



March 22, 2022

Dear Churches and Supporters,

Looking towards the future, the Board of Trustees and the Board of Directors continuously assess the best next steps for the camp. In those conversations, the camp leadership acknowledged that camp ministry has changed greatly since the camp was established in 1949. These changes have created many challenges that require multiple skill sets and areas of expertise for successful camp administration. In order to meet these challenges other camps have pioneered in changing from a Single Camp Manager System such as we have now to a Team-Based Management Format.

TRUSTEES ANNOUNCEMENT: On March 12, 2022, the Board of Trustees, in consultation with the Board of Directors, voted to implement a new management model on an interim basis. This is a team-based management approach, which will be effective from March 12 until November 12, 2022. During this eight-month trial period, the boards will be overseeing, evaluating and refining this concept. The Trustees will then vote again in November of 2022 to determine if this is the best route moving forward.

During this period Round Lake will be operating under the leadership of a four member team consisting of Lance Powers, Sam Spence, Ben Strouse and Brianna Cooper-Risser. These team members have been selected based on their experience, skills and commitment to our ministry. Combined, all four members have about 50 years of experience at Round Lake Christian Camp.

From a practical perspective, here is how the Interim 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 interim 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.**

We look forward to seeing what opportunities God opens up for the camp's ministry as we move forward with this new format. Thank you for your continued partnership in our ministry and for working with us as we strive to best meet the needs of the camp in looking towards the future.

Brent Dudgeon
Chairperson of the Round Lake Board of Trustees