

Warner Camp Board of Directors

Meeting Minutes

October 20, 2016

Call to Order 6:15 Diana

Opening Prayer Diana

Members present; Diana Deitrich, Ron VanderVeen, Dave Burkard, Ken Walters, Dolly Baird, Jeff Eckman, Paul Nicholson joined us via phone. Robin Wood, Kelley Dendel and Layne Lechner also joined us.

Secretary Report - Annual Meeting and Organizational Mtg. minutes were handed out and will be read and approved at a later date.

Director's Report - Layne stated that it has been a challenging season here at Warner Camp for the entire staff. This leaves us asking why, who am I, what are we here for, and what do we do and where do we go from here? Through reading some books I am realizing that our personnel needs need to be carefully thought through. How much management overrides leadership and how do you balance this and allow people to have brains and do the things they need to do. Trying to accomplish our goals and have campers have a wonderful experience here at Camp Warner. Connecting some dots and strategizing where do we go from here is part of what we will run through and be discussing tonight. We hope that making it through this difficult time can be our launching pad to greater things. Christy was on staff as our bookkeeping for the last 14 months. She did not have a passion for bookkeeping. Marla is someone who is passionate about numbers. Layne has worked with her in the past. She is an independent bookkeeper for hire and has done auditing. She has done an internal review for us. We have transferred our payroll to be in house and when this happened the taxes were not paid monthly because of an oversight of our past bookkeeper. This has created quite a few stressful moments. Layne, Gary, and Kelley will be doing the books in house and then Marla will periodically check up on us. A Recovery strategy plan was presented by Layne. Hannah and Kay both are working to reach out to new groups and bring in new campers. Layne said we need to really bring in 100 new campers per month. Where do we find these campers? What churches, schools, and groups can we reach out to?

Pastor Robin is here to give an update. He reported that "we will have a projected date in Kalamazoo soon, to do a dessert night. Last night I made a call and we should have the \$15,000 needed for the unpaid taxes handled and should be taken care of in the next 7 years." The donors were not told of the tax issue but told of the need at Warner Camp. We've been spending most of the last year building credibility with people. About \$180,000 has been raised and the \$15,000 will bring us closer to our \$200,000 goal. What is needed to re-energize this campaign? Should we send out a positive letter sharing the positive things that are happening and have happened so far but needing more finances to help keep things moving forward? Focus needs to be relationships. Jim Lyon will be coming this year and this is a great thing for us to champion Warner Camp. Dave Burkhard asked if we ever ask people to give for a yearly gift? Robin says yes, he always asks for an ongoing gift and not just a onetime gift. Need to put together a power point and video to show at the dessert event. We are building trust. Layne said he is very thankful for the mentoring and everything that Robin has taught him. Robin says Layne is The Guy. He is a great leader and the right guy for Warner Camp. Robin is asking us to pray about a \$500-\$1000 gift as board members for an end of year gift.

Financial Report

We've certainly had our difficulties with our recordkeeping as well. Some tweaks may still need to happen. We budgeted more this year than last year. Total income was more than what we budgeted. Administration was over budget and maintenance was also over budget as well as payroll. These areas are being addressed by Layne. Total expenses was up but overall we ended with a \$30,000 loss. Overall in the areas in which we over spent our budget this can be addressed and controlled better next year. There needs to a clear balance sheet that shows specific amounts given and spent for the Imagine Campaign. Some of the monies have been given as a designated gift and this is not shown on the reports right now. We are changing bookkeepers and hopefully numbers will be kept more concise from now on. Ron asked if we can show a running balance for the Imagine Campaign? Paul and Layne will work on a Year end report and up to date report on the Imagine Campaign. Our income generally is a bit lower this year than last year. The bottom line is that this year we did not do quite as well financially but we were close. We will be working to keep our cost down. We will need by next Spring to have a Bookkeeper on our Staff as Layne and Kelley will be overwhelming busy with their camp responsibilities.

Imagine Campaign

Bath House needs about \$90,000 to complete this project. Bottom portion has new walls and insulation but no heat. The contractor we hired started charging us more than what was contracted and we have broken ties with this contractor. Walls are supposed to be completely tiled and they are not, only painted. ADA shower needs to be completed in the shower house. Heat is a Real Need at this point. Nothing new on the WCG building. The roof is ok at this point. We, the board, are waiting to get a letter (giving us written permission) allowing the bottom portion to be used for camper lodging and then using the WCG for Warner Camp Ministry.

RV Expansion

Good news. Waiting for Consumers to hook up the electric. The water also needs to be hooked up and then we will be operational. Everything that has been done so far has been paid for. Sewer lines are in and when money comes in a drain field the sewer would then be able to be continued to continuing to improve the campground.

Inclusion Policy - no further activity has been done. An email from Christy Moore has encouraged us to keep it on the agenda and keep moving forward with this.

New Business

Kay Dendel, and Hannah Greiner were introduced as new staff members. They have very specific job descriptions and are both very passionate about the ministry of Warner Camp. Hannah worked in a hotel for a year and a half. She also went to school for hospitality. She has been speaking with Gary about how we need about \$50 per person for a camper day. Working to increase number of Day camps. Developing two programs 1) homeschool groups 2) emailed athletic directors about bringing groups here for team building. Kay is responsible for guest services - how can we bring in more people during the off season? Our next event will be held on Dec 29-31. This will be a two-night lock in. The cost is \$100. Some of the events planned are; strobe light sledding, rock wall and zipline with strobe lights. As well as Broom ball, a dance party and Live Clue game. Lydia Malloy and Chase will lead worship and message. This event is geared for 7th-12th grades. Goal is 100 campers, could hopefully have 150 campers housed. There is a day retreat for Couples planned for December.

Robin Wood - compensation - Motion was made by Dan Teich to give Robin \$2500 for every \$50,000 collected for the Imagine Campaign. This will be allocated as an Imagine campaign expense. Dave Burkard seconded, all in favor and so moved.

Quinten Greiner Memorial - Hank, the builder same as the original climbing wall, is taking on this project. We've raised about \$30,000 and his cost is \$39,000. Hoping to talk him down a bit. This money will be going to build a High Ropes course in Quinten's memory. Consumer Energy is donating the poles. Some space next to the zip line has been cleared out to put the high ropes challenge course in the woods. Utilizing the natural surroundings and some of the trees. Growing our Adventure Park. Thank you Dave for All your work on this.

Camp meeting 125th Celebration - We need to build a program committee to put this camp meeting together and make it an amazing week. Kelley thinks we should have a pre committee to give a historical background. And a group to put together an amazing Children's Program. Should we have a 125 day celebration - something special activity for families for each day for 125 days. Time capsule was buried at 100 years. Sub committees should be formed, Kelley is working toward this.

Green Circle Completion and Celebration

The project is almost complete and a letter should go out to celebrate this completion and express thanks. Have a Celebration during Camp Meeting to celebrate this accomplishment. The Green Circle people who have a wish to pick a spot in the new area will be allowed to do so.

Board Covenant

Diana showed us the covenant and wanted to remind us of our commitment to the camp financially and in our presence and help to the camp.

Committees

Finance Committee - Paul Nicholson - Ron VanderVeen has offered to help on this committee.

Program Committee - Camp Meeting - Jeff Eckman will participate on this committee.

RV Campground Committee - Dolly Baird gave a written report asking that the committee be more utilized.

Nominating Committee - Dave Burkard

Cottage Owner Committee - Ken Walters - Ron help

Next Meetings - November 17th, January, March and May - using the 3rd Thursday of those months.

Meeting adjourned 9:47 pm

Closing in Prayer - Dolly Baird

Respectfully submitted by; Dolly Baird Secretary