

Warner Camp board meeting March 21, 2019

Meeting called to order at 6:40 pm by Dave Burkard.

Dolly Baird opened in prayer.

In attendance (in person):

Dolly Baird

Kelley Dendel

David Burkard

Caleb Weeks

Jeff Eckman

Ken Walters

In attendance (via zoom):

Paul Nicholson

Bill Greiner

Tom Planck

Not in attendance, because he resigned earlier in the day – Ron VanderVeen.

Discussion:

Ron Vander Veen resignation. His term would have gone until 2020 so we need to replace him.

Suggestions made for replacing Ron and the fact that Caleb will finish his term and not take another term so he also will need to be replaced in the near future.

Ken Walters threw in that he would suggest someone with deep pockets.

Bill Shepherd – First Church of God St. Joseph (he had worked camp last year.

Joe Green – The Anchor Church of God Stevensville

Mark Gothberg

Bill was texted later in the meeting by Dave and he responded that he would accept the position.

David Burkard made the motion to accept Bill Shepherd as the replacement on the board for Ron Vander Veen.

The motion was seconded by Jeff Eckman.

Vote was unanimous to accept Bill Shepherd to replace Ron.

Motion was made to accept the minutes from the February meeting – Ken Walters made the motion, Caleb Weeks seconded the motion. Unanimous ayes to accept.

Finances:

Discussed the profit and loss statement that was prepared by Paul Nicholson. Early money is from cottage fees and some from getting invitations out early for registrations for the upcoming summer camps for 2019.

Going forward? Kelley Dendel spoke regarding scheduled events and that March was full and April and May are sparsely scheduled.

We have used up our reserves and need to get them replenished.

Why are maintenance costs up from last year?

There was storm damage to trees and the iceberg had been over depreciated so the net result was higher maintenance costs.

Camp in general:

Doc Stevens is on board to train Stephen Greene on how to train people for positions for youth

camps.

Do we need someone to help Stephen? Emma Hughes was hired to free him up to do admin.

We are getting new groups in the fall. Discussion on the trend of youth groups in general not being as large as they used to be. The men's group we had has outgrown our facility so they are going elsewhere.

Gary Bannister has a list of repairs that are prioritized.

New director search – turned conversation over to Tom Planck to help us develop a list of what we are looking for. We did a discussion and made lists on the white board. Everyone should have received a text with the picture. If you did not get it. Let David, Dolly or Wanda know, we can send the picture with the list that was developed in the discussion.

Director's job description has been accomplished by Gary Bannister.

Ideas that were brainstormed for what we want in a director for the whiteboard list: (this is a brainstorm list, so no specific order)

Personality

Wiring

Spiritual gift

Profile of the individual

High "I" (on the DISC personality assessment test)

People person – generate excitement

Loves God

Charisma

Communicator

Strategic thinker – planning

Cast vision – compelling

Someone that can get people that can form a team to fill where they know they are personally lacking.

Build/create a GREAT team (can see and utilize their team members spiritual gifts)

Ken: How do we determine they have these qualities?

Past performance can be a good indicator (good track record) for future performance

Experience (a "seasoned" person vs. college grad)

When we find someone, do we have them assessed?

Ken: Look within the COG body?

Tom: Yes. But be open to looking outside COG too.

How do we advertise (look)? Where do we find candidates? Doc gave David some emails of people that can help look for a director (head hunters). Post on the CCCA site.

Are we going to interview?

Three or 4 of us to interview, then present the best to the rest of the board so everyone does not have to interview every time we get a candidate.

Tom suggested that Bill Greiner put to paper the process they used to hire Matt. (Matt is at his church?)

Things that were on the white board for those that don't have a picture of the board:

Catalyst – turn around the camp

Experience

Someone that has put something “back together” i.e. a camp

Spiritual gifts – leadership, faith, apostleship

Catalyst – something that is in the dip of destruction – make the tough calls – be thick skinned to be able to withstand “the dip”

What can this board and staff do to prepare for the next director to make it easier on them?

Lets be grown ups and take some lumps to prepare the way for the change.

Layne was here 5-6 years (was this transitional for the next director for the camp?)

Most important:

A person that is both a catalyst and people person together will be at war with themselves.

Tom volunteered to sit in on the interviews.

Tom is to stay on with us to guide us.

Interviewers are David Burkard, Dolly Baird and Jeff Eckman

IRS dealings:

We lost our status because paperwork was either not filled out correctly or just not done at all.

Paperwork (1023) has been completed and submitted. Ron says from his experience it has been a 6-10 week wait for them to evaluate and approve or disapprove.

Next month we are going to focus on our Vision and Mission statement.

Next meeting tentatively on May 16 but there are conflicts. This will be worked out during the month of April to get the best date to have the greatest attendance for the meeting in May.

David Burkard closed in prayer at 8:05 pm.