

## CAMP MARDELA ED CYCLE PROJECT

Jennifer Summy, April 29<sup>th</sup>, 2022

# CAMP MARDELA PROGRAMS

Camp Mardela was founded with 120 acres of land in 1948 as a Church of the Brethren camp on the Eastern Shore of Maryland to provide space for local churches to engage in educational camp programs. In the fall, winter, and spring months, Camp Mardela hosts fundraisers, day or weekend programming for children and adults, and facilities available for rental by outside groups.

### GOALS & OBJECTIVES

#### PURPOSE

to provide Christian education outside of the traditional church to experience hands-on Christian lifestyle.

#### MISSION

to create a place for people to disconnect from the world and live peacefully among others while working together to learn about God's world.

#### VALUES

Cooperation - Simplicity - Community  
Environment - Education

#### GOALS

teach peace & teamwork | remove worldly distractions | grow camp community  
create nature program | strengthen Bible education

#### OBJECTIVES

train conflict resolution | no electronics | 200 campers & 50% new staff  
weekly nature class | daily Bible class & worship, 50% campers accept Jesus



### SUMMER CAMP SCHEDULE - "WHAT'S IN A NAME"

|        |                                                                                          |                                                 |                                                  |
|--------|------------------------------------------------------------------------------------------|-------------------------------------------------|--------------------------------------------------|
| WEEK 1 | NEW: Service Camp<br>June 16-June 18<br>Minimum age 16                                   | Horse Camp<br>June 19-24   6th-8th Grade        | Outdoor Adventures<br>June 19-24   7th-9th Grade |
| WEEK 2 | NEW: Creative Arts (Music, Drama, Culinary, Fine Arts)<br>June 25-July 1   5th-8th Grade |                                                 |                                                  |
| WEEK 3 | Tween Camp<br>July 3-July 8   5th-7th Grade                                              |                                                 |                                                  |
| WEEK 4 | Mini Camp<br>July 10-July 12   1st-2nd Grade                                             | Me & You Camp<br>July 15-July 16   Pre-K-1st    |                                                  |
| WEEK 5 | 3rd & 4th Grade Camp<br>July 17-July 21   3rd-4th Grade                                  |                                                 |                                                  |
| WEEK 6 | NEW: The Wild - Intro to Outdoor Adventures<br>July 24-July 29   5th-7th Grade           |                                                 |                                                  |
| WEEK 7 | NEW: Day Camp<br>August 1-5   2nd-4th Grade                                              | Youth Camp<br>July 31-August 5   8th-12th Grade |                                                  |

## PART 1

### Introduction

Camp Mardela is a church camp on the Eastern Shore of Maryland. The ministry primarily functions as a Christian educational program in the form of week-long resident and day camps offering Biblical education in the context of Christian outdoor community. The camp property is 120 acres of land acquired in 1948 for the purposes of providing additional space for local Brethren churches to engage in educational camp programs. In the fall, winter, and spring months, Camp Mardela hosts fundraising efforts to support this central ministry, occasional day or weekend programming for children and youth, and opening the facilities for rental by outside groups. The camp is supported by the Church of the Brethren, whose core values are defined by three words: peacefully, simply, together.<sup>1</sup> Camp Mardela seeks to embody these values in all of its programs and events.

Camp Mardela has 1 full-time Camp Administrator, 1 part-time maintenance staff member, and 4-5 summer staff members. The rest of the work done at camp and programs run at camp are primary done by volunteers from these supporting churches. For this reason, the goal is to create a clearer educational structure for Camp Mardela's programs to provide consistency in all of our educational programs, from recreational instruction to Bible lessons.

### Prayer

The prayers for Camp Mardela are centered around our mission to provide opportunities through growth and recreation by living in peaceful Christian community. We pray that through God's creation at camp, people will experience the peace of God and come to know Him through the testimony of creation as Romans 1:19-20 says, "They know the truth about God because He has made it obvious to them. For ever since the world was created, people have seen the earth and sky. Through everything God made, they can clearly see Him invisible qualities – His eternal power and divine nature..."<sup>2</sup>. We recognize that it is only through God's grace and supplication through that we are able to operate this ministry, as evidenced by the generosity of time, spiritual gifts, and resources given by our staff and volunteers, and the miraculous timing and works of the Holy Spirit to fill in the gaps.

### Biblical Principles

As a Church of the Brethren Camp, our guiding principles are peace, simplicity, togetherness, and as an outdoor ministry, creation care and education are also primary principles.

Peace - 2 Corinthians 13:11: "Strive for full restoration, encourage one another, be of one mind, live in peace. And the God of love and peace will be with you"<sup>3</sup>.

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<sup>1</sup> The Church of the Brethren, "About us," 2022, accessed January 30, 2022, <https://www.brethren.org/about/>.

<sup>2</sup> Rom 1:19-20 (New Living Translation)

<sup>3</sup> 2 Cor 13:11 (New International Version)

**Simplicity** – Romans 12:2: “Don’t be conformed to the patterns of this world but be transformed by the renewing of your mind so that you can figure out what God’s will is – what is good and pleasing and mature”.<sup>4</sup>

**Togetherness** - 1 Peter 4:10: “As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God”.<sup>5</sup>

**Creation care** - Romans 1:9-10: “They know the truth about God because He has made it obvious to them. For ever since the world was created, people have seen the earth and sky. Through everything God made, they can clearly see Him invisible qualities – His eternal power and divine nature...”<sup>6</sup>

**Education** - Proverbs 9:9: “Give instruction to a wise man, and he will be still wiser; teach a righteous man, and he will increase in learning.”<sup>7</sup>

### Strategic Planning – Core Values

In line with our guiding Biblical principles, our core values are defined as follows:

**Cooperation** – We strive to not make camp a place of conflict and competition, but a place of peace and collaboration.

**Simplicity** – We will encourage campers, volunteers, and staff to disconnect from the world and its pleasures to live simply in the midst of God’s creation, focusing on the people around them and the work of the Holy Spirit within them.

**Community** – We seek to work together, building one another up in tasks and projects at hand. Campers, volunteers, and staff will live in temporary communities with one another, and as such, will learn the values of communal living, and how to use their skills and gifts to help their brothers and sisters.

**Environmentalism** – We show camp participants that creation is a blessing from God, the Creator of all life, and as such, we will learn to live simply, steward our resources well, and respect the creation of God.

**Education** – We seek to educate camp participants in scripture, basic theology of Christ, while also teaching specialized camp skills such as crafts, boating, archery, outdoor skills, and more.

### Strategic Planning – Mission

Camp Mardela’s long-standing mission statement has been “to provide children and adults with opportunities for spiritual growth, fellowship, and recreation in a setting that deepens their appreciation for God’s creation.”<sup>8</sup> With the vision and goals of this project in view, the mission will be to create a place for people to disconnect from the world and live peacefully among others while working together to learn about God’s world. Our abbreviated mission statement in the form of a motto will be “A place to grow together with God”.

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<sup>4</sup> Rom 12:2 (Common English Bible)

<sup>5</sup> 1 Pet 4:10 (New American Standard Bible)

<sup>6</sup> Rom 1:19-20 (New Living Translation)

<sup>7</sup> Prov 9:9 (English Standard Version)

<sup>8</sup> Camp Mardela, “About,” 2022, accessed January 30, 2022,

<https://www.campmardela.org/about>.

### Strategic Planning – Environmental Scan - External

Camp Mardela serves several regions of Maryland, Delaware, and Virginia due to its position on the Delmarva peninsula. This peninsula, regionally called the Eastern Shore, is isolated from the Western shore of Maryland and Southern Virginia by the Chesapeake Bay, and the Pennsylvania border by the Delaware river. Due to its geographical isolation, the Eastern Shore has created an environment of tight-knit families that are extremely loyal and connected to their communities. The largest support for Camp Mardela comes from the Maryland counties of Caroline, Talbot, and Wicomico, and the Delaware counties of Kent and Sussex. Below is a list of the demographics for each one of these counties Camp Mardela serves:

| County                 | Population | Age  | Highest Education                                                       | Marital Status            | Gender                 | Ethnicity                             | Income (per capita) |
|------------------------|------------|------|-------------------------------------------------------------------------|---------------------------|------------------------|---------------------------------------|---------------------|
| Caroline <sup>9</sup>  | 33,049     | 39.7 | 16% No Degree<br>40% High School<br>26% Some College<br>19% Bachelors + | 51% Married<br>49% Single | 51% Female<br>49% Male | 76% White<br>14% Black<br>7% Hispanic | \$29,624            |
| Talbot <sup>10</sup>   | 37,167     | 50.5 | 9% No Degree<br>24% High School<br>26% Some College<br>41% Bachelors +  | 59% Married<br>41% Single | 53% Female<br>47% Male | 78% White<br>10% Black<br>7% Hispanic | \$49,136            |
| Wicomico <sup>11</sup> | 103,609    | 37.8 | 15% No Degree<br>31% High School<br>24% Some College<br>31% Bachelors + | 40% Married<br>60% Single | 53% Female<br>47% Male | 63% White<br>26% Black<br>5% Hispanic | \$28,917            |
| Kent <sup>12</sup>     | 180,786    | 37.9 | 11% No Degree<br>32% High School<br>32% Some College<br>25% Bachelors + | 47% Married<br>53% Single | 52% Female<br>48% Male | 60% White<br>26% Black<br>7% Hispanic | \$28,004            |
| Sussex <sup>13</sup>   | 234,225    | 50.6 | 11% No Degree<br>30% High School<br>27% Some College<br>31% Bachelors + | 58% Married<br>42% Single | 52% Female<br>48% Male | 75% White<br>12% Black<br>9% Hispanic | \$37,207            |

In light of this information, the populations served by Camp Mardela have several unique factors. The average age is about equal or greater than the national average age of

<sup>9</sup> Census Reporter, "Caroline County, MD",  
<https://censusreporter.org/profiles/05000US24011-caroline-county-md/>

<sup>10</sup> —, "Talbot County, MD",  
<https://censusreporter.org/profiles/05000US24041-talbot-county-md/>

<sup>11</sup> —, "Wicomico County, MD",  
<https://censusreporter.org/profiles/05000US24045-wicomico-county-md/>

<sup>12</sup> —, "Kent County, DE",  
<https://censusreporter.org/profiles/05000US10001-kent-county-de/>

<sup>13</sup> —, "Sussex County, DE",  
<https://censusreporter.org/profiles/05000US10005-sussex-county-de/>

38.4<sup>14</sup>. Also, with the exception of Talbot county, the average educational attainment is lower in this region than the national average of 90.9% at least completing high school and 37.5% completing Bachelors degrees of higher.<sup>15</sup> Upon observations in living in Caroline County at Camp Mardela for 1 year, there is a significant population of families that do not have the disposable income to participate in extra-curricular programs (such as camp) without aid. 10% of campers in 2021 came to camp because of the help of camp scholarships. Many children in this area also have no strong desire to go to college, because there are not many schools to choose from and most of them are a long distance away. Because of these observations, Camp Mardela should find ways to be more inclusive and offer aid for more campers to come to, and include more educational elements in the programs to encourage campers that learning can be fun and exciting, whether it is about art, nature, or God.

### Strategic Planning – Environmental Scan – Internal

Camp Mardela is affiliated and supported by the Church of the Brethren's Mid-Atlantic district and is committed to teaching Christian doctrine in line with its denomination values. Below is a list of demographics within this denomination:<sup>16</sup>

| National Membership | Total National Congregations | National Average Worship Attendance |
|---------------------|------------------------------|-------------------------------------|
| 98,680              | 935                          | 31,488                              |

This denomination is small compared to other Protestant Christian denominations and tend to be older. This effects the denomination's involvement in camp programs and activities as well. Typical camper attendance in a summer is 100-120 during a 5–6-week program, with ages ranging from 5-18. The largest group of camp attendees are 8-13, making up about half of the overall campers in attendance. Most campers come from the families of the Eastern Shore Church of the Brethren denominations. Nearly all campers who come to Camp Mardela come from direct recommendations from friends and family.

The seven supporting churches of camp are Denton, Ridgely, Fairview, Easton, Greenhill, Bethany, and Community of Joy. More than 50% of campers and volunteers come from Fairview, and less than 5% come from Community of Joy. Every supporting church is represented on the camp board except Community of Joy. These churches give 25% of camp's total operating budget, individual donations account for another 12% of camp's annual income, and fundraisers make another 25% of the camp's income. Less than 50% of camp's operating income comes from program and rental income, so this community of individual supporters, churches, and the community primaryoyl support Camp Mardela's operation.

There are two community cultural trends that Camp Mardela needs to address to help improve the quality of camp programming. The first is the general aging and diminishing of local church congregations. The goal is to use more strategic marketing of the camp to

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<sup>14</sup> Statista Research Department, "Median Population of the Resident Population of the United States from 1960-2019", <https://www.statista.com/statistics/241494/median-age-of-the-us-population/>

<sup>15</sup> Duffin, Erin, "Education Attainment Distribution in the United States from 1960-2019", <https://www.statista.com/statistics/184260/educational-attainment-in-the-us/>

<sup>16</sup> Church of the Brethren, "Church of the Brethren denominational membership falls below 100,000", <https://www.brethren.org/news/2021/denominational-membership-falls-below-100000/>

Brethren churches, other church denominations, youth programs, and schools to seek out those who may be interested in church camp programming. We hope to offer more progressive programming as opportunities for campers to become acquainted with camp and look forward to coming back in future years.

Another trend is from the COVID-19 pandemic. Many children have not returned for Sunday school and are generally lacking in spiritual education. Children have also suffered from lack of in-person social development skills from virtual and distanced classes and activities. Camp offers children the spiritual, social, and educational guidance they have needed in the challenges of COVID-19. Last summer, it was observed that education as a part of the summer camp programming was not a priority, and the hope is to make that central to the programming at camp for this reason.

### Strategic Planning – Vision

Coming to Camp Mardela for the first time in the fall of 2020, I saw a simple, peaceful land with so much potential and room to grow. My initial goals were to improve the facilities we had and use them to their full potential. We have worked on the first half of that goal, but now it's time to realize Camp Mardela's full potential and define what that means. Camp Mardela is to be "a place to grow together with God". The vision is to do everything we can to realize that overall mission through developing our educational framework.

In order to grow something, we have to have a plan in place to make sure it grows healthy and strong. It began with the soil – improving our current facilities and the land. The large issues have mostly been addressed, and overall, the soil has been tilled, and is fertile and ready for seeds. The seeds are the people who come to camp – each one with a story to be written with God. Our focus should be on doing what we can to allow the people who come to camp, i.e., the seeds, to grow. We do this through providing water (monetary and physical donations), pruning (evaluating and updating our current programs and facilities), tending the soil and the plant (physical labor provided through volunteers) and of course, sunlight (the word of God and His guiding Holy Spirit).

In 5 years, I hope to see Camp Mardela operating a full summer program with 200 campers each summer, along with weekend programs in the off-season for campers and adults to refresh in the peace and presence of God all year long. I hope our programs will prioritize the spiritual, personal, and social growth in children and youth, and that a stronger framework for these educational ministries will be in place. I hope to see camp become more self-sustainable in its operation through more rental groups coming to use the facilities. I hope to see the environmental state of camp improve with greater outdoor education, improved water filtration and erosion-deterrent methods in place to preserve the land, and increased use of the outdoor facilities camp has, so that through people developing a relationship with God's creation at Camp Mardela, that they will feel compelled to steward it well.

## PART 2

### Introduction

Camp Mardela is seeking to provide spiritually centered educational opportunities for all involved in camp programs. In the past several years, it has become evident that the spiritual education of children and youth has been deficient, along with the lack of educational socialization brought by the COVID-19 pandemic. In this current environment, Camp Mardela will play a vital role in preparing our children and youth with the knowledge and skills to live our biblically based principles and a desire to learn more about God and the world He created. Our core values are cooperation, simplicity, community, environmentalism, and education, and our goal is to ensure that any educational programming structure that is introduced at Camp Mardela aligns with and highlights these values.

### Goals

Camp Mardela's primary goal is to create a stronger educational framework for our campers, and within that goal, we want to address key areas of our core values while we do this to ensure that any changes we make are still helping us to accomplish our mission of being "a place to grow together with God".

**Cooperation** – Our programs will be cooperative and will teach campers methods of peaceful conflict resolution within their cabin groups or small groups.

**Simplicity** – We want to create an atmosphere that removes worldly distractions, such as phones, computers, and televisions, so that campers can focus on God and their neighbor.

**Community** – We will teach campers responsibilities within the community by allowing campers to have responsibilities at camp, and service projects that will benefit camp and all those who come to camp as well.

**Environmentalism** – Camp Mardela will develop a more formal nature and outdoor education program to teach campers the importance of natural stewardship of God's creation.

**Education** – We will have a stronger educational framework at Camp Mardela for all areas of education, including Bible studies, crafts, nature, archery, boating, and other specialty skills to have spiritual lessons at the core.

### Objectives

In order to effectively accomplish these goals, we are establishing objectives to ensure we can accomplish these goals in a timely and reasonable manner.

Goal 1: Teach campers, volunteers, and staff about peaceful conflict resolution during camp programs in 2022.

Core Value – Cooperation

- Objective 1: June 2-15 - Train staff on Biblical peaceful conflict resolution so they are prepared for conflict that may arise within their cabins or between staff and volunteers.
- Objective 2: June 16-August 5 - Implement Biblical peaceful conflict resolution during the program.

Goal 2: Teach campers the value of simple living and removing worldly distractions to focus on God and our neighbors.

#### Core Value - Simplicity

- Objective 1: June 2-15 - Train staff on the importance of removing technological distraction so they can be fully attentive to those they are serving.
- Objective 2: June 16-August 5 - Orient campers to the importance of removing technological distractions so they can be fully attentive during camp programs. Campers will be asked to complete a "Cell Phone Form" prior to the start of their camp session, agreeing that they will not have their phones used at camp.

Goal 3: Encourage activities in small groups and moments for campers, volunteers, and staff to get to know each other and serve one another and camp together.

#### Core Value – Community

- Objective 1: June 2-15 - Give volunteers and staff the ability to get to know each other prior to working together to promote teamwork and collaboration during the summer programs.
- Objective 2: June 16-August 5 - Campers will attend sessions in small groups and will complete tasks at camp in these same groups to promote community involvement and support.
- Objective 3: June 16-August 5 - Staff meeting will be held daily or weekly to address any joys or concerns as the summer programs are in progress.
- Objective 4: June 16-August 5 - Establish daily chores or weekly service projects to teach campers responsibilities and how to positively impact their communities.

Goal 4: Encourage development and use of new Nature Lodge building in summer camp programming for 2022

#### Core Value - Environmentalism

- Objective 1: February 1-28 - Refurbish the old shop building to become the new Nature Lodge that will house future environmental education programming.
- Objective 2: March 1-31 - Solicit interest and donations for the new nature lodge and develop summer programs that will use and develop this space during the summer.
- Objective 3: April 1-30 - Collect science/nature supplies for the new Nature Lodge on camp property.
- Objective 4: May 1-31 - Work with a science/environmental professional to discuss program offering camp can offer for the summer.
- Objective 5: June 1-15 - An inventory of science/nature equipment will be made and distributed to the summer camp directors prior to the start of camp to encourage utilization of environmental education materials.
- Objective 6: June 16-August 5 - Observe science/nature sessions at least once a week to ensure use of materials provided and to give guidance where needed.
- Objective 7: August 6-31 - Work together with board members, staff, and volunteers to evaluate the summer program, identify strengths, weaknesses, and possible areas of improvement in environmental education.

Goal 5: Create an easily transferable structure for Biblical education for summer programs for 2022

#### Core Values - Education

- Objective 1: April 1-30 - The Administrator will familiarize herself with the summer's biblical curriculum and develop ways to implement these Biblical teachings into other areas of camp to promote full, immersive learning of the material.

- Objective 2: May 1-31 - The Administrator will develop an educational resource for directors to use when planning their bible classes and service times that can be easily used and implemented by volunteer counselors and campers.
- Objective 3: June 2-15 - Train all staff and volunteers on the summer Biblical curriculum and encourage staff and volunteers to take ownership of this material and implement it in other educational areas of camp.
- Objective 4: June 16-August 5 - Observe camp Biblical educational sessions at least once a week.
- Objective 5: August 6-31 - Work together with board members, staff, and volunteers to evaluate the summer program, identify strengths, weaknesses, and possible areas of improvement in the Biblical educational framework.

## PART 3

### Introduction

Camp Mardela has established itself as “a place to grow together”, but now it is essential to look at the programs, curriculum, diversity, methods, and materials in place to foster this growth. Our programs are primarily facilitated through camping activities, using the resources available as a campground, but just because our programs and materials are simple does not mean they should be without strategy.

### Curricula

Camp Mardela typically uses the interdenominational curriculum publisher “Chalice Press” to select curricula. The reason for this is primarily to provide harmony between the various Brethren Camps, ensuring that by consistent use of curricula, sound doctrine is surely being taught at each camp. Chalice Press’ mission statement is described as follows: “In these times rife with anger and division, the world is hungry for a message of God’s love, acceptance, and welcome for all. At CBP and Chalice Press, we hope for a church that is vibrant and energizing, a worldwide force for justice, peace, and multifaith cooperation.”<sup>17</sup> The mission of Chalice Press and its corresponding curricula aligns with Camp Mardela’s commitment to peace, stewardship, and community, and curricula chosen will reflect those values.

While Chalice Press offers specific summer camp curricula resources from “InsideOut Camp & Outdoor Ministries”. Its yearly summer curriculum is developed by a team of representatives from 7 church denominations (including the Church of the Brethren). This ecumenical perspective helps provide solid Biblical teachings without relying too heavily on one church’s traditions. This summer’s curriculum is titled “What’s in a Name”. Each day has a theme, and the curriculum comes with activity ideas for various age groups as well.

| Day   | Scripture        | Theme              | Story                | Campers Will                                                                                                                                                                                                                                                                             |
|-------|------------------|--------------------|----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Day 1 | Exodus 3:1-15    | Name Dropping      | Burning Bush         | <ul style="list-style-type: none"> <li>consider how the presence of spirit makes a place holy</li> <li>examine ways God has been faithful through generations</li> <li>ponder how the act of naming reflects a deeper knowing</li> <li>be assured that God knows us by name</li> </ul>   |
| Day 2 | Luke 19: 1-10    | Name Calling       | Zacchaeus            | <ul style="list-style-type: none"> <li>understand that Jesus loves beyond assumptions and divisions</li> <li>identify how our personal labels create limits</li> <li>identify their power to transcend labels</li> <li>covenant to move beyond labels and practice acceptance</li> </ul> |
| Day 3 | Luke 1:57-66     | Given Name         | Elizabeth names John | <ul style="list-style-type: none"> <li>explore the expectations placed on them</li> <li>identify ways they are pressured to follow the crowd</li> <li>learn that challenging norms can be liberating</li> <li>see the ways God is nurturing something new in them</li> </ul>             |
| Day 4 | Ruth 1           | That's Not My Name | Naomi names herself  | <ul style="list-style-type: none"> <li>discover people in the Bible named difficult feelings</li> <li>be empowered to claim their own identity</li> <li>be encouraged to respect the experiences of others</li> <li>consider faith may not lead to easy answers</li> </ul>               |
| Day 5 | Genesis 32:22-31 | Name Tag           | Jacob becomes Israel | <ul style="list-style-type: none"> <li>consider how pivotal moments can change their identity</li> <li>explore how a spiritual encounter can reroute one's path</li> <li>acknowledge moments that have forever changed us</li> <li>examine how we mark important moments</li> </ul>      |
| Day 6 | Mathew 16:13-18  | What's in a Name   | Simon becomes Peter  | <ul style="list-style-type: none"> <li>recognize names can be a reminder of their potential</li> <li>realize potential is not always immediately fulfilled</li> <li>embrace failure as part of their story</li> <li>be empowered to live into their story</li> </ul>                     |
| Day 7 | Exodus 3:1-15    | More Than A Name   | Burning Bush         | <ul style="list-style-type: none"> <li>recognize that identity lies more in who you are than what you're named</li> <li>know encountering the holy cannot be limited by words</li> </ul>                                                                                                 |

<sup>17</sup> Chalice Press  
<https://chalicepress.org/>

## Programs

Camp Mardela primarily offers summer camp programs but has a couple other educational programs offered during the year, with hopes to offer some more in the near future. These programs include Summer Camp, Winter Retreats, Family Camp, and a children/youth group (coming soon). Below are descriptions of the programs and schedules for these programmed events:

**Summer Camp (June 16-August 5, 2022)** – Camp programs range from weekend events to day camps to week-long overnight camps for campers Pre-School aged through 12<sup>th</sup> grade, with some camps available to parents and adults. See this year's summer schedule below and a sample program schedule to

|                                                                                                 |                                                         |                                                         |
|-------------------------------------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| <b>NEW: Service Camp</b><br>June 16-June 18<br>Minimum age 16                                   | <b>Horse Camp</b><br>June 19-24   6th-8th Grade         | <b>Outdoor Adventures</b><br>June 19-24   7th-9th Grade |
| <b>NEW: Creative Arts (Music, Drama, Culinary, Fine Arts)</b><br>June 25-July 1   5th-8th Grade |                                                         |                                                         |
| <b>Tween Camp</b><br>July 3-July 8   5th-7th Grade                                              |                                                         |                                                         |
| <b>Mini Camp</b><br>July 10-July 12   1st-2nd Grade                                             | <b>Me &amp; You Camp</b><br>July 15-July 16   Pre-K-1st |                                                         |
| <b>3rd &amp; 4th Grade Camp</b><br>July 17-July 21   3rd-4th Grade                              |                                                         |                                                         |
| <b>NEW: The Wild - Intro to Outdoor Adventures</b><br>July 24-July 29   5th-7th Grade           |                                                         |                                                         |
| <b>NEW: Day Camp</b><br>August 1-August 5   2nd-4th Grade                                       | <b>Youth Camp</b><br>July 31-August 5   8th-12th Grade  |                                                         |

### Sunday:

3:00 - Registration, move-in  
4:00 - Camp Meeting (fire drill, missing camper, introduce staff)  
5:00 - Supper  
6:00 - Ice breakers/activities  
7:00 - Vespers  
8:00 - Activities  
9:00 - Snack/Lane walk/free time  
9:30 - Showers/bed prep  
10:00 - Devotionals  
10:30 - Lights Out

### Weekdays:

7:00 - Rise and Shine!!!  
7:45 - Morning Watch  
8:00 - Breakfast  
8:30 - Camp clean up / staff meeting  
9:30 - Bible Study  
10:00 - Activities (nature, crafts, service project, etc)  
11:30 - Free Time  
12:00 - Lunch  
12:45 - Camp Store  
1:30 - Rest  
2:30 - Aquatic Activities (fishing, boats, swim, etc)  
4:30 - Free Time  
5:00 - Supper  
6:00 - Activities  
7:00 - Vespers  
8:00 - Activities  
9:00 - Snack/Lane walk/free time  
9:30 - Showers/bed prep  
10:00 - Devotionals  
10:30 - Lights Out

the right:

**Winter Retreats (TBD Feb/March 2023)** – Retreats are typically offered over 3 weeks as a weekend overnight program for campers 3<sup>rd</sup>-12<sup>th</sup> grade. However, this year due to the spike of COVID-19 and low sign-ups, programs were modified to a 1-day program over 2 weekends. Below is this year's winter retreat schedule:

**Family Camp (September 2-4, 2022)** - This camp is a weekend program over Labor Day weekend for families of all ages and compositions to stay at Camp Mardela, participate in camp activities, and attend special sessions given by a guest speaker, ending with a Sunday morning service open to the public, and a

### Agenda:

#### Friday Sept. 3

7:00pm Registration and Move in.  
8:00 Campfire - Singing, Devotions, S'mores  
9:00 Board Games, Puzzle - in Krabill Hall

#### Saturday Sept. 4

7:30 Coffee Available in Krabill Hall  
7:45 Morning Watch  
8:15 Breakfast  
9:30 Morning Session with Shania Morse  
10:45 Corn hole Tournament / Paint Rocks  
12:00 Lunch  
1:00 Camp store / Paint Rocks, God's Eyes  
2:00 Afternoon session  
3:00 - 4:30 Activities? - kayaking, canoeing, swimming?  
5:00 Dinner  
6:30 Candy Bar Bingo  
7:30 Talent Show  
8:30 Slide show of things that happened this year?  
9:00 Popcorn and drinks?

CAMP MARDELA  
**FAMILY CAMP**  
ALL AGES

\*CHILDREN UNDER 16 MUST ATTEND WITH AN ADULT



September  
3-5  
2021

Enjoy a weekend of fun with your family! We'll have activities for your family to enjoy, including a guest speaker, Sunday worship, a talent show, and more! If you can't stay all weekend, that's okay! Just register for the times you can come so we can save you a spot!

LODGING

### ID - Sunday Sept. 5

7:30 Coffee available in Krabill Hall  
7:45 Morning Watch  
8:15 Breakfast  
10:15 Singing - gathering hymns?  
10:30 Morning Worship

community lunch. See the example last year's Family Camp schedule to the right:

The Camp Connection (in progress for 2023) – Many of the local supporting churches do not have large children/youth populations, if any. This leaves the children who are served during the camp programs limited access to deepening their faith throughout the year. I would like to start a once-a-month children and youth program on the 4<sup>th</sup> Saturdays from 10am-1pm that will include activities, Bible Study, and outreach. Curriculum for this program will be written by the Camp Administrator or volunteers

#### Monthly Schedule

- January 28th, 2023: Wisdom
- February 25th, 2023: God's Love
- March 25th, 2023: The meaning of Easter
- April 22nd, 2023: The Armor of God
- May 20th, 2023: Remember
- June 24th, 2023: Sabbath Rest
- July 22nd, 2023: Freedom
- August 26th, 2023: Jesus in the Boat
- September 23rd, 2023: Preparation
- October 28th, 2023: Trick or Treat
- November 18th, 2023: Thankfulness
- December 16th, 2023: The meaning of Christmas

#### Daily Schedule

- 9:30-10:00 - Arrival
- 10:00-10:15 - Introductory Game (Name Game, Team Building, etc)
- 10:15-11:00 - Camp Activity (Archery, Boating, Nature, etc)
- 11:00-11:30 - Bible Study (based on daily theme; split based on age group)
- 11:30-12:00 - Free Play
- 12:00-12:30 - Lunch (prepared by volunteers)
- 12:30-1:30 - Service Activity (camp improvements, letters to nursing homes, etc)
- 1:30-2:00 - Pick-up

from the Camp

Board. Below is my proposed schedule for this new children/youth group format:

#### Diversity

Most of the communities served by Camp Mardela's summer camp and winter retreat programs are white, Church of the Brethren campers, despite the fact that nearly 30% of people living on the Eastern Shore of Maryland and Delaware identify as Black or Hispanic. This population has been largely underserved by Camp Mardela because this population is largely underrepresented within the Church of the Brethren. Breaking down this barrier has proven to be a difficult task, with no current strategies in place to address this issue.

In addition to the racial minority represented at camp, we seek to serve the low-income families in the community. In the past, we have worked together with social workers and local organizations to provide scholarships and transportation for campers who would not have normally had the means to attend camp, but even with these programs in place, it serves less than 10% of the campers who come to camp in the summers. Summer camp programs cost anywhere from \$120-\$450 per program, and not all families are able to make this financial commitment for their children. Scholarships are available, but not utilized as frequently as they could.

While a more concerted effort to bring these campers to summer camp and winter retreats can be made, it seems a new program may be the best solution for campers who may not be interested in or able to attend traditional camp programs. This is the primary reason for wanting to explore a free, half-day "Camp Connection" program to diversity the camper audience we are serving and allowing more children an obstacle-free, interdenominational way to learn new skills, make new friends, and ultimately, hear the Gospel. The hope is for this program to create a more hospitable environment for the 30% of people being underserved by camp, as well as making

camp accessible to those who are not financially able to participate in other camp programs.

### Methods

There are many opportunities to teach campers about scripture and the nature of God through traditional Bible studies as well as non-traditional interactive activities in a camp setting. Listed below are methods utilized for our camp programs:

- Small Group Bible Study
  - During the day, and sometimes at night before bed, campers will have the opportunity to study the Bible within small groups or within their cabin groups. This will be done through communal scripture reading and guided discussion questions.
- Interactive Bible Activities
  - Bible classes will include interactive activities to illustrate the main points of the daily themes. These activities can be games, crafts, role playing, singing, or any other creative activity designated by the Bible Teacher.
- Vespers
  - This is an evening worship service lead by camp leaders, older campers, or sometimes guest speakers. Campers 5<sup>th</sup> grade and up will have the opportunity to take ownership of one or two of these services throughout the week in order to deepen their understanding of that day's topic. This is structured with communal worship songs, a short lecture or teaching, and prayer.
- Morning Watch
  - This is a morning worship service lead by camp leaders or older campers. Campers 5<sup>th</sup> grade and up will have the opportunity to take ownership of one or two of these services throughout the week in order to deepen their understanding of that day's topic. This is structured with communal praise songs, a short interactive teaching or skit, and prayer.
- Music
  - Younger campers will have daily music time, where they will be lead in silly camp songs, as well as praise and worship songs. The music leader will explain the spiritual significance of the praise and worship songs to the younger campers.
- Guest Speakers
  - Older camps and Family camp will feature guest speakers who will come in and provide Biblical and spiritual instruction in a lecture/sermon format. This can take place during summer camps during vesper time, or during family camp for several teaching sessions throughout the camping weekend.

### Materials

As a camp, we do not have a large amount of resources, choosing instead to focus on using the Bible and camp activities to teach our campers. Materials needed are highly dependent on program's director, and many directors bring their own

materials, making it impossible to make an exhaustive list of all of the materials supplied and brought to camp. In general, Camp Mardela has materials available for all programs, including:

- Bibles (campers are asked to bring Bibles – extras are kept in Krabill Hall and King Retreat Center)
- Journals (campers are asked to bring journals – extras are kept in the Camp Office)
- Curriculum (unlimited digital copies are sent to all camp directors and resource leaders as needed)
- Craft supplies (kept in the Craft House, some basic supplies in King Retreat Center and Krabill Hall)
- Nature supplies (kept in the new Nature Lodge)
- Electronic Presentation Supplies
  - Overhead Projector (1) – Krabill Hall
  - Digital Projector (2) – Krabill Hall
  - DVD Player (2) – Krabill Hall & King Retreat Center
  - Projection Screen (3) – Krabill Hall (mounted) & Pavilion (portable)

Camp Mardela offers a variety of locations for camp activities, including:

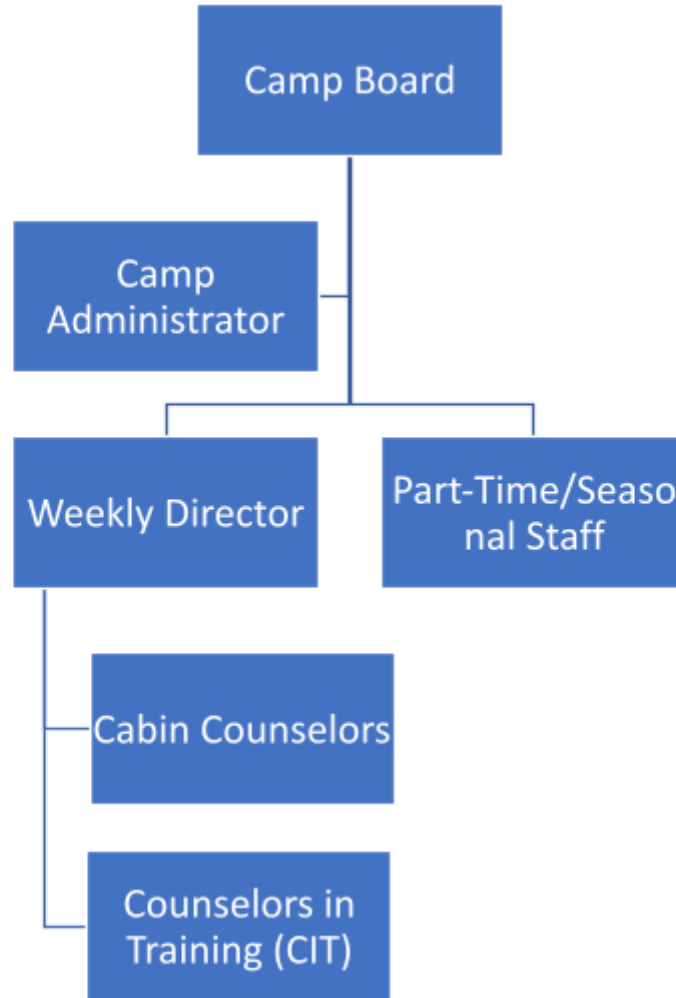
| Location                 | Bible Study | Activities | Worship (vespers, morning watch, music) | Guest Speakers |
|--------------------------|-------------|------------|-----------------------------------------|----------------|
| Krabill Hall             | X           | X          | X                                       | X              |
| King Retreat Center      | X           | X (winter) | X (winter)                              | X              |
| Pavilion                 | X           | X          | X                                       | X              |
| Floating Dock            | X           | X          | X                                       |                |
| Fire Circle              | X           | X          | X                                       |                |
| Moss Hill/Outdoor Chapel | X           |            | x                                       |                |
| Craft House              |             | X          |                                         |                |
| Nature Lodge             |             | x          |                                         |                |
| Hammock Village          | X           | X          |                                         |                |

## PART 4

### Introduction

Camp Mardela's organizational structure is simple, flowing mostly from the Board of Directors, through the Administrator, and to a few seasonal staff and a lot of volunteers. This structure, though simple, is important to understand in greater detail. This section will look at Camp Mardela's organizational structure, how it works, its budget, and how we evaluate our programs and our leaders.

## Organization &amp; Administration



**Camp Board** – The camp board represents the seven supporting churches of Camp Mardela, with two at-large members, and secretary and treasurer positions, making the Camp Board eleven members strong. They are mostly responsible for large-scale decision making.

**Camp Administrator** – The Camp Administrator is one person in charge of carrying out the directives from the Camp Board, and is responsible for making day-to-day decisions on behalf of Camp Mardela to keep its programs and operations running smoothly.

**Weekly Director** – Directors are usually one-three people in charge for each week of scheduled camp programming. In a summer, there are typically eight-twelve weekly directors, each responsible for an age group/specialty specific camp.

**Part-Time/Seasonal Staff** – Part-Time/Seasonal Staff are typically hired for the five-seven weeks of summer programming, and occasionally work part-time during the off-season. These staff serve in primarily operational jobs: lifeguarding, maintenance, and cooking.

**Cabin Counselors** – Cabin counselors are volunteers 16 and older who are primarily responsible for the campers in their care for the week. There are typically two counselors for every eight campers, with ratios varying depending on campers' age. Cabin counselors are typically assigned per week of camp by the weekly director.

**Counselors in Training (C.I.T)** – Counselors in training are 14-15 year olds who work directly under an older cabin counselor or staff member as a hands-on training experience. C.I.T's come for their own weekend-long training and generally work 1-3 weeks during the summer, and are invited back based on their performance and their availability. If they are invited back for a third week, they are paid \$100.

### Leadership Administration

Board meetings are held eight times a year to discuss major camp expenditures and projects, camp policies, and to plan camps activities and programs. There is a day-long "board retreat" at the beginning of every year to discuss the events and progress of the previous year, and establish long-term plans for the next year and the coming years.

In preparing for summer, the Camp Administrator will have meetings with the weekly directors approximately 6 months, 3 months, and 1 month out from camp to check in on planning, volunteer recruits, and any changes or reminders about camp policy.

Once summer programs begin, the weekly director, summer staff, and counselors will have a meeting about two hours before camp starts. At the conclusion of the week, the weekly director, summer staff, and counselors will have an hour meeting to debrief the week, giving positive and constructive feedback.

### Budget

Camp Mardela has an overall operating budget, but in a microscopic view of the income and expenses from just the program elements of our operation, we can have a better idea of the financial state of the programs, and the funds we have available for them:

|                                             |             |
|---------------------------------------------|-------------|
| Budget Line Item                            |             |
| PROGRAM INCOME                              |             |
| - Registration                              | \$40,000.00 |
| - Store Sales                               | \$1,000.00  |
| - Scholarships                              | \$4,000.00  |
| TOTAL PROGRAM INCOME                        | \$45,000.00 |
| PROGRAM EXPENSES                            |             |
| - Food Service                              | \$12,000.00 |
| - Wages                                     | \$10,000.00 |
| - Camp Trips                                | \$1,000.00  |
| - Marketing                                 | \$900.00    |
| - Medical Supplies                          | \$800.00    |
| - Program Supplies                          | \$3,000.00  |
| - Staff Shirts                              | \$800.00    |
| - Guest Leadership                          | \$400.00    |
| - Staff Training                            | \$400.00    |
| - Camper Insurance                          | \$400.00    |
| - Portable Reestrooms                       | \$1,500.00  |
| - General Office Expenses<br>(Apr - Sept)   | \$3,200.00  |
| - General Building<br>Expenses (Apr – Sept) | \$2,100.00  |
| - General Utility Expenses<br>(Apr – Sept)  | \$5,000.00  |
| - General Vehicle Expenses<br>(Apr – Sept)  | \$3,500.00  |
| TOTAL PROGRAM EXPENSES                      | \$45,000.00 |
| NET PROGRAM INCOME                          | \$0.00      |

### Leadership Development – Staff & Volunteers

All camp staff and volunteers are required to complete yearly training, which varies depending on the capacity in which the person will be serving. Paid summer staff will be required to attend staff training prior to the summer season for 3-5 full days. They will review terms of employment, the mission and vision of camp, camp policies, and job-specific training in their area of expertise (lifeguarding, nursing, cooking, maintenance).

Weekly directors, and volunteers over the age of 16 must attend at least 1 2-3 hour training session prior to the start of camp. This session will review basic camp

philosophy and policies, and job specific training as needed if they are volunteering in a specialized area.

C.I.T's will attend a weekend-long training focusing on the expectations of a C.I.T, camp philosophy and policies, strategies for leading campers, and job specific training as needed.

All staff and volunteers will serve in a leadership in some capacity by nature because of their role of authority over children. Leadership styles of leading by example and leading with clear structure and expectations will be encouraged. These forms of leadership reflect how Jesus ministered to His disciples. He did life with them, much like counselors and directors do with campers at camp. He was always in their space, and although in some ways He was on a "friend" level with the disciples, earning their trust, He was consistent in His message and mimicked the behavior He wanted from the disciples in His actions, and through that, had authority.

### Leadership Development - Outreach

Camp Mardela is currently seeking ways to reach out to the community. One of these ways is through a potential Bible Study program free and open to all who want to come, held once a month. Currently, we are engaging in community activities, such as local festivals and parades, to show camp as a supporter of community activities.

A shocking amount of people continue to tell me "I've lived in Denton my whole life and never knew Camp Mardela was here!". It's a little heart-breaking to hear that, since Camp Mardela is quite near to the community, directly neighboring a popular state park, Martinak State Park, which many locals travel to, and perpendicular to the Denton Elementary school, where daily parents spend hours sitting waiting to pick up their children. I am hoping to change that phrase to "At Camp Mardela, I can feel the peaceful and comforting presence of God". Since Camp Mardela does not see the same daily traffic of a state park, or have the 400 person summer camp registrations like Camp Mack or Brethren Woods, our sister camps in the denominations, it is unique in the intimacy and depths of relationships it can create. Right now, our program is primarily relational, with peace and Biblical teaching as an afterthought in many of our programs. I would like to shift the focus and make Biblical teaching the soundtrack undergirding our programs.

### Evaluation

Program – The program is evaluated with a couple methods. The Camp Administrator will steward these evaluation sources:

- A paper survey completed at the end of each program by campers, staff, and volunteers.
- An online survey to be completed after the camper returns home by parents
- Debrief sessions with staff and volunteers at the end of each program

The board chair and/or the board member in charge of the program committee will steward these evaluation sources, in collaboration with the results obtained during the summer by the Camp Administrator:

- An end of summer yearly review conducted by the camp board.

Staff – Seasonal summer staff will be evaluated by the Camp Administrator in the following ways:

- Pre-camp skill training and skill evaluation.
- One observation will be conducted during the summer.

Volunteers– Voluntary weekly directors will be evaluated by the Camp Administrator in the following ways:

- Pre-camp skill training and skill evaluation.
- One observation will be conducted during the summer.

Voluntary cabin counselors and weekly volunteers will be evaluated by the Weekly Director in the following ways:

- Pre-camp skill training and skill evaluation
- Observations conducted for volunteers during the summer as needed.

### Revision

The current revision being made to the integrity of our summer programming curriculum is in response to last years survey responses from campers and parents, saying that in their experience at camp last summer, they had little to no spiritual growth and felt Biblical education was lacking. As a result, we are revising how we train staff and volunteers on the summer curriculum and how weekly directors incorporate it into their programs.

I do not anticipate great resistance from the weekly directors about focusing more intentionally on Biblical teaching, although I do expect some confusing on how to integrate this into structures they have been using for years without revision. This will take intentional training and guidance, and providing materials and support to ensure that programs are adequately and accurately teaching Biblical principles.

We will follow the same procedure of evaluation we did last summer to evaluate the program. The goal is to have at least 50% more campers and parents say that they experienced spiritual growth and adequate Biblical instruction at our camp programs. If we reach or exceed this goal, we will maintain the current structure, making minor tweaks to enable this program to run smoother

If we do not reach this goal, we will look at creating a more solid structure, possibly hiring and assigning a Biblical teacher for each camp to promote consistency of the structure until it is adopted and functioning at its intended level.

This process will most likely be sabotaged by lack of volunteers and staff, so if volunteers and staff do not arise naturally, this is where hiring a Biblical teacher, or having an intern to lead this program will curb any doubt or anxiety about implementing this structure.

Many people here fear Camp Mardela losing its heritage and history, but as long as with any changes we make, we explain that any changes we make are for the fulfillment of the camp's original mission – to teach people about God and His creation. As long as we make sure we continue to diligently carry this out with any changes, I anticipate that the camp community will be supportive of the changes. Naturally, due to our location, this mission is easy to achieve because of our location in

nature and our relationships with the churches. We must continue to prioritize peace, simplicity, and creation care, and maintain strong relationships with the churches, and we will be able to continue in this mission.