

# **NAD Camp Committee Minutes**

## **Camp Ida-Haven - Idaho**

### **April 16, 2007**

Individuals Present: Richard, Wendy, Craig, John, Debra, Roger, Rob, Phil, Gary, Joshua, Allen, Carl, Van, Floyd, Manny, James, Terry Haggerty

#### **Worship by Wendy & prayer by Manny**

**I. Why are we here?** James' answer - NAD is looking to us for direction for the future of camp ministry.

#### **II. Strategic Direction Leader is Terry Haggerty**

Discovery on the suggested agenda

Special Prayer for the agenda of the day as we set the agenda for the next 10 years.

Camp is one of the most powerful evangelistic centers of the Adventist Church.

The Lord wants each of us to say a truth that you know is effective today that affects our ministry.

1. The Devil is under our feet

The Devil is like a toothless dog, he has no power

2. All resources in Heaven and Earth are ours!

3. Romans 8 Nothing can separate us from the love of God.

4. What shall we say to this, If God is for us who can be against us.

5. I will instruct you and guide you in the way you should go.

6. Commit your way to the Lord, trust you and He will act.

7. Proverbs 3:5

8. Eph 3:28 Be quick to grasp...

9. Eph 2:20, 21

10. I can do all things through Christ that Strengthens me.

11. There is no condemnation to those who are in Christ Jesus.

12. By this all men will know that you are my disciples that you love one another.

13. I and I when I be lifted up will draw all man unto me.

14. Psalms 8 When I consider the Heavens what is man that you are mindful of him.

15. Ask and it shall be given to you. Seek and you will find. The desire of our heart.

16. Matt 5:16 Let your light so shine... that they may see your good works and glorify your Father in Heaven.

17. Matthew 7:7,8

James is amazed of the people who do not believe this...

God says, ask, seek, it shall be given...

18. He will give us exceedingly above all that we ask... so will our Heavenly Father.

19. The Gospel Commission "GO"

We should take it to the bank and God will bless and he will work it out. Just go and keep going forward! Take the requests to Him and don't stop because of tragedy or excuse. The pastor followed up on the name even though he was asked no to. God did not want him to stop. Montana is working through purchasing a camp property. The kingdom of God is taken by violence and the violent take it by force... The Kingdom is taken by the R, not by the wicked. We must violently take it.

John 14:6 I am the WAY the Truth and the Life.

Manny, camp in Mexico is different. Very primitive. No water skiing, horse back riding, etc. They had soccer, a few crafts and a lot of interactive games. What M remembers most is the relationship and the testimony of the stag. He remembers the people who love Jesus.

The Word is God is the only thing. We are standing on the promises and taking it the bank. We can cash it in. The Word, Jesus said, is what we stand on.

Mark – parables... And with many similar para.. Jesus spoke to them and he did not say anything without using a parable.

We need to be forth right and tell the stories.. the kids telling the stories. The Lord used these stories just like He did and not hold back!

Mark 16:16 He who believes and is baptized shall be saved. This is what our camps are about. Helping the youth to be baptized, believe, be saved.

You do believe?

If we do believe, it can. If we don't, we are in trouble.

Any limiting thought is not of the economy of Heaven, so we'll cast it out.

### III. Terry

**When we leave tomorrow under the economy of believe, what do we want to ha[pen in the next two days.**

Clarify our mission.

What do you need to know to clarify the mission?

To take action, not just talk about it. Have a definable plan.

Terry – I am a life coach.

We must believe we have the tools to do it.

We want to validate Camp ministry in this church.

Prioritize our goals and objectives.

James, would implement be the same as taking action?

Carl, I would think so... implement, facilitate,

James, from the conclusion fo this, how do you get this into the mind of an administrator. How do we help this admin get this in their mind so that they catch the vision.

Terry... what else.

Pass on the traditions and cultures of camp ministry, the legacy

Back with what Phil and James said... Value. People must see mission, vision and value.

Terry: I just want to ask you be really, have one ear to listen to your group. Which ear?? Right or Left. One for the who and one for the group. Listen to Him in the small groups. Stay linked with Heaven.

A conscious knowledge of His presence.

Phil: I'm thinking that each person has been brought to table from many different back grounds and areas. May all presence have the freedom to speak what God has placed on their hearts. All ideas are wanted and needed.

I hope that each individual leaves this place more grounded, and capable to do their jobs when we are finished.

It has to be in the heart and mind. If we can accept that if we put mission first or vision first... it must comes from the heart. Change takes place when it happens from the heart. The heart is the well spring of our understanding.

Carl – all of us a passionate, convinced about what we are doing.

The lessons are not finished until be reflect on it. At Mt. Etna (in '93 or '94) we wrote up the mission statement. We need to reflect on the past. Norm had vision to set the committee up. Reflection is important.

James: To send express mail a sense of urgency. I remember when

I was a little boy I remember as a 6 year old the second coming. Elder Parker had us convinced that Jesus was coming soon, that we thought He was coming in the next 2 minutes. Camp does not have a sense of urgency, it is just the camp, so it can get cut. Let's get it back.

Terry – keep reaching out.

Carl – I was in the meeting the other day and the business people were all looking around; the coach said that he wants to be unique and special.

We need to market what the others don't have, not the same as theirs.

#### **IV. Terry DISCOVERY (I'm going through real quick).**

##### **Looking at the agenda**

Needing to look at measurements. Let's think a little about measurements.

When you get in small groups find a discussion leaders, recorder, time keeper & reporter

#### **V. Green Sheet 20 minutes (10:15 – 10:35). Spirituality and Religious Beliefs in Individuals**

**Al's Small Group**, James, Rob– small group

James – **a clear sense of God's presence** there is a God as a child. That awareness of His presence encouraged James to take each step. That has become his foundation. The spiritual dynamics that led to baptism.

Van – Service for Jesus was encouraged at camp.

Al – the combo of camp pastor, camp fire, camp director was powerful.

Rob - **counselor worships**, camp pastor, camp director “*On my own*” experience (making a decision for Christ) Decisions that lead to baptism at camp.

There is a cycle that develops through camp (camper, staff, director)

### **Phil's Small Group**

Camp is a magical place

Counselor Relationship most important

An extension of SS/

Church school and Home Spiritual experiences.

“Awesomeness” of God's creation the experience.

Kids my own age – fun experiences. Grew leadership skills & matured spiritually

Make lifelong friends/extended family

I saw the God could use me in ministry

Gave me spiritual memories that CHANGED MY LIFE.

Heard the 1<sup>st</sup> CALL to baptism

It was a Spirit Place to excel (we understand our place in the universe)

– learned to recognize who you are.

### **Roger's Group**

1. 3 Days out of 7 had close brush calls with death in the water and caused him to wander about God's call from his life.
2. Story at camp about the New Jerusalem & saw a model
3. Enthusiasm from Terry Bolton

Wendy

Buz (water front director) was able to answer question “How to have a relationship with Jesus.”

Manny was introduced to practical Christianity through camp. It gave him a whole difference perspective to Adventism.

Carl – a place to allow him to be a leader, solve problems and Share.

John – he wasn't ready for camp and got homesick so he hated camp. Elder Dehaven was a tremendous blessing to John. A leader had made an impression on him as a staff.

Terry - The habits of camp remain with us throughout life.

### Recap of Themes

1. A building of community through camp even though kids live at home.
2. Seeing practical Christianity in action
3. Leads to Ministry – recruiting grounds
4. Recruitment for academy from staff
5. Nature – and an awareness of God
6. Camp sets an atmosphere for the Holy Spirit to work A sense of wonder of God's creation
8. Commitment to become director
9. Call to make a decision for the youth & staff It creates an opportunity for youth to decide to be baptized
10. Role modeling
11. A halleluiah moment in kid's lives
12. People were treated as individuals (individual focused)
13. Camp creates that special moment to invite youth to be baptized
14. A safe environment to find out who you are.
15. Place based education is a contextual place

**VI. We want to be a team that does more action between committee meetings. So, Terry wants to talk about:**

GROUND RULES that will help us be successful in the future as we move forward.

Comments: Maybe we need to review what we have done in the past. Basically convened to formulate policy as we relate to Risk Management.

This committee was designed to also be the rudder, direction to which camp ministries to point its sail. You want it to be honest and real. We need to make a connection defining **when** the voted decisions really 'hit home'... impacting the camping program. How do we get plugged into the existing church system so that the policies get back to the local administrations? The wage scale for instance. It came to us through the local treasurer! It actually come through the pipeline. Why can't some of this other follow the same pipeline.

James: Through the process

Debra; This committee is empowered by ADCOM to make recommendations to the floor, but must go through the sub committees before it gets there. In this way we build consensus. What other issues? What are the benefits that we want to highlight? Just a couple so that we can market internally and externally. Who are we really targeting for camp ministry.

John: a major problem is that our camping has gotten so diversified that they hardly know who the conference president is. Sometimes the youth director has nothing to do camp. When communication breaks down with administration, it is because there is no direction line to the administration.

1. Honest
2. Do work that reaches front lines
3. Build consensus
4. Clear Outcomes

A. We want to make sure our mission statement lines up with NAD

**VII. 22 dead in Virginia Tech, just in from Associated Press April 15 – the committee was notified during our meeting**

Bad things can happen to young people regardless who you are. Sense of urgency – decisions for Christ  
How does our mission statement have any effect on what just occurred.

“Provides an intentional Christian environment” from NAD mission statement.

Our mission is to communicate the importance of the implementation of the policies of this camp committee to each level of division governance, union, conference and local camp.

Mission Statements have 3 parts.

A. Who we are serving – ACM

Terms of Reference from NAD

To formulate and define policies, guidance and direction to the camps and employees that operate the hard assets of the camps.

Clear functions

Intentional

Communicate

Create Advocates

Create Consensus

B. What - Influence the vision and missions

Influence/Define

Policy/Direction

-AACP

Guidance

Education on strategic value to the church

C. How – Push through channels successfully

Through evangelism

Centers for evangelism

Businesses

What are the values for your audience?

Mandatory Reports so we can report to administrations our value

Create the value of kids

Urgency

Policies must be considerate of the association’s hard assets

**ACM – Statement of Mission**

Adventist Camp Ministries (ACM) provides an intentional Christian environment committed to strengthening each camper’s relationship with God and all His creation through scripture, nature, and recreation.

This is different than the Adventist Camp Committee.

Our camps are intracal to the mission of the church.

Debra – there are key values that drive admin decisions. One of them is evangelism. We have 65 evangelistic centers around the division. This is something we can do. In some cases they are just businesses or assets. We need to promote that camps are evangelism centers.

SUPPORT CAMP BY:

Create trust, consensus, advocates, clear strategies, policies through accountability  
Guidance, education, communication, to stakeholders empowerment chain  
Mentoring camp rangers camp facilitators (this is supposed to be done through AACCP)

## **VII. Risk Management, Josh and Gary are with us. 1:45 p.m.**

### A. Summer Camp Insurance Brief by Josh

1. Camper's Insurance in 2006 through AIG
2. This year ACE out of Pennsylvania  
Rate per camper are less  
Coverage will remain the same  
In the next few weeks information will be coming
3. Plan 1 cheapest - \$2.30 per camper  
Plan Resident and Accident... - \$5.75 per camper  
This quote is per camper per week.

There were complaints regarding AIG.

- loss history from AIG only says what happened and amount paid, but there is no location, etc. provided.

Example: 2003 total losses was \$52,096

### B. Losses – Gary

1. Go-cart programs – please... burden with go-carts, be sure you have the safety equipment on place on the carts!  
Frequency of accidents – Accident & Sickness
2. Total Claims per year  
2003 - 54 claims - \$52,096  
2004 – 40 claims - \$33,409  
2006 – 52 claims - \$42,448
3. Average cost per loss – 2003 - \$965 per claim  
2004 - \$835 per claim  
2005 - \$816 per claim
4. Percentage of type of claim  
Activity Lines – Water sports 17% - highest

### C. Losses – General Liability

Risk Management wants to come to your staff orientation and work with your staff. First come, first serve.

Question Period:

In Kansas they have a mini bike program. Craig got turned down why do they get to do have it?

Two wheel bikes are excluded from the policy. Kansas should not have the bikes. Today they are not insured.

What happens if someone does something excluded from the policy and a kid gets hurt? What happens? We'd get a denial letter and the conference would have to pick it up. It becomes a legal issue regarding what would happen. It depends on how the law suit is structured.

If you want to start a program that has liability, show Risk Management the strategic plan, equipment, safety equipment, general maintenance and usage plan.

Skateboarding is excluded from the pathfinder program.  
Students must have safety equipment.

Adventistrisk.org

There is a summer camp inspection check list on the web site.

**VIII. Item: Voted – to recommend that Bill Wood be appointed as the NAD Camp Ministries Coordinator.**

IX. Carl – Issues that will help us bring more nature into camp.

A. What can we do with nature?

1. Environmental Stewardship is a #1 thing in society right now. We are in a back to nature culture. We must maximize it.

B. Nature is our door-way to the soul

Interest kids in nature

Inspire kids in nature

Interpret kids about nature

What about a unified church curriculum between education and Camp? Outdoor school encouraged this.  
**STAKEHOLDERS**

1. Local Conference Administration
2. Church's Pastor
3. Church Members
  - Send kids
  - Recruit
  - Send dollars

**Value**

1. Appreciation of their effort
  - Balance Budget
  - Need of Constituents
  - Evangelism



2. Non SDA spouses
  - Evangelism in Families
  - Strengthen Family
  - Bonds/Community
  - Partnering
  - Accomplish their goals
  - Retreat for pastors
  
3. Sense of spiritual growth in kids
  - Be part of something working
  - Accountability/reporting
  - Leadership/training
  - Self-esteem growth

- Values
- Agendas/specific
- Spiritual Results
- Measurements
- Christianity intersecting w/ real life
- Helping yourselves market

Union  
NAD

### **Basic Themes**

Administration Support  
Support of Staff  
Nature  
Inclusion of Staff in events  
Financial Support – facilities equipment  
Resources in leadership Mentoring  
Turn-over reduces camp growth  
Creation  
Connect kids to Jesus  
Action based leadership based on principles  
Action  
Are we unique?

### **Sub Committees**

James is a member of each ex officio

### **Resources (measure) –**

Phil  
Craig  
Van  
Richard

### **Programming (measure) –**

Claude Harris  
Cyril  
Manny  
Jim

### **Training (measure) –**

Roger  
Allen  
Carl Swafford  
Floyd

### **Accreditation (measure) –**

John Lohr  
Rob Lang  
Bill Wood

### **Topic Measurements**

Organizational and Development (OD)

### **RESOURCES**

Develop a policy to fund depreciation for camp  
Collect & disseminate Risk Management data in a useable format... 1  
Identify highlight cutting edge ministry for all camp to model... 1 vote  
Promote professional networking  
Develop suggested staff manual model..... 5 votes  
Develop a marketing strategy for community, conferences & campers  
Sponsor J-1 Visas  
Develop a marketing campaign (external & Internal)... 6 votes  
Propose to the Association that they create & maintain a “camperson.com” web site data base  
Provide resources for yr. long intern programs... management experience  
Develop a strategy to follow a camper from a decision for Christ through baptism (follow-up)  
Develop capital campaign tools for camp  
Protect the environment

### **PROGRAMMING**

Annual summit for brainstorming 21<sup>st</sup> century programming  
Programming: hotline, website networking (virtual vault)... 8 votes  
Programming creative ideas  
Programming: national nature festival for US or Canada  
Programming: centered on creation/nature... 4 votes  
Community based programming  
Creative Programming for day camps/blind camps  
Programming develop series various topics:  
Creation, citizenship, family, character, responsibility, health Stewardship  
Program survey & evaluations for kids, parents & staff... 5 votes

### **TRAINING**

Develop a pre camp training program for directors and staff  
Develop training to qualify staff to teach nature... 2 votes  
Teaching strategies to strengthen staff development to impact camper and community... 2 votes  
Training for safety (who sets the standards? Risk Management, ACA, etc).... 1  
Mentoring training program.... 6 votes

## ACCREDITATION

All camps should be ACA accredited... 7 votes

Roll out a marketing campaign to stakeholders that SDA camp ministries want to employ certified staff (FTE)... 4 votes

Camp directors who complete ACDA accreditation and receive mentoring will be recognized as a certified SDA Camp director (3 years)... 6 votes

Rangers, cooks, natures, managers, that complete the official NAD mentorship and 3 years of successful service will be recognized as certified... 5 votes

Certification will build trust, professionalism and education by using ACA, AACP and mentors to accomplish the task NAD Camp Committee will receive and review AACP and mentor recommendations for official certification... 1 votes

The NASD Camp Committee will publish NAD certification stats and camp certified stats annually for stakeholders... 2 votes

Protect the environment

**APRIL 17, 2007**

**TERRY**

### I. COACHING

“If it could be the way you would like to be, what would it be like?” Shared ACA document and highlight the parallels that we might share.

A. Two things we are going to do this morning.

1. Action Planning
2. What can we do the next quarter?
3. We have to break down the information so that it is achievable.

B. Write what results you are expecting?

1. Ten year goals are not practical
2. Stay within this 5 years
3. Measurable objectives

Question: how do we approach the funding?

James: Once we have the action plans together, then we can come up with funding and the price tag.

What is your life purpose? Stay within your life purpose to be effective.

### RESOURCE Action Plan

#### Measurable Objective for:

Develop a marketing campaign (external & Internal)

Action Steps – where are we going to be in 5 years. What are we going to do this quarter.

5 Year Goal – MARKETING CAMPAIGN

1. Secure the aid of a professional marketing firm that would direct the campaign.

Objective: To hire a marketing firm by September of 2007.

2. That there would be a finished logo and motto that would be visible in major church publications and distributed in our education system.  
Objective: Complete the Logo and Motto by April 2008
3. Provide a quarterly publication to administration that summarizes the camping achievements; baptisms, attendance, publish camp stories, etc.  
Objective: To have a full page advertisement in each union paper and Review annually by April of 2008.
4. Objective: Establish a TV production group to direct TV and videos to feature "Camp Road Trip" by April of 2008. (focus on the value and message of how camp changes lives).
5. A marketing kit provided to all camps with DVDs or camera ready artwork that they can use to promote their camp along with Adventist camping in general  
Objective: A marketing kit be shipped to all camps by January 1, 2008.
6. Be visible at every event where the presidents are gathered (leaders & stakeholders).  
Objective: Deliver a completed year-end report in November of 2007 to all presidents.
7. We could do video streaming on a blog with an internet presence.  
Objective: Hire someone to develop and maintain a web site with video streaming across America networking with the Media Group partially funded by advertising appropriate to camps by May of 2008.
8. Objective: Develop a creditable year-end report system by September 1 quarter of 2007.
- 9 Give a camping annual report at the Union Executive annual Meeting.  
Objective: Develop a creditable year-end report system by September 1 quarter of 2007.

Most Important Piece

Action Steps in the next 3 months

**1<sup>st</sup> Identify what we already have in place.**

Divide it by 4 and call each other weekly to determine progress.

Develop a tool that will access the data need for each camp.

In the next 3 months we could meet with a professional to help us develop the reporting mechanism. Could we ask ACA to provide that professional.

Terry: All task groups need measurement... however, you need someone to watch over the projects and help the task groups discover the things we have in common. Hire someone to help ask questions.

We need to make a pre survey so that we can evaluate our progress.

Measuring has impact therefore we must do it well. Measurements are the rudder that guides us so that we arrive at our objective.

**Adventist Camp Committee**  
**Resource Task Team**  
**Minutes**  
April 17, 2007

Voted to ask James:

1. If the division will let us use the conference call number to have a weekly conference call.
2. Empower us to hire a professional consultant to create the

WHAT DO YOU HOPE THIS WILL ACCOMPLISH?

1. CAMP MINISTRY BEING VALIDATED BY IT BEING USED AND FUNDED
2. INCREASED ATTENDENCE, INCREASED ADVOCACY, INCREASED PASTORAL SUPPORT, INCREASED FUNDING FROM STEAKHOLDERS, INCREASED STEAKHOLDER'S AWARENESS, FORMED A TEAM WITH STEAKHOLDERS, RECOGNITION

Report on capital funding and conference funding.

The pre-survey, "Does you pastor inform you about camp."

Hire a group to telephone survey pastors or target group.

"Do you (pastor) use your camp?"

Three wishes for your camp?"

"Do a survey sampling of members and campers."

**II. Structure needed to make this happen**

A.

1. Who would be the producer?
2. We need a camp spokesman who would be associated with camp.

**ACCREDITATION TASK TEAM**

Vision Element	Action Step	Resources	Time Line
All camps become ACA accredited	Stakeholders need to know.	Norm collects and Him N. contact Norm	November 1 NAD Y.E. Meeting. James working
	Part of the annual report to the NAD year end meeting		
	Part of the Union Reports		
	AACP Directory		
Camp Directors who completes ACA Accreditation and receives mentoring	James send out document notifying Administration of new accreditation requirements for C.D. accreditation	James and Bill Wood	2 months to produce document
plus 3 years minimum experience to be recognized as an accredited SDA camp director	Conference administration give an accreditation award at workers meetings and at AACP convention		
	Local union papers notified of accreditations		
Vision Element	Action Step	Resources	Time Line
Rangers cooks nature managers that complete the official NAD mentorship and 3 years of successful service will be recognized as accredited	Same steps as camp director accreditation	AACP pulling this together. Bill Wood also to follow through	2 months to produce document
Roll out a marketing campaign to stakeholders that SDA Camp ministry wants to employ accredited staff in key positions	Document for publications for all camp directors with fill in the blank areas. Send notifications to executive committees & administrations. Who are accredited and that their intentions are to hire accredited people	James & Bill	2 months

Noted: We may need to have steps to certification for a camp director. Should there be a deposition, the attorney may focus on a conference hiring an individual who was not certified. He may suggest the conference/camp is therefore liable. Shall we use the term qualified instead of certified? The seminary has been solicited to teach a segment of outdoor education for the pastors. "The SDA Church recognizes you as an accredited camp director."

**Voted: that we make an official appreciation to Terry for being our coach.**

**TRAINING MENTORING TASK TEAM**

5 Year – Proficient at using measurements

- 85% consensus of stakeholders  
Measuring their understanding of need of mentoring/training/understanding
- (AACP & ACM) every new leadership is provided with a successful mentor and mentoring program.
- How is it measured

1- 3 Months deadline July, 2007

- Meet with Bill and Jim Nephew to determine what is in place.
- Determine needs through calls and meetings – Jim Nephew, Scott Baker, and any other AACP presidents that may assist
- Create a team with AACP & ACM as a task force.
- Inform AACP how we want to help, how we can help
- Team – build w/AACP

Measurement Tool

Have a clear understanding of how we create advocacy w/stakeholders

a. how clear are on what the stakeholders value on a scale of 1-10

3 - 6 deadline of October, 2007

Increase “Having a clear understanding of how we create advocacy w/stakeholders” by two or more points.

Develop a clear and concise survey that nets real needs.

Send out the surveys to camp directors and camp staffs

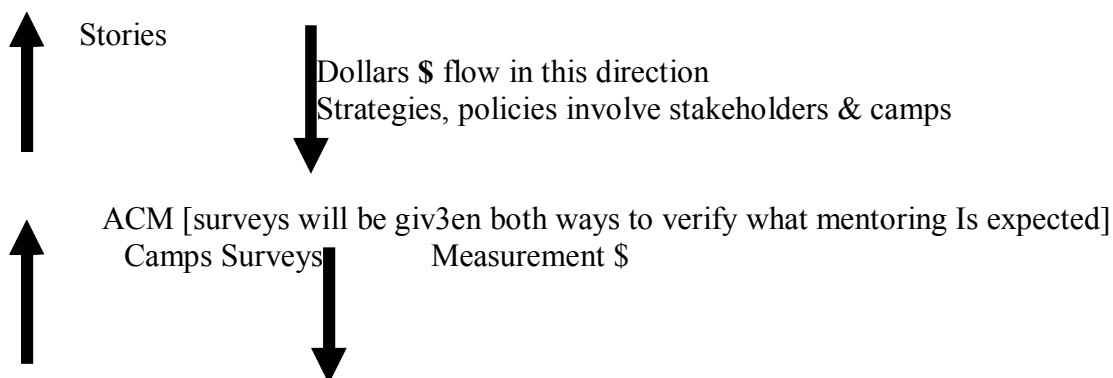
(What are the stakeholder’s values views of mentoring and what to the directors value in mentoring?)

6 - 9 months deadline January, 2008

Meet with team members to review and set course based on survey results

Increase “Having a clear understanding of how we create advocacy w/stakeholders” by 6 a by 4 or more points

Stakeholders



## **PROGRAMMING TASK FORCE**

The Virtual Vault

Fully Operational by January, 2009

This would be the place for anyone in camp ministry to go to get ideas.

It will include:

- video, program ideas, skits, brochures, etc.,

Links to the ARMS forms

- ACA Accreditation requirements
  - o – special features
    - - programming 10
    - - ideas for dummies
    - - virtual tours of camps

NAD YPAC Convention in '08 Utilize surveys of camp staff

Quarterly reports task force progress, statistics, forum

A discussion board regarding “How to USE your camp.”(community based programming)

Programming Centered On Creation/Nature – **Biblical Principles**

TIME LINE

1. September, 2007 - \*Gather resource ideas to determine focus/emphasis
2. June, 2008 - \* Pilot hand-on activities
3. January, 2009 – Include\* in virtual vault
4. September, 2008 – Review results of pilot
5. June, 2009 – Produce book/video series
6. Identify & Survey: yearly (measure)
  - nature instructors
  - program directors
  - camp directors

### **Survey and Evaluations of Kids, Parents and Staff**

Objective: determine the type, content, etc., of programming that children, staff, parents and wanting of their children.

How this will be accomplished?

Using an on-line questionnaire with registration form survey to measure relevancy.

TIMELINE

- Some implementation in 2007
- Evaluation by campers
- Survey for parents in 2008

Review the results at the AACCP during the convention... Dec '07, '08, '09