



March 1, 2023

Dear Churches and Supporters,

One year ago, the Board of Trustees, in consultation with the Board of Directors, voted to implement a new management model for Round Lake Christian Camp on a trial basis.

Previously, the camp operated under a model employing a single camp manager who reported directly to the board. **On March 12, 2022, the board voted to transition from a single camp manager to a management team for a trial period effective March 12-November 12, 2022.**

Rather than employing a single camp manager, the camp would instead employ a management team. This team would work directly under the board and would share the responsibilities previously assigned to a single camp manager. By utilizing a team-based management format, the camp would benefit from multiple skill sets and areas of expertise, all of which are necessary for successful camp administration in today's ever-complex world.

This management team consisted of four individuals already employed by the camp. Those team members were: Lance Powers (who previously served as the single camp manager), Sam Spence, Ben Strouse and Brianna Cooper-Risser. Combined, all four team members have about 50 years of experience at Round Lake Christian Camp.

During the trial period, both boards oversaw, evaluated and refined this team-based management approach. **Following the trial period, the Board of Trustees, with support from the Board of Directors, has unanimously voted to implement the management team format.** Moving forward, the above listed employees will now serve as Round Lake Christian Camp's Management Team. All four report directly to the board and will be receiving annual performance evaluations from the board.

From a practical perspective, here is how the Management Team will function:

- **Daily Operations:** Tasks have been assigned to the team members based on experience and talents. All tasks will fall under the general titles as follows:
 - **Lance Powers, Facilities & Golf Course Manager**
 - **Sam Spence, Human Resources & Operations Manager**
 - **Ben Strouse, Private Retreat & Program Manager**
 - **Brianna Cooper-Risser, Process Specialist & Camp Store Manager**
- **Finances & Church Relations:** All team members will work together in these areas.
- **Large Decisions:** Large decisions will be a collaboration between the four members of the management team under supervision of the camp's boards. **The Board of Trustees will continue to oversee the Camp Management Team as they have overseen the Camp Manager in the past. The Management Team works closely with and is accountable to both boards.**

Please direct any questions to Brent Dudgeon, Chairman of the Round Lake Board of Trustees. Brent may be reached at bd@nci-ins.com.

Thank you for your ongoing partnership in the ministry of the camp.