EPISCOPAL CAMPS & CONFERENCE CENTERS, INC.

Calling. Passion. Purpose.

27th ANNUAL CONFERENCE

JANUARY 24-29, 2016

DaySpring | Parrish, FL
Diocese of Southwest Florida

#ECCCAC

Download Guidebook and search ECCC to access the Annual Conference app.
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.

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   - Board of Director Nominees
   - 2015 Business Meeting Minutes

4. Contact Information
   - Attendees Contact List
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STAFF AND BOARD

Bill Slocumb  
Director  
bill@episcopalccc.org

Ashley Graham-Wilcox  
Director of Communications & Development  
ashley@episcopalccc.org

ECCC Board of Directors 2014-2015:  
Lauri Sojourner, President  
Rob Watson, Vice President  
Patty Lindsay, Secretary  
Jack Dowling, Treasurer  
Joanne Kovac-Roberts, AC Program Chair  
Stuart Campbell  
John Koch

www.episcopalccc.org
Greetings ECCC Conference Participants!

On behalf of the Board of Directors, we're excited to welcome you to the 27th annual conference of Episcopal Camps and Conference Centers, Inc.

This conference is all for you. Please take advantage of every resource available to you that meets a need. That may be a workshop or a keynote. It may be a conversation at dinner or a walk on this beautiful property. Perhaps you are most looking forward to small group discussions or a time to worship. Or maybe the thing that will need most while you're away from home is a mid-afternoon nap! Part of this week is about taking care of yourself so that you can be a better leader in your own center and the Episcopal Church, so I encourage you to participate in a way that allows you to do that.

If you're like me and will be posting photos and soundbytes from the conference on social media, we invite you to use our conference hashtag: #ECCCAC.

Let me take this opportunity to publicly thank the committee volunteers and staff that have made this conference possible, as well as the DaySpring staff for hosting us. You wouldn't believe the amount of time these generous folks have given to put on this event. Please give them a hug or high five and say thanks – most especially Joanne Kovac-Roberts, who has served as chair. Like you, Joanne and the other conference volunteers are incredibly busy and have given above and beyond to make this conference possible for all of us.

I hope I will have to opportunity to speak to each participant at the conference individually. Please know that the Board and I are available to you for questions and concerns. We want to help you make the most of your time at DaySpring.

Shalom,

Lauri SoJourner
ECCC Board President
Thank you
to all those that contributed in 2015. As of December 31, 2015, ECCC received contributions of $54,920 compared to $51,401 in 2014!

The Rev. Jack Andersen
Marty Beck
Peter and Vicki Bergstrom
The Rev. Wren Blessing
Beth Bojarski
The Rt. Rev. Fred and Barbara Borsch
Stuart and Monica Campbell
The Rev. Amity Carrubba
Daniel Chapman
Peter and Aphra Claverie
David and Ingrid Cook
Meredith Cook
Sue Cromer
Jim and Marie Cullen
Jennifer Davidson
Bill and Nancy Davies
Dr. Don and Dr. Rita DeLollis
Grac Dickson
Jack Dowling and Lisa Thorpe
Larry Dresner
The Rev. Jess and Rebecca Elfring-Roberts
The Rev. Eleanor Ellsworth
Tom Eshelman and Jeanne Finan
Katie and Ben Evenbeck
Mark Farmer
Cara Fehrenbacher
The Rt. Rev. Jeff Fisher
Sheila Foster
The Rev. Stephen Fregeau
Ashley and Trevor Graham-Wilcox
The Rt. Rev. Duncan M. Gray, III
Sara Gunter
Jimmy and Catherine Haden
Colin Haffner
Frank Hall
Jean Handler
Rick and Helen Hargreaves
Bob and Marjie Hart
Kaitlin Horvath
The Rev. Vance and Mary Johnson
Johnny and Fran Keesee
Joe and Donna Kerner
Lisa Kimball
Robin and Jeff Kimbler
Doug and Jenny Knight
John Koch
The Rt. Rev. Edward Konieczny
Rob Konkol
Ben Larson
The Rev. A.D. ’Bo’ and Jan Lewis
Eden Lewis
The Rt. Rev. Gary and Catherine Lillibridge
Andy Lindsey and Patty Olson-Lindsey
Margaret Love
Harvey and Janet McCroskey
Sarah Nolan
Carla Odell
Greg and Alice Premo
The Rt. Rev. Ken and Marianne Price
The Rt. Rev. Brian Prior
Rob and Dorothy Ramsdell

The Rt. Rev. David Reed
Eleanor Reeves
Mike Roberts and Joanne Kovac-Roberts
Meredith Rogers
Lisa Marie and James Ryder
Corey Schneider
Richard Schori
The Rev. Carol Sedlacek
Bronwyn Clark Skov
Bill Slocumb
Sandra and Charles Slocumb
Lauri Sojourner
Anny Stevens-Gleason
Holly Stoner
Toni Marie Sutliff
Sean and Caroline Swift
Janet Thomas
Brad Thompson
Jana Timmer
The Rev. David Turner
Rob and Shanna Watson
Jeff and Natalie Weir
Ray and Mia West
The Rt. Rev. George Young

Adelynrood (MA)
Ascension School (OR)
Beckwith (AL)
Calvary Camp (OH/PA)
Camp All Saints (TX)
Camp Bishopwood (ME)
Camp Capers (TX)
Camp Cross (ID/VA)
Camp Huston (WA)
Camp Marshall (MT)
Camp Mokule‘ia (HI)
Camp Noel Porter (CA)
Camp Stevens (CA)
Canterbury Retreat Center (FL)
City Camp (PA)
Duncan Park (TX/CO)
Episcopal Conference Center (RI)
Fond du Lac Summer Camp (WI)
Galilee (NV)
Gravatt (SC)
Kanuga (NC)
Lake Logan (NC)
Nicholas Center (IL)
Paradise Point (ID)
Procter Center (OH)
Roslyn (VA)
St. Dorothy’s Rest (CA)
Sweetwater Day Camp (FL)
The Cathedral Domain (KY)
The Phoebe Needles Center (VA)
Transfiguration Spirituality Center (OH)
Waycross Center (IN)

Church Pension Group
Diocese of West Texas
Office of the Presiding Bishop
Property Notes

- Keynotes, ECCC Update, and Business Meeting will be in Pavilion A.
- Workshops will be in Pavilion A, Pavilion B, Bishop Haynes Meeting Room, New Meeting Room, the Library, or the Dining Hall.
- Worship on Monday morning and Thursday afternoon will be in Pavilion A, or possibly outside.
- Mealtimes will vary. Please refer to the Conference Schedule.
- Reflection Group Meeting Spots:

  Group #1: Pavilion A
  Group #2: New Pavilion
  Group #3: Pavilion B
  Group #4: Cabin 6
  Group #5: Bishop Haynes Meeting Room
  Group #6: New Meeting Room
  Group #7: Library
  Group #8: Dining Hall
  Group #9: Upper Room
  Group #10: Dining Hall
## Reflection Groups

<table>
<thead>
<tr>
<th>Group 1</th>
<th>Pavilion A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eleanor Reeves</td>
<td></td>
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<tr>
<td>Debbie Alameida</td>
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<td>Clarissa Ingrassia</td>
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<td>Kathy Jansen</td>
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<td>Robin Kimbler</td>
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<td>Nancy Lafontaine</td>
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<td>Eden Lewis</td>
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<td>Jessica Ryan</td>
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<thead>
<tr>
<th>Group 2</th>
<th>New Pavilion</th>
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<tbody>
<tr>
<td>Meredith Rogers</td>
<td></td>
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<tr>
<td>Paris Ball</td>
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<tr>
<td>Matt Bowers</td>
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<tr>
<td>Alex Flannagan</td>
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<td>Chloe Greene</td>
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<td>Kaitlin Horvath</td>
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<td>James Lawrence</td>
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<tr>
<td>Jonathan McQuerrey</td>
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<tr>
<td>Anny Stevens-Gleason</td>
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<tr>
<td>Richard Sutliff</td>
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<thead>
<tr>
<th>Group 3</th>
<th>Pavilion B</th>
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</thead>
<tbody>
<tr>
<td>Jess Elfring-Roberts</td>
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<tr>
<td>Daniel Chapman</td>
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<td>Ardath Dixon</td>
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<td>Thomas Greneker</td>
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<td>Sara Gunter</td>
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<td>Johnson Jeffers</td>
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<td>Jenny Knight</td>
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<tr>
<td>Meg Schwarz</td>
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<tr>
<td>Kristen Twitchell</td>
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<thead>
<tr>
<th>Group 4</th>
<th>Cabin 6</th>
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<tbody>
<tr>
<td>Joanne Kovac-Roberts</td>
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<tr>
<td>Larry Dresner</td>
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<tr>
<td>John Dreyfus</td>
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<td>Rob Konkol</td>
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<td>Graham McKim</td>
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<td>Lisa Marie Ryder</td>
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<td>Patty Soukup</td>
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<td>Teri Valente</td>
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<thead>
<tr>
<th>Group 5</th>
<th>Bishop Haynes Meeting Room</th>
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<tbody>
<tr>
<td>Brad Thompson</td>
<td></td>
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<tr>
<td>Wren Blessing</td>
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<tr>
<td>Amity Carrubba</td>
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<td>Brooks Cato</td>
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<td>Jason Ezell</td>
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<tr>
<td>Helen Hargreaves</td>
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<tr>
<td>Catherine Lillibridge</td>
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<tr>
<td>Carol Sedlacek</td>
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<tr>
<td>Dana Stivers</td>
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<table>
<thead>
<tr>
<th>Group 6</th>
<th>New Meeting Room</th>
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<tbody>
<tr>
<td>John Koch</td>
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<tr>
<td>Ben Evenbeck</td>
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<tr>
<td>Barb Hamm</td>
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<td>Scott McNeely</td>
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<td>Peter Nygard</td>
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<td>Corey Schneider</td>
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<td>Julie Sisler</td>
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<td>Kevin Spaeth</td>
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<td>Stuart Tripler</td>
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## Reflection Groups

### Group 7

<table>
<thead>
<tr>
<th>Library</th>
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<tbody>
<tr>
<td>Jack Dowling</td>
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<tr>
<td>Dade Brantley</td>
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<td>Grae Dickson</td>
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<td>Jimmy Haden</td>
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<td>Frank Hall</td>
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<td>Bishop Gary Lillibridge</td>
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<td>Nancy Pilon</td>
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<tr>
<td>Lauri Sojourner</td>
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<td>Dr. Charles Wallace</td>
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### Group 8

<table>
<thead>
<tr>
<th>Dining Hall</th>
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<tbody>
<tr>
<td>Rob Watson</td>
</tr>
<tr>
<td>Van Beers</td>
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<tr>
<td>Suzy Burke</td>
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<tr>
<td>Mary Jewell</td>
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<tr>
<td>Bishop Brian Prior</td>
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<tr>
<td>Ashley Scruggs</td>
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<tr>
<td>Kathy Trotter</td>
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<tr>
<td>David Turner</td>
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<td>Kelly Wood</td>
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### Group 9

<table>
<thead>
<tr>
<th>Upper Room</th>
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<tbody>
<tr>
<td>Patty Lindsey</td>
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<tr>
<td>Bishop Laura Ahrens</td>
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<tr>
<td>Marty Beck</td>
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<tr>
<td>Beth Bojarski</td>
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<td>Meghan Brower</td>
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<tr>
<td>Katie Evenbeck</td>
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<td>Bart Geissinger</td>
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<tr>
<td>Tim Green</td>
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<tr>
<td>Jim Parkhurst</td>
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<tr>
<td>Bill Tubbs</td>
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### Group 10

<table>
<thead>
<tr>
<th>Dining Hall</th>
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<tbody>
<tr>
<td>Colin Haffner</td>
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<tr>
<td>McKenzie Bade</td>
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<tr>
<td>David Griffin</td>
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<tr>
<td>Brad Jones</td>
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<td>Gareth Kalfas</td>
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<tr>
<td>Bishop Ed Konieczny</td>
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<tr>
<td>Walt Lafontaine</td>
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<tr>
<td>James Ryder</td>
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<tr>
<td>Toni Marie Sutliff</td>
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<td>Katie Telehany</td>
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</tbody>
</table>
Conference Schedule

**Sunday, January 24th**
- 2:00 pm to 6:00 pm:  
  - Registration and Check-In (Curry Hall)
  - Shuttles from Tampa and Sarasota
- 4:00 pm – Tour of DaySpring Campus (Meet outside Curry Hall)
- 5:30 pm – Welcome Reception (Bishop Haynes Lounge and Patio)
- 6:30 pm – Dinner (Dining Hall)
- 7:30 pm – Opening Program & Introductions (Pavilion A)
- 8:45 pm – Compline (Pavilion A)
- 9 pm – Social (Bishop Haynes Lounge)

**Monday, January 25th**
- 7:00 am – Friends of Bill W. Meeting (Pavilion B)
- 7:00 am – Morning Walk (Meet outside Curry Hall)
- 8:00 am – Coffee Talk *Sponsored by Equal Exchange* (Dining Hall)
- 9:00 am – Breakfast
- 9:45 am – Opening Worship (Pavilion A)
- 10:45 am – Keynote I: *Creating Space to Cultivate our Callings and Passions* – The Rev. Becca Stevens (Pavilion A)
- 12:20 pm – Group Photo (Meet outside Curry Hall)
- 12:30 pm – Lunch
- 1:15 pm – New Attendees Orientation (Bishop Haynes Meeting Room)
- 2:00-3:30 pm – Workshops A
- 3:45-4:45 pm – Waterfront Orientation (Meet in Bishop Haynes Lounge) & Wellness Time
- 5:00 pm – Reflection Group (1 of 3)
- 6:00 pm – Dinner
- 7:15 pm – ECCC Update (Pavilion A)
- 9:00 pm – Closing Prayers
  - Evening Social Time (Bishop Haynes Lounge)

**Tuesday, January 26th**
- 7:15 am – Morning Walk
- 8:00 am – Breakfast
- 9:00 – 10:00 am – Wellness Activities
- 10:15 – 11:15 am – Wellness Activities
- 10:30 am – Worship Planning Team Meets
- 12:00 – Lunch
- 1:15 pm to 2:30 pm – Workshops C
- 2:30 pm – Break
- 2:45 pm to 4:00 pm – Workshops D
- 4:15 pm – Reflection Groups (2 of 3)
- 6:00 pm – Dinner
- 7:15 pm – Business Meeting (Pavilion A)
- 8:30 pm – Closing Prayers
- 9:00 pm – Social Time (Bishop Haynes Lounge)
- 9:00 pm – Movie: *Lars & the Real Girl* (Bishop Haynes Meeting Room)

**Wednesday, January 27th**
- 8:00 am – Breakfast
- 9:00 – 10:00 am – Wellness Activities
- 10:15 – 11:15 am – Wellness Activities
- 11:30 am – Lunch
  - Worship Planning Team Meets
- 12:30 pm – Leave for Fieldtrips (Meet outside Curry Hall)
- 5:30 pm – Return from Fieldtrips
- 6:30 pm – Dinner
- 7:15 pm – Community Activities & Auction (Dining Hall)

**Thursday, January 28th**
- 7:15 am – Morning Walk
- 8:00 am – Breakfast
- 9:00 am – Keynote II: *Camps & Congregations as Partners in Ministry* – Jacob Sorenson (Pavilion A)
- 10:45 to 12:00 pm – Workshops E
- 12:00 pm – Lunch
- 2:00 pm – Reflection Groups (3 of 3)
- 4:00 pm – Eucharist
- 5:30 pm – Social Reception
- 6:30 pm – Dinner
- 7:45 pm – Closing Program

**Friday, January 29th**
- 8:00 am – Breakfast and Depart
- Shuttles to Tampa and Sarasota
# Workshop Schedule

<table>
<thead>
<tr>
<th>Day &amp; Time</th>
<th>Session</th>
<th>Presenter</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday 2:00-3:30</td>
<td>Creating Space to Cultivate our Callings and Passions</td>
<td>The Rev. Becca Stevens, Thistle Farms</td>
<td>Pavilion A</td>
</tr>
<tr>
<td>Monday 2:00-3:30</td>
<td>Transgender Campers</td>
<td>Bill Tubbs, Camp Huston</td>
<td>Pavilion B</td>
</tr>
<tr>
<td>Monday 2:00-3:30</td>
<td>Annual Campaign from Scratch</td>
<td>Lynd Matt, Diocese of Massachusetts</td>
<td>Bishop Haynes</td>
</tr>
<tr>
<td>Monday 2:00-3:30</td>
<td>Special Needs Ministries</td>
<td>The Rev. Kyle Bennett, Camp Able</td>
<td>New Meeting Room</td>
</tr>
<tr>
<td>Monday 2:00-3:30</td>
<td>Keeping the Past to Build the Future: Archives for Camps and Conference Centers</td>
<td>Matthew Payne, Historical Society of the Episcopal Church</td>
<td>Library</td>
</tr>
<tr>
<td>Monday 2:00-3:30</td>
<td>Food Service: The Heart of Hospitality</td>
<td>Matt Fiore, DaySpring &amp; Kathy Jansen, Mustang Island</td>
<td>Dining Room</td>
</tr>
<tr>
<td>Tuesday 10:00-11:15</td>
<td>Episcopal Service Corps and ECCC: Swimming in the Same Pool</td>
<td>The Rev. David Turner, Camp Mokule'a, the Rev. Amity Carrubba, Episcopal Service Corps &amp; Brad Thompson, St. Columba</td>
<td>Pavilion A</td>
</tr>
<tr>
<td>Tuesday 10:00-11:15</td>
<td>The 5 Dysfunctions of a Team</td>
<td>Lauri SoJourner, Gravatt</td>
<td>Pavilion B</td>
</tr>
<tr>
<td>Tuesday 10:00-11:15</td>
<td>Best Practices in Maintenance</td>
<td>Jack Dowling, The Bishop's Ranch &amp; Corey Schneider, Gray Center</td>
<td>Bishop Haynes</td>
</tr>
<tr>
<td>Tuesday 10:00-11:15</td>
<td>Insurance Review</td>
<td>Bill Bullock, Church Insurance Agency</td>
<td>New Meeting Room</td>
</tr>
<tr>
<td>Tuesday 10:00-12:30</td>
<td>American Camp Association Standards Update Course</td>
<td>Bill Tubbs, Camp Huston</td>
<td>Library</td>
</tr>
<tr>
<td>Tuesday 1:15-2:30</td>
<td>Keeping Children Safe: Changes to Safeguarding God's Children</td>
<td>Bronwyn Clark Skov, The Episcopal Church</td>
<td>Pavilion A</td>
</tr>
<tr>
<td>Tuesday 1:15-2:30</td>
<td>Bed Bugs: Not If, But When!</td>
<td>John Koch, Barbara C. Harris Center</td>
<td>Bishop Haynes</td>
</tr>
<tr>
<td>Tuesday 1:15-2:30</td>
<td>Food, Faith and Farms</td>
<td>The Rev. David Turner, Camp Mokule'a</td>
<td>New Meeting Room</td>
</tr>
<tr>
<td>Tuesday 1:15-2:30</td>
<td>Financials 201: Finances in the New Director Position</td>
<td>Alison Walsh, Episcopal Church of the Resurrection, Sweetwater Episcopal Academy &amp; Resurrection Preschool</td>
<td>Library</td>
</tr>
<tr>
<td>Tuesday 2:45-4:00</td>
<td>Deposits &amp; Contracts</td>
<td>Carla Odell, DaySpring</td>
<td>Pavilion A</td>
</tr>
<tr>
<td>Tuesday 2:45-4:00</td>
<td>&quot;Which Road Do I Take?&quot;: Strategic Thinking</td>
<td>Kathy Trotter, Krysalis Consulting</td>
<td>Pavilion B</td>
</tr>
<tr>
<td>Tuesday 2:45-4:00</td>
<td>Facility Dog: A Working Dog for Camps</td>
<td>Lisa Marie Ryder, James Ryder &amp; Dolly, Camp Latgawa</td>
<td>Bishop Haynes</td>
</tr>
<tr>
<td>Tuesday 2:45-4:00</td>
<td>Vocational Discernment Resources for Camp Staff</td>
<td>Rachel Holm &amp; Janice Sienkiewicz, Virginia Theological Seminary</td>
<td>New Meeting Room</td>
</tr>
<tr>
<td>Tuesday 2:45-4:00</td>
<td>Financial Fitness: Getting Started the Right Way</td>
<td>Laurence Dresner, Church Pension Group</td>
<td>Library</td>
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<tr>
<td>Thursday 10:45-12:00</td>
<td>Roundtable: Going to the Dogs: A Pet Policy Discussion</td>
<td>Lisa Marie Ryder, James Ryder &amp; Dolly, Camp Latgawa</td>
<td>Pavilion A</td>
</tr>
<tr>
<td>Thursday 10:45-12:00</td>
<td>Nurturing Faith at Camps &amp; Conference Centers</td>
<td>Beth Bojarski, Camp Stevens</td>
<td>Pavilion B</td>
</tr>
<tr>
<td>Thursday 10:45-12:00</td>
<td>Intentional Summer Camp Programming</td>
<td>Bill Tubbs &amp; Alex Flannagan, Camp Huston</td>
<td>Bishop Haynes</td>
</tr>
<tr>
<td>Thursday 10:45-12:00</td>
<td>Metrics that Matter</td>
<td>Brad Thompson, St. Columba</td>
<td>New Meeting Room</td>
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<tr>
<td>Thursday 10:45-12:00</td>
<td>There is Such a Thing as Free: Google Ads for Non-Profits</td>
<td>Ashley Graham-Wilcox, Episcopal Camps &amp; Conference Centers</td>
<td>Library</td>
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</table>
Wellness Activities

Monday Wellness Activities

3:45-4:45 PM
- GaGa Ball
- Ultimate/Kickball/Basketball

Wednesday Wellness Activities

9:00-10:00 AM
- Tree Climbing—Max of 15; closed toed shoes needed
- High Ropes Course—Max of 10; closed toed shoes needed
- Canoeing & Kayaking—Max of 30; water shoes needed
- Eat to Live—Wellness Discussion with Church Pension Group
  - *Eat to Live* covers the fundamentals of applied nutrition, focusing on encouraging participants to read ingredient labels, identify portion sizes and tune into their bodies to gauge hunger and fullness. Interactive activities offer participants opportunities to practice, inspiring group discussion and participation.

10:15-11:15 AM
- Tree Climbing—Max of 15; closed toed shoes needed
- High Ropes Course—Max of 10; closed toed shoes needed
- Canoeing & Kayaking—Max of 30; water shoes needed
- Mindful Movement—Wellness Activity with Church Pension Group
  - *Mindful Movement* is an all levels, yoga-inspired workout that introduces participants to embodied anatomy and offers strategies for building strength and flexibility in daily life. By developing an understanding of the way their own bodies move in space, participants can learn how to build movement into their daily routine in a way that works for them.

12:30 PM – 5:30 PM
- Meet buses outside Curry Hall for field trips to the beach, bowling, and downtown Bradenton.
Keynote Descriptions

Monday, January 25, 10:45am

Creating Space to Cultivate our Callings and Passions
The Rev. Becca Stevens, Thistle Farms

We all long for new epiphanies and to feel renewed in our work. As leaders called to create sanctuary for others, we have to create that space within our own hearts. Finding the freedom to work where our desires lead us is the theme of the keynote for the camp and conference leaders who create that sacred space for others.

Thursday, January 28, 9am

Camps and Congregations as Partners in Ministry
Jacob Sorenson, The Confirmation Project

Camps and conference centers are often viewed as optional to the life and ministry of the church, with their value being reduced to places of relaxation or mere fun and games. In a time when many camping organizations are growing distant from denominational bodies and theological convictions, it is essential to reclaim camp's role as an educational ministry of the Church. This session will focus on groundbreaking new research in the field of Christian camping ministry that highlights camp's indispensable role as a partner in ministry. Using this research, the session will offer a theological framework for understanding camps and conference centers in the Protestant traditions.

Workshop Descriptions

Monday, January 25, 2pm-3:30pm

Creating Space to Cultivate our Callings and Passions
The Rev. Becca Stevens, Thistle Farms

Picking up on the theme from the keynote, Stevens will invite participation in activities that cultivate spaces for communities to tap into their callings and passions. Drawing on their work at Thistle Farms, Becca, Jovita, Anika, and Lori will demonstrate how to make incense, oils, and balms that allow groups to hear their calling and find their passions. They will share stories of healing in community and how they create sacred space.

Food Service: The Heart of Hospitality
Matt Fiore, DaySpring & Kathy Jansen, Mustang Island

Whether you are a professional chef, a beginner cook or a maintenance staff person, we all know that our kitchens are often at the heart of our conference centers and camps. Come join Matt Fiore, Food Service Director at DaySpring Episcopal Conference Center, assisted by Kathy Jansen, Food Service Director for Mustang Island Conference Center, for a hands-on cooking demonstration and a discussion of how foods are often at the heart of our hospitality.
Monday, January 25, 2pm-3:30pm (cont.)

**Keeping the Past to Build the Future: Archives for Camps and Conference Centers**  
*Matthew Payne, National Episcopal Historians and Archivists*

This workshop will overview how to keep an archives, what to keep in the archives, and how archives can be useful for promotion, fundraising and community building.

**Annual Campaign from Scratch**  
*Lynd Matt, Diocese of Massachusetts*

Confused about where to start your philanthropic efforts? In this workshop you will learn strategies to start and sustain an annual fund campaign. Creating an annual fund that generates unrestricted gifts will give your nonprofit organization stability to move to the next levels of fundraising: Corporate, major gifts, capital campaigns, planned giving.

**Special Needs Ministries**  
*The Rev. Kyle Bennett, Camp Able*

As the founder of the Camp Able ministries, the Rev. Kyle Bennett will speak about special needs ministries at our churches, camps, and conference centers. Fr. Bennett spent 20 years directing the Special Session camps at Camp Bratton-Green at the Gray Center in Mississippi before moving to Marco Island, FL. This past summer marked Fr. Bennett’s 10th year celebrating ministries for diversely-abled campers under his Camp Able not-for-profit organization.

**Transgender Campers**  
*Bill Tubbs, Camp Huston*

Did you know that, on average, 1 in 200 high school students is transgender? That means that, whether or not you knew it, your camp is probably already serving someone who identifies as transgender! What does that word really mean? Are you ready? Do you feel comfortable? Through sharing our experience at Camp Huston with transgender campers and their parents we will help create strategies to welcome transgender campers in our summer camp programs.

Tuesday, January 26, 10am-11:15am

**Episcopal Service Corps and ECCC: Swimming in the Same Pool**  
*The Rev. Amity Carrubba (Episcopal Service Corps), The Rev. David Turner (Camp Mokule‘ia), Brad Thompson (St. Columba Episcopal Conference & Retreat Center)*

Who is looking for dynamic, faith-centered young people who want to engage in transformative life experiences that will enhance not just their own lives but the lives of others? Certainly that description fits the needs of many of our ECCC organizations, but it also describes well the people that the Episcopal Service Corps is also looking for. The pool of applicants is very similar and this session is centered on discussing how ESC and ECCC can assist each other in our recruitment efforts. The pool is similar, working together perhaps we can increase and deepen the pool. Models of ESC engagement with ECCC organizations will be presented but this is also intended as a time to brainstorm and engage.
Tuesday, January 26, 10am-11:15am (cont.)

**Insurance Review**  
*Bill Bullock, Church Pension Group*

This workshop will discuss what types of insurance Church Insurance covers, and allow for question/answer time on workers' comp claims, property protection, fire, etc.

**The Five Dysfunctions of a Team**  
*Lauri SoJourner, Gravatt Camp & Conference Center*

Patrick Lencioni’s book *The Five Dysfunctions of a Team* gets to the very heart of why teams, even the best ones, struggle. He outlines a powerful model and actionable steps that can be used to overcome common hurdles and build a cohesive, effective team. This workshop outlines the principles Lencioni covers in his short leadership fable and provides opportunity for participants to discuss how to overcome dysfunction in their own teams. You do not need to have read the book to get something out of this workshop.

**Best Practices in Maintenance**  
*Corey Schneider, Gray Center & Jack Dowling, The Bishop’s Ranch*

When is it better to repair vs. replace? How do you keep track of routine maintenance? These questions and more will be discussed at this workshop.

Tuesday, January 26, 10am-12:30pm

**ACA Standards Update Course**  
*Bill Tubbs, Camp Huston*

The Standards Update Course is designed for the camp director or staff member who has been actively involved in the preparation of materials and the on-site visit at an ACA-accredited camp in the recent past. A person completing the ACA Standards Course on behalf of a camp is expected to actively assist the camp in preparation for the accreditation visit, be on site a significant amount of time during the camp season, and participate fully in the on-site accreditation visit. Due to revisions to the standards in September 2014, a camp representative must complete a standards course or standards update course, October 2014 or later, before an accreditation visit can occur.
Bed Bugs: Not If, But When!

John Koch, Barbara C. Harris Center

Once a novelty in developed countries, bedbug infestations in the United States have become increasingly commonplace. Any type of environment – homes, apartments, college dorms, airplanes, buses, movie theaters, and our beloved camps and conference centers are ideal homes for these virulent insects. If you are in the camp and conference business it isn’t a matter of if but when you’ll play host. Learn the basics of prevention, identification, and treatment of infestations as well as how to avoid potential public relations fallout.

Keeping Children Safe: Changes to Safeguarding God’s Children

Bronwyn Clark Skov, The Episcopal Church

Keeping the children at your camp, on your property, and in your program safe is everyone’s responsibility. During the 78th General Convention it was resolved that the Episcopal Church Center arrange for the updating or supplementing of written and web-based materials used in the Safeguarding God’s Children and the Safeguarding God’s People programs to better account for social media, and overnight events like camp and conference center programs. What does this mean for your center, your staff, and your training programs? Bronwyn Clark Skov will walk us through the resolution and ask the participants for their ideas of what an effective policy and training for Camp & Conference Centers would look like.

Food, Faith & Farms

The Rev. David Baumgarten Turner, Camp Mokule’ia

Does what you eat reflect your faith? Can growing some of your own food at your Camp and Conference Center declare the Good News? Are farms and gardens the new Ropes Courses providing growth, challenge and spiritual formation? These and other vital faith-centered questions that occur at the nexus of what we eat, where our food comes from and how it is grown and produced will be the focus of this workshop. From a simple window box garden to a full-fledged farm – our food production and consumption may well be the entry point of a life-engaging pursuit of justice and a moment of soulful transformation. Let’s find out how and develop plans for “growing” our food, faith and farms.

Filling More Than a Calendar: How to Build Year-Long Relationships

Jack Dowling, The Bishop’s Ranch & Ashley Graham-Wilcox, Episcopal Camps & Conference Centers

This roundtable will brainstorm ways to not only bring in business for your retreat center, but to grow and enliven it and serve your mission, through dynamic year-round relationships with your churches, diocese, and communities. From ambassadors and Camp Sundays, to event publicity and attending convention, join us as we discuss opportunities for building meaningful relationships and a full retreat center calendar.
Tuesday, January 26, 1:15pm-2:30pm (cont.)

**Financials 201: Finances in the New Executive/Director Position**  
*Alison Walsh, Episcopal Church of the Resurrection, Sweetwater Episcopal Academy and Resurrection Preschool*

As a new executive/director you must oversee many areas of the camp/conference center. Financials are an integral part of that equation: Without a strong financial base your camp/conference center will suffer in its 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 26, 2:45pm-4:00pm

**Vocational Discernment Resources for Camp Staff**  
*Rachel Holm & Janice Sienkiewicz, Virginia Theological Seminary*

Church Camp Directors and Program Directors have unique opportunities to work with young adults at a time in their lives when they are considering professional/vocational paths. Some young people may be feeling a tug toward service, mission, or ministry.

Because vocation is so much on the minds of the staffers, it is important that full-time camp employees have convenient access to discernment resources, in order to address this meaningful and tender subject as it arises. Additionally, Camp Directors and Program Directors may wish to create planned conversations about vocational discernment during the staffers’ training period.

This workshop will introduce you to a suite of vocational discernment resources that have been compiled by Virginia Theological Seminary. These resources can be easily accessed - in print and online - and used in a variety of discernment settings. VTS representatives will demonstrate these discernment tools and seek feedback from conference attendees about how they might use these resources in their camp settings.

**Deposits & Contracts**  
*Carla Odell, DaySpring*

This workshop will discuss contract and deposit policies for various centers, and review what works, what doesn’t, and how to handle cancellations and number drops. Bring a copy of your center's policies.
Tuesday, January 26, 2:45pm-4:00pm (cont.)

**Facility Dog: A Working Dog for Camps**  
*Lisa Marie Ryder, James Ryder & Dolly, Camp Latgawa*

Meet Camp Latgawa’s certified Facility Dog, Dolly, and learn about how she intentionally provides a variety of positive emotional and therapeutic benefits to camp and retreat guests of all ages. Learn the difference between a traditional camp dog and a working Facility Dog. This workshop will include information about service animals, therapy dogs, working dogs, stories and photographs sharing how Dolly works at Camp Latgawa, details regarding the logistics of having and handling a working dog, and resources for how you might be able to get a Facility Dog for your site.

**Financial Fitness: Getting Started the Right Way**  
*Laurence Dresner, Church Pension Group*

We’ll discuss the following topics in non-jargon, easy to understand concepts and strategies:

1. Cash and Debt Management;  
2. Credit Card Fraud;  
3. Basics of Insurance;  
4. Social Security Essentials;  
5. Retirement Planning Made Easy  
6. Putting It All Together.

"Which Road Do I Take?": Strategic Thinking  
*Kathy Trotter, Krysalis Consulting*

When Alice came to a fork in the road she asked the cat, “Which road do I take?” “Where do you want to go?” he responded. “I don’t know,” Alice answered. “Then,” said the cat, “it doesn’t matter.” Camp/retreat boards face many “fork in the road” decisions. Only if there is a purposeful direction identified – a VISION – can the board make STRATEGIC choices that will fulfill that vision. Discuss with this experienced board chair how to build a visionary and strategic leadership board.

Thursday, January 28, 10:45am-12:00pm

**Intentional Summer Camp Programming**  
*Bill Tubbs & Alex Flannagan, Camp Huston*

"Because that's how we've always done it"? NO WAY! Join Bill Tubbs as we explore ways to design meaningful, intentional summer camp programs. Expect to discuss your camp's philosophy and goals, mission statement, staff training, leadership development, and program methodologies. We will discuss how to make changes to existing programs and create new ones. Come with an open mind, and learn to build a program that resonates with campers. Together we can eliminate the phrase "Because that's how we've always done it."
Thursday, January 28, 10:45pm-12:00pm (cont.)

**Going to the Dogs: A Pet Policy Discussion**  
*Lisa Marie Ryder, James Ryder & Dolly, Camp Latgawa*

Does your center operate smoothly when it comes to pets on the property? Has your center struggled with pet issues involving employees or guests? Join your colleagues in a roundtable discussion centered on pets at our facilities. The session will start with an overview of the rules and regulations regarding service animals as defined by the American Disabilities Act, how ADA applies to our centers, and ways to address animals at your site in ways compliant with ADA. Please bring copies of your center’s employee and guest pet policies to review and share, and come prepared to join in the conversation.

**Metrics That Matter**  
*Brad Thompson, St. Columba Episcopal Conference & Retreat Center*

Finding the balance between balancing “mission driven” with “revenue producing” ministries often limits leadership from visionary thinking and limits the impact we want to have. When a camp and conference center’s success is most often measured by financial results, how do we hold ourselves accountable for innovation and creativity. Group will spend time thinking outside of the box and create goals and motivation to further develop their camp or center.

**There is Such a Thing as Free: Google Ads for Non-Profits**  
*Ashley Graham-Wilcox, Episcopal Camps & Conference Centers*

Did you know that Google offers $10,000 in free Google ads a month for qualified, vetted non-profits? This is quite literally free advertising money for your camp or conference center. In this hands-on session, we will review everything you need to know to run an effective campaign on Google, from keywords and cost-per-click, through tracking.

To get the most out of this session, please sign your center/organization up for a Google for Non-Profits account beforehand.

**Nurturing Faith at Camps & Conference Centers**  
*Beth Bojarski, Camp Stevens*

From summer campers and counselors to year-round staff and retreat guests, we have the opportunity to nurture faith and inspire a sense of wonder in those who visit and work at our centers. Using the Five Marks of Mission and our own experiences and stories, join the conversation as we wrestle with what it means to be rooted in the Episcopal Church while serving and hiring a more and more spiritually diverse population. Do you open meetings with prayer? Decorate your retreat rooms with explicitly Christian art? Require a weekly summer Eucharist? And how do you allow or encourage staff to express their own spirituality, Christian or non?
Presenter Biographies

The Rev. Kyle Bennett spent 20 years directing the Special Session camps at Camp Bratton-Green at the Gray Center in Mississippi before moving to Marco Island, FL. This past summer marked Fr. Bennett’s 10th year celebrating ministries for diversely-abled campers under his Camp Able not-for-profit organization.

Beth Bojarski has a passion for teaching and promoting outdoor education, sustainability, and environmental theology and has experience at outdoor centers, academic institutions, and within the Episcopal Church. Mitch, Beth’s husband, is an Episcopal priest. A knitter, canoeist, amateur gardener, and backpacker, these days Beth’s most favorite thing is adventuring with her boys: Eliot and James.

Bill Bullock is VP of Client Services for Church Pension Group.

Dolly is a certified Facility Dog at Camp Latgawa. Dolly was bred and raised to be a working dog by Canine Angels Service Teams—a non-profit that trains service dogs for children with disabilities. Dolly participated in 18-months of residential training to prepare to work in a camp and retreat center environment. Dolly’s job at Camp Latgawa is to provide emotional and therapeutic benefits to guests and staff. She is an invited guest of the ECCC conference. She will work at conference sessions, social events, and worship with James and Lisa Marie Ryder. She would love for you to pet her and spend time with her. As with any animal, please ask her handlers before saying hello to Dolly.

Jack Dowling has worked at The Bishop’s Ranch in the Diocese of California for 20 years. In that time he has been directly responsible for hospitality and guest care as the Resident Host, managed their summer program and developed programs throughout the year as the Program Director, and for the last five years has been responsible for all day-to-day operations as the Operations Director. In the past 20 years the Ranch has grown in many ways. He has brought valuable skills to the team of people who have helped it grow.

Laurence Dresner serves as the Financial Education Client Specialist for Church Pension Group. He’s been a financial planner for over twenty years and is a registered tax return preparer. Larry is also an author, columnist, and speaker. His book is Personal Finance for Clergy. His articles have appeared in Financial Planning Magazine, the Journal of Practical Estate Planning, the Electronic Accountant, local newspapers, and web sites. Mr. Dresner has taught adult education courses and given seminars at various seminaries in the New York City area. He has served as a board member on his congregation’s Executive Committee, Board of Trustees and was the investment manager for their endowment fund.

Alex Flannagan is Program Director at Camp Huston in the Diocese of Olympia.

Ashley Graham-Wilcox is Director of Communications & Development for Episcopal Camps & Conference Centers, and was Marketing & Outreach Manager for Camp Stevens in the Dioceses of Los Angeles and San Diego for six years. In her time at Camp Stevens, Ashley oversaw a 22% increase in summer camp enrollment, and through ECCC, she has trained over two dozen camp/retreat center directors in future planning strategies. While copywriting and social media are where Ashley’s passions lie, as a one-person marketing team, she’s learned to push her comfort zone to include design, layout, and website development – and she sometimes even enjoys them! Prior to joining the Episcopal camping world in 2009, she worked in advertising and event marketing in Boston.

Rachel Holm is Assistant Director for Admissions and Financial Aid at Virginia Theological Seminary.
John Koch (pronounced “cook”) was born and raised on a family farm in southern Ohio where he raised sheep and cattle with his 8 siblings. He attended Miami University and graduated with a degree in Economics and History. After graduating from college, John moved to New York City where he worked as a Customer Service Manager for a startup airline, People Express. His career with the Episcopal Church began in 1989 when he was called to be Executive Director of The Summit, the camp and conference center for the Diocese of North Carolina. After a 17-year tenure with The Summit, John moved on to be Development Director of The Chapel of the Cross Episcopal Church in Chapel Hill, NC and then Executive Director of Beckwith Camp and Conference Center (Diocese of the Central Gulf Coast). Since September 2011 he has served as Executive Director of the Barbara C. Harris Center (Diocese of Massachusetts) in Greenfield, NH. Koch enjoys hiking, biking, skiing and the occasional wine tasting.

Lynd Matt is Director of Development for the Diocese of Massachusetts.

Carla Odell is Executive Director of DaySpring Conference Center in the Diocese of Southwest Florida.

Matthew Payne is a member of the Board of Trustees of the National Episcopal Historians and Archivists (NEHA) which he also serves as Treasurer. He has volunteered in archives for over 30 years. Along with being the Diocesan Administrator, he is also Archivist and Historiographer of the Diocese of Fond du Lac in Wisconsin. He was a camper as a youth and has worked in camp ministry for more than 20 years.

James and Lisa Marie Ryder are the Co-Directors of Camp Latgawa in Southern Oregon—a ministry partnership of the United Methodist and Episcopal churches. As youth and young adults they were formed and transformed in Christian camping and have held leadership positions at camps in Indiana, North Carolina, Maryland, and internationally in Austria. They relocated to Oregon from Washington, D.C. where James worked on Capitol Hill and for public policy non-profits. Lisa Marie managed the outreach and visitor services departments of the National Children’s Museum.

Corey Schneider is Site Manager at the Gray Center in the Diocese of Mississippi.

Janice Sienkiewicz is Director of Admissions at Virginia Theological Seminary.

Bronwyn Clark Skov is Team Leader, Formation & Congregational Development, and Officer for Youth Ministries for the Episcopal Church Center. She 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 7th & 8th 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.
Lauri SoJourner is Executive Director of Gravatt Camp & Conference Center in the Diocese of Upper South Carolina. She earned her BA in English – Professional Communications and a Certificate of Nonprofit Management from Winthrop University. She earned her MA in Student Personnel Administration in Higher Education from Ball State University.

Lauri has served at Gravatt, a 270-acre non-profit retreat center and summer camp located in Aiken, South Carolina, since 2007. As executive director, she is the chief executive, financial, and operating officer for the organization. One of her favorite parts of working at Gravatt is when she is able to step out of her administrative role to work with student, church, and professional groups through challenge course activities, goal setting, and strategic planning.

Brad Thompson has been Executive Director of St. Columba in Memphis, Tennessee since 2011. Prior to joining St. Columba, Brad was the director of an Episcopal summer camp for boys and girls in Western North Carolina for six years. In addition to working with groups at St. Columba, he is responsible for coordinating camping programs, institutional giving, personnel, and expense management.

Bill Tubbs is the longtime Executive Director of Camp Huston in the Diocese of Olympia.

The 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 University (1979, BA in Psychology and Political Science) and 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 two 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, through 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 rebuilt the programmatic offerings of Camp Mokule’ia, utilizing high and low ropes courses, 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. In the last two years, Camp Mokule’ia has broken ground on a 10-acre plot and is in the process of turning that land into a sustainable farm that is designed around formation, education and feeding our campers. As David says, “it’s been a wonderful ride, with much more to go.”

Kathy Trotter is Board Chair of Camp Mitchell, and founder and principal of Krysalis Consulting. Her expertise is developed from more than 30 years of working in and for non-profits 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.

Alison Walsh is Technology Specialist and Financial Reporting Manager for Episcopal Church of the Resurrection, Sweetwater Episcopal Academy, and Resurrection Preschool in Longwood, Florida. Prior to these roles, she was the Executive Director of the Duncan Center.
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. The Strategic Plan will be revisited and redesigned in April 2016.

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 faith, food and farm network 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.
- Connected with ecumenical camp and retreat partner organization Outdoor Ministry Connection.

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:

- Continued Member Benefits partnership through PCCCA.
- Partnered with Camp America for ECCC-exclusive interviews pre-hiring fairs abroad.
Continued Around the Campfire process for gathering insight and sharing job openings.
Established “Members Only” sections of website for resource sharing.
Continued American Camp Association (ACA) Fees discount program.
Continued Church Pension Group Benefits administration, recently adding Group Life, Long Term Disability, Short Term Disability coverages.

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.
- Colleague Partners mentoring program.

5. Provide education & networking opportunities.

Recent Highlights:

- Continued to host 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:

- Wide circulation of job availability throughout the network.
- Continued conducting 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.
- Booth, Camp Day, and Hero of Camping award presentation at General Convention.
- Visionary and Advocacy Council gathering.
MEMBERSHIP REPORT

- 80 Dues Paying Membership: $58,688

- Membership News
  - New Membership
    - Nicholas Center, Diocese of Chicago
    - The House of the Redeemer, New York City

- 2015 New Site Leadership:
  - *McKenzie Bade, Camp Chickagami (Eastern Michigan)
  - Tony Drapelick, Bishop Booth Conference Center (Vermont)
  - The Rev. Craig Foster, Interim General Manager, Procter Center (Southern Ohio)
  - *Bart Geissinger, Camp Washington (Connecticut)
  - Crystal Holman, All Saints Episcopal Center (Kentucky)
  - The Rev. Ken Malcolm, Cathedral Ridge (Colorado)
  - Susan Merrill, Lake Logan Episcopal Center (Western North Carolina)
  - *Jim Parkhurst, Oregon-Idaho Camp & Retreat Ministries
  - *Eleanor Reeves, promoted to Executive Director, Beckwith (Central Gulf Coast)
  - *Tom Robertson, Claggett Center (Maryland)
  - *Dr. Charles Wallace, Camp Weed and Cerveny Conference Center (Florida)

- 2015 Camp Leadership:
  - Andrew Kuhn – City Camp – Diocese of Pennsylvania
  - *Kristen Twitchell – Episcopal Church in Minnesota – Camping Ministry

- 2016 New Site Leadership:
  - *Stuart Tripler, Camp Wright (Easton – Maryland)

  * Attending #ECCCAC in 2016.

- Transition News:
  - Procter Center (Ohio): General Manager Search
  - Camp Hardtner (Western Louisiana): Leadership Search
  - Camp Weed and Cerveny Conference Center (Florida)
    - Longtime director, Joe Chamberlain retires
  - The Claggett Center (Maryland)
    - Longtime directors, Joe and Donna Kerner retire
  - Camp Noel Porter (Northern California)
OPERATIONS REPORT

2015 Trips/Visits

- Camp Allen – Annual Conference [Diocese of Texas]
- Diocese of West Texas Council (Convention)
- Outdoor Ministry Connection – Steering Committee – Camp Capers [Diocese of West Texas]
- Episcopal Communicators Conference – Claggett Center [Diocese of Maryland]
- Ascension School Camp and Retreat Center – Spring Board Meeting [Diocese of Eastern Oregon]
- Church Pension Group – Medical Trust Benefit Administrators [Camp Allen, TX]
- Beckwith Camp and Conference Center [Central Gulf Coast]
- General Convention – Salt Lake City, UT
- Camp Tuttle [Diocese of Utah]
- Camp Stevens [Dioceses of Los Angeles and San Diego]
- DaySpring Conference Center [Diocese of Southwest Florida]
- Outdoor Ministries Connection – Gathering of the Board – Life Enrichment Center, Florida
- Canterbury Retreat Center [Diocese of Central Florida]
- Chanco on the James [Diocese of Southern Virginia] – Fall Board Meeting
- Roslyn Center [Diocese of Virginia] Fall Board Meeting & Visionary Council Gathering
- Installation of the 27th Presiding Bishop – National Cathedral – Washington, DC
- Episcopal Church Center – New York City, NY
- Episcopal Church Delegation to United Nations Climate Change Conference – Paris, France
Save the Date

MARCH 10-13: 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:** Duncan Gray Center (45 minutes from Jackson, MS)
**Fees:** $275 (double) or $350 (single), plus travel. Scholarships are available.
**Register:** By contacting Beth@campstevens.org.

OCTOBER 19-20: 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:** St. Crispin’s Conference Center & Camp (Wewoka, Oklahoma)
**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 Bill@episcopalccc.org.

OCTOBER 24-27: Episcopal Camp Program Directors Summit

**Location:** Nicholas Center (Chicago, IL)
**Fees:** $375, includes single room, materials, and all meals but Tuesday dinner
**Register:** Contact the Rev. Jess Elfring-Roberts at jelfring@episcopalchicago.org.

JANUARY 15-19: 2017’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 Joanne@stcrispins.org.

**Location:** Camp Mokule’ia (Oahu, Hawaii)
**Fees:** TBD
**Register:** Registration will open in September 2016.
NURTURING FAITH AT SUMMER CAMP:
Building Intentional Programming for Staff and Camper

Join summer camp colleagues in conversation about:

- Living into the Episcopal Church and our own camp missions
- Ways we are already nurturing the faith of our staff and campers
- How we might be unintentionally preventing campers from furthering faith discovery
- Ideas and approaches to nurturing faith of Episcopalians, other Christians, and those who are religiously unaffiliated

MARCH 10-13, 2016 | Thursday dinner - Sunday breakfast

Together we will learn, rejuvenate, create, inspire, and rest in the company of peers using the Five Marks of Mission, the Charter for Lifelong Christian Formation, and our own experience and expertise - as well as recent research and writings about the changing culture of the church - to build intention around incorporating faith in our summer camp programs.

THE DUNCAN M. GRAY CENTER | Canton, MS

Lodging and conversation will be in a cottage overlooking Gray Center Lake, which sleeps up to 16 people in double-occupancy rooms. Please bring comfortable clothes and shoes for hiking, your camp’s mission statement, summer camp brochures, and any staff training information specific to nurturing faith.

REGISTRATION | $275 double occupancy or $350 single occupancy

Open to camp directors, clergy and lay chaplains, head counselors, program staff, and you! Registration fee includes lodging, food, and program participation. Please send a $50.00 per person deposit with your registration; the balance will be due at the workshop in March. Scholarships are available upon request. For more info, please contact Beth: beth@campstevens.org | 760-703-9831

To register, send your name, role at camp, address, phone number, email address, housing preference, and deposit [payable to ECCC] to:

Beth Bojarski at Camp Stevens | PO Box 2320, Julian, CA 92036

About the Facilitator:

Beth Bojarski is the Executive Director at Camp Stevens, which serves the Episcopal Dioceses of Los Angeles and San Diego. Born and raised in Central New York, Beth has a passion for teaching and promoting outdoor education and environmental theology and is author of To Serve and Guard the Earth, a six-week curriculum that considers the relationship between Christianity and creation care (Church Publishing, Inc., 2010). She has experience at outdoor centers, academic institutions, and within the Episcopal Church. Beth is married to Mitch, an Episcopal priest, and they have two sons, Eliot and James.
Join program directors/camp directors from around the nation at this camp summit. We will gather, share resources, and create together on topics such as:

- Day-to-day programming
- Activities unique to your camp
- Worship
- Staff training
- Camp activities
- Group dynamics
- Scheduling
- Creating the “perfect session” together
- Much more

Questions? Comments?
The Rev. Jess Elfring-Roberts
Assistant for Youth Ministry
Office: 312-751-4215
Cell: 773-499-8670
Email: jelfring@episcopalchicago.org
Episcopal Diocese of Chicago
65 E Huron
Chicago, IL 60611
The Details

Monday, Oct 24th, 3:00pm-Thursday, Oct 27th 11:00am

Monday: Gather! Prayer, dinner, and cheesy get-to-know-you games.

Tuesday: Resource! Sharing schedules, activities, opportunities your camp has to offer. Chicago style pizza night and explore downtown Chicago.

Wednesday: Create! Creative think tank of new games, activities, worship styles etc. Bowling event (optional).

Thursday: Share! Stories of success and where to go next.

Cost:

- $375/person. Includes lodging, materials, and all meals but Tuesday dinner.
- Each room is an individual room with private bathroom.
- Scholarships are available.

Programming and accommodations will be held at the Nicholas Center, which is located at 65 E. Huron St. in downtown Chicago on the fifth floor of St. James Commons, home of the Episcopal Diocese of Chicago.
2015 Dues Paying Membership

Adelynrood Retreat & Conference Center
Ascension School Camp & Conference Center
Barbara C. Harris Camp & Conference Center
Beckwith Camp & Conference Center
Bishop Booth Conf. Center (Rock Point)
Bishop’s Ridge – Stoney Camp & Recreation Center
Calvary Camp
Camp All Saints
Camp Allen Conference & Retreat Center
Camp Arrowhead
Camp Bishopswood
Camp Capers
Camp Chicago – Diocese of Chicago
Camp Cross
Camp DeWolfe
Camp Hardtner
Camp Huston
Camp Marshall
Camp McDowell
Camp Mitchell
Camp Mokule’ia
Camp Noel Porter
Camp St. Andrews – Diocese of California
Camp St. Francis – Diocese of California
Camp Stevens
Camp Tuttle
Camp Washington
Camp Webb – Diocese of Milwaukee
Camp Weed & Cerveny Conference Center
Camp Wingmann
Camp Wright
Canterbury Retreat Center
Cathedral Ridge
Chanco on the James Camp & Conference Center
Chapel Rock
Colorado Adventure Program at Duncan Park
City Camp – Diocese of Pennsylvania
Cross Roads
DaySpring Episcopal Conference Center
Diocese of Oregon Camp Ministry
Duncan Conference Center
Duncan M. Gray Episcopal Center
Emrich Retreat Center
Episcopal Conference Center
Episcopal Youth Camp – Western Michigan
Episcopal Youth Music Camp – Minnesota
Fond du Lac Camp
Galilee Camp & Conference Center
Grace Point Camp & Retreat Center
Gravatt Camp & Conference Center
House of the Redeemer
Immanuel Retreat Center
Incarnation Center
Kanuga Conferences Inc.
Lake Logan Episcopal Center & Camp Henry
Memorial House
Mustang Island Conference Center
Nicolas Center
Paradise Point Camp
Peterkin Camp & Conference Center
Procter Camp & Conference Center
Roslyn Center
Shrine Mont
Society of St. John the Evangelist
Solomon Center
St. Andrew’s House
St. Columba Episcopal Conference Center
St. Crispin’s Episcopal Conference Center
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 Claggett Center
The Phoebe Needles Center, Inc.
Transfiguration Spirituality Center
Trinity Center
Valle Crucis Conference Center
Waycross Camp & Conference Center
34 American Camp Association (ACA) Accredited Camps

Ascension School Camp
Barbara C. Harris Camp
Calvary Camp
Camp All Saints
Camp Arrowhead
Camp Bishopswood
Camp Capers
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
St. Crispin’s Episcopal Camp
Stoney Camp
The Cathedral Domain
The Phoebe Needles Center
Waycross Camp

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

Adelynrood Retreat & Conference Center
Ascension School Camp & Conference Center
Barbara C. Harris Camp & Conference Center
Beckwith Camp & Conference Center
Calvary Camp
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 & Retreat Center
Camp Stevens
Camp Tuttle
Camp Washington
Camp Weed & Cerveny Conference Center
Camp Wingmann
Camp Wright
Canterbury Retreat Center
Cathedral Ridge
Chanco on the James
    Camp & Conference Center
Chapel Rock
City Camp – Diocese of Pennsylvania
Cross Roads Outdoor Ministries
DaySpring Episcopal Conference Center
Duncan Conference Center
Duncan M. Gray Center
Emrich Retreat Center
Galilee Camp & Conference Center
Gravatt Camp & Conference Center
House of the Redeemer
Lake Logan Episcopal Center & Camp Henry
Mustang Island Conference Center
Noel Porter Camp & Conference Center
Paradise Point Camp
Peterkin Camp & Conference Center
Procter Camp & Conference Center
Roslyn Center
Sandscrest Center
Shrine Mont
Society of St. John the Evangelist
St. Columba Episcopal Conference Center
St. Crispin’s Episcopal Conference Center
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
Annual Meeting of the Membership
January 26, 2016
DaySpring | Parrish, Florida

Agenda

Opening Prayer
Roll Call
Report of the Nominating Committee
Ballot for Election
Approval of Minutes of January 26, 2015 Annual Meeting
President’s Report
Treasurer’s Report
  (Financial Statements & 2016 Budget available at www.episcopalccc.org)
Director’s Report
Membership Response
2017 Annual Conference
Dismissal
Board of Director Nominations

Board terms are three years. Nominations are open until Monday at 6pm.

Jack Dowling (The Bishop’s Ranch) -- Eligible for re-election
Jack has worked at The Bishop’s Ranch in the Diocese of California for 20 years. In that time he has been directly responsible for hospitality and guest care as the Resident Host, managed their summer program and developed programs throughout the year as the Program Director, and for the last five years has been responsible for all day-to-day operations as the Operations Director. In the past 20 years the Ranch has grown in many ways. He has brought valuable skills to the team of people who have helped it grow.

Eleanor Reeves (Beckwith)
Eleanor is the Executive Director for Beckwith Camp and Retreat Center in Fairhope, Alabama. She was the Director of Marketing and Development for five years before being named Interim Executive Director in 2014 and Executive Director in July 2015. She has attended the Annual ECCC conference since 2012, serving on the program committee for two years and chairing the annual auction for two years. Eleanor is also active with the Alabama Association of Nonprofits graduating from the 2012 class of the Nonprofit Executive Leadership Institute and serving on the Regional Leadership Council. Additionally, Eleanor completed the Education for Ministry program administered by the School of Theology, the University of the South. She is a 2013 graduate of Leadership Baldwin County and a current member of its Steering Committee. She also holds a Level 1 Nonprofit Management Certificate from the University of South Alabama. Eleanor graduated from the University of Alabama with a BA Communication and MA Education.

Carol Sedlacek (Diocese of Oregon)
The Rev. Carol Sedlacek is a native Oregonian and has served the Episcopal Church throughout her life. After participating in church camps and diocesan youth ministry as a young person, Carol graduated from Virginia Theological Seminary and was ordained a priest in 1994. She has served congregations in the Diocese of Oregon and the Diocese of Texas. She joined the staff of the Diocese of Oregon in 2013 as the Missioner for Camping and Youth Ministries.

Brad Thompson (St. Columba’s Episcopal Conference Center)
Brad Thompson has served as Executive Director of St. Columba Episcopal Conference and Retreat Center in Memphis, Tennessee, since 2011. Prior to his work at St. Columba, Brad was the Director of Camp Kanuga in Hendersonville, North Carolina for six years. Brad also serves as a vestry member of St. Elisabeth’s Episcopal Church, has volunteered for ECCC as a representative to the Compass Points conference center certification program, and participated in the Summit on Lifelong Faith Formation in 2011.
1. Welcome & Opening Prayer
2. Roll Call – Helen (Secretary)
   a. We have a quorum
3. Nominating Committee Report
   a. Two positions available (Helen Hargreaves completing her second term) and two nominees.
   b. Motion for affirmation of nominees to the board without an election. Seconded and unanimous
4. Approval of minutes from January 28, 2014 Annual Meeting
5. President’s Report
   a. Thank you, Helen!
   b. Transition Year: Focus on what’s next as Peter retires.
   c. The face of the organization is changing – we will be looking to the membership to
   d. Continue to seek out partnerships, in TEC and ecumenically.
   e. “We are here to serve you and to listen to you. Please let us hear your voices.”
6. Treasurer’s Report
   a. 2014:
      i. Essentially broke even, $750 in the red.
         1. Expenses on track; income slightly down
      ii. $0 in grant income in 2014
         1. 2011-2013 had Continuum grant income from Roanridge, UTO and Constable grants.
   b. 2015 Budget:
      i. Adding medical trust administration fee ($48/person/year)
      ii. Staff received 2% cost-of-living wage increase
      iii. Peters hours are decreasing; Ashley’s hours are going from 1/8 time to ¼ time.
      iv. ED search will be paid for from the miscellaneous income line item
         1. 2016 will have new ED line item
7. Membership Response
   a. Thank you from Kelly Wood to the staff for prompt responses – feels like a great partnership.
   b. Stuart Campbell: Expanding mentorship
      i. Colleague Partnership Network: No cost for anything but travel (to or from – contact Stuart.)
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<tr>
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<td>Email Address</td>
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### Speaker Roster

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