on board meeting November 3rd 6:30pm
 - Send out some preliminary info/give the board time to ask their initial questions to prep for the November meeting.

Maintenance of Endowment

- Keep a record of donors and include demographic information as well
- Cash/check donations deposited in our checking account and transferred to endowment

Administrator's Report

November 3, 2025

Current Work

- Upcoming Events

- 11/14 - Roller Skate Night
 - Planning with Tina George
 - Some interest - no sign-ups yet
 - A few volunteers are helping to set-up and with check-in and snacks during the event. 1-2 more volunteers may be needed
- 11/15 - Winter Service Day
 - Boy Scouts planning to come and help
 - Will be Christmas decorating, wood splitting, winterizing, painting
- 12/12-13 - Christmas at Camp
 - Will begin decorating at Service Day
 - Decorating will be focused to Krabill Hall and the Main Camp area between King and Krabill
 - Need donations of Christmas flea market items and plain cookies for decorating
 - Need 4-6 volunteers each night
 - 1-2 food
 - 1 flea market
 - 1 sound person
 - 1-2 crafts & cookie decorating

- Scheduling 2026 Events

- Camp Programs (see sample 2026 Camp Program Brochure)
 - Jr. High camp is the only date not finalized
- Camp Events
 - Feb. 13-14 - Valentine's Dinner
 - Apr. 18 - Camp Auction
 - May 2 - Yard Sale
 - May 31 - Appreciation Day
 - Sept. 19 - Camp Supper
 - Dec. 13-14 - Christmas at Camp

- Administrative

- Shifting rental software to Camp Spot
 - No additional fees
 - Will simplify rental scheduling on the back-end
- Environmental Grants
 - \$300 OMA grant approved
 - \$100,000 stormwater & erosion grant approved - planning meeting on Nov. 13 - 1pm

Past Camp Happenings (see newsletter draft)

Committees:

Finances

- Endowment (see “Endowment Basics” document)
- 2026 budget?

Fundraising

- Roller Skate Night - Nov. 14 - 6pm-8pm
- Christmas at Camp - Dec. 12 & 13 - 6pm-8pm

Program

- (see draft 2026 program brochure)

Building

- (see committee notes)

New Business

Interview

January 27, 2026 - 6pm

What are your favorite things about camp?

Enjoy nature aspect - enjoys the community

Why did you want to work at Camp Mardela this summer?

Has volunteered before and liked what he had done before

What skills do you believe would bring the greatest benefit to camp?

- Good at repairing things (mechanical engineering - motors) - knows where things are at camp
- Can help with housekeeping stuff
- Could do counseling, kitchen work, archery

Are you available for the entire contracted period of the summer?

- Available for whole summer (no conflicts at this time)

Would you need on-site lodging?

- Can come from home

Any questions?

- None at this time

Vibes

- [REDACTED] is very reserved - he also needs very clear direction for tasks
- He has knowledge of camp, but I question how much he can do work on his own and take initiative

Program Committee - 2/11/26

Tina Champagne-George, Suzanne Bowdle, Jen Summy

CIT's?

- The Counselor in Training program developed under Gieta
- Used to be 15 minimum
- Sometimes did more staff work under Gieta
- Was 14 post-COVID
 - Established mentors for CITs
 - Ask CITs what they want to get out of the experience
- Have a day during staff training when CITs and mentors are present
- Have daily debriefing with mentors - build into schedule
 - Suzanne could do a mentor training with the potential mentors
- Gauge interest for good mentors
- Requirements - must be at camp for the full week, come to a mentor training, be present for CIT training, do check-ins
 - Jered Hannawald
 - Ashley Cannon
 - Courtney Fike
 - Alecia Weaver
 - Jessica Bowdle
 - Cheri Hochstedler
 - Jacob Hochstedler
 - Ellen Wile
 - Chris Christopher
- CIT ratios - 1/10 campers

Long Range Planning Meeting

February 22, 2026

Jennifer Summy, Suzanne Bowdle, John Trax, Ashley Cannon

Mission Statement

- “Camp Mardela seeks to provide children and adults with opportunities for spiritual growth, fellowship, and recreation in a setting that deepens their appreciation for God's creation”
- Discussion notes:
 - We still feel like this mission is relevant with the activities we are doing in all areas
 - Are we fully implementing all parts of this?
 - Suggested edit “setting that deepens interpersonal relationships and appreciation for God's creation”

Long-Range Planning

- Remaining unfulfilled items(from 2020 long-range goals ([discussed at Long Range Planning Meeting](#))
 - 2020-2021
 - Install new storm doors (front and back) at administrator's house
 - Fix holes in Krabill Hall kitchen floor and address other health department compliance needs
 - *Build fence around dumpster area (don't need anymore)*
 - 2021-2022
 - Review/update and publicize mission statement
 - Add/install snow guards on workshop (higher priority - King)
 - 2022-2023
 - Consider offering outdoor education programs and other new community partnerships
 - **Upgrade/rehab waterfront bank area (Watts Creek); improve canoe launch area; create water fountain - IN PROGRESS**
 - 2023-2024
 - **Establish a Diamond Anniversary Endowment - IN PROGRESS (although not anniversary related)**
 - Install new septic system for King Retreat Center, bath house
 - 2024-2025
 - Consider adding more retreat space (new facility or extension)
 - Develop wilderness area

- Consider adding program elements (ideas: shuffleboard, skee ball, pickleball court, zipline, paddle boats, mini golf, in-ground pool, etc)
 - Consider relocating entry lane
 - Consider purchasing buffer property when available (build endowment for this purpose?)
- Ideas for long-term goals 2025-2030 (discussed at Long Range Planning Meeting)
 - Stronger maintenance volunteer base/maintenance staff (see notes below)
 - A pool (see notes below)
 - More handicapped accessible bathrooms in King bedrooms
 - Replace windows in King (common areas, room 3, etc)
 - Insulate Krabill doors
 - Epoxy floor in Krabill
 - Upgrade cabins (add heat, AC, and bathrooms) (see notes below)
 - Swamp trail help - add an exit point (so it's a loop)
 - Replace floor in Krabill
 - Replace ovens & stoves in Krabill
 - New walk-in fridge
 - Septic for King & bathhouse
 - Improve lane access
 - Add fans to pavilion
 - Talk to Jim Seymore about getting agreement about property on the lane
 - Replace fire escapes in King
 - Upgrades of bathhouse (redo showers, better sealed windows, etc)
 - Improve lighting at camp (pole light at entrance of pavilion, one light on each cabin)
 - Add shuffleboard
 - Add Cooperation course
 - Train directors on nature activities to incorporate into programs
 - Native garden/meadow area for education (by garden or by parking area at Pavilion)
 - Build up a financial savings buffer for camp (rainy day fund)
 - Paint pavilion kitchen and bathrooms with better paint
 - Improve cabins
 - Twice as big
 - AC and heat
 - Bathrooms
 - Install mini splits in King
 - Low ropes course
 - Replace krabill wooden doors
 - Replace carpet in King with laminate floors
 - Build shuffleboard course
 - Pave lane? Widen lane
 - Make additional access road?
 - A new oven (right oven)

- Replace Krabill floor
- Maybe a new camp vehicle??
- Add septic system to King and Bath house
- Add more RV sites?
- Inground pool/partner with YMCA or parks and rec
- Insulate & winterize House of Esther for potential year-round lodging
- Establish clear walking paths in main camp area
- Build additional winterized retreat spaces (expand from glass room side of King Kitchen - add small retreat room space behind House of Esther)
- Expand cabins to sleep 15-20 campers
- Build 2-10 additional RV sites
- Rebuild/expand bathhouse in RV area (add showers)
- Build tent area at Picnic Point
- Build challenge course in clearing behind burn pile
- Refurbish fire escapes on King Retreat Center
- Add garage-type doors to pavilion
- Add fans to pavilion
- Add playground equipment to swimming pond area
- Add showers to pavilion bathroom
- Establish local children's Bible class for community churches
- Host district/denominational events in Krabill Hall
- Hire another full-time employee (secretary/program or maintenance)
- Get involved in more events between Brethren camps
- Host more community outreach events
- Increase district church contributions to camp
- Refurbish bath house showers
- Discussion Notes
 - Maintenance Notes
 - Ashley can talk to cousin about ground maintenance?
 - Make a plan of regular maintenance things
 - Maybe not planned regular maintenance days but tap people for specific jobs
 - Need maintenance coordinator
 - A pool!
 - Would be more relevant for modern camp
 - Partner with community - finding grants
 - Cabins
 - Building/renovating current cabins and adding heat and bathrooms
 - Commit to doing a study of the area in the next 2 years (Gene Walbridge? Ashley's sister Brittany is an engineer!!)

Action Items

- Ashley

- Research prices for spring & fall clean-up done professionally
 - Cost of mini splits in cabins
 - Research pool costs
- Suzanne
 - Help put together nature program lessons to be used for camp
 - Research native plant garden to be added to camp
- Tina
 - Contact YMCA about potential pool collaboration
 - Help raise funds to start a rainy day fund
- John
 - Research septic system installation for King & bath house
 - Research improvements to bath house
 - Research improvements to cabins
- Jen
 - Reach out to Swatara about west area cabins and family camp bath house

Staff Interview - [REDACTED]

March 4, 2026 2pm - Conducted by Jennifer Summy

Personal Questions

How did you hear about this job, and what motivated you to apply?

- Saw on Facebook
- Loves working with people and thought would be a good fit

In three words, describe your work ethic.

- Hard working, easy to work with, open to working with new people

Do you feel comfortable working at a Christian, Church of the Brethren camp?

- Goes to Denton church - soul restoration

Describe a difficult work experience you had and what you did to overcome the challenge.

- In conflict tend to talk to people to resolve conflict directly

What would you be most excited to do at camp?

- Being with kids doing everything.

Job-related questions

Do you have experience working within a camp setting?

- More experience with counseling than kitchen
- Teaching about the Bible at church
- Can lead Bible study

Kitchen experience

- Has helped with serving and cleaning (not so much food prep)
- Can do ServSafe certification

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Yes - counselor and kitchen staff

What do you believe is the greatest benefit of camp, and how do you plan on using your role to contribute to this?

- Loves seeing that kids have learned what is being taught
- Likes bringing joy to kids
- Works with kids 2-10

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Has a trip June 19-29 - willing to reschedule for staff training

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Can commute from home

Are you able to work 35-50 hours/week during the contracted period?

- Comfortable working long counselor hours

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Is okay with doing background checks

Other notes

Vibes

- She seemed joyful and had a kind of “down for everything” attitude, but it was hard for her to be specific. I couldn’t get a good read on her personality and how she would work with the people at camp. She seemed very guarded and didn’t get very specific when I asked the more personal open ended questions
- She very much was gravitating towards working with the kids. Limited food prep experience makes me a bit concerned about putting her full-time in the kitchen
- She would bring some diversity to our staff in many regards (ethnicity, church, experience). She has never been to Camp Mardela or a camp in general, and that could be a good thing or a bad thing.
- I’m on the fence about her. If we hire her I would only feel comfortable putting her as a cabin counselor at this point, but not really knowing her personality makes me a little concerned about how she would manage that.

Staff Interview - [REDACTED]

March 18, 2026 - 6pm

Personal Questions

How did you hear about this job, and what motivated you to apply?

- New to the area - heard from extended family about Camp Mardela
- Fond memories of being a camper
- Felt really drawn to camp - felt like best of all the things she is looking for

How would you describe your work ethic?

- Optimistic - team player

Do you feel comfortable working at a Christian, Church of the Brethren camp?

- Yes - is not super religious, but interested in learning more and growing in personal faith

Describe a difficult work experience you had and what you did to overcome the challenge.

- Working with a difficult person who was in a bad mood - helped them take a breath and continue in a good attitude

What would you be most excited to do at camp?

- Making new connections with people in the area

Job-related questions

Have you reviewed the job description for the job you applied for?
Do you have any questions, comments, or concerns about what is required of this position?

- Has food service experience - worked at fast-food places

Do you have experience working within a kitchen setting?

- Fast food restaurants - enjoys helping give people together with food
- Also appreciates creative elements
- Favorite recipe - BBQ chicken w/ veggies and mac & cheese

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Would be willing - maintenance - willing to learn other things

What do you believe is the greatest benefit of camp, and how do you plan on using your role to contribute to this?

-

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Available to work full contacted period
- Can work full

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would be willing to stay overnight if needed - but could bike

Are you able to work 35-50 hours/week during the contracted period?

- Would be willing to work full days

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes -

Other notes

Vibes

- Seemed really excited about the opportunity.
- Really passionate about camp -both for helping campers and her own growth as well.
- Mentioned needing to go to Social Services in Denton? - she did say she was willing to have background checks but had a few questions about the turnaround of that - not sure what that means...
- Overall - I had good vibes, but just a few hesitations about some of her personal life stuff she alluded too. Nothing I think that would be a major issue - just worth getting more information from references.

Staff Interview - [REDACTED]

March 23, 2026 6pm

Personal Questions

How did you hear about this job, and what motivated you to apply?

- Found on Facebook - has been to camp as a camper (Pecomoth)

How would you describe your work ethic?

- Has grown in work ethic
- Enjoys band (quads), carpentry, hand-on kitchen

Do you feel comfortable working at a Christian, Church of the Brethren camp?

- Yes - has been to Camp Pecometh

Describe a difficult work experience you had and what you did to overcome the challenge.

- Marching band winter was very cold - powered through being sore and cold
- Plays percussion - primarily quads

What would you be most excited to do at camp?

- Making sure kids are happy
- Getting paid

Job-related questions

Have you reviewed the job description for the job you applied for?
Do you have any questions, comments, or concerns about what is required of this position?

- Yes - feels comfortable working in this role

Do you have experience working within a kitchen setting?

- Has taken Culinary basics at Easton HS
- Making from recipes
- Kitchen safety

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Would be willing - arts and crafts, music, carpentry

What do you believe is the greatest benefit of camp, and how do you plan on using your role to contribute to this?

- Meeting new people with similar interests
 - Doesn't like people in school so likes getting out of that bubble

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Would be available the whole time
- \$400/week

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would prefer to commute

Are you able to work 35-50 hours/week during the contracted period?

- Would be alright

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes -

Other notes

Vibes

- One of the BEST interviews I have had - he walked in with a folder with his references and his completed ServSafe certification. He also sent a follow-up thank you for the interview, and later expressed interest in coming to camp to volunteer for the Yard Sale
- Seemed shy at first, but once he started to get comfortable, his personality started to shine through.
- He would get along with the people at camp well, and would also be able to navigate challenges with grace
- He is the most qualified high schooler I have seen apply to work in the kitchen and have no hesitations hiring him

OMA Board Meeting Minutes

April 1, 2026 - 2:30pm

Pieter Tramper, Jennifer Summy, Renee Neher, Jessie Kreider, Carrie Drees, Ben Bear, Garry Pearson, Michaela Alphonse

Absent - Erica Leeds

Minutes taken and submitted by Jen Summy

Opening Thoughts

Jennifer Summy

- Ephesians 3:14-21 - encouragement for leadership to be focused on God and trust that He will make all things happen by His will. AMEN!

Finances

Renee Neher

- Renee completed federal taxes
- PA taxes will be submitted tomorrow
- Q1 Statements completed by end of April

Annual Conference

Pieter Tramper

- Pieter got email from Debbie Noffsinger that booth is taken care of (it's across from Camp Mack's table!)
- Many Camp Mack reps will be at annual conference and can help represent OMA - encouraged by Gene Hollenberg
- Carrie Drees will be attending and can help man the booth
- Pieter and Jessie are non-delegates so can be involved, but will also have camp responsibilities that week
- Ben Bear cannot attend, but has last year's activities that can be handed off to set up for the table again
- Jen was asked about who is "sponsoring" the OMA breakfast and she was unsure what that means. Ben clarified that we would sponsor extra meals. We need to estimate how many we need (estimate low because we eat the cost of unsold tickets)

Grants and Awards

Pieter Tramper

- 2026 volunteer nominations - 0 responses
- 2026 staff nominations - 0 responses
- 2026 environmental grants - 0 responses
 - PROMOTE GRANTS - newsletter and social media
 - Ben said Bethel was interested in a grant - Pieter will ask Erika to reach out to Camp Bethel with application details
 - At retreat - if there are no nominations, perhaps the OMA board can nominate people for these awards
 - Pieter wants to submit one next year for landscaping plans

Membership

Garry Pearson

- Mailed out all membership letters
- Will email membership letters shortly to all 28 camps on Friday using the correct PO Box number - 133
- Membership form is the same as last year - only year was changed
- Jen asked if Camp Swatara and Shepherd's Spring reached out about being interested in membership. Garry said no, but Jen said if they ask again, she will let them know that Garry is sending out information this week

Newsletter

Jen Summy

- Will try to do 2 weeks before the all camp ZOOM meeting
- Had some stories shared for OMA podcast - that is not completed yet but Jen is planning to work on it next week
- Open to new stories - send to Jen
- Will take stories from Facebook if not enough specific stories given - had a post about weddings at camp that had a lot of engagement that will make a sweet newsletter story
- Ben Bear suggested reaching out to Barb and Michaela for reflections from a theologian

Board Retreat

Pieter Tramper

- Pieter asked if there was anything specific we needed to focus on at the retreat
- Renee asked about the internet at camp. Pieter clarified that Garry will bring a Starlink to help with connectivity for remote meeting access

- Garry asked about food needs and suggested that he could bring food in since he will be driving
- Pieter confirmed that the plan is to arrive at Camp LaVerne around lunchtime on Tuesday, April 28th, 2026
- Suggested agenda items
 - Renee wanted to discuss financial statements - best time would be over lunch time in central time zone (approx 10am pacific time). Estimated it would take 15-30 minutes
 - Ben suggested new nominations for board members whose terms are ending - Erica ending 2nd term, Jessie ending 1st term (serving again), Pieter ending 2nd term - need 2 new board nominees
 - Jen wondered if we need to make suggested changes to OMA to Z and constitution and bylaws. Ben said OMA to Z can just be approved by board, but the constitution and bylaws need to be voted on by the whole membership. We decided we want to finalize constitution and bylaws edits to present at annual membership retreat
 - Ben suggested making time to meet with camp staff, board members, district executives, etc. Garry said they will have board members at camp willing to show us around. He will try to schedule for Tuesday afternoon

New Theologian

- Introductions
 - Pieter Tramper - from Camp Mack in Northern Indiana - last year on the board, serving as board chair
 - Jen Summy - from Camp Mardela on the Eastern Shore of Maryland, serving as vice chair
 - Ben Bear - from Harrisonburg, VA - is a community camp member on the board
 - Carrie Drees - from Camp Sugarwood in Ohio - has a unique camp where facilities are rented and they don't own their own property, new to board so figuring out role on board
 - Renee Hamm - from Chicago area, serving as treasurer
 - Jessie Kreider - from Camp Mack - program coordinator there, serving as secretary
 - Garry Pearson - from Camp Peaceful Pines in California - camp currently closed due to snow, serving as membership chair
 - Michaela Alphonse - in Miami, FL, pastor and home church is Camp Ithiel in Florida - has served as the chaplain there for several years
 - Erica Leeds (Ben shared about her in her absence) - from Camp Carmel in Western, NC - mom of 2 boys (just adopted a foster child!), serving as grants and awards chair
- Gary reported that Michaela Alphonse agreed to join the board as theologian after prayerful consideration, though her availability for the April meeting remains uncertain.

Other Business

Garry Pearson

- Carrie wanted to clarify transportation from Ontario airport to camp. Garry was unsure if a vehicle would be rented. Ben suggested reaching out to LaVerne Church of the Brethren is a volunteer would be willing to drive us
- Prayer requests - Camp Swatara administrator resigning pray for transition, pray for Kelly Rumpf in her new role as program coordinator at Shepherd's Spring, prayers for Erica Leeds' growing family

Prayers

- prayer concerns including transitions at Camp Swatara and Shepherd Spring.

Staff Interview - [REDACTED]

April 3, 2026 - 1pm

Personal Questions

What made you want to apply for this position again?

- Had a lot of fun last summer
- Just liked being at camp!

What were the biggest lessons you learned last summer?

- Balancing sleep and rest

What would you like to see improved?

- Take more initiative on things

Describe a rewarding experience you had last year

- When he was cracking all of the eggs for the scrambling eggs - was encouraged that this was something he could do! If I can crack 100 eggs I can do anything

What would you be most excited to do at camp?

- BBQ Pulled pork
- Enjoyed watching the campers going on with camp while he was working - it was rewarding to remember when he was a camper - inspiring of why he wanted to do this in the first place

Job-related questions

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Not sure about counseling

- Could help with maintenance/housekeeping things - feels most confident in helping out with this

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Should be available for that whole time - checking calendar
- Available for whole staff training
- May have vacation around 4th of July (not sure on timeline)
- Long week trip is before staff training yay! Can be available full time!

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would commute again

Are you able to work 35-50 hours/week during the contracted period?

- Could work that amount

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes (only CPS - fingerprinting from last year)

Other notes

- Was wondering about if schedule hours for kitchen would be about the same as last year - I said yes and I would try to have summer schedules out much farther in advance than last year
- Would be fine with morning shift or afternoon shift
- [REDACTED] interested in applying

Vibes

- He was not one of the strongest kitchen staff last summer, but he really seemed to have reflected on his time and his work ethic and shows potential to grow
- Mentioned wanting to be better about time management and being more confident in what he needs to do - and those were 2 areas of my concern that he showed growth in in this interview
- His schedule is also a lot more open than it was last year, so he will be able to have a more regular schedule, which will help him as well as camp

Staff Interview - [REDACTED]

March 27th, 4pm - no show

RESCHEDULED - April 3, 5pm

Personal Questions

What made you want to apply for this position again?

- Used to camp
- Enjoyed the job

What were the biggest lessons you learned last summer?

- How to work in the kitchen preparing things in advance, working more efficiently

What would you like to see improved?

- Attitudes - keeping a positive attitude

Describe a rewarding experience you had last year

- Had fun working in the kitchen - easy to get along with people and work as a team

What would you be most excited to do at camp?

- To see new things camp does (every year camp is different!)
- Every week is unique and different and that's cool to see!

Job-related questions

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Could counsel for a small camp
- Can help with crafts

What do you believe is the greatest benefit of camp, and how do you plan on using your role to contribute to this?

- Giving campers a place to have fun

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Available for full summer

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would need to stay on site

Are you able to work 35-50 hours/week during the contracted period.

- Can work full-time hours

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes (only CPS - fingerprints from last year)

Other notes

- Can do online ServSafe - needs to do before end of May

Vibes

- Seemed like he enjoyed working at camp and liked the social aspect of it the most
- Most interested in the team & collaborative elements of working at camp
- I was concerned because he was not always the most efficient and sometimes struggled to know timing of things, but mentioned that was something he learned how to do last

year, which shows growth and recognition of that and willingness to grow and learn as well.

Staff Interview -

April 8th 5pm

Personal Questions

How did you hear about this job, and what motivated you to apply?

- Talked to my mom last year, and she was saying how much fun they had working at camp
- Knows how to work a kitchen now (works at a college) - MAYBE gets 15 hours a week

Have you worked at a summer camp before?

- Only went to camp - has worked in cafeterias at schools

What would you be most excited to do at camp?

- Learning how the camp works - learning new things
- Spending time with family who will also be working this summer there

Job-related questions

Have you reviewed the job description for the job you applied for?
Do you have any questions, comments, or concerns about what is required of this position?

- Yes

Do you have experience working within a kitchen setting?

- Yes - working at a college food service

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Could help as a program resource (crafts, archery, housekeeping, counseling)

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Appt sometime in July 1 (1 day)
- Willie might have things

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Yes would need on-site housing - downstairs room strongly preferred

Are you able to work 35-50 hours/week during the contracted period?

- Can do 30 hours a week, but not a whole lot more than that
- Has a disability so can't push too much beyond that
- Willing to work mornings or afternoons

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Can do background checks

Other notes

Vibes

- Has a very positive attitude and energy to work at camp

- She is not sure she can work full-time hours. She could still be useful, but has a hard cut-off for scheduling hours
- Has some connections at camp which would make her feel more welcome and at home
- A lot of food service experience is a BIG plus

BVS Meeting

April 14, 2026 - 2pm

Debriefing BVS

- [REDACTED] feedback
 - Work-life balance was a major concern (wanted to have time off and didn't always feel like she could do that)
 - First week worked 11 days in a row
 - Was expected/asked to work a lot of weekends
 - Felt like if she left, camp was going to fall apart
 - Was scheduled to work/dog sit 30 weekends and wasn't really compensated for that
 - Good rule of thumb - giving 2 weeks notice for working weekends or special events
 - Didn't like the way flights were scheduled (difficult times and travels)
 - Had taken time off for funeral and was being messaged about work stuff while away
 - Make a better plan for communication with clearer expectations
 - Positive
 - Lots of room for creativity and input
 - The garden was a big highlight
 - Supportive group of older people
 - Learned how to run a kitchen and organize staff
- Positive feedback
 - Felt better after after conversations like she was being heard - there were little moments of improvements
- [REDACTED] feedback
 - Was struggling with isolation
 - Felt like job different in travel opportunities
 - LOVED Easton COB
- Moving forward
 - Ask what the volunteer expectations are
 - Be clear that the job is very all over the place and at time demanding (on call and weekends)

Staff Interview - [REDACTED]

April 15th, 1pm

Personal Questions

What made you want to apply for this position again?

- Knows everyone
- Likes being at camp
- Likes the work - standing in a room doing dishes is fun!
- Likes all the people
- Very ingrained into family history - ancestry

What were the biggest lessons you learned last summer?

- Have learned boundaries and how to say no to things

What would you like to see improved?

- Having lots of help to cover all areas of camp
- People were frustrated about when they were being scheduled - improve communications about scheduling

Describe a rewarding experience you had last year

- Fingerprinting field trip and loves staff training!
- Went and had a pizza party at the end of camp!
- Likes just hanging out at lunch!

Job-related questions

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Housekeeping
 - Would like to help make cleaning lists

- Dish washing
- Counseling (willing to do only if there is nothing else to do)
- Not really interested in helping in other areas (emergencies only)

Would you be willing to work before summer? (Tuesday-Thursday 10am-3pm - 15 hours)

- \$100/day (\$300/week)

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Can be at camp for full summer
- Parents MAY be camping some weeks this summer

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would like to have a room to stay in if needed

Are you able to work 35-50 hours/week during the contracted period?

- Was thinking would be working part time and coming home at night
- Lunch and dinner dishes (full-time) - would strongly prefer 12pm-7pm schedule
- \$540/week

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes (only CPS - fingerprinting good from last year)

Other notes

Vibes

- [REDACTED] is an excellent worker and has proven to be a tremendous asset to camp
- I have no hesitation hiring her, and am actually planning to hire her as a part-time admin assistant while I am gone for conferences and classes and to help clean and prep camp for groups and summer camp.

Staff Interview - [REDACTED]

April 17, 2026 - 6pm

Personal Questions

How did you hear about this job, and what motivated you to apply?

- Likes nature
- Had a lot of fun last year
- Got thing in the mail

How would you describe your work ethic?

- Never had a job before
- Good at doing work
- Works a lot at home (mows the lawn, works in the garden, likes to keep)
- Can work both
- Works with special needs kids at school - maintenance for bachi ball

Do you feel comfortable working at a Christian, Church of the Brethren camp?

- Comfortable with Christian environment

Describe a difficult work experience you had and what you did to overcome the challenge.

- Kids in school wanted to fight him - went to office and told principle instead of confronting and got it sorted out
- He was in a car accident with his mom - he immediately went to help his mom first and make sure she was okay and safe - put her health and safety first

What would you be most excited to do at camp?

- Low key - everything
- A good team player - a facilitator
- Wanted to know if friends were here - to goof off

Job-related questions

Have you reviewed the job description for the job you applied for?
Do you have any questions, comments, or concerns about what is required of this position?

- Has learners permit - working on license

Do you have experience working within a kitchen setting?

- Works in his home kitchen
- More experience with cleaning and gardening
- Has used a driving lawn mower and is learning to use a riding

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Can lifeguard - would be willing to do that - may be free
- Could be SUPER interested in archery!!
- Would be interested in the youth trip camp

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Is available that week of staff training
- Will have some vacation but is waiting for schedules for plans

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would prefer to stay here - pending driver's license

Are you able to work 35-50 hours/week during the contracted period?

- Full-time - \$400/week

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Alright with background checks

Other notes

Vibes

- I REALLY like his energy! Is very positive, energetic, willing to do anything
- He really enjoyed his time as a camper here - would have come last year but his sister didn't want to (they were here with the difficult campers)
- Despite being young, he seems like he would be best suited to be a grounds keeper
- A team player - willing to get lifeguard and archery certified
- Only concern is he admitted with his friends, he can have a tendency to goof off, but he is aware of that and will work to make sure he can still get his work done

Staff Interview - [REDACTED]

April 22, 2026 - 3pm

Personal Questions

What made you want to apply for this position again?

- Liked it last summer (except bees in the tractor)

What were the biggest lessons you learned last summer?

- Enjoyed being with the campers

What would you like to see improved?

- Having everything in one area - was hard to find things (book, keys, etc)
- Inventory list of supplies
- Make sure staff health forms are done before staff are staying over night

Describe a rewarding experience you had last year

- All of it - the kids, talent show
- Being here more fully will be so exciting

What would you be most excited to do at camp?

- Being more present with program

Job-related questions

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Crafts - not very skilled but could do it for younger kids

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Can be at training full week!
- Twix & Wild (July 12-16, July 19-24)
- MAYBE July 26-31

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Can stay in house of esther

Are you able to work 35-50 hours/week during the contracted period?

- Yes

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Yes (only CPS - fingerprinting good from last year)

Other notes

Vibes

- I really liked [REDACTED] as a nurse last year and wished she was here longer, too
- I appreciated her giving good feedback about the nurse station needing to be more organized and a willingness to help with that
- Said she was available for the whole staff training week but made it sound like she might not stay the whole time? She told me to be prepared for not everyone to be able to be there all week - not sure what that meant...

Staff Interview - [REDACTED]

April 27, 2026 - 2pm

Personal Questions

How did you hear about this job, and what motivated you to apply?

- Found on camp servers and interest in job
- Never been to Eastern shore before (Hagerstown area in summers)

How would you describe your work ethic?

- Very driven - organized, wants to get things done effectively

Do you feel comfortable working at a Christian, Church of the Brethren camp?

- Yes - does VBS
- Been to sleepaway church camps, but never worked at one

Describe a difficult work experience you had and what you did to overcome the challenge.

- AP Capstone - 2 year program for research - work in a team to make a presentation
- Difficult time with teammates not putting in the work and meeting deadlines
- Helped coordinate schedules and deadlines for the problem person

What would you be most excited to do at camp?

- Connecting with nature
- Getting connected with new friends
- Enjoys all age groups

Job-related questions

Have you reviewed the job description for the job you applied for?
Do you have any questions, comments, or concerns about what is required of this position?

- Have done swimming - willing to lifeguard but would need to get certified
- VERY interested in being a counselor - can lead crafts (maybe not Bible)
 - NEED TO SEND LIST OF ACA LIFEGUARD ORGANIZATIONS

Do you have experience working within a kitchen setting?

- Yes - fast food kitchens (few months)
- ServSafe Certified

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

- Not as experienced in archery or Bible
- Could do crafts or cabin counseling

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

- Available for whole contracted period - July 11-17 has a camp of her own where she will not be available

On-site housing is available during the contracted period. Will you be needing those accommodations?

- Would need housing for the summer
- Family near Hagertown (PA side)

Are you able to work 35-50 hours/week during the contracted period?

- Sounds doable

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

- Totally fine with that

Other notes

- Attending Florida state next year - starts mid-late August
- Wants to major in business

Vibes

- She seems like a GREAT worker - did research about the Church of the Brethren, had the information from the website about the job and asked about details for the resource positions, etc
- I would most likely hire her as lifeguard/resource - she would be an excellent counselor if needed.
- She is not connected with the Eastern Shore or the Church of the Brethren, but seems really willing to put herself out there and experience something new
- Goes to a church camp in PA, so has been away from home (Florida) for some extended periods, so should be able to handle being at camp
- Does not have a way to get around on days off but can use the bikes - may want to coordinate rides or trips on days off so she can get a break from camp as needed.
- I REALLY like her and would love to hire her. I think she has all of the qualities of a great staff member, and even a potential leader if she chooses to work here in future summers

OMA Spring Retreat Action Items

April 29-30, 2026 - 9am-7pm, 9am-10am

Grants

- ☐ Erica will send grant fund for EV charger to Camp Pine Lake (has checks to write)

Staff Awards

- ☐ Jessie & Vanessa will write up and send pictures for Gene Hollenberg's staff award

Volunteer Awards

- ☐ Erica will ask Jerri Wenger to write up supporting documentation for Wayne Guyer OMA award
- ☐ Garry/ask Karen supporting documentation for Kyle Lapp camp volunteer award

Finances

- ☐ Becca will make separate line items for gifts showing difference between auction, merch fundraisers, etc
- ☐ Jen will look into prices of mailing for newsletters - maybe look into option for opting into printed mailings - schedule around regular mailings (membership letters, etc)
- ☐ Renee will transfer \$1,000 from investment into checking to Erica can write a check
- ☐ Garry will send Renee details on how much to send Camp LaVerne for staying here
- ☐ Renee will investigate the \$300 in the newsletter line from 2025
- ☐ Someone on the board bug Brian about checking PO Box at least twice a week
- ☐ Garry will set up informed mailing to get email notifications for when mail is in the PO Box (send notification to Brian, Garry, and Renee)

Mentor

- ☐ Ben will reach out to new admins at camps that will be hired this year (Eder PD, Swatara - ED, Mack - ED, Harmony - ED, Blue Diamond - PD), Kelly Rumpf (SS)
- ☐ Ben will check with Betsy to see if there are mentors & mentees that need to be checked on

Membership

- ☐ Garry will follow up on Jamie McBride wanting an individual membership

- ☐ Garey and Carrie will redesign membership letter r with proposed changes

Technology

- ☐ Make Garry and Jen admins for Existing OM private program group
- ☐ Erica will revamp private facebook page
- ☐ Jen put together proposal for website

Guest Speaker - Russ Matteson

- Project connection - strengthening communication between churches and the broader community - primarily in the Pacific Northwest
 - Updating websites and social media pages
 - Important - 90% of new visitors come because of web searches and checking social media pages
 - Getting consistent social media posts (recommended daily)
- Serves on Brethren Faith in Action Grant - camps eligible for \$2,500 matching funds
 - Just approved on for Brethren Heights to develop website and social media marketing

OMA All Camp Meeting

- ☐ Jen will send invitations for pre-camp and post-camp meetings
 - ☐ Mail Chimp
 - ☐ Public & private Facebook

Annual Conference

- ☐ Someone make a succession document for Annual conference things that need to be done
- ☐ Someone make a list of OMA highlights for the past year (anniversaries, large grants, big building projects, retirements, large job openings, new staff, etc) - by June 1st
- ☐ Jen make signs for applying and nominating grants and awards
- ☐ Someone make a pamphlet with grant and awards info, for applying AND giving to the fund (Erica)
- ☐ Jen make QR code sign to upload oma map pics to a google drive to post
- ☐ Jessie can make foam campfire, construction paper, scissors, friendship bracelet string, markers
- ☐ Jessie/Pieter will inventory OMA Display stuff and bring to conference
- ☐ Carrie will set up at annual conference
- ☐ Jen share info about when booth can be set up from Debbie
- ☐ Jen share about camps sending free swag for the OMA booth

NYC for OMA

- ☐ Carrie will ask Becky Ullom-Nauble about if we send an OMA video if it can be shown at NYC
- ☐ IF that is useful, ask Jim Summy if he can put together a video

By-Laws & OMA-to-Z

Fundraising for OMA Ideas

- ☐ Jen/Sarah can design 2026 OMA merch contest
- ☐ Make QR code for T-shirt for AC
- ☐ Ben figuring out a group of people to brainstorm formal professional and educational development in outdoor ministry

Board Members

- ☐ Ben will reach out to second staff nominees (Amanda, Kathleen, Alec)
- ☐ Garry will reach out to director nominees (Linetta, Andrew, Austin)

Fall Retreat

- ☐ Share that prices \$215 for members - \$240 non-members

Staff Interview -

April 14, 2026 - 12pm - NO SHOW

April 21, 2026 - 12pm - NO SHOW

Personal Questions

What made you want to apply for this position again?

-

What were the biggest lessons you learned last summer?

-

What would you like to see improved?

-

Describe a rewarding experience you had last year

-

What would you be most excited to do at camp?

-

Job-related questions

Are you willing to work in areas of camp other than what you applied for (cabin counselor, lifeguard, kitchen, maintenance, housekeeping, resource, archery, lifeguard, crafts, nature, Bible)

-

Do you feel prepared to make authoritative decisions and solve problems on your own?

-

Logistical Questions

Are you available to work for the entire contracted period? (June 22- August 1)

-

On-site housing is available during the contracted period. Will you be needing those accommodations?

-

Are you able to work 35-50 hours/week during the contracted period?

-

Federal background checks are required for all volunteers and staff. Are you comfortable undergoing these background checks as a requirement for employment? Camp will cover the cost of these.

-

Other notes

Vibes

- The fact that she missed two scheduled interviews has me very concerned about her ability to be timely if she is leading staff in the kitchen

Other Pending Interviews

██████████ - Kitchen Staff

██████████ - Housekeeping

██████████████████ - Nurse (first 2 weeks of camp)