

## Camp Winnataska and Friends of Winnataska Joint Board of Directors

Sunday, February 5, 2023

### Camp Winnataska

Meeting called to order at 3:05 P.M.– Andrew Virciglio (AV)

In Attendance: Andrew Virciglio (AV), Wilson Yeilding, Foster Yeilding, Jim Thorington, KAP Garmon, Julie Cochran, Julie Ellis, Clay Cochran, Karen Moore, Elin Glenn, Ann Pickens, Caitlin Thorington, Peyton Newsome, Lindsay Crocker, Kenny Keith, David Glenn, Graham Ryan, Mary Owen, Paul Bentley, Bob White, Bill Jones, and Katie Sefton

#### **CW January minutes approved (Motion: Wilson, Second: Foster)**

Jim Thorington gave a devotion focusing on using our time to love and serve others, Eph 5:10

Julie Cochran summarized the FOW 2022 report (attached). Highlighted upcoming planning of Mother/Daughter camp weekends and Give105 campaign.

Katie Sefton summarized Brewer renovation fundraising ideas. Bench renovation and replacing rotting wood. **(Motion: Elin, Second: Foster): FOW to pay remainder of Brewer repairs not raised through campaign. Estimated at \$60,000 minus what is raised. FOW motion passed.**

Elin Glenn challenged all present to donate immediately so the Joint Boards would be responsible for first bench.

Katie Sefton asked for CW to update FOW as Program Challenge money is spent so that it can be publicized, even if it is small things at each program.

Foster Yeilding gave updates on facilities projects: dining patio will be covered by mid-April, Jonathan Jost is looking at erosion control from Reimel to the covered bridge, moving the pony grove to the area flattened behind low range is the goal for this summer, road work is coming up, director's hut deck is done, kayak/boat dock is done, the Blackfoot hut will be sealed up before summer, kitchen progress is coming along to fit combi-oven in, Chico playground does not have a definite plan.

Lindsay Crocker updated that staff has been hired.

Caitlin Thorington announced we have had 158 leader applicants. Spring training dates are set for Staff on April 21-23 and leaders on May 19-21.

Peyton Newsome updated on the damage to the inflatables. Rats have destroyed the obstacle course and one of the slides. She has reached out to multiple companies about repairs, the cost of repairs is prohibitive. Peyton and Foster will look into an insurance claim for the damage.

Mary Owen reported that camper registrations are still coming in. We are above 90% capacity. Most of the openings are boy spots 4<sup>th</sup> week, which is newly a co-ed week this summer so it makes sense that it is slow to fill.

Foster Yeilding added that we are looking for somebody to cut grass during the summer. Requested a motion regarding Pony Grove spending. **(Motion: Bill Jones, Second: Wilson Yeilding) Spend up to \$50,000 on Pony Grove relocation. CW motion passed.**



# Friends of Winnataska Joint Board Report

## 2022 ANNUAL REPORT

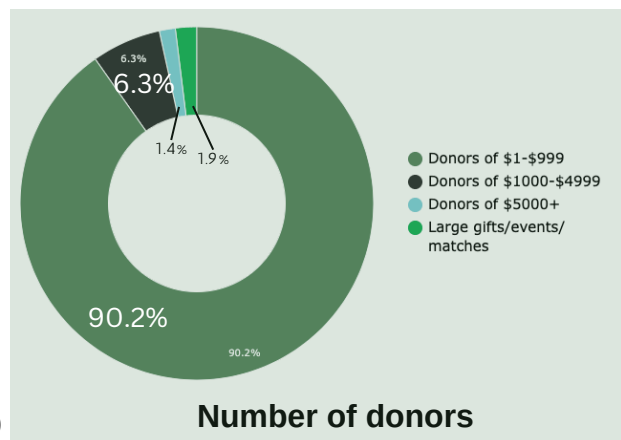
**\$236,593  
RAISED IN 2022!**

**\$646: AVERAGE GIFT**

**\$2,698: RECURRING DONATIONS**

**199: Total Donors**

*(Some donors gave in multiple donor levels, hence the discrepancy in 199 total donors above versus 205 total donors below.)*



Gifts of \$1 - \$999	Gifts of \$1,000 - \$4,999	Gifts over \$5,000
Donors: 185	Donors: 13	Donors: 3
Amount: \$35,868	Amount: \$15,525	Amount: \$65,000

**Donors: 201 Total: \$116,393**

### Large Gifts from Events and Foundations:

(not included above)

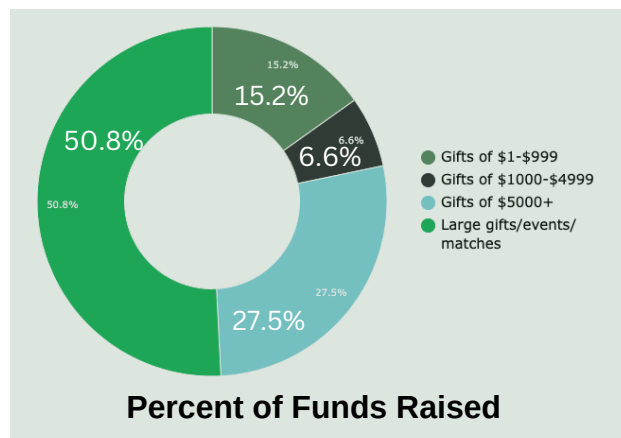
Program Match: \$100,000

Pumpkin Patch: \$8,700

Joe Lee Griffin Foundation: \$7,500

Caring Foundation: \$4,000

**Donors: 4 Total: \$120,200**



### Non-Financial Accomplishments:

- Created a new logo and branding
- Assumed responsibility for the Camp Store
- Reinvigorated social media presence on Instagram and Facebook
- Updated the Friends of Winnataska website
- Created a dedicated phone number and email address for Development Coordinator
- Introduced FOW to camper parents by handing out fans on Sundays
- Hosted FOW Day to honor and thank donors and volunteers.

## Program Challenge

### At-A-Glance:

**Donors: 131**

**Amount: \$58,301**

**Average gift: \$301**



# Friends of Winnataska Joint Board Report

## 2023 GOALS

### Fundraising:

**Show Brewer Chapel Some Love: \$40,000**

Q1 (Kick-Off on February 8 for Valentine's Day)  
Raise funds to repair the bell tower and refinish benches, will continue until funded (actual cost of work \$60,000, FOW to contribute remaining)

**Give 105: \$11,000**

Q2-Q3 (Leadership->End of Summer)  
How to involve staff and leaders, as well as alumni

**Year End Giving \$15,000**

Q4 Annual year-end giving drive

**Recurring: \$3,000**

Focus on encouraging monthly donations from alumni

**Campership \$10,000**

Solicit donations for funding camperships through individual and other sources (corporations, groups, etc.)

**Grants \$10,000**

Focus on Barbara handing off some to Julie

**Unsolicited/Unplanned donations \$20,000**

Donations that come into the general fund from sources throughout the year

### Events:

**Camp Store Summer Sales: \$4,000**

This summer's camp store sales will be hard to estimate. We want to sell remaining inventory as much as possible, but we also will be purchasing some new and requested items. Q2-Q3

**Mother Daughter Weekend: \$15,000**

This much requested event will take place in late August. Details are being worked out with program staff, and event sponsorships through corporate donations will be sought. Q3

**Pumpkin Patch: \$12,000**

Publicity, advertising and marketing will be enhanced this year. Event sponsorships through corporate donations will be sought. Q3

Other events such as the Opt-Outside Hike and Candles and Carols will be held to increase alumni engagement. Work days, especially encouraging family attendance, are scheduled. If the Brewer Project goes forward, fall Chapel Workdays can tie into that. More casual alumni events are being investigated as well.

## Total FOW Wide

\$140,000 (Addition of all above)

## 2023 EVENTS

**Saturday, July 8:** FOW Day

**Friday, August 25 to Sunday, August 27:**

Mother/Daughter Weekend

**Saturday, October 14 and Sunday, October 15:**

Pumpkin Patch

**Friday, November 24:** Opt Outside

**Sunday, December 17:** Candles and Carols

## IMPORTANT LINKS

### Website:

[friendsofwinnataska.org](http://friendsofwinnataska.org)

### On Facebook:

[facebook.com/friendsofwinnataska](https://facebook.com/friendsofwinnataska)

### On Instagram:

@friendsofwinnataska



[info@friendsofwinnataska.org](mailto:info@friendsofwinnataska.org) • (205) 903-7081

**Camp Winnataska Board of Directors**  
**Monday, March 13, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:30PM – Andrew Virciglio

Those present: Andrew Virciglio, Wilson Yielding, Jim Cearlock, Foster Yielding, Kenny Keith, Ann Pickens, Mary Owen, Clay Cochran, Karen Moore, Peyton Newsome, Graham Ryan, Witt McLeod

**Opening Prayer Clay Cochran**

**Approval of February Camp Winnataska Minutes:** Wilson motioned, Clay seconded, motion passed

**Ann, registration update:**

- 4<sup>th</sup> week Mainside boys are only significant opening, 30 spots open

**Foster, facilities update:**

- Camp is going to help support road clean up, possibly splitting cost with FOW
- Roof dining patio complete
- Repaired 2 six-seater carts, going to sell them
- Going to build a field in cleared off area behind Blackfoot hut. Pasture fence will not encompass it, it will be a play field this summer. The pony grove could still go there in the future.
- Blackfoot hut has had some updates and will be entirely closed in by summer. Need to talk to Blackfeet about taking care of it
- Horse fencing project: possibly partnering with 4H, we would supply fence, they would supply labor. Priority will be: reestablishing partition between front and back pasture, new field area and edge near Chico
- Chico shade options for concrete heat-death zone between huts. Roof like top of dining patio is \$40,000 estimate. Sunshade estimate \$32,000.
- **Foster motioned: Spend up to \$40,000 on shade for Chico patios. Lindsay Powers seconded, motion passed.**
- Hillside moss is slick. Chemicals would kill all moss. Hard pressure wash met some resistance from a camp elder. Jim Thorington will look at it this week.

**Lindsay**

- Reminder of Weekly Directors Committee functions – approves directors and assistant directors each summer, summer op, camp board, chico, main, camp director
- Suggest for this summer: Lindsay, Caitlin, Ann, Wendy, Beth Fort
- No main directors up for renewal/openings this year
- Would like assistant directors approved by May 1<sup>st</sup>

- **Wilson motioned to make the Weekly Director Committee consist of five, with Camp Director serving as a nonvoting member 6<sup>th</sup> member. The five will be the Summer Operations Chair, an additional board member, a current Chico director, a current Mainside director, and an at large member who could represent any category. Foster seconded, motion passed**
- **Lindsay motioned to have this year's committee be Lindsay, Caitlin, Ann, Wendy Dillon, Beth Fort, Wilson Yeilding. Foster seconded, motion passed.**
- We are in need for professional photographs. Last set Wes Frazer 2016. Proposal Pettey take pictures during 7<sup>th</sup> week, up dated pictures. At camp 3 days, we would cover travel (flight, car) stay at camp.
- **Lindsay motioned to hire Elizabeth Pettey for \$5,000 for 3 days of photos. Clay seconded, motion passed.**
- Play structures for Chico. Wooden independent play structures. Temporary options for this summer.

#### **Kenny**

- Increase horse contract. We haven't increased Stan's number since he started.
- \$30,000 would be new number at \$490/horse plus \$110/horse for feed
- Group discussed pros and cons of separate feed allotment
- **Foster motioned to increase Stan's contract to a total of \$32,500 which is \$650/horse with no separate feed fee. Lindsay seconded, motion passed.**

#### **AV**

- FOW Joint Bench reminder – each of us needs to donate \$40.00 to Brewer fund.

#### **Wilson**

- Kitchen staff payroll, finance is getting together to discuss details

**Camp Winnataska Board of Directors**  
**Tuesday, April 11, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:38PM – Wilson

Members present: Wilson Yielding, Jim Cearlock, David Glenn, Foster Yielding, Ann Pickens, Lindsay Powers, Andrew Virciglio (on phone)

Others in attendance: Peyton Newsome, Witt McLeod, Caitlin Thorington (on phone)

**Approval of March Camp Winnataska Minutes – David motioned, Foster seconded, motion passed**

Opening prayer - Ann

Ann:

- 24 boy spots left 4<sup>th</sup> week, other openings are a handful here and there

Foster:

- Blackfoot hut almost finished (Graham is doing it as we speak, new windows), doors ordered Pogue and Strickland, painting and pressure washing around camp coming soon
- Need air conditioning unit in Blackfoot hut
- **Foster motions up to \$12,000 on air conditioning for Blackfoot hut, Lindsay seconded, motion passes.**
- Grass and landscaping is half way completed coming up through mainside
- Jeremy is getting dirt moved, looking good
- Planning chert path in front of boys hut up to Brewer
- We are going to need to look at floors in Mainside huts, especially sink areas – begin looking at replacing the six cabins one at a time every two years or so, or if we want to replace Pueblo we need to begin thinking about that usage

Lindsay:

- Invite board members to PreCamp on May 25<sup>th</sup> to come out for dinner at 6:15
- PreCamp starts 23rd
- Workday this weekend
- Coming along with leaders, organizing, staff training planning
- Still looking for PS pool/sustainability

Wilson:

- Kitchen staff payroll: AV and Wilson have been working with Stephanie to determine plan, overtime will need to be approved by AV/Lindsay so that Caitlin isn't making that choice for Stephanie, but system should be built in to avoid overtime

- **Wilson motions allows finance committee to spend up to \$32,500 kitchen payroll. David seconded; motion passed.**

Witt:

- **Lindsay motioned to approve non-discrimination policy as drafted by Kenny and Witt. Ann seconded; motion passed.**
- **Policy reads: Camp Winnataska respects and values diversity in its campers, staff, volunteers, and families. It does not discriminate on the basis of race, color, gender, marital status, national or ethnic origin, religion, political beliefs or disability to all the rights, privileges, programs, and activities in administration of its policies.**
- **Ann will add it to website.**

**Camp Winnataska Board of Directors**  
**Tuesday, May 2, 2023**  
**SouthPoint Bank**

Meeting called to order at 5:32PM – AV

Members present: Wilson Yielding, Jim Cearlock, David Glenn, Foster Yielding, Ann Pickens, Lindsay Powers, Andrew Virciglio, Kenny Keith

Others in attendance: Peyton Newsome, Mary Owen, Caitlin Thorington

**Approval of April Camp Winnataska Minutes – Wilson motioned, David seconded, motion passed**

Opening prayer - Caitlin

Mo:

- 98% full (94% on boys) – 100% at this point last year
- Waitlist report: 517 girls, 107 boys

Caitlin:

- PS Slate presented:
- Grace Armstrong, Administrative Specialist
  - **Lindsay motioned to hire Grace, Ann Seconded: motion passed.**
- Noel Shouts, Boats
  - **Lindsay motioned to hire Noel, Ann Seconded: motion passed.**
- Joseph McKinley, Crafts
  - **Lindsay motioned to hire Joseph, Ann Seconded: motion passed.**
- Hannah Gagnon, Horses
  - **Lindsay motioned to hire Hannah, Ann Seconded: motion passed.**
- Eli Morrow, Outdoors
  - **Lindsay motioned to hire Eli, Ann Seconded: motion passed.**
- Mary Taylor Seymore, Pool
  - **Lindsay motioned to hire Mary Taylor, Ann Seconded: motion passed.**
- Holland Tapp, Recreation
  - **Lindsay motioned to hire Holland, Ann Seconded: motion passed.**
- Eric Johnson, Ropes
  - **Lindsay motioned to hire Eric, Ann Seconded: motion passed.**
- Jack Kennedy, Shooting Sports
  - **Lindsay motioned to Jack, Ann Seconded: motion passed.**
- Carolyn King, Sustainability
  - **Lindsay motioned to hire Carolyn, Ann Seconded: motion passed.**

Lindsay:

- Summer 2024 Calendar Proposed



- **Lindsay motioned to adopt 2024 calendar below, Ann Seconded: motion passed.**
  - **Super Chico: May 29 – June 1**
  - **1<sup>st</sup> Week: June 2-8**
  - **2<sup>nd</sup> Week: June 9-15 (Girls Week)**
  - **3<sup>rd</sup> Week: June 16-22**
  - **4<sup>th</sup> Week: June 23-29**
  - **5<sup>th</sup> Week: July 7-13**
  - **6<sup>th</sup> Week: July 14-20**
  - **7<sup>th</sup> Week: July 21-27**

Caitlin:

- Need for five staff members to come out three days early, working with Peyton on projects
  - **Lindsay motioned for five staff members to work between Leadership and Pre-Camp for a half-week of their normal salary, Ann seconded: motion passed.**

Foster:

- Would like to get Chicos to also fill out camper survey this summer and double check that survey has favorite/least favorite program activity
- Facilities are on target time-wise.

Kenny:

- Witt and Kenny have looked at coverage for campers without insurance and a med-pay, Foster is getting quote.

Foster:

- Stressed importance of documenting incidents properly, will check with insurance if they have a specific form, Kenny added that she and Witt are always available to help document incidents, they need to be called immediately before incident reports.

AV:

- May 25<sup>th</sup> – Board invited to dinner during pre-camp at 6:15
- Board will do end of summer dinner during post-camp
- June 11<sup>th</sup> next meeting – 5pm at Camp Winnataska

Foster:

- Would like to see the list of weekly directors. Caitlin read it aloud and said it could be attached to minutes when they are sent out. Caitlin noted that several of the assistant directors are new this year and have not yet been approved by Weekly Director Committee, that meeting is happening next week

**Camp Winnataska Board of Directors**  
**Sunday, June 11<sup>th</sup>, 2023**  
**Camp Winnataska**

Members present: Foster Yielding, Ann Pickens, Wilson Yielding, Kenny Keith, David Glenn, Jim Cearlock, Lindsay Powers, Andrew Virciglio , Clay Cochran  
Others in attendance: Peyton Newsome, Witt McLeod, Caitlin Thorington, Katie Sefton, Kate Jordan, Mary Owen, Graham Ryan

Meeting called to order at – Wilson

**Approval of May Camp Winnataska Minutes – Wilson motioned, Foster seconded, motion passed**

Opening prayer – Caitlin

Mary Owen:

- Good first session, 28 boys spots still open for 4<sup>th</sup> Mainside, request a blast on social media
- 97% full for summer

Wilson:

- Caitlin has been struggling all summer with credit cards not working, getting limits upped, Graham with being able to pay vendors and contractors that need payment immediately
- We need a plan that will be failsafe especially for April/May/June and for vendors, maybe having some checks available for chair, summer ops, and facilities
- Wilson and AV said they would work on back up plans

Caitlin:

- Sustainability PS quit yesterday, effective immediately, details can be discussed in executive session
- Moving forward this week Tricia is available to sub in the mornings; Canne and Ann can each potentially take an afternoon or two; Peyton/Caitlin/Grace can cover other afternoons
- Lydia McEldry (a 3<sup>rd</sup> year commanche) can be the PS 4<sup>th</sup>-7<sup>th</sup> weeks
- **Wilson motioned for Lydia to be the Sustainability PS when needed for the traditional PS salary. Foster seconded, motion passed.**
- **Lindsay motioned for Tricia, Canne, and Ann to be the Sustainability PS as needed at \$80/day (except for Ann who would volunteer). Foster seconded. Motion passed.**

Lindsay:

- We have not approved pets of personnel at camp this summer. Caitlin has two dogs, Peyton has one dog, Eli Morrow (PS) has one dog. All dogs are up to date on vaccines. The dogs will never see campers, housed in living quarters and exercised away from campers.
- **Lindsay motions to approve these four dogs to live at camp for the summer. Wilson seconded. Motion passed.**
- Summer is off to a strong start with communication between Caitlin and Lindsay, Health Hut is running smoothly, corcles have been a fun addition to program.
- During campout the staff could hear people on vehicles (ATVs or dirtbikes) closer than normal. Caitlin and Graham have updated intruder plan specifically to campout and have ensured a clear line of communication between staff at Rushton and main camp. Legal team is thinking through precedent and policy, will have updates soon.

Foster:

- There have been water issues at barn and on Chico. Graham is working with water works and a plumber to find a solution. Hopefully Monday or Tuesday we will have the problem permanently solved.

Katie/FOW update:

- Camp store is selling well this summer, families are excited to be back in a real store
- We have received two new grants from Alabama Power for trees
- Chapel in the Pines has contributed camperships
- Mother Daughter registration has begun and seems to be popular
- FOW Day on July 8<sup>th</sup> to thank volunteers/donors/alumni with BBQ lunch and a few program activiites

AV old business updates:

- New Pony Grove and high ropes addition we need to be thinking ahead
- Foster and Peyton will meet in July to discuss both
- We need to think through Program Challenge money
- Wilson, Eric, and Jim C have been discussing potential new ropes course with a set course for middle huts and a separate course for older huts

Next meeting August 29<sup>th</sup>, End of Summer report in September

Executive Session to discuss Personnel with Caitlin, Peyton, and Witt present

Email motion on June 20<sup>th</sup>:

- **Lindsay motions to hire Garrett Halla as Sustainability PS as needed for the remainder of the summer. Ann seconded. Motion passed on June 21<sup>st</sup>.**

**Camp Winnataska Board of Directors  
Tuesday August 29, 2023  
SouthPoint Bank**

Members Present: Ann Pickens, Andrew Virciglio (AV), Wilson Yielding, Foster Yielding, Clay Cochran, Lindsay Powers, David Glenn, Jim Cearlock, Jim Thorington

Other Present: Peyton Newsome, Noel Shoults, Bob White, Witt Mcleod, Tom Miller (retired City of Birmingham water expert)

AV: called meeting called to order at 5:35

**David motioned to approve June 2023 minutes. Clay seconded, motion passed.**

Jim Thorington:

- Jeremiah 29:11 –promise from God that he will carry out what he begins, God never breaks promises. We don't have to worry about future of camp Winnataska, God will carry on purposes at Camp Winnataska, open in prayer

Bob White: Creek update, with input from Tom Miller

- We started sampling after a sewage overflow, that was two years ago. We narrowed down to 3 locations (at rapids, just below falls off of waterfront rock, at dam overflow). We test for ecoli – from fecal warm blooded mammals, once bacteria is in creek and conditions are right it multiples, numbers are in colonies per 100 milliliters, numbers are large, they go up and down, we have some bad numbers. Ecoli is a marker bacteria of other bacteria present.
- The real way to determine is a long term risk based assessment. Right now the numbers are such that if someone saw them and looked at published numbers people would question us. ADEM numbers are swimming 235, boating is 2,500. Our geometric means are nowhere near it. Numbers go up with rain.
- We need strategic plan to address water, may get funding from ADEM – develop watershed based strategic plan, involves lots of people, industry, neighbors. ADEM will give guidance once they see us making moves.
- Bob thinks that portion of the creek is designated by ADEM for swimming. We have UAB and Hunstville research that could help with risk assessment how it will affect people. Consulting firm would help strategic plan. That would be large monetary investment. Maybe graduate student would help. ADEM has money for research projects – stormwater money. We will keep sampling once a month.
- Discussion among group of feasibility of that type of investment. No motions or changes to current procedures.

Ann: final registration numbers from 2023

- final numbers from summer are 98% full, we had 40 open boy spots 26 of those were 4<sup>th</sup> week

Foster: FOW would like to have set 25 camperships

Wilson: finance committee met to discuss camp fees. Last year was 910 for a full week and 525 for Chico.

**Wilson motions 2024 camp fees be \$940 for a full week and 545 for Super Chico. Foster seconds, motion passes.**

AV: spent 350,000 on special facilities projects

AV: End of Summer report will be in September, Facilities will also be doing an end of summer report

AV: looking at paying volunteer leaders, task summer ops for that plan.

Lindsay: we need to resuscitate Executive Director committee, contact those members and see if they are still interested in serving

Foster: facilities wants to sell orange truck and suburban, Lindsay questioned what vehicles will be present in the summer, Foster responded, "If you need two more trucks that is not a problem we will come up with two more trucks", Lindsay and Foster will meet to discuss vehicles

AV: joint meeting needs to be October 1 as September meeting at camp, 2:30  
Real October meeting will be later in October

Addendum from executive session phone call on September 12<sup>th</sup>, 2023

Board attendance on call: Andrew Virciglio, Clay Cochran, Ann Pickens, Wilson Yeilding, David Glenn, Bill Jones, Jim Thorington

**Ann: Motion to offer Peyton Newsome the opportunity to not renew her contract as Program Director in 2024. Clay seconded. Motion passed with unanimous vote.**

**Ann: Motion to create a Program Director hiring committee made up of Lindsay Powers, Foster Yeilding, Elin Glenn, Carol Kilgroe, David Glenn, with Caitlin Thorington as a non-voting member. David seconded. Motion passed.**

**Camp Winnataska Board of Directors**  
**Sunday October 1, 2023**  
**Camp Winnataska**

Members Present: David Glen, Ann Pickens, Wilson Yielding, Foster Yielding, Lindsay Powers, Kenny Keith, Jim Thorington

FOW Members Present: Katie Sefton, Hunter Thorington, Paul Bentley, Elin Glenn

Other Present: Noel Shoults, Witt Mcleod, Caitlin Thorington, Graham Ryan, KAP Garmon, Karen Moore

Wilson: called meeting called to order at 2:05

Jim Thorington: Devotion

- Hebrews 9, Blood of Christ is sacrifice to usher in forgiveness
- Prayer

Katie provided FOW update (see attached notes for details)

- Camp Store huge success connecting alumni, parents, volunteers
- Regular Newsletter Updates
- Campership Application and System in place
- Brewer Campaign is at \$17,000 or \$40,000 goal
- Focus on creating an endowment that provides longterm financial stability for Camp
- FOW Day and Mother Daughter Weekend both successful
- Pumpkin Patch is quickly approaching, Opt Outside Hike Black Friday and Candles and Carols coming up

Cailin: Summer Operations update and Summer Camp End of Summer Review

- Hiring Committee has begun process of looking for new Program Director, job applications are open now and due soon
- End of Summer Report included in attachments
  - 98% of capacity, we need boys, specifically older boys

Foster: Facilities End of Year Review

- See attached slideshow

Wilson:

- Next CW BOD meeting October 17th

FOW Report  
Joint Meeting of Camp Winnataska and Friends of Winnataska  
October 1, 2023

Summer Presence:

The camp store was the perfect way to promote Friends of Winnataska to our camper families. We provided a service that parents appreciated, provided opportunities for our alumni to serve, made a little bit of money, and shared the mission of FOW. We were able to have face-to-face contact with parents on pick-up day by passing out fans promoting FOW events as well as the 2024 camp dates. This is a great partnership between FOW and CW.

Newsletter: 3 of 4 Quarterly HOW HOW HOW newsletter have gone out.

Camperships:

- Set up a campership page on the FOW website
- Updated Application to a fillable Adobe Doc available on website
- Awarded 16 camperships, 14 of those were accepted, gave \$7,015
- Current campership donations of \$11,250 which exceeds our original Campership fundraising goal of 10,000. We are now aiming to raise \$20,000.

Brewer:

The pews are currently being refinished in groups and look beautiful. We have raised \$17,087 of our \$40,000 goal. We plan to focus on this initiative during the last quarter of 2023. Our year end giving will also highlight the Give 105 Campaign.

Investment Account:

Friends of Winnataska was the beneficiary of over \$150,000 from former camper/staff member Roye Wates investment account. FOW has consolidated funds that were in different accounts and transferred a total of \$750,000 to a Wells Fargo account managed by former Blackfoot Scott Howell. We are working toward an endowment that will provide long-term financial security for Camp Winnataska.

Events:

- FOW Day was a fun event for our donors, volunteers, and alumni that we hope will continue to grow.
- Our first annual Mother-Daughter weekend was a rousing success and exceeded the fundraising goal of \$15,000 by clearing over \$16,000. Julie has gotten great feedback from participants and already has ideas for improvement. We really appreciate the support from Caitlin, Peyton, Graham, Tina, and camp board members Clay Cochran and Ann Pickens who worked tirelessly alongside FOW to make this event a success.
- Pumpkin Patch is 2 weeks away and we need your support in spreading the word by placing a sign in your yard and other strategic intersections near you. We also need you to share Pumpkin Patch social media posts, especially to any community sites you may have access to. We also need your help working the event so please take a look at our sign up genius. You can also share it with any camp alumni you keep up with and encourage them to volunteer. This is a great way to reconnect folks with camp.
- Our final events of the year are free: Opt Outside Hike the day after Thanksgiving and Candles & Carols on December 17th.

Grants:

- Alabama Power Good Roots awarded \$1,000
- Chapel in the Pines awarded \$2,500



# **Camp Winnataska 2023 Facilities Review**



## 2021 / 2022 Projects

- Updated kitchen equipment: new cooktop/oven unit; convection ovens; steamer; combi oven; tankless water heaters; 20 ton package unit
- Sealed and stained concrete floors in kitchen, painted interior walls and doors, upgraded ceiling tiles and tile lights
- Refinished wood floors in dining hall
- Dining hall patio expansion
- Terraced landscaping between dining hall and foot bridge
- Road and tree work
- Tile repairs and extensive preventative maint at pool.



# Mainside Directors Hut Deck



# Dining Hall Pavilion



# Dining Hall Pavilion



# Mainside Landscaping (Before)



# Mainside Landscaping (Before)



# Mainside Landscaping (In Progress)



# Mainside Landscaping (In Progress)





# Mainside Landscaping (After)



# Mainside Landscaping (After)



# Mainside Landscaping (After)



# Mainside Landscaping (Before)



# Mainside Landscaping (After)



# Chico Shade Pavilions



# Chico Shade Pavilions



# Pogue Lodge





# Blackfoot Hut



# New Field & Road



# Additional Projects

- Tree work – Gray’s Tree Service
- Road work & brush clearing – JAE
- Dining hall windows and screen doors – Builders Millwork Rolwes Construction
- Pressure Washing – Supreme Pressure Washing
- Water leak detection – American Leak Detection
- Septic systems review – Engineers of the South
- Main camp central septic field line header repairs; Mainside central septic flow meter – Superior Septic
- Water line repairs; repaired leaks in five separate locations
- PRV rebuild at water meter – John’s Plumbing
- Combi oven installation
- Added second Kawasaki Mule



# Project-Specific & Seasonal Help

- Wade Lyon / Redbone Woodworks: Mainside directors hut deck; Blackfoot hut; pasture fencing; pump house fence; dining hall pavilion handrail
- Nathan Talarico – May thru July, focused on landscape maintenance
- Volunteers:
  - Bill Jordan, the Bryces, David Etheridge – Rushton outhouses
  - VHHS Soccer
  - Andrew Bently – White Chapel restoration
  - Rick & Wendy Dillon
  - Jim Thorington



Looking Ahead...





## Brewer Chapel

- Rebuild flat roof over entrance
- Repair bell tower siding
- Drainage on road side
- Soft wash flagstone floor
- Fans & light fixtures
- Hardscape approach to chapel
- Landscape on Chickasaw side & around Branscomb
- Refinish pews and arrange in semi-permanent placement
- Drinking fountain / bottle filler





## Barn & Pasture

- Pasture fencing & barnyard fence.
- Restore 'old' barn:
  - New roof
  - Secure feed and tack storage
  - Additional, functional stalls



# Strickland Lodge



- Generate proposal for renovating right side, living quarters and bathrooms.
- Replace windows
- Paint middle common area, kitchen, & small bedroom on right side.
- Replace bunkroom doors; address moisture issues.







## Mainside Cabins

- Replace screen doors & rescreen all windows.
- Replace handrail on stairs and ramps.
- Additional ceiling fans & better lighting.
- Repair cupolas and install blocking between rafters to prevent unwanted guests from entering.
- Flooring





## Reimel

- Replace decking and stairs on front porch.
- Add doors and insulation to water heater closets.
- Replace light fixtures in middle room with ceiling fans.
- Updated drop-in ceiling tiles and lighting.



# Pool



- Pergola or other shelter
- Paint touchup on diving board & life guard stand
- Pump house: acid pump; storage



# Misc. Projects

- **Program Locker / Paper Goods / Laundry World**
  - Add another W/D set
  - Water heater
  - Insulation
  - Water cooler filling station
  - Lighting in paper goods
- **Automatic Entry Gate**
  - Improve security at entrance
  - Include lighting at entrance and along road to Rushton



# Annual Report

"Whoever wants to be my disciple must deny themselves and take up their cross and follow me."  
-Matthew 16:24



## Introduction

I want to start by saying thank you. Thank you for believing in me. Thank you for allowing me the privilege to serve this place that we all love so much. Thank you for serving alongside me to further the Kingdom. Thank you for the wisdom you have imparted upon me. Thank you for the unending support and words of affirmation. This job is impossible without the camp family. The blessings and lessons in this role are never ending. There were moments that brought me to my knees and there were moments that allowed me to beam with pride. The theme of this summer was "Audience of One," in other words, "God has to be your leader for you to be a leader." The goal is for us as a staff to remember who our Father is and allow Him to be our leader, so we can lead others. I can assuredly say that overall I felt that leaders and staff members took this theme to heart and tried to lead through the Father. This summer was a very humbling experience as I learned my strengths a bit better and my weaknesses. I hope that through this report, the summer is properly summarized and areas of growth are well received.

With Gratitude,  
Caitlin Thorington

# Registration



## Camper Stats

1,690 total campers for the summer with a 98% registration rate. Every girl spot was filled and six weeks were overbooked. There was a waitlist for girls every single week. For boys, three weeks were not completely filled (SC, 1st, 4th). Every Chico session had a waitlist.



## Areas of Growth

- Continue to recruit and serve minorities to include diversity at camp.
- Implement initiatives to retain older boy campers.



## Camperships & Complimentary

FOW provided funds for 14 camperships, which totals \$7,015.

There were 10 complimentary staff sessions and 27 complimentary nurse sessions given this summer to children.

# Program Specialists & Staff

## Program Specialists

9 total – 5 returning, 4 new

1 Administrative Specialist – new

Overall, they showed the staff what leadership looks like and were an asset to the summer. There are 2-3 that are planning on returning next year.



## Accomplishments:

- Staff led Bible studies amongst one another to lead each other and cultivate a Christ-centered culture.
- This staff got along with one another exceptionally well. I have not seen this dynamic between college aged people, ever.
- This staff continuously had suggestions for improvement and new ideas for how to do things.



## Areas of Growth:

- Better prepare Program Specialists and Staff members in program responsibilities.
- Create mentorships within the camp family for spiritual leadership and accountability.
- Have maintenance as a program rotation for consistency.
- Add Blackfeet to cleaning rotations.
- Increase pay for all staff members.

## Staff

We ended the summer with 10 Blackfeet & 23 Comanches.

### Blackfeet:

3 Third years  
3 Second years  
4 First years

### Comanches:

3 Third years  
10 Second years  
10 First years

Around 11 plan on returning next year to be on staff & 5 plan on returning to be a PS.

# Leaders

- 67 First Year Leaders
  - 18 boys, 49 girls
- 53 Second Year Leaders
  - 13 boys, 40 girls
- 32 Third Year Leaders
  - 15 boys, 17 girls
- 1 Fourth Year Leader (girl)
- 4 LITs bumped to Leader (boys)

157 total leaders  
50 boys & 107 girls



## Accomplishments:

- New boy leaders recruited by existing boy leaders and continued to come back additional weeks!
- We had a total of 30 spladers this summer and out of those, 24 were recommended for hire if they apply for staff.
- Hut moms continued to show tremendous leadership to their fellow leaders and to the boy campers. I truly believe this is beneficial, even if it is done in a bind.

## Suggestions:

- Conduct in-person interviews for first year leaders at Camp.
- Have a leadership training and a make-up training that is not virtual.
- Conduct recruitment events and/or meetings to increase boy leader numbers.
- Pay senior leaders and have a minimum time requirement.
- Pay dishwashers.



# Program



## Boats

We added Corcls to the boats program this summer and I feel as though they were overall a success. Campers of course request to get in the water, but the staff does a wonderful job with making this program fun and getting the opportunity to know campers better.

## Crafts

We added the Glowforge to the crafts program this summer. Camp also provided every camper with a Camp Winnataska bandana to tie dye which was a success for campers and helpful to staff as well. An additional drying rack for crafts was added and was very helpful.



## Horses

According to camper surveys, horses continues to be a camper favorite across age groups. The continued struggle is maximizing camper time. This group of staff was exceptionally attentive to safety.



## Areas of Growth

### Boats

- Build a more secure/durable dock that matches the height of the other.
- Build additional space for Corcls.
- Assess condition of existing life jackets and invest in new ones.

### Crafts

- Find a permanent home for the Glowforge that is not the Camp Office.
- Continue to work towards project style crafts for boy campers.

### Horses

- Assess current scheduling and figure out how to maximize camper time with horses. Continues to be a struggle.
- Complete the new Pony Grove project where land was cleared.

# Program



## Outdoors

According to camper surveys, Outdoors is scored the highest by Creek campers. A successful addition to outdoors was our partnership with Land & Sea Animals for our younger huts on Wednesdays. Campout fluctuated between Rushton and the Legend Night site due to weather and safety. However, campers had great campout experiences.

## Pool

According to camper surveys, Pool is a continual camper favorite. Pool added two new basketball goals, repaired the water line to the slide, and purchased a four square volleyball net. Our pool staff also went through instruction with Dollie on how to teach swim lessons.



## Recreation

Recreation continues to and will always be a camper favorite... canteen! The program added a deep freezer for ice cream, large rolling drawers under the stage for night activity storage. Stockham green continued to be used for day programming and night activity.



## Areas of Growth

### Outdoors

- Include survival and basic camp/outdoor life skills into programming.
- Work towards safety measures for campout & preparing our staff for unsafe scenarios.

### Pool

- Conduct mock safety routines to keep lifeguards in practice with what to do in case of an emergency.
- Add additional portable lifeguard chairs, instead of Adirondack chairs that are currently used.

### Recreation

- Move the stage stairs to the back of the stage.
- Adding milk crate storage to bat cave for staff belongings at night activity.

# Program



## Ropes

According to camper surveys, ropes continues to be a camper favorite. This is across camper ages, but especially with Navajos. The ropes staff did a great job leading campers to complete challenging activities while lifting them up.

## Shooting Sports

According to camper surveys, Navajos consistently scored shooting sports higher than other huts. New target covers were added this year. The progressive programming was easy to implement in this program area.



## Sustainability

Sustainability had two additions this summer: butterfly garden and a pizza oven! The butterfly garden was a hit, but after a storm, many of the butterflies died. The pizza oven needs to be utilized more often, as it was only used during Friday choice day.



## Areas of Growth

### Ropes

- I believe that our best investment would be to make routine repairs to maintain our existing course, while also adding additional elements.

### Shooting Sports

- Continue to build the progressive programming plan for this area.

### Sustainability

- Build a more permanent roof structure on the butterfly garden to protect from storms.
- Include the pizza oven for more usage.

# Health

- Of 1,690 campers served this summer, 30-40% of these campers turned in medication to the nurses on Sundays that were to be taken routinely throughout the week.
- 2 Campers were taken to the Children's Hospital Emergency Room during the summer, both injuries from the black tube swing.
- 2 Staff Members were taken to Emergency Rooms during the summer.
- 8 Incident Reports were completed for the summer.
- Total of 18 nurses this summer – 5 were new.



## Things to work on:

- Inconsistencies across nurses allowing campers to call home when homesick, not communicating with camp director when parents were called for sick campers.

## Suggestions:

- Training for new and returning nurses – preferably weekend of Director Convention so that some of the information they receive is consistent.
- Hire 1 nurse to be in Health Hut for the full summer or 2 nurses splitting the summer in half to provide consistency within the Health Hut.
- Add mental health, behavioral health, sensory processing questions to health form.

# Camp Store



## Report from Elin Glenn representing FOW



The Camp Store reopened in Strickland Lodge this summer, to the great delight of parents and alumni. Not only was it a place to purchase merchandise, it also served as a volunteer opportunity for alumni and a place for parents to cool off! It served 843 patrons, and brought in \$31,395, and offered 12 different volunteers an opportunity to help. Though the store did not make a huge profit during the camping season, FOW believes that Mother-Daughter Weekend, online sales and fall events will offer an opportunity to increase sales.

The largest benefit Camp Winnataska receives from Friends of Winnataska running the store is consistency in branding and quality of merchandise. There is variety without an overwhelming number of items and inventory. Items utilize our vast archive of logos and images. There is also room to grow standardization of designs. Consistency in management leads to purchasing larger quantities of standard items, and supplementing with seasonal specialty designs. This model will also keep costs down, and increase profits.

A permanent home for the Camp Store would make sales easier at monthly events, which would increase opportunities for volunteer involvement as well as sales. There was only one day when the internet did not function. While it was difficult, FOW utilized Venmo, cash, and check sales to make it through. More stable internet is needed to serve our parents in the current world financial climate. When Strickland Lodge renovations are considered, relocation of the camp store will also need to be considered. Elin has plans to continue to streamline mail sorting to benefit camp staff efficiency. Any physical store merchandising and display items would be constructed with the intent that they be portable and could be utilized in a new store location. All in all FOW running the store was a positive experience and I recommend it continue into the future.



# Day to Day Function/Updates



- Photo iPad - An iPad was purchased mid-summer for Weekly Directors to drop their photos to, which was very convenient and beneficial to directors and the office. The Administrative Specialist can edit the photos and directly upload them from this iPad. Additionally, the staff member doing dry goods inventory can air drop to this iPad so that all of those inventories are stored in one place.
- Red Flag Feelings/Green Flag Feelings - Implementation of this general language across Weekly Directors, Staff, Leaders, and Campers in order to continue to foster a culture of abuse prevention.
- Weekly Director Convention - It is imperative that Weekly Directors attend this half of a day of training. There were inconsistencies throughout the summer of expectations for Hut Staff and Leaders. However, one way to improve this is to consider recreating the Weekly Director binders that were used under MaryMargaret and Ann.
- Night Activities/Traditions Committee - The summer operations committee is beginning the process of reevaluating camp traditions to ensure our actions are carrying out Camp's vision and mission.
- Quest - Camp race type activity for Navajos & Seminoles with putting meaning behind the knights that are in the Pageant of the Holy Grail. However, it's execution was lacking in organization and staff buy-in. I think that it has great components but am hopeful that the new PD will invest more logistical thinking into the process, as well as buy in from staff.
- Communication with Graham - I feel as though Graham and I have a successful working relationship and look forward to continuing to grow our communication as we work towards the betterment of Camp.



# Other Suggestions



- Bats - We need to invest time and supplies into better sealing huts and preventing bats. They continued to be a problem, especially in the first half of the summer. I also received parent emails and phone calls regarding them, at least once a week.
- Executive Director - I think it is wise of camp to pursue the creation of a job description and search for an Executive Director. There are many things that cannot be completed by an employee that is not at camp full-time.
- Offer Letters - Provide offer letters to each Staff member & PS that state start date, finish date, and pay.
- Mental Health - Having a plan for mental health crisis and a committee or support group that can help with making these decisions. There were many situations this summer when this could have been beneficial, although I do think we worked through these situations as well as possible.
- Safety Plan - Discuss a safety plan and come up with possible scenarios in order to be able to best prepare staff and leaders for swift decision making in the event of an unsafe situation.
- Front Gate - Placement of an automated front gate in order to provide additional secure measures. There are many cars that come into camp weekly, almost daily while campers are making their way to programs.

Camp Winnataska Board Meeting 10/18/23  
Minutes taken by David Glenn

#### Registration Update

Opened 1 Week Ago and we are 79% full

Within 1 hour we were 66% full

Angry folks cant get in the site bc traffic to register this happens every year

#### Pumpkin Patch

Sold 600 tickets (sold around 300 last year)

Ran out of pumpkins

#### Program Director

3 candidates

Interview will be on 11/5

#### Senior Leader

Paid role

New role

Life guard or some type of specialty training required

This person will follow them place to place

18 years or older

More in-depth training

#### Facilities

##### Mainside Hut Improvements

Full Renovations for \$120,000

Floors put directly on joist

There is no subfloor so this is causing the floor issue

Floor issue is a safety issue

Also in this cost will be the Cupola update so we can prevent bats from getting in the huts

Interior siding

Screen Door upgrades

Rescreen hut windows upgrades

Fans & Lighting upgrades

Ramp & Stair Handrail upgrades

Summer ops will need to work with Facilities to coordinate when this project can get completed

**Motion by Foster: Allocate \$120,000 to update the 6 main side huts**

**Jim Seconds**

**Motion Passes**

#### Vehicle Update

Offer came in for White Suburban at \$1,500

If we want to donate it we can but they must get in touch with Graham

Only truck left is the Tacoma which is not good for hauling



**Motion by Foster: Spend up to \$25,000 to find a 3/4 ton automatic truck for Camp  
Clay Seconds  
Motion Passes**

Board Members:

Next meeting we will nominate and vote on new board members  
Jim C is rolling off  
Bill Jones is rolling off  
AV is rolling off  
Jim T is undecided

**Motion by Wilson: Senior Leader will paid \$225 a week including training. If we cannot find staff we will increase pay to try and find new applicants.**

**Jim T Seconds  
Motion Passes**

**Motion by Wilson: Increase all staff pay by \$50.00 a week and reduce hut staff time from time and a half to flat \$75.**

**Lindsey Seconds  
Motion Passes**

**Motion by Wilson: Increase all Program Specialist \$100 a week and \$50 increase for the Administrative Specialist. Increase \$25 a week for each year served**

**Lindsey Seconds  
Motion passes**

**Motion by Wilson: Increase Mo's salary by 5%**

**Lindsey Seconds  
Motion Passes**

**Motion by Wilson: Increase Graham's salary by 6%**

**David Seconds  
Motions Passes**

**Motion by Wilson: Increase Susan's salary**

**Lindsey Seconds  
Motion Passes**

**Motion Passes: Increase Caitlin's Salary by 5.66% and add childcare allowance, phone allowance, and mileage allowance**

**Lindsey Seconds  
Motion Passes**

Minutes from video call 11/12/23

Those on call: AV, David Glenn, Lindsay Powers, Kenny Keith, Ann Pickens, Jim Thorington, Foster Yielding, Wilson Yielding, Carol Kilgroe, Elin Glenn, Caitlin Thorington

Minutes recorded by Ann Pickens

Caitlin described the new job description of Operations Director and adjustments to the Program Director description.

**Lindsay motioned to approve job descriptions for Camp Director, Program Director with changes proposed regarding reporting to Camp Director, and Operations Director. Wilson 2nd. Motion passes.**

Executive Session: Carol, Elin, Caitlin got off the call

**Lindsay motioned to offer Hannah Gagnon the position of Operations Director. Jim T seconded. Motion passed**

**Lindsay motioned to offer Joseph Mckinley to be Program. Kenny seconded. Motion passed.**