



EPISCOPAL CAMPS &  
CONFERENCE CENTERS, INC.

*Pathways to Partnerships*

26<sup>th</sup> ANNUAL  
CONFERENCE

Camp Allen  
Navasota, TX

Diocese of Texas

JANUARY 25<sup>TH</sup>-30<sup>TH</sup>, 2015

## THANK YOU

to all those that have contributed in 2014. As of December 31, 2014, ECCC has received contributions of \$48,400.19, compared to \$46,596.00 in 2013!

Paris Ball  
Marty Beck  
Van and Jane Beers  
Peter and Vicki Bergstrom  
The Rev. Wren Blessing  
Beth Bojarski  
The Rt. Rev. Fred and Barbara Borsch  
Jesse Bush  
Stuart and Monica Campbell  
Peter and Aphra Claverie  
David and Ingrid Cook  
Bill and Nancy Davies  
Donald and Rita DeLollis  
David and Allison Dix  
Jack Dowling  
The Rev. Jess Elfring-Roberts  
The Rev. Eleanor Ellsworth  
Tom Eshelman and Jeanne Finan  
Katie and Ben Evenbeck  
Scott Evenbeck  
Mark Farmer  
Kimberely Fonner  
Andrea Foote  
Maggie Foster  
Albert and Jeannie Gooch  
Ashley and Trevor Graham-Wilcox  
The Rt. Rev. Duncan Gray, III  
Tim and Antoinette Green  
Jimmy and Catherine Haden  
The Rt. Rev. Sanford Hampton  
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The Rev. Helen and Rick Hargreaves  
Bob and Marjie Hart  
John Heck  
Victoria Hoppes  
Kaitlin Horvath  
Johnson Jeffers  
The Rev. Vance and Mary Johnson  
Johnny and Fran Keesee  
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John Koch  
The Rt. Rev. Edward Konieczny  
Walt LaFontaine  
The Rt. Rev. Paul Lambert  
The Rev. A.D. "Bo" and Jan Lewis  
The Rev. Jennifer Liem  
The Rt. Rev. Gary & Catherine Lillibridge  
Patty and Andy Lindsey  
Carla Odell  
Gregory Premo  
The Rt. Rev. Ken Price  
The Rt. Rev. Brian Prior  
Eleanor Reeves

The Rt. Rev. Gregory Rickel  
The Rt. Rev. Nedi Rivera  
Mike and Joanne Kovac-Roberts  
Richard Schori  
Meg Schwarz  
The Rev. Carol Sedlacek  
Bronwyn Clark Skov  
Bill Slocumb  
Charles and Sandra Slocumb  
Lauri SoJourney  
Anny Stevens-Gleason  
Meg Schwarz  
Sean and Caroline Swift  
Janet Thomas  
Bill and Phyllis Tubbs  
The Rev. David Turner  
Teri Valente  
Rob and Shanna Watson  
Jeff and Natalie Weir  
Ray and Mia West  
Julia Zahn  
  
Ascension School Camp and Conf. Center, OR  
Beckwith Camp and Conf. Center, AL  
Camp All Saints', TX  
Camp Bishopswood, ME  
Camp Capers, TX  
Camp Hardtner, LA  
Camp Huston, WA  
Camp Mokule'ia, HI  
Camp Noel Porter, CA  
Canterbury Retreat Center, FL  
Cathedral Ridge, CO  
City Camp - Diocese of Pennsylvania, PA  
Colorado Adventure Program at Duncan Park, TX  
Episcopal Conference Center, RI  
Fond du Lac Camp, WI  
Galilee Episcopal Camp and Conf. Center, NV  
Gravatt Camp and Conference Center, SC  
Kanuga Conferences, Inc., NC  
Lake Logan Episcopal Center, NC  
Paradise Point Camp, ID  
Proctor Center, OH  
Roslyn Conference and Retreat Center, VA  
St. Crispin's Conference Center, OK  
St. Dorothy's Rest, CA  
The Bishop's Ranch, CA  
The Cathedral Domain, KY  
The Phoebe Needles Center, VA  
Transfiguration Spirituality Center, OH  
Valle Crucis Conference Center, NC  
Waycross Camp & Conf. Center, IN  
  
Church Pension Group  
Diocese of West Texas  
Grace Episcopal Church, Llano, Texas  
Office of the Presiding Bishop

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*The mission of ECCC is to sustain and enhance the ministry of all camps and conference centers of the Episcopal Church by:*

- ***Nurturing professional growth*** and development of current and future leaders
- ***Fostering excellence*** in the operation and services of member centers
- ***Strengthening the network*** of communication, collegiality, and support among leaders of centers
- ***Securing faithful financial resources*** to sustain and expand the ministry of ECCC
- ***Advocating*** for camp and conference ministry within the wider Church

## Episcopal Camps and Conference Centers Staff and Board

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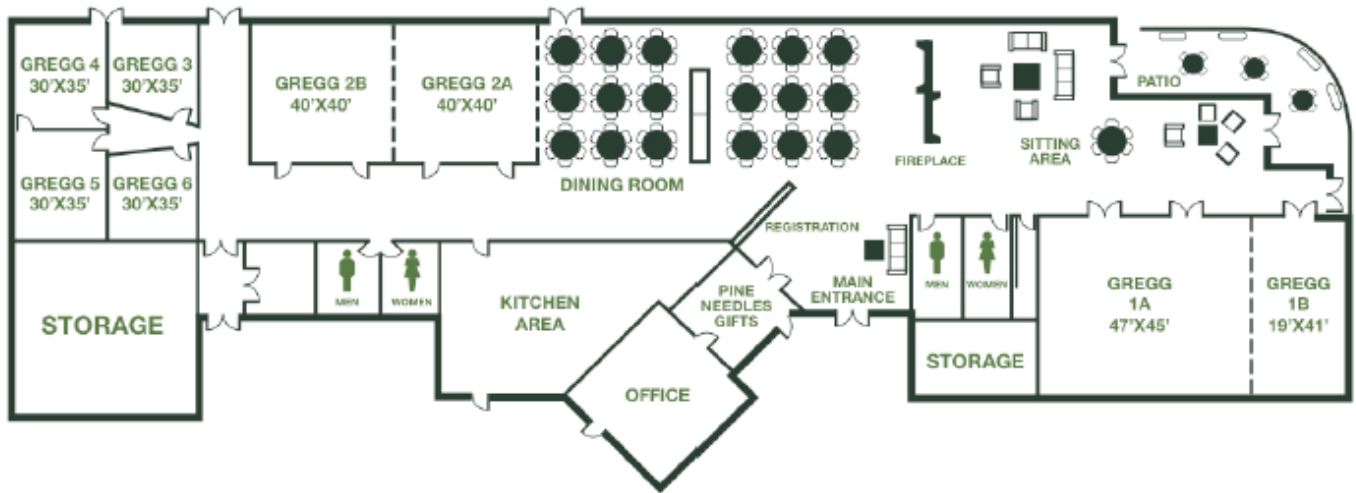
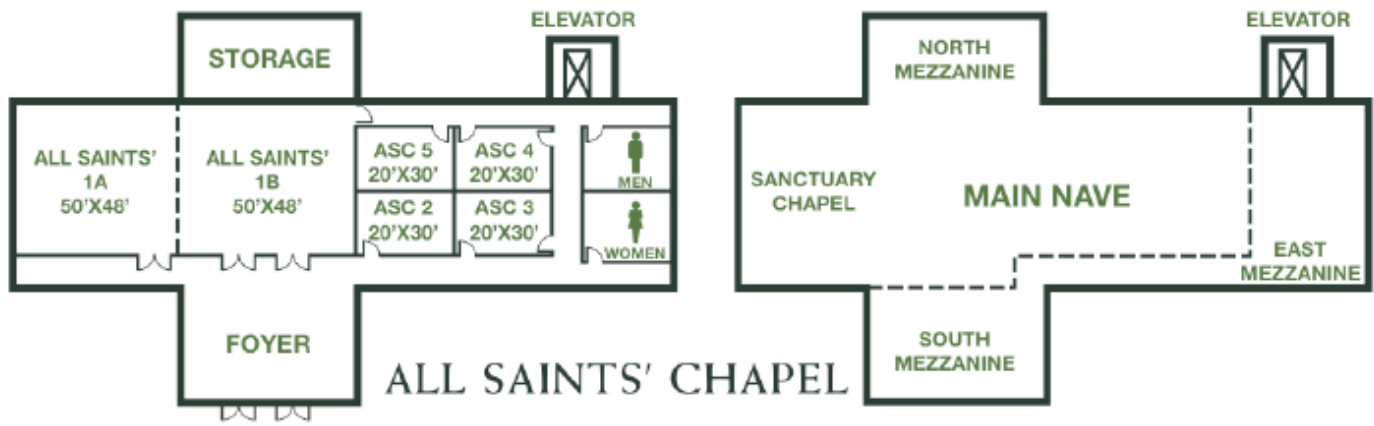
Bill Slocumb  
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ECCC Board of Directors 2013-2014:  
Lauri SoJourney, President  
Joanne Kovac-Roberts, Vice President  
Helen Hargreaves, Secretary  
Rob Watson, Treasurer  
Patty Lindsey, Annual Conference Chair  
Stuart Campbell  
Jack Dowling

1

# LOWER LEVEL

# UPPER LEVEL



## BISHOP GREGG COMPLEX

### Building References

- Program and Workshops will be in All Saint's Chapel - Lower Level or Bishop Gregg Complex
- Worship, Tuesday Evening & Wednesday Morning Program will be in All Saint's Chapel – Upper Level
- Meals will be in Dining Room at 8:00 am, 12:00 pm (12:15 on Monday) and 6:00 pm
- Reflection Group Meeting Spots
  - Group 1 – Gregg #3
  - Group 5 – All Saints' #2
  - Group 2 – Gregg #6
  - Group 6 – All Saints' #3
  - Group 3 – All Saints' 1A
  - Group 7 – All Saints' #4
  - Group 4 – All Saints' 1B
  - Group 8 – All Saints' #5

### Sunday, 25<sup>th</sup> Afternoon Schedule:

- Registration – 2:00 – 6:00
- New Attendees Orientation – All Saints' 1B – 4:00
- Welcome Reception/Social – Fireplace/Sitting Area/Patio – 5:00
- Dinner – Bishop Gregg Complex (Conference Center) – 6:00
- Opening Program – All Saints' 1B – 7:15
- Compline – 8:45

## Conference Schedule

### Sunday, January 25<sup>th</sup>

- 2:00 pm to 6:00pm – Registration and Check-In
  - o Shuttles from Houston (IAH) Airport
- 4:00 pm – New Attendees Orientation – All Saints' IB
- 5:00 pm – Welcome Reception – Fireplace/Patio
- 6:00 pm – Dinner
- 7:15 pm – Opening Program & Introductions – All Saints' IB
- 8:45 pm – Compline

### Monday, January 26<sup>th</sup>

- 7:00 am – Morning Walk (meet in Lobby)
- 8:00 am – Breakfast
- 9:00 am – Opening Worship
  - o All Saints' Chapel
- 10:15 am – Keynote I – Rev. Gay Jennings
  - o All Saints' IB
- 12:15 pm – Lunch
- 1:30 pm – Group Photo (meet at Chapel courtyard)
- 1:45-3:00 pm – Workshop A
- 3:15-4:00 pm – Financial Plenary – Pattie Christensen
  - o All Saints' IA
- 4:00-5:30 pm - *American Camp Association (ACA) Standards Update Course – All Saints 2*
- 4:30 pm – Wellness Time
- 6:00 pm – Dinner
- 7:00 pm – Reflection Group (1 of 3)
- 8:15 pm – ECCC Update & Business Meeting I
  - o All Saints' IA
- 9:00 pm – Closing Prayers

### Tuesday, January 27<sup>th</sup>

- 7:00 am – Morning Walk
- 8:00 am – Breakfast
- 9:00 am – Announcements
- 9:15 am – Group Meditation with Chaplain
  - o All Saints' IA
- 10:15-11:30 – Workshops B
- 12:00 – Lunch
- 1:15-2:30 pm – Reflection Group (2 of 3)
- 2:45-4:00 pm – Workshops C
- 3:00-6:00 Forma Attendees Arrive
- 4:15 pm to 5:15 pm – Wellness Time
- 5:30 pm – Reception
- 6:00 pm – Dinner
- 7:15 pm – ECCC & Forma Program
  - o All Saints' Chapel
- 8:30 pm – Closing Prayer

### Wednesday, January 28<sup>th</sup>

- 7:00 am – Morning Walk
- 8:00 am – Breakfast
- 9:00 am – Morning Worship
  - o All Saints' Chapel
- 9:15-10:15 am – Keynote II – Bishop Brian Prior
- 10:20-11:35 am – Workshops D
- 11:40-12:40 pm – Colleague Groups
- 12:45 pm – Lunch
- 2:00 pm – Forma Attendees Depart
- 4:00 pm – Wellness Time
- 6:00 pm – Dinner
- 7:15 pm – ECCC Update & Business Meeting II
  - o All Saints' IA
- 8:30 pm – Community Activities
  - o Dining Hall

### Thursday, January 29<sup>th</sup>

- 7:00 am – Morning Walk
- 8:00 am – Breakfast
- 9:00 am – Announcements
  - o All Saints'
- 9:30-11:30 am – Workshops E
- 12:00 pm – Lunch
- 1:15 to 2:30 – Reflection Group (3 of 3)
- 2:30 pm – Wellness Time
- 3:30 pm – Eucharist
  - o *\*\*\*Worship Team & Musicians*  
*Meet and plan earlier in the week*
- 5:30 pm – Reception
- 6:00 pm – Dinner/Banquet
  - o Tellepsen Dining Room
- 7:30 pm – Entertainment

### Friday, January 30<sup>th</sup>

- *\*\*\* Early Shuttles to IAH (Times TBD)*
- 7:00 am – Continental Breakfast
- 8:00 am – Breakfast and Depart
- *\*\*\* Shuttle to IAH (for afternoon flights)*

2015 ECCC Annual Conference  
*Pathways to Partnerships*

Reflection Groups

Small Group 1
Gregg #3
<i>John Koch</i>
Frank Hall
Helen Hargreaves
Gareth Kalfas
Paul McQueen
Carla Odell
Mariel Spengler
Charles Wallace
Kelly Wood

Small Group 3
All Saints 1A
<i>Stuart Campbell</i>
Amity Carrubba
Trevor Graham-Wilcox
Colin Haffner
Rick Hargreaves
Ben Larson
Eden Lewis
Lisa Marie Ryder
Julie Sisler
Katie Telehany

Small Group 2
Gregg #6
<i>Joanne Kovac-Roberts</i>
Gerri Campbell
Jenny Knight
Scott McNeely
Jenifer Oliphant
Tammy Ryan
Corey Schneider
Kristin Stokes
Brad Thompson

Small Group 4
All Saints 1B
<i>Jack Dowling</i>
Beth Bojarski
Margaret Lumpkin Love
Sean McCarthy
Peter Nygard
Mike Roberts
Gigi Toler
Doug Walker
Alison Walsh

2015 ECCC Annual Conference  
*Pathways to Partnerships*

Reflection Groups

<b>Small Group 5</b>
All Saints #2
<i>Rob Watson</i>
David Campbell
Jon Davis
Brad Jones
Bishop Ed Konieczny
Julia McCray-Goldsmith
Nancy Pilon
Eleanor Reeves
Carol Sedlacek

<b>Small Group 7</b>
All Saints #4
<i>Lauri SoJourney</i>
Grae Dickson
Sara Gunter
Barb Hamm
Kathy Jansen
Robin Kimbler
Doug Knight
Justin Stokes
David Turner

<b>Small Group 6</b>
All Saints #3
<i>Marty Beck</i>
Wren Blessing
Dana Capasso
Daniel Chapman
Meredith Cook
Cara Fehrenbacher
Drew Day
Joy Ellsworth
Victoria Hoppes
Johnson Jeffers
Meredith Rogers

<b>Small Group 8</b>
All Saints #5
<i>David Griffin</i>
Jess Elfring-Roberts
Alex Flannagan
Sheila Foster
Iman Green
Kaitlin Horvath
Audrey Keith
James Lawrence
Aaron McCray-Goldsmith
Anny Stevens-Gleason
Richard Sutliff



Day and Time	Workshop	Name	Location (tentative)
Monday 10:15 AM	<i>Keynote – Wilderness Tips for Episcopalians</i>	The Rev. Gay Jennings	All Saints' 1A
Monday 1:45-3:00 PM	Master Planning: A Process or Product?	Kathy Trotter	All Saints' 1A
	Marketing for Summer Camp	Meredith Cook & Ashley Graham-Wilcox	All Saints' 1B
	Stories That Matter	Jamie Coats	All Saints' 2
	Church Pension Group – Education and Wellness: We're Looking for a Few Great Centers!	Cindy Underwood	All Saints' 3
	ACA? What is it? How Can it Help Me?	Tim Huchton	All Saints' 4
	Restoring Your Summer Staff	Drew Day	All Saints' 5
Monday 3:15 – 4:00 PM	Plenary Session: How do you Eat an Elephant? One Bite at a Time!	Pattie Christensen	All Saints' 1A
Monday 4:00 PM	ACA Standards Update	Tim Huchton	All Saints' 2
Monday Wellness Activities 4:30-5:30 PM			
Tuesday 10:15-11:30 AM	The Gray Area: Maintaining Healthy Boundaries Between Counselors and Campers	Bronwyn Clark Skov	All Saints' 1A
	The Special Diet Puzzle – How are Conference Centers and Camps Handling the Surge of Food Allergies	Kathy Jansen, Grae Dickson, & Joanne Kovac-Roberts	All Saints' 1B
	Vision and Planning for Camp & Conference Centers	Donald Romanik	All Saints' 2
	Financials 201 – Looking at Finances from the New Executive/Director Position	Alison Walsh	All Saints' 3
	Stories that Matter	Jamie Coats	All Saints' 4
	Making Stars out of Sparklers – Looking at Your Human Resources Practices	George Dehan & Teri Hurst	All Saints' 5
Tuesday 2:45-4:00 PM	Practices in Partnering with Episcopal Congregations	Marty Beck, Anny Gleason-Stevens, and James Lawrence	All Saints' 1A
	Mutual Accountability between Boards and the Diocese	Kathy Trotter	All Saints' 1B
	Raising and Managing Financial Resources for Your Camp and Conference Center	Jim Murphy	All Saints' 2
	Do Only Old People Come to Church Conferences?	The Rev. Mike Angell	All Saints' 3
	Choosing an Effective Online Software System for Your Camp or Conference Center	Colin Haffner	All Saints' 4
	Outreach in Your Local Communities – Ways to Share Your Camp & Conference Center's Time, Talent, and Treasure	Joanne Kovac-Roberts & Brad Thompson	All Saints' 5

## Keynote and Workshop Schedule

Day and Time	Workshop	Name	Location (tentative)
Wednesday 9:15-10:15 AM	<i>Keynote – Three Things...</i>	The Rt. Rev. Brian Prior	All Saints' Chapel
Wednesday 10:30-11:45 AM  **ECCC & FORMA Workshops**	Campers and Congregations: Collaborations with Summer Camp	Meredith Rogers & Anny Gleason-Stevens	All Saints' 1A
	Growing Food & Faith: Exploring How Farms and Gardens Can Be Transformative for Our Spirits, Bodies and Communities	Chad Brinkman, Sarah Nolan, Nurya Love Parish, David Turner	All Saints' 1B
	From Camp to College	The Rev. Matt Wise & The Rev. Mike Angell	All Saints' 2
	How People Talk and Listen Matters	Denise Trevino	All Saints' 3
	Partnership with Youth Ministries	Bronwyn Clark Skov	All Saints' 4
	Camping Ministry and Growing the Church	Andrew Kellner	All Saints' 5
	Paying Attention to Your 403(b) Plan Now Could Mean a Better Retirement Later!	Pattie Christensen	Gregg #6
Wednesday Wellness Activity 4:00-5:30 PM			
Thursday 9:30-11:30 AM	Food as Hospitality	Kathy Jansen & Grae Dickson	Tellepsen
	Nurturing Faith Workshop	Beth Bojarski & Jenny and Doug Knight	All Saints' 2
	Planning for Retirement? Here are Some Things to Consider	Peter Bergstrom	All Saints' 3
	Financials 301 – Looking at Your Individual Finances for a Seasoned Executive/Director	Alison Walsh	All Saints' 4
	Donor Recruitment and Management: From Strategies to Software to Levels of Giving	Rob Watson & Jack Dowling	All Saints' 5

# Workshop Descriptions

*Monday, January 26<sup>th</sup> 1:45 pm*

**Master Planning: A Process or a Product?**  
Kathy Trotter

When the goal of a master plan is to get to the end result (“What will we build, where?”) as quickly as possible, the product is very likely to go on that proverbial (or real) shelf. Investing in a master plan needs to result in ACTION, which comes from the commitment of staff and stakeholders to a common vision that will be lived out in specific facilities, designed to meet particular people and program needs. Learn the keys to developing a successful master planning PROCESS that builds momentum for fund raising by involving stakeholders in the plan – and can still be completed efficiently.

**Marketing for Summer Camp**  
Meredith Cook & Ashley Graham-Wilcox

The first step to successful marketing is to make the time for it. The second step is to have a plan. This workshop, led by Meredith Cook of Gravatt and Ashley Graham-Wilcox of Camp Stevens, will help you with both. In this hands-on workshop, using a year-long content calendar template, we’ll explore how to develop and share your center’s story effectively and efficiently through email, social media and traditional channels. We will also introduce you to valuable free marketing tools, and some that are worth paying for. Come for both quick tips you can instantly implement, and an in-depth discussion of a robust marketing plan.

**Stories That Matter**  
Jamie Coats

This workshop will guide you through a series of meditations and exercises on how to find and tell stories that breathe new life and resources into your camp.

**Church Pension Group—Education & Wellness: We’re Looking for a Few Great Centers!**  
Cindy Underwood

Want more great folks at your conference center? Do you ever wonder what the Church Pension Group’s Education & Wellness department looks for when they are booking Episcopal conference centers? Well, wonder no more! Come and find out how we can join forces in serving our conference participants! We will discuss the criteria we use in selecting venues for our many conferences and events (hint: single rooms and baths are a must!), and you will have the opportunity to tell us what makes your center special. Big, small, north, south, east or west....we are always on the search for a great center!

*Monday, January 26<sup>th</sup> 1:45 pm continued*

**ACA? What is it? How Can it Help Me?**

**Tim Huchton**

The American Camp Association is about more than accreditation! Learn ways you can train your staff. Find out how the ACA serves as a voice for camps and youth development in DC and learn about the resources available on the ACA website, and more!

**Restoring Your Summer Staff**

**Drew Day**

Filling your summer staff team with capable and charismatic students can be difficult. This workshop will focus on equipping camp managers with the tools needed to combat this challenge by reexamining management philosophies, resource allocation, training practices, and recruiting strategies. The workshop will also examine a ten-year case study of Camp Allen's staffing fluctuations and examine which solutions led to positive outcomes. Attendees will have the opportunity to engage in a round table discussion about summer camp staffing.

*Monday, January 26<sup>th</sup> 4:00 pm*

**Plenary: How Do You Eat an Elephant? One Bite at a Time!**

**Pattie Christensen**

Financial planning can be overwhelming. This plenary will break financial planning into bite-size pieces that are easily digestible! This session will give you tools you can immediately put to use to become more financially savvy and secure. Presenter: Pattie Christensen

*Monday, January 26<sup>th</sup> 4:00 pm*

**ACA Standards Update Course**

**Tim Huchton**

The Standards Update Training is for camp directors and/or other camp representatives who are familiar with the accreditation process. The person completing the course is expected to assist the camp in preparation for the accreditation visit and participate in the on-site visit. Due to revisions to the standards ALL CAMPS must attend a standards course or standards update before their accreditation visit in 2015.

*Tuesday, January 27<sup>th</sup> 10:15 am*

**The Gray Area: Maintaining Healthy Boundaries between Counselors and Campers**  
**Bronwyn Clark Skov**

Whether you employ older teens, young adults, or seasoned leaders as counselors and camp staff, it is always helpful to plan strategies for engaging difficult conversations and avoiding taboo topics with campers. We will discuss helping young staff members in transitioning from peer-to-peer relationships to appropriate staff-to-camper relationships. We will cover topics that should be left to parents alone, and what to do when information is revealed that may require mandated reporting. Camp Directors will leave with tools for training and exercises for practicing those sticky moments that inevitably arise when caring for other people's children in a residential setting.

**The Special Diet Puzzle – How are Conference Centers and Camps Handling the Surge of Food Allergies**  
**Kathy Jansen, Grae Dickson, & Joanne Kovac-Roberts**

The dietary restrictions of conference center guests and campers can throw our kitchens into mayhem with any combination of limited food resources, small spaces, and small staff. What is our responsibility for food allergy and food intolerance awareness and accommodations? Join in this round table session led by Joanne Kovac-Roberts, Grae Dickson and Kathy Jansen to discuss and share how different conference centers (size and locations) are handling their guests' dietary needs, additional food costs, preparation areas, and communication with group leaders regarding accommodations.

**Vision and Planning for Camp & Conference Centers**  
**Donald Romanik**

With change happening at an ever increasingly rapid pace around us, Episcopal institutions, including camp & conference centers, can no longer afford to strategically plan five, ten, or even more than a year or two ahead. Yet by embracing a holy shift into thinking strategically, Episcopal institutions can begin to get unstuck and move into having relevant, meaningful, and vital conversations and effectively plan for the future. In this workshop led by ECF President Donald Romanik, we will cover ways leaders can begin to enter into intentional conversation, listening, and reflection to facilitate strategic thinking.

**Financials 201 – Looking at Finances from the New Executive/Director Position**  
**Alison Walsh**

As a new executive/director you must oversee many areas of the camp/conference center. Financials are an integral part of the management equation. Without a strong financial base your camp/conference center will suffer in their ministries. Come learn what to watch out for so that you will know where your camp/conference center stands financially. We will discuss: what reports are important and how to read them; what systems are in place to ensure employee accountability; why budgets are important and why projections are even more important.

*Tuesday, January 27<sup>th</sup> 10:15 am continued*

**Stories That Matter**  
**Jamie Coats**

This workshop will guide you through a series of meditations and exercises on how to find and tell stories that breathe new life and resources into your camp.

**Making Stars out of Sparklers – Looking at Your Human Resources Practices**  
**George Dehan & Teri Hurst**

Directors at every level have the joys and challenges of working with many employees from all different backgrounds and skill levels. We all want our employees to succeed at their jobs and we want our camps and conference centers to successfully live into our missions. In this workshop, we will look at a variety of human resource policies and practices, covering topics like health benefits, supervision of the enthused and the difficult, pay limits, sharing your vision with your employees and much more.

*Tuesday, January 27<sup>th</sup> 2:45pm*

**Practices in Partnering with Episcopal Congregations**  
**Marty Beck, Anny Gleason-Stevens & James Lawrence**

Many camps and conference centers depend greatly on partnerships developed with Episcopal congregations. There are also many job positions that have divided responsibilities between camp ministry and congregational ministry. Join this panel workshop to discuss the different models and programs of shared ministry that currently exist and brain storm ideas of making these partnerships even stronger. Whether you are in a position that has dual roles or looking for ideas to bridge the gap, this is sure to be an engaging discussion and a great opportunity to learn what is working and what needs improvement.

**Mutual Accountability between Boards and the Diocese**  
**Kathy Trotter**

Bodies in authority often only call for “accountability” as a way to say “you’re not meeting expectations and we’ve had enough.” The unfortunate thing in many instances is that those “expectations” are not clearly stated until it is too late to change the situation. Accountability should be the living out of a MUTUAL agreement between two related parties so that their common result is achieved. Kathy will share her experience seeking to enhance the mutual accountability between the camp board and the Diocese, and facilitate discussion about attitudes and behaviors that help and hurt this process.

*Tuesday, January 27<sup>th</sup> 2:45pm continued*

### **Raising and Managing Financial Resources for Your Camp and Conference Center**

**Jim Murphy**

Episcopal Camp & Conference Centers and their leaders are regularly in need of “best practices” and new ideas for raising annual, capital, major and planned gifts as well as how to manage effectively and grow their endowments. This workshop will review successful methods as well as real-life challenges which can inform how your Camp and Conference Center can move forward, stronger and better informed into an uncertain future.

### **Do Only Old People Come to Church Conferences?**

**The Rev. Mike Angell**

Camps and conference centers across the country face a demographic challenge. While summer programs are packed with children and youth, church conferences are serving a rapidly aging demographic. Where are the young adults? What if we started imagining Episcopal Camps and Conference centers as a "first line" of engagement for young adults? What if we partnered with business and nonprofit leaders to teach environmental ethics and spirituality to the least church-ed generation our country has seen? Come to this workshop to discuss possibilities for engaging young adults in ministry through camps and conference centers.

### **Choosing an Effective Online Software System for Your Camp or Conference Center**

**Colin Haffner**

We will look at five of the most widely used online software providers and discuss the pros and cons of what they can offer your camp or conference center. During this panel discussion we will talk about price, database collection, information storage capabilities, and much more. This workshop will offer insight into the selection process of online software that is appropriate for your camp or conference center, big or small.

### **Outreach in Your Local Communities – Ways to Share Your Camp & Conference Center’s Time, Talent, and Treasure**

**Joanne Kovac-Roberts & Brad Thompson**

Episcopal Camps and Conference Centers often bring unique opportunities for partnerships in their local or regional communities. Come hear about unique partnerships and ways conference centers and camps are positively affecting lives in their communities by to giving away their time, talent, and treasure.

*Wednesday, January 28<sup>th</sup> 10:30 am*

**\*\*ECCC & FORMA Collaborative Workshops\*\***

We are excited and looking forward to this opportunity to collaborate with Forma and other Episcopal ministries! Full Descriptions will be available Sunday.

*Thursday, January 29<sup>th</sup> 9:30 am*

**Food as Hospitality**

**Kathy Jansen & Grae Dickson**

Whether you are a beginner cook or a seasoned professional, we all know that our kitchens are often at the heart of our Conference Centers and Camps. Come join Kathy Jansen –Food Service Director for Mustang Island Conference Center and Grae Dickson – Executive Director of the Duncan Gray Center for hands on cooking demonstrations and a discussion of how foods are often at the heart of our hospitality.

**Nurturing Faith Workshop**

**Beth Bojarski & Jenny and Doug Knight**

Nurturing Faith at summer camp happens in formal Christian Education time, but more often on the trails, around the fire or dining hall table, and in staff training when it is least expected. How does your summer camp's marketing, staff training, daily schedule, Christian Education, and overall culture speak to and meet the spiritual needs of your campers and staff? (This workshop is a mini-version of the weekend long ECCC workshop that will be hosted in March.)

**Planning for Retirement? Here are Some Things to Consider**

**Peter Bergstrom**

While sound financial planning is crucial to a comfortable retirement, there are many other factors to be considered and planned for as well. Peter will share some of what he learned in the process of retiring from Camp Stevens after working there for 40 years. He will raise questions for you to consider as you plan for your retirement. For advice with financial planning for retirement, please make an appointment for a private consultation with one of the Church Pension Group representatives—they are a tremendous resource!!

**Financials 301 – Looking at Your Individual Finances for the Seasoned Executive/Director**

**Alison Walsh**

As a seasoned executive/director you may have experienced financial situations that don't always have an easy answer or there is a topic that you want to learn more about. E-mail me your questions or bring them with you and we will have a roundtable discussion to answer them.

**Donor Recruitment and Management: From Strategies to Software to Levels of Giving**

**Rob Watson & Jack Dowling - Description will be available Sunday.**



## Presenter Biographies

**Chad Brinkman** is the Senior Associate for Engagement and Media for Episcopal Relief & Development, where he works to educate and involve Episcopal Church communities and affinity groups in the work of Episcopal Relief & Development. He has been on staff at Episcopal Relief & Development since 2010.

Previously, he served the organization through the NetsforLife® Inspiration Fund, working to raise awareness and support for Episcopal Relief & Development's award-winning malaria prevention partnership. Chad is also a regular contributor of pictures and stories to the organization's blog and web site.

Prior to joining the staff of Episcopal Relief & Development, Chad worked internationally as an educator and artist. He is currently a regular guest-teaching artist for the Goldberg Department of Dramatic Writing at NYU, where he has directed and designed several productions for both the BFA and MFA playwriting programs. He is also the nephew of cattle ranchers and rodeo cowboys and has managed to grow a decent little garden in the tiny green space he calls a "backyard" in New York City.

**Jamie Coats** has been the director of Friends of SSJE - Society of Saint the Evangelist, an Episcopal religious order of Brothers, since 2006. For SSJE, he oversees annual and capital fundraising, advisor recruitment, communication and mission support strategy and systems. He directed SSJE's the Stone & Light Capital Campaign that raised \$13m 2007-2010 to renovate SSJE's beautiful Monastery in Cambridge, Massachusetts. He is currently working to support the Brothers' plans to enhance and conserve Emery House, SSJE's rural monastery center in West Newbury, Massachusetts. Jamie initiated "Brother, Give Us a Word," a daily email meditation from the Brothers that reaches over 8,000 people every morning.

Prior to coming to SSJE Jamie was a stewardship and communication consultant to Trinity Church Boston. He has produced motivational, fundraising, and meditation films for various Episcopal organizations. Jamie has served as the interim president of KLD, a social investment research firm and producer of the Domini Social Index. He was co-founder and president of the online learning firm Kids Energy. He has been involved in the creation of a number of companies including the UK online giving firm Just Giving and the investment systems firm Redwood Risk Management.

Jamie is the father of a teenage daughter. He is a trustee of donations for the Episcopal Diocese of Massachusetts. He is a transplant from the UK now at home in Rockport, Massachusetts.

In his role as a communication messenger for the religious, as an appreciator of the story of Hermes and the story of Jesus' washing the disciples' feet Jamie describes himself as a "*winged-boot fitter for monks*" - helping the religious take a spirited next step.

**The Rev. Nurya Love Parish** helps Christian leaders imagine and create faithfully innovative ways to live the gospel so we can glorify God, steward God's creation, and teach the faith to future generations. She serves St. Andrew's Episcopal Church as half-time Associate Priest, primarily focused on ministries with families, children and youth. Her blog, Churchwork, shares data and strategies for renewal for the church and all creation. An adult convert to Christianity and to the Episcopal Church, she has served in ministry positions for over twenty years, five of them within the Episcopal Church. She holds a M.Div. from Harvard Divinity School and a Certificate of Anglican Studies from Seabury-Western Theological School.

Rev. Parish has been a participant-observer in the sustainable food movement since the 1990's. While serving as her local humanities council's director in 2009, she conceived of and produced a documentary titled "Eating in Place," in cooperation with Calvin College, which subsequently aired on PBS in Michigan statewide. She created and curates the Faith + Farm + Food Directory, listing projects and programs in faith-based sustainable agriculture. She is a member of the Steering Committee of the nascent Episcopal Faith/Farm/Food Network.

**Jim Murphy** is managing program director of financial resources at the Episcopal Church Foundation (ECF). He oversees all of ECF's financial development programs and resources, including annual stewardship/giving, development solutions, capital campaigns, planned giving and endowment management. He leads workshops and works with congregations, dioceses, and other Episcopal organizations to enhance and develop their programs and resources.

Prior to joining ECF in 2008, Jim was director of the Master of Arts Program and Program manager for Lifelong Learning & the Center for Christian Spirituality at the General Theological Seminary. For more than 16 years he worked for a major international law firm in NYC, serving in a number of financial management roles. He has been an active volunteer leader in stewardship, parish administration, and Christian formation ministries in several Episcopal parishes in New York and New Jersey.

A native of Lansing, MI, Jim holds a Certificate in Fundraising from New York University's School of Continuing and Professional Studies, an MA in Christian Spirituality from the General Theological Seminary, and a BS from NYU's Stern School of Business. Jim is a member of the Association of Fundraising Professionals (AFP) and is a Certified Fund Raising Executive (CFRE).

**Sarah Nolan** is the Director Programs and Community Partnerships at The Abundant Table, an Episcopal ministry in the Diocese of Los Angeles focused on creating sustainable relationships to land and community that are rooted in personal and communal faith traditions. The Abundant Table houses a campus and young adult ministry, an Episcopal Service Corps program, a five acre farm, farm to school education programs, and a weekly house church. She currently serves as one of two Environmental Stewardship Fellows through the Office of Justice and Advocacy Ministries and is partnering with the Beecken Center of the School of Theology at the University of the South to support the development of the nascent Episcopal Faith, Farm & Food Network. Alongside her work with in the Episcopal Church, Sarah is a worker/owner of the South Central Farmers' Cooperative and runs their Community Supported Agriculture Program, which provides locally grown organic vegetables to families throughout L.A. County.

**Donald V. Romanik** has been President of the Episcopal Church Foundation (ECF) since 2005. Formerly, he has served as an attorney in both government and private practice and has been active in civic, charitable and religious organizations. While at ECF, Mr. Romanik has stabilized its infrastructure, led a comprehensive strategic planning process, and developed partnerships and collaborations throughout the Church. He is a proponent of lay leadership and the ministry of all the baptized. His book, *Beyond the Baptismal Covenant: Transformational Lay Leadership for the Episcopal Church in the 21st Century*, advocates for a new type of entrepreneurial priest and effective clergy+lay partnerships. ECF is an independent, lay-led organization that helps congregations, dioceses and other Episcopal communities of faith develop leadership and raise resources for ministry. ECF provides comprehensive and innovative programs, products and services in the areas of leadership and financial resource development.

**Bronwyn Clark Skov** spent 14 years in congregational youth ministry, serving two parishes and a rural region of the Episcopal Diocese of Minnesota. She also served as a dean for 7<sup>th</sup> & 8<sup>th</sup> Grade Camp and a board member for the Cass Lake Episcopal Camp Board. For four years she served on the Bishop of Minnesota's staff as the Canon Missioner for Faith Formation and Lay Leadership, coordinating diocesan youth ministry and providing support, training, and resources for congregational lay leaders both in liturgical settings and with Vestries and Bishop's Committees. She served as one of nine Provincial Youth Ministry Coordinators of the Episcopal Church, serving Province VI for four years, before her appointment to the Youth Ministries office on the denominational staff in 2009.

Bronwyn is a Safeguarding God's People trainer and serves as a consultant to the Nathan Network. She has completed a certificate program for Youth Ministry with Princeton Theological Seminary's Youth Forums. Currently serving as the team leader for the Formation and Vocation Ministries Team in the Episcopal Church Center's Department for Mission, she frequently visits Episcopal dioceses and provinces to teach, preach, listen, and learn. In her spare time she camps, rides a motorcycle, fly-fishes, and skis. She works from her home in rural Minnesota where she lives with her husband and two college-age sons.

**Rev. David Baumgart Turner's** roots in Hawaii go back 7 generations to the 1820's. He grew up in Hawaii on the island of Oahu and then found his way to the mainland where he graduated from Stanford Univ. (1979 BA in Psychology and Political Science) and a Yale Divinity School (1987 Masters of Divinity). He was ordained as a minister in the United Church of Christ in 1987 and served until 1992 as pastor of Kapaa United Church of Christ on the island of Kauai.. David returned to Oahu in 1992 and was chaplain at Mid-Pacific Institute for 2 years before becoming chaplain at Punahou School until 2005. While at Punahou he developed programs in Outdoor Education, Sustainability, Community Service and Hawaiian Culture. Following his time at Punahou, David and his wife, Kirsten, had a small consulting company, Sustainability Partners, in which they facilitated the planning processes for organizations that wished to move towards more sustainability focused operations. In 2009 David was called to be the Executive Director at Camp Mokule'ia. Using the experience he had of over 20 years of ministry, much of it focused on youth programming and outdoor ministry David has re-built the programmatic offerings of Camp Mokule'ia utilizing hi and lo ropes course, our shoreline, reefs, a sustainable farm that the camp is developing across the road and Hawaiian culture and wisdom to create truly transformative experiences. In addition, under David's guidance the camp has crafted its first Strategic Plan as well as a master Facilities Plan, become a site for the Episcopal Service Corps, and has developed a real ministry of modeling ways for an organization and its facilities to truly care for and work with God's Creation. As David says, "it's been a wonderful ride, with much more to go".

2015 ECCC Annual Conference  
*Pathways to Partnerships*

**Kathy Trotter** is founder and principal of Krysalis Consulting. Her expertise is developed from more than 30 years of working in and for nonprofits across the United States and internationally, as well as her successful experience in two small businesses. Kathy is a skilled analyst, facilitator and coach. She is adept at getting to the critical issues that matter, at engaging all stakeholders (owners, staff and volunteers) to solicit their perceptions and get their buy-in, and at creating actionable strategies that lead to real change.

**Rob Watson** has been the director of Camps and Conferences for the Episcopal Diocese of West Texas since 2008. Rob oversees the program and facilities for the Diocese at three different sites: Camp Capers in Waring, Texas; Mustang Island Conference Center in Port Aransas, Texas; and Duncan Park Camp in Ward, Colorado.

Previous to serving with the Diocese of West Texas, Rob was the executive director of the C5 Youth Foundation of Texas. He was responsible for the total operations of the Foundation's year round, five year youth leadership program.

Before C5, Rob was the executive director of Camping Services for the YMCA of Greater San Antonio, where he managed two properties and programs in the Texas hill country. Prior to the YMCA of San Antonio, Rob worked for Mission Presbytery in San Antonio, Texas for twelve years, eventually as the executive director of Outdoor Ministries.

Rob grew up in camping, attending YMCA Camp Grady Spruce on Possum Kingdom Lake as a camper and staff member for fourteen summers. He has served as president of the Board for the American Camp Association, Texoma, and the Presbyterian Church Camp and Conference Association. Currently he serves on the board Episcopal Church Camp and Conference Association, is an ACA lead visitor and visitor instructor. He is also a member of the ACA RAC Council and the national ecumenical Committee on Outdoor Ministry.

Rob lives with his wife Shanna, and six children in Wimberley, Texas.

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# Strategic Plan



The mission of Episcopal Camps and Conference Centers, Inc. is to **sustain and enhance** the ministry of all camps and conference centers of the Episcopal Church by:

- **Nurturing professional growth** and development of current and future leaders;
- **Fostering excellence** in the operation and services of member centers;
- **Strengthening the network** of communication, collegiality, and support among leaders of centers;
- **Securing faithful financial resources** to sustain and expand the ministry of ECCC;
- **Advocating** for camp and conference ministry within the wider Church.

**Established in October 2013, ECCC's Strategic Plan is a working document that outlines seven focus areas. Below are highlights of the work recently done in each of these areas.**

## 1. Build on a culture of sustainable innovation.

ECCC has a strong history of empowering centers and directors to try new things, to experiment, evaluate and improve, and to share learnings among the network. There is work to be done in order to remain ahead of the curve as far as what's next in relevant hospitality, camping and youth programs and ministry.

Recent Highlights:

- Pursuing a food, faith and farm initiative partnership
- Preparing for General Convention with ideas/strategies from the Visionary & Advocacy Council.
- Continuing to monitor, document and share new programs and processes from the Building the Continuum workshops.

## 2. Improve internal and external communications.

ECCC's communications aim to:

- 1) Allow members to identify and articulate the benefit of ECCC membership.
- 2) Increase external (church and secular) awareness of our organization.
- 3) Allow for efficient and increasing use of existing resources
- 4) Increase communications between members.
- 5) Help create a robust network of camp/conference center professionals.
- 6) Be the shared understanding and responsibility of the ECCC staff and board.

Recent Highlights:

- New The Grove newsletter to Bishops and Diocesan Communicators
- Upgrade to Constant Contact for email list management, creation, and scheduling
- Updated website navigation
- Sharing board meeting minutes on website.

### 3. Offer concrete member benefits.

Recent Highlights:

- Tested out Member Benefits partnership through PCCCA.
- Partnered with Camp America for ECCC-exclusive interviews pre-hiring fairs abroad.
- Created Around the Campfire process for gathering insight and sharing job openings.
- Established “Members Only” sections of website for resource sharing.

### 4. Develop and offer mentoring & consulting services.

By using the variety of expertise and experience throughout our network – including ECCC staff and board members – ECCC aims to enable transition and improvements at our centers, and to empower all levels of camp/conference center staff.

Recent Highlights:

- Partnered with ECF to offer Development Workshop for camp & conference centers.

### 5. Provide education & networking opportunities.

Recent Highlights:

- 2015 co-conference day with Forma.
- Revitalized Nurturing Faith (Faith Formation) workshop series.
- Began exploring partnership with PCCCA’s Compass Points Certification program.
- Opportunity to attend Lutheran Outdoor Ministries Conference.

### 6. Support human resources and career development.

To strengthen the staff, competencies and offerings of our member centers, ECCC aims to support all levels of staff throughout their careers.

Recent Highlights:

- Began sharing position descriptions on website.
- Wide circulation of job availability throughout the network.
- Conducted staff salary and benefits survey

### 7. Advocate on behalf of Episcopal centers to broader church, ecumenical and secular communities.

ECCC will act as an advocate and voice for our individual centers, and help connect centers with church, ecumenical and secular organizations for business, relationships and resources. It’s our aim to keep the wider church aware of Episcopal camps and centers as a formation and hospitality resource.

Recent Highlights

- New The Grove newsletter for Bishops and Diocesan Communicators.
- Co-conference day with Forma

**Episcopal Camps and Conference Centers, Inc.**  
**Executive Director's Report**  
**January 26, 2015**

**Education & Networking**

- Annual Conference for Continuing Education and Fellowship
  - Our 25<sup>th</sup> Annual Conference was held at the Bishop's Ranch in California in January with 78 attendees, representing 53 camps, programs and centers. Sara Miles and the Rev. Sally Bingham were very inspiring keynote speakers.
  
- ECCC Trainings & Workshops
  - Nurturing Faith Training – ECCC offered a new workshop at Camp Mitchell in Arkansas in March to enable camp directors, program directors and senior program staff to be more intentional and effective in nurturing faith formation for campers and staff. The focus was on effective faith formation for those with no church affiliation. There were 13 participants representing 6 Episcopal camps. The next workshop will be held March 26-29, 2015 at Camp Stevens in Julian, California.
  - The Episcopal Church Foundation provided a very effective Financial Development training event for directors of ECCC centers in December of 2013. The next ECF Fundraising School for ECCC directors will be held at Canterbury Center in Oviedo, Florida, February 22-25, 2015.

**Membership & Member Benefits**

- 90% of Episcopal Camps/Centers paid membership dues in 2014.
- 10 diocesan summer camp programs that use rental sites have become members
- Retreat centers of the Adelynrood Retreat and Conference Center & The Society of Saint John the Evangelist in Massachusetts are now ECCC members.
- 50 centers, with a total of 225+ employees, are now in the ECCC pool for medical/dental benefits through the Episcopal Church Medical Trust which offers a choice of 14 different plans. This is providing multiple thousands of dollars in cost savings for ECCC centers. Beginning in 2015 the Medical Trust will also offer Group Life and Disability Insurance options to our centers.
- 33 camps are in the ECCC/American Camp Association accreditation group, receiving a 15% discount on fees and helping to improve the quality and safety of their programs.
- ECCC member centers are now receiving discounts from 20+ companies as a result of a new partnership with the Presbyterian Camp and Conference Center Association.
- Bob Knapp of Valle Crucis Conference Center has assisted several centers in accessing substantial U.S. government rebates for employee health insurance.
- Ashley Graham-Wilcox has been hired part-time to serve as the ECCC Communications Director. She maintains the website, sends out focused email communications, edits the monthly Enews and the semi-annual newsletter, and has



created a quarterly Enews update of ECCC activities and accomplishments that is sent to bishops and other Episcopal Church leaders.

- ECCC is now required to have its own federal non-profit designation, separate from the Domestic and Foreign Missionary Society. Our application to the IRS has been approved and we now have our own 501c3 designation as a non-profit public charity. Our new Federal Tax ID number is 54-1562242.

#### **Consulting services provided in 2014**

- Bishop Claggett Center, Maryland – Helped the Claggett Board develop a search process for a new Executive Director.
- Diocese of Florida – Helped the Bishop and search committee develop a search process for a future Executive Director for Camp Weed and the Cerveny Conference Center.

#### **Career Development and Human Resources**

- 8 of the Episcopal centers have had director or executive director transitions this year.
- ECCC provides guidelines and assistance for director search processes.
- ECCC maintains job listings for year-round staff and summer staff on the website.
- Retired directors are available for interim positions, short-term fill-in and mentoring.

#### **Advocacy**

- The Visionary and Advocacy Council has 55 members from 30 dioceses, including bishops and other diocesan leaders, board members of centers and retired center directors. Council members advocate for the support of camp and conference ministry in their dioceses, provinces and throughout the Episcopal Church. During their annual meeting in October, Council members offered a number of ideas and strategies to enhance ECCC's presence at the 2015 General Convention.
- ECCC will again have an attractive booth at General Convention. It will be staffed by Peter and Bill with help from several directors of Episcopal centers. The booth will feature photos of ECCC camps and centers and we will distribute a newsletter and a directory of all the centers to everyone who visits the booth. In addition, 16 of our conference centers, paying \$600.00 each, will be booth sponsors; those centers will be featured in another area of the booth and their brochures will be distributed to national meeting planners.

#### **ECCC Financials**

- In 2014 ECCC received contributions from 109 sources, including individuals, couples, camps, conference centers, and organizations for a total of more than \$48,000.00.
- ECCC finished 2014 with \$23,635.84 in unrestricted reserves and \$50,909.11 in the endowment fund for leadership development.

Peter Bergstrom  
Executive Director

## **MEMBERSHIP REPORT**

- 81 Dues Paying Membership \$55,543
  - 2013- 77: \$49,411; 2012 – 75: \$43, 324 ; 2011 - 72: \$41,181; 2010 - 76: \$44,037;
- Membership News
  - New Membership
    - Adelynrood Retreat & Conference Center, Byfield, Massachusetts
    - Camp EDOW – Diocese of Washington (DC)
    - Camp Quarterman – Diocese of Northwest Texas
    - Society of Saint John the Evangelist – Cambridge & Emery House, Massachusetts
  - Diocese of Ohio – Camp and Retreat Farm Project
- 2014 New Site Leadership:
  - Grae Dickson, Duncan M. Gray Center (Mississippi)
  - Melville Hayes Martin – Easton Conference Center (California)
  - Margaret Lumpkin Love, Valle Crucis Conference Center (North Carolina)
  - The Rev. Deke Miller, Camp Wingmann (Florida)
  - David Ramsey, Dubose Conference Center (Tennessee)
  - Tammy Ryan, Cathedral Ridge (Colorado)
  - Katie Telehany – Bishop’s Ridge with Camp Stoney (New Mexico)
  - Kelly Wood, Chapel Rock (Arizona)
- 2014 Camp Leadership:
  - Lacey Howard – Summer Camp Diocese of Iowa
- 2015 New Site Leadership:
  - Lake Logan (Western North Carolina) --- Susan Merrill
- Transition News:
  - Procter Center (Ohio) --- General Manager Search
  - Camp Weed and Cerveny Conference Center (Florida)
    - Longtime director, Joe Chamberlain retires
  - The Claggett Center, (Maryland)
    - Longtime directors, Joe and Donna Kerner to retire

## **OPERATIONS REPORT**

### 2014 Trips/Visits

- The Bishop’s Ranch & St. Dorothy’s Rest – Annual Conference [Diocese of California]
- American Camp Association (ACA) National Conference [Orlando, FL]
- Gravatt Camp and Conference Center Fundraiser – Under the Tent [Columbia, SC]
- Diocese of West Texas Council (Convention) – Assist at Convention
- Church Pension Group, Medical Trust Benefits Administrators [Kanuga, NC]
- Episcopal Communicators Conference [Chicago, IL]
- Gravatt Camp and Conference Center – Spring Board Meeting [Diocese of Upper South Carolina]
- Diocese of Nebraska, Episcopal Church in Minnesota, Diocese of Iowa
- Episcopal Youth Event – [Villanova, PA]
- The Diocese of Southeastern Mexico – Mission Trip
- Diocese of Alaska, Holy Trinity [Juneau, AK]
- The Claggett Center [Diocese of Maryland]
- St. Crispin’s [Diocese of Oklahoma], Camp Mitchell [Episcopal Church in Arkansas]
- Barbara C. Harris Center [Diocese of Massachusetts] – Fall Board Meeting & Visionary Council Gathering
- St. Columba Retreat Center [Diocese of East Tennessee]

# Save the Dates 2015-2016

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## **FEBRUARY 22-25: Fundraising School for Camps & Conference Centers**

The Episcopal Church Foundation's Center for Development and Stewardship Education is offering a multi-day workshop exclusively for camp directors, their staff and/or board members. The workshop will offer:

- Modules in annual giving, capital campaigns planned giving and endowment management.
- Integration of annual, capital, and planned giving into a holistic program.
- Opportunities for peer learning and sharing best practices.
- Time for individual learning and application of ideas to each participant's context.

Participants will draft a development plan for their organization and present it to the group for feedback.

*"The Development Workshop put on by the Episcopal Church Foundation was probably the best professional conference I have attended in the last 10 years. I came away with the information needed to organize a successful Annual Campaign and prepare to develop a first-rate Capital Campaign. Great attendees, great instructors, good fun." - David Turner, Camp Mokele'ia*

**Location:** Canterbury Retreat & Conference Center (near Orlando, FL)

**Fees:** \$1,000 plus travel, meals and lodging (\$289/single, \$319/double)

**Register:** By contacting [Peter@episcopalccc.org](mailto:Peter@episcopalccc.org)

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## **MARCH 26-29: Nurturing Faith at Summer Camp**

Using the Five Marks of Mission, the Charter for Lifelong Christian Formation, our own summer camp experience and expertise, and recent research and writings about the changing culture of the church, attendees will learn, share, and plan:

- How camping programs are living into the Episcopal Church's mission and the camps' missions.
- How camping programs are already nurturing the faith of staff and campers.
- What might be preventing campers from further faith discovery.
- Ideas and approaches to nurturing faith of Episcopalians, other Christians, and those who are religiously unaffiliated.

**Location:** Camp Stevens (1-1/2 hours from San Diego, CA)

**Fees:** \$220, plus travel

**Register:** By contacting [Beth@campstevens.org](mailto:Beth@campstevens.org)

## JUNE 25-JULY 3: General Convention

Advertise your conference center to the leaders of all US-based Episcopal organizations, including national and provincial meeting planners. Centers that offer single- or double- rooms, linen service, good meeting space and healthy food are invited to sponsor ECCC's General Convention booth and receive:

- ✿ A large photo, caption and description of your center on the professionally-designed booth backdrop and kiosk display.
- ✿ Distribution of 250 of your center's brochures to meeting planners, organization directors, lay and clergy leaders, and General Convention exhibitors.
- ✿ In-person promotion of your center for national, regional and local meetings by ECCC staff and Board Members.
- ✿ Inclusion in the ECCC Directory, which will be handed out to every booth visitor.

**Location:** Salt Lake City, UT

**Fees:** \$600 for booth sponsorship (16 spaces available)

**Register:** By contacting [Peter@episcopalccc.org](mailto:Peter@episcopalccc.org)

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## OCTOBER 29-30: Visionary & Advocacy Council Meeting

ECCC's Visionary and Advocacy Council is made up of bishops, church and business leaders, and both active and retired directors of Episcopal centers who:

- ✿ Help broaden the vision of the ECCC Board of Directors
- ✿ Advocate for camp and conference center ministry at all levels of the Episcopal Church.
- ✿ Participate in the annual "visioning" meeting for the future of ECCC.
- ✿ Share grant opportunities and connections to related organizations.
- ✿ Contribute to the financial health of ECCC.

**Location:** Roslyn Conference & Retreat Center (Richmond, VA)

**Fees:** Members are guests of the ECCC Board of Directors, but are responsible for their travel expenses.

**Register:** If you have a board or community member to nominate for the Visionary & Advocacy Council, please contact [Peter@episcopalccc.org](mailto:Peter@episcopalccc.org).

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## JANUARY 24-29: 2016's Annual Conference

Plan to join us again next year for more opportunities for education, networking, and rejuvenation. If you're interested in serving on the Program Committee, please contact [Bill@episcopalccc.org](mailto:Bill@episcopalccc.org).

**Location:** DaySpring Conference Center (Near Tampa, FL)

**Fees:** TBD

**Register:** Registration will open in October 2015.

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## 2014 Dues Paying Membership

Adelynrood Retreat and Conf. Center  
All Saints Episcopal Center  
Ascension School Camp and Conf. Center  
Barbara C. Harris Camp and Conf. Center  
Beckwith Camp and Conf. Center  
Bishop Booth Conf. Center (Rock Point)  
Calvary Camp  
Camp All Saints  
Camp Allen Conf. and Retreat Center  
Camp Arrowhead  
Camp Capers  
Camp Chicago – Diocese of Chicago  
Camp Cross  
Camp DeWolfe  
Camp EDOW  
Camp Hardtner  
Camp Huston  
Camp Marshall  
Camp McDowell  
Camp Mitchell  
Camp Mokule'ia  
Camp Noel Porter  
Camp Quarterman  
Camp St. Andrews - Diocese of California  
Camp St. Francis - Diocese of California  
Camp Stevens  
Camp Stoney & Bishop's Ridge Retreat Ctr.  
Camp Tuttle  
Camp Washington  
Camp Webb – Diocese of Milwaukee  
Camp Weed and Cerveny Conf. Center  
Camp Wingmann  
Camp Wright  
Canterbury Retreat Center  
Cathedral Ridge  
Cedar Hills Camp and Conf. Ctr.  
Chanco Camp and Conf. Ctr.  
Chapel Rock  
Colorado Adventure Program at Duncan Park  
City Camp – Diocese of Pennsylvania  
Cross Roads  
DaySpring Episcopal Conf. Ctr.  
Diocese of Oregon Camp Ministry  
Duncan Conference Center  
Duncan M. Gray Episcopal Center  
Emrich Retreat Center  
Episcopal Conference Center  
Episcopal Youth Camp - Western Michigan  
Fond du Lac Camp  
Galilee Episcopal Camp and Conf. Ctr.  
Grace Point Camp and Retreat Center  
Gravatt Camp and Conference Center  
Immanuel Retreat Center  
Incarnation Center  
Kanuga Conferences Inc.  
Lake Logan Episcopal Center & Camp Henry  
Memorial House  
Mustang Island Conf. Center  
Paradise Point Camp  
Peterkin Camp and Conf. Ctr.  
Procter Camp and Conf. Ctr.  
Roslyn Center  
Shrine Mont  
Society of St. John the Evangelist  
Solomon Center  
St. Andrew's House  
St. Columba Episcopal Conf. Center  
St. Crispin's Episcopal Conf. Center., Inc.  
St. Dorothy's Rest  
St. Mary's Sewanee  
Summer Camp – Diocese of Iowa  
Summer Camp – Diocese of Kansas  
Sweetwater Day Camp (Resurrection)  
The Bishop's Ranch  
The Cathedral Domain  
The Claggett Center  
The Phoebe Needles Center, Inc.  
Toddhall Retreat and Conf. Ctr.  
Transfiguration Spirituality Center  
Trinity Center  
Valle Crucis Conf. Ctr.  
Waycross Camp and Conf. Center

### 33 American Camp Association (ACA) Accredited Camps

Ascension School Camp  
Barbara C. Harris Camp  
Camp All Saints  
Camp Arrowhead  
Camp Bishopswood  
Camp Capers & Colorado Adventure Camp  
Camp Cross  
Camp DeWolfe  
Camp Gravatt  
Camp Hardtner  
Camp Henry at Lake Logan  
Camp Huston  
Camp Kanuga & Camp Bob  
Camp Marshall  
Camp Mikell  
Camp Mokule'ia  
Camp Noel Porter  
Camp Stevens  
Camp Trinity  
Camp Washington  
Camp Wright  
Chanco Camp  
Chapel Rock  
Cross Roads Outdoor Ministries  
Galilee Camp  
Incarnation Camp & Bushy Hill  
Paradise Point Camp  
Peterkin Camp  
Sheldon Calvary Camp  
St. Crispin's Episcopal Camp  
The Cathedral Domain  
The Phoebe Needles Center  
Waycross Camp

### 51 Centers with CPG Medical, Dental, Group Life and/or Disability Insurance Benefits

Adelynrood Retreat and Conf. Center  
Barbara C. Harris Camp and Conf. Ctr.  
Beckwith Camp and Conf. Ctr.  
Camp All Saints  
Camp Arrowhead & Memorial House  
Camp Capers & Colorado Adventure Program  
Camp Cross  
Camp DeWolfe  
Camp Hardtner  
Camp Huston  
Camp Marshall  
Camp Mitchell Camp and Retreat Ctr.  
Camp Stevens  
Camp Tuttle  
Camp Washington  
Camp Weed and Cerveney Conf. Ctr.  
Camp Wingmann  
Camp Wright  
Canterbury Retreat Center  
Cathedral Ridge  
Cedar Hills  
Chanco Camp and Conf. Ctr.  
Chapel Rock  
Cross Roads Outdoor Ministries  
Day Spring Episcopal Conf. Ctr.  
Duncan Conference Center  
Duncan M. Gray Center  
Emrich Retreat Center  
Galilee Camp  
Gravatt Camp and Conference Center  
Lake Logan Episcopal Center & Camp Henry  
Mustang Island Conf. Ctr.  
Noel Porter Camp & Conf. Ctr.  
Paradise Point Camp  
Peterkin Camp and Conf. Ctr.  
Procter Camp and Conf. Ctr.  
Roslyn Center  
Sandscrest Center  
Shrine Mont  
Society of St. John the Evangelist  
St. Columba Episcopal Conf. Ctr.  
St. Crispin's Episcopal Conf. Ctr.  
St. Dorothy's Rest  
St. Mary's Sewanee  
The Bishop's Ranch  
The Cathedral Domain  
The Claggett Center  
Thunderhead Episcopal Camp  
Trinity Center  
Valle Crucis Conference Center  
Waycross Center

Episcopal Camps and Conference Centers, Inc  
Annual Meeting of the Membership

January 26<sup>th</sup>, 2015  
Camp Allen, Navasota, TX

Opening Prayer

Roll Call

Report of the Nominating Committee

Ballot for Election

Approval of Minutes of January 28, 2014 Annual Meeting

President's Report

Treasurer's Report

Executive Director's Report

Membership Response

2016 Annual Conference

Dismissal



# Annual Meeting of the Membership

January 28, 2014 | The Bishop's Ranch, Healdsburg, CA



## Agenda:

- ✿ Opening Prayer
- ✿ Roll Call
- ✿ Report of the Nominating Committee
- ✿ Ballot for Election
- ✿ Approval of Minutes of January 29, 2013 Annual Meeting
- ✿ Treasurer's Report
- ✿ Executive Director's Report
- ✿ Membership Response
- ✿ 2015 Annual Conference
- ✿ Dismissal

## Meeting Minutes

- I. Musical Tribute to Pete Seeger: "If I had a Hammer"
- II. Bishop Brian Prior, Minnesota gives an opening prayer.
- III. Stuart Campbell (President of the Board): Welcome
- IV. Helen Hargreaves (Secretary of the Board): Roll Call, declares we have a quorum
- V. Jack Dowling (Nominating Committee): Ballot for Election
  - a. Thanks nominees, presents ballot instructions:
    - i. Each center will have one voter, may vote for three nominees.
  - b. Ballots passed out, followed by final call for ballots
    - i. Johnson Jeffers, Dee Zeller, Jack Dowling count
- VI. Stuart moves to approve minutes from last meeting; Motion approved
- VII. President's report
  - a. Faith formation trainings are an example of Building the Continuum Summit seeds taking root
  - b. Special recognition of Tom Eshelman, Valle Crucis Conference Center
- VIII. Rob Watson: Treasurer's Report
  - a. 2013 Financials:
    - i. Dues: \$49,410; Contributions: \$44,345; Total revenue: \$194,315
    - ii. Marty Beck asked about line item continuum grants. Rob answered we have used funds from all the Continuum-related grants, and will seek new grants for 2014.
    - iii. Expenses: \$192,160
    - iv. Net Income: \$2,153
  - b. Recognition & thank you to ECCC contributors
  - c. Balance sheet:
    - i. \$27,000 unrestricted reserves, \$3,600 restricted
    - ii. \$50,000 in endowment - \$40,000 corpus, \$10,000 board restricted
  - d. Now accept credit cards
  - e. Bishop Lambert move to accept, motion seconded. Motion carries.
- IX. Jack Dowling states we have election results
  - a. Joanne Kovac-Roberts, Lauri SoJourney, Rob Watson have been elected.
  - b. Stuart: Thanks voters and welcomes Joanne, Lauri and Rob to the board. Thanks Carla Odell and Nancy Pilon for running
- X. Bill Slocumb: Operations, Membership and Strategic Plan reports
- XI. Tom Eshelman: Bob Knapp Health Insurance Tax Rebate Assistance offers <\$500 grants to ECCC membership
- XII. Membership and Guests Response
  - a. Bronwyn Clark Skov thanks ECCC membership for work in the larger church
  - b. Peter Bergstrom: Ashley Graham-Wilcox to communicate news/highlights from each center
  - c. Dave Campbell: All Saints new media center, welcomes questions/collaboration to set up at your center
- XIII. Stuart
  - a. Welcomes New and Program Director level attendees
  - b. Presents Honorary Membership to retiring directors Jean Handler, Tom Eshelman, Bill Horne: Thank you for work and involvement
- XIV. Toni Christopher: ECCC Annual Conference 2015 will be at Camp Allen, January 25-30, 2015
- XV. Closing Prayer: Deacon Jess Elfring Roberts, Diocese of Chicago
- XVI. Board President adjourns meeting

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2015 ECCC Annual Conference  
*Pathways to Partnerships*

PRESENTER ROSTER

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