

Episcopal Diocese of Fond du Lac CAMP FOR THE FUTURE

“A series of discussions to make camp the best it can be”

September – October 2019



Report Prepared by

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Common Talks

*engaging in bold conversations
for deeper understanding and positive change*



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Report Content

History:

- The Concerns
- The Commitment

Camp for the Future Process and Methods:

- Overview
- Stakeholder interviews
- Focus Groups

*“Camp is near and dear to my heart.
This whole process is good because as a
diocese we are putting time into this.
The more you put into any program, the
more you are going to get back out.”
- Stephanie Rogers, Camper, Parent, Counselor*

Summary of Findings:

- Core values
- What is working well/What do we love most about Camp
- Brainstorming: Opportunities for Learning, Growth and Change
- Key Findings

Dissemination of findings

About Common Talks

Appendix

- Focus group Power Point presentation

Original sheets with brainstormed suggestions from both focus groups are available

*“If you go there, and don’t know anyone, you are going to
come out with a lot of new friends!”*

-Abrehm Van Wie, Camper and Junior Session Counselor

History

The Episcopal Diocese of Fond du Lac has offered a God-centered summer camp since 1926. Camp has been structured in a variety of ways over the years and has been held in a number of locations. The Diocese currently rents camp facilities and does not own its own camp. For over a decade, camp has been located at Camp Lakotah, in Wautoma Wisconsin.

Camp goals can be described as three C's.

- Community – building relationships between each other and with God
- Creation – being in, honoring and enjoying God's creation
- Cloister – separating intentionally from everyday life to enhance our focus on Community and Creation.

The concern:

Though Camp enrollment has varied over time, in recent years there is an awareness that attendance may be on the decline, in part a reflection of an overall decline in number of families with children in the diocese as a whole.

The following areas of concern arise out of this observation:

- The decline in Camp enrollment appears to be a trend vs. a short-term fluctuation in the numbers of campers
- Campers are enrolling later and later in the year, making recruitment of staff and planning for Camp more difficult.
- It is inherently challenging to find counselors and staff to commit to Camp and to commit early in the year. Many staff are "aging out" after years of commitment. As a result of decreasing numbers of campers, there are also fewer new graduates and even fewer of these signing up to become counselors for subsequent Camps.
- Delayed Camp staff recruitment is making training and orientation a growing challenge. There is a lack of participation in face-to-face training, camp staff recruits are requiring more individual orientation vs. attending group sessions, which in turn diminishes staff team-building opportunities, and adversely impacts paid staff time.
- In order to preserve Camp, the need to address concerns tangibly is apparent to the diocesan leadership, but change is hard, especially when the Camp has held a place of deep significance in the hearts and memories of several generations of families within the diocese.

The commitment:

The diocesan leadership, committed to Camp in some form, made a decision to address these concerns proactively vs. reactively. There was a clear interest by leadership in listening well to the diocesan community to inform any decision-making regarding the future of Camp, as well as to securing outside facilitation to help with soliciting this input.

Process and Methods

Contracting

Matthew Payne, on behalf of the Episcopal Diocese of Fond du Lac, contracted with Marijke van Roojen of Common Talks Mediation and Conflict Resolution Services on August 23, 2019 to host dialogues and seek member input into the future success of the diocese summer camps.

Participant Recruitment

Diocesan staff performed extensive outreach to recruit participants, including the creation of a page on the diocesan website aptly named “Camp for the Future”. Key stakeholders were identified by Erin Wolf, including individuals who had participated in the summer camps in a variety of capacities in the past, and also represented different ages and racial and ethnic identities. A series of key stakeholder interviews and 2 focus groups were conducted. Written comments were also received via email and have been included in this report.

Individual Interviews

A total of eight interviews were conducted with nine stakeholders- five in person, three over the phone. Stakeholders included campers and parents of campers, and volunteer and paid staff who served in the following capacities: youth and adult counselors, session directors, musicians, chaplain, arts and crafts leaders, camp nurse, and camp director. These interviews became the basis for the design of the focus group sessions as well as helping to frame the categories used to organize the findings.



Focus Groups

In addition to stakeholder interviews, two, 3-hour focus group sessions were held, one at All Saints Episcopal Church in Appleton, and one at Intercession Episcopal Church in Stevens Point. Fifteen people, representing 10 parishes, participated in the focus group sessions.

Focus Group Sessions were opened and closed with prayers offered by Erin Wolf.

Scope of the input sought was defined as being advisory vs. decision-making. Discontinuing Camp and purchasing a camp facility were not included as options for consideration. Though financial concerns were not listed by the diocese as a problem to solve, many of the suggestions offered included ideas for increasing revenue. These suggestions potentially have a secondary benefit of increasing community awareness and engagement in the camps and were therefore included in this report.

Core values were identified. Participants also explored those things that were already working well and shared those things they valued most about camp.

Participants in the Focus Groups were introduced to the concept of brainstorming defined as follows:

- Thinking outside of the box
- All ideas are welcome
- Can build on each other's ideas
- Not a time for evaluation

Participants then brainstormed **ideas for improving and sustaining Camp** in small groups of 2 or 3 participants, rotating through the following **6 table topics** in order to focus the conversations:

- **Programming:** curriculum for camp, youth skill building, workshops, activities
- **Logistics:** scheduling, location, cost, transportation, scholarships, etc.
- **Staffing:** staff recruitment, orientation and training
- **Communication:** Outreach and messaging/marketing of Camp
- **Youth resources and year-round youth engagement:** How many "touches"?
- **Broadening the Welcome:** Racial and ethnic diversity? Spiritual diversity? Others?

Participants were instructed to take detailed notes on big poster paper and reported out at the end of the brainstorming sessions.

See Appendix for focus group session format and slides.

Coding the Qualitative Data

The raw data was transcribed, coded for themes and then sorted by theme, within each of the 6 categories listed above. Some data/suggestions were reassigned into different categories based on thematic content. Raw data was shared with Erin Wolf along with the assigned themes, to ensure content accuracy and my understanding of "insider jargon". There has not been an effort to prioritize suggestions or to evaluate for feasibility or potential impact.

Summary of Findings

The following includes input from interviews, written comments and focus group sessions.

Core Values for Camp were identified as follows:

- God-centered
- Creation/nature-focused
- Community building
- Sense of welcome
- Accessibility
- Safety
- Continuity
- Fun!

“...seeing students experience God in a community in the midst of creation- to help facilitate this- can you believe we get to do this?”

What is most important about Camp to you? What do you most love? What is working well? Participants came up with the following answers:

God-centered

- Prayer/Authentic spirituality
- Give spiritual tools to kids to take back into their lives
- this spirit is there
- How many people meet and hear God
- God-centered community; Christ- centered community
- “camp as a place where heaven and earth come as close to touching”

Creation/nature-focused

- Share nature
- Holy ground
- Remind them that god created the natural world to live in, not a concrete jungle
- To learn about Creation and God together

Community Building and Sense of Welcome

- Disconnect from regular day today to connect to community
- The community it brings together
- Breakdown walls
- Feeling camaraderie; felt like part of the group
- Feels like a mini-celebration when I see campers outside of camp
- Intentional community together
- A place where, regardless of where people are coming from, they can discuss it together. Sharing where you are at, not telling people where they should be.
- To understand what it means to be in community with others.

Gifts and Impacts

- Volunteers and staff give of ourselves freely to do this
- Seeing kids as they leave compared to who they were when they came in
- Strive to make it the best it can be
- The results for my granddaughter
- Seeing students experience God in a community in the midst of creation
- It has shaped and formed me as a human, as a person of faith
- I love all of it!!

“I imagine I will do it until I burn myself out. I absolutely love it! It is a good kind of exhausted, being present in the moment... I get so much more out of it than I give!” – staff person of many years

Suggestions for improvement and sustainability by topic and theme:

1. Programming: curriculum for camp, youth skill building, workshops, activities

Exploration of Creation and the Natural World

- Nature lady for all ages!
- To incorporate items of nature, finding meaning, looking around the camp properties and gathering items that we can use in art that reflects the current theme. it's a great way to tie together the great outdoors and nature to God's creation message that he gives to us.
- To have kids make quality art that they will save and remember for years to come.
- I love that we could possibly teach our young people to look beyond what they see as trees or twigs or pinecones, shells, moss, etc., and what those creations from God could also convey to others and how God wants to relate to each of us in his creation that our own creations could give praise, wonderment and awe to others.

Workshops/Skill Building/Activities/Certification

- Student peer-minister training and certification
- I think an arts and craft ministry should complement the overall theme or message of each years camping experience.
- Campers create meal for camp community
- Learn new skills, life skills make a meal, outdoor skills something to take out into the world Learning how to use tools similar to Home Depot teaching classes
- First aid course for middlers or babysitting courses with certificates of graduation.
- Babysitting certificate for middlers, CPR first aid AED training for seniors
- Inter-unit competitions and contests such as building a fire, other camp skills
- Teach skills instead of just to doing them, teaching boating, fishing, swimming, use of a compass, "girls who code" classes.
- Structure in more unstructured time, right now campers are constantly scheduled
- Camp experience, i.e. hopping, helps to develop skills and teaches responsibility

Faith focus

- Prayer area, during activity time run by priest
- Make what we do "come alive" for campers and staff as Christians
- Tie into faith formation/encourage lifelong habits/skills
- Prayer partner across age groups
- Always a physical object/spiritual discipline to take home to continue camp at home

Intergenerational Focus

- Remember to include the very young, high school almost adults, executed in different ways for different ages interactive and participatory
- Intergenerational camp

Use of Outside Resources

- Find outside resources that can enhance our experiences such as including learning about other Faith groups, videos -Rob Bell, other resources
- Look at other dioceses programming for ideas. (Builfaith.com forma, etc.)
- Camp from companion diocese curricula, games food and worship
- Guest speakers for a day or for full session
- Bring in outside folks come in as speaker or facilitator and bring in new content, be willing to pay for it. Wish we had funds to do more of that.

Continuity Between Camps (also see Youth Resources)

- Tie sessions together, senior to middlers to juniors to kinders, loop closed.
- Camp Journal from session to session, Tie sessions together
- Camp wrap up/shared memories of camp could lead into newsletter/video
- Ongoing gift from diocese staff to Senior and Midler to Junior to Kinder to diocese
- Youth activities by campers/staff before camp

2. Logistics: schedule, location, cost, transportation, scholarships, etc.

Fundraising/Costs/Scholarships/Donations

- Make a camp wish list so people can donate during their spring cleaning
- Get all churches to know how they can contribute, giving from what we already have, no amount too small
- Seek sponsorship from within larger diocese
- Have Campers do a fundraiser across the diocese maybe while camp is going on
- Camper scholarship fund drive/giving campaign
- Could engage churches without youth to financially support kids
- Cut-off date for registration using early bird fees, offset costs for students serving on staff for grades nine through 12 at Junior Camp
- Offer camp shirts as a fundraiser with talking points about camp to all churches and dioceses
- Camp week's offertory on a scheduled basis, bi-annual, quarterly or Diocesan visitor at church with camp songs etc. free offering for camp scholarships
- Grant writing, UTO (United Thank Offering) for outreach to special-needs/disadvantaged youth
- Congregations without youth can sponsor staff
- Fund raising: FB party 31, pampered chef, Tupperware, during November
- Fundraise for scholarships, giving campaigns
- Mission of the month use a visit to talk about Camp encourage churches to take a weeks/months to raise funds to sponsor camp scholarships
- Provides scholarships for kids in parishes, kids in diocese, kids in the community
- Scholarships for anyone i.e. members/nonmembers., etc.,

Scheduling

- Camp alternate years?
- Push camp one week later
- Create family vacation/camp weekends to promote camps
- Schedule camps for one week of all ages
- Have all camps (all ages) run concurrently for one week only so that we can have the whole camp to ourselves

Location

- Camp change location ideas: Camp twin Lakes (Waupaca Area), private camp wanting to partner with youth organizations and nonprofit groups, Camp Winni-Y-Co (south of Oshkosh)
- Camp Tamarack, American Baptist Camp in Waupaca

"Camp is about the people, not the location!" - camper

Transportation

- Camp bus/caravan to collect campers in different regions
- Park-and-ride for transportation a meeting place
- Carpool and have carpool travel information on website

Partnerships

- Partnership with the diocese of Eau Claire and Milwaukee, Province V and beyond
- Partner with other camps? ECLA Lutherans Crossways Camp
- Adopt a staff member
- Congregation to provide meals
- NASCAR NFL NBA style sponsorships on T-shirts, etc.
- Pray for other episcopal camps and ask their prayers for us

"I liked the staff and looked up to them. I chose to be a counselor because I wanted to be like that for the kids too..." – camp counselor

3. Staffing: staff recruitment, orientation and training

Recruitment

- Clarify what it means or entails to be on staff i.e. role expectations
- Call clergy to find unknown leader potential
- Session directors sign-on early for longer planning time and for all sessions versus sole session or just senior/middler crew
- Program/session folks come on in fall to continue building ideas and be more intentional in planning process
- Reach out to college grads to save vacation time for camp
- St. Norbert and Lawrence for music and art
- Partner with UW Oshkosh Nursing Education Department for volunteers, Lawrence University, Silverlake College, UWGB, other nursing schools; need an RN to supervise
- Continue seeking staff of all ages, ask clergy for recommendations from congregations (might find unknown/less known potential staff not currently involved).
- Encourage clergy to serve on staff and/or visit camp while in session
- Job shadow- have interested/curious folks shadow staff to build interest and more leadership. More in diocese get to "see and be" camp for a small fee, \$5 T-shirt, etc.
- Reach out to churches without youth for volunteers to keep them involved
- Some potential staffers may not step up due to lack of connection or not seeing self in roles, etc. Create opportunities for current and recent staff to speak to their experience for recruitment purposes (Why other should consider investing time, talent, treasure)
- Offer Camp Director as full-time paid position

Skill specific staffing

- Bring in staffing resources for specific purpose, for limited time to augment full time staff, such as for art or activity, to set up/hop meals, eat meal, spend a day, more hands with juniors so that campers can stay with group and not leave early to hop. No hopping.
- Target staff with specific skill sets to supplement with other staff roles
- Use parents as overnight chaperones

Orientation and Training

- Creating program team to assist director and creating curricula for a given year, reps from all sessions present
- Cross pollination training at churches that don't have youth

- Train the trainer program to relieve director's time management.
- Train camp staff by deanery, region, congregation
- Working to build "soft skills" e.g. communication listening teambuilding problem-solving
- Pamphlet or handout of expectations
- Safeguarding- regional meetings to allow questions and answers
- Training- come in person and make that a priority.
- Poll to do mini- session- go to meetings, webinar, zoom to maximize Erni's time

Incentivize staffing

- Sign up staff the end of camp session for following year with a discount
- Offer leadership opportunities throughout the year
- Offer no-fee option for staffers using an early registration deadline
- Awards

Encourage staff feedback

- Large staff debrief after all sessions have finished. Allows people to see/hear about wins/losses/God moments from ALL sessions rather than just the week you served.

4. Communication: Outreach and messaging/marketing of Camp

"The point of Camp isn't Camp. The point of camp is to be shaped and formed so as to be the presence of God in the world." –parent

Branding/Messaging

- Logo design collaboration- Logo should appeal to families and staff of today
- Time to liven up brand, the words "since 1926" doesn't grab hold attention or speak to what our core values are today, maybe use that again for the centennial celebration but not now.
- Communicate what we are turning toward...
- Branding themes: Core values, God, safety, fun, Jesus Camp!
- Publicize theme well in advance, the word "camp" might not be a strong enough draw.
- Tie programming in with marketing to generate excitement and energy
- Our hope is that by the end of the week you have taken another step in your walk with God.

Communication Tools/Media

- Camp photos cycle through front page of dioFDL.org
- Camper takeover of diocese use of Instagram for a day sometime throughout the year
- Mixed media: Camp snap chat, YouTube, Facebook, twitter, Instagram. Make sure parents/guardians are onboard
- Create Spotify playlist with camp songs! Could be used by counselors
- Create Facebook group for campers, closed group campers and staff only
- Brochure/PowerPoint video that could be used with other community groups
- Spiritual leader staff video of welcome and intro delivered electronically
- Banners like "way of love"
- Take a camp photo to send as Christmas cards!! So cool!!
- Camp shirts with talking points in a handout

- Promote camp using mini backpacks/swag bags filled with registration, game, songs, prayers, typical lesson, DVD video of leadership invitation message
- Text, social media, email, website, brochures, YouTube video, to students from students for websites social media, ambassador trips, etc. Student directed info versus parent directed info, also parent directed communication (remember grandparents and other guardians)
- Camp swag
- Group me, Discord, public group texting apps, phone friendly
- T-shirts wear day or “where did your T-shirt go on vacation” social media hashtag

Outreach to and from Parishes/Others

- Notify, promote and recruit before Lent starts
- Encourage churches to take a day to show their love for camp
- Camp video/Traveling camp team to share stories in churches
- “Send the camper to camp” giving campaign at holidays
- Traveling teams of campers and staff to congregations
- Invite other denominations, city programs, churches without kids to some concert
- Diocesan day at camp in your community, informational community building day for parents, family, staff, ahead of camp- a day in the life of camp
- Camp speakers Bureau: staff/campers/parents can participate
- 15-minute talk by campers on diocese convention agenda/Every year – table fundraiser, brochures, etc.
- Congregation to have camp Sunday, church sings camp songs, camp talk, could do camp food for fellowship, stories
- Congregations send postcards letters to campers a few times a year, make sure all campers get adopted for this
- Avoid information overload and programming burden
- Maintaining safeguarding best practices
- Adopt a camper: staff send postcards to campers a few times a year or during camp
- Notes to campers from counselors to sign up early i.e. welcome and encouragement
- Camper artwork or make note cards at camp and/or design T-shirts for next year
- Welcome new campers and campers as they age to the next group
- adopt a younger camper buddy
- Christmas cards and gifts for camp
- Conduct a poll that asks: what did you do at camp that you wanted to do more of, what could you do without, what would you like to do again, what new ideas do you have for camp?

“I have so many memories of camp, we should be talking about it. Once you make friends, you are all excited to see your friends again the next year!” -camper

5. Youth resources, year-round youth engagement: How many “touches”? (Other ideas are listed in Outreach to Parishes under topic #4.)

- Focus on how students are connected locally/weekly/often?
- Flash mob at diocese convention
- Potluck/picnic with promo materials, staff/camper testimonies, play games/crafts
- Invite camp participants to plan their own Sunday services: Camp Sunday!
- Camp choir traveling singing camp music let campers lead the congregations in song

- Camp T-shirt Sunday/ Tie-dyed Tuesdays
- Camp glow stick night service diocese/deanery/congregation
- Camp trees planted around diocese by campers
- Young camper reunions
- Bi-monthly newsletters including camper articles, staff articles, nature lady tips
- Letters from staff to campers, older campers writing younger campers, camp pen-pals, text pals, Spiritual leaders notes to kids, Birthday cards for campers and staff
- Snapchat stories, Instagram stories
- Camp FB group with theme weeks like spirit weeks, selfie #s
- Connect camp with lock-ins, offer more weekends than just one
- EYE (Episcopal Youth Event) ongoing conversation
- Camp talk year-round
- Camp day meet up– Ballpark – baseball– concerts, Camp reunion, Camp birthday
- Bishop night at Park
- Mobile gaga pit for churches
- “Feed my Starving Children”, a drive to have a group purpose/service to the community. Bless, distribute, campers, staff, community reps can participate
- Students gather and connect in geographical regions/Faith communities
- Youth group, Bible studies, youth service, community meals with faith community, Camp worship, offer food, incentives
- Diocesan youth events: happening, lock-in, 30-hour famine, Six Flags, mission trips
- Investing into youth/children financially, Time spent, Think about which you spend more money on garbage collection versus students, where are the priorities?
- Encouraging regular outreach to community like monthly service projects
- Ascension in Merrill and All Saints in Appleton: Whatever they are doing to reach out to youth, they need to be highlighted, raising up and inviting and engaging with young families

6. Broadening the Welcome: Spiritual diversity? Racial Diversity, Others?

How do we welcome others? There are no “others”...

“...I think everyone feels kind of different some of the time...”

On Being Welcoming

- All parishes say they are welcoming, but people describe not always feeling welcomed
- What does the welcoming look like? workshop on this.
- Have broadening our welcome to be our theme for a year– Plan some trainings, speakers diverse staff and campers by intentional invites, take what we learn to our churches, follow-up at our fall lock-in with this theme, kind of how “Way of Love” is across the diocese now/we do “broadening the welcome” as further the “Way of Love”.
- Representation in staff
- Include whole families (all ages camps) with added adult programming

Spiritual Diversity

- Reach out to others - ask them to talk about what their practice means
- Develop relationships with spiritual but not religious folks
- Sponsor community kids to attend camp even if not any given church especially where there are churches that don't have youth.
- Teach about different religions
- Camp with our companion diocese/Meet in person/Skype
- Compline via Skype with youth of Masvingo
- Collaborate with those we met on mission trips
- Father Kamal; what would it look like to invite interfaith speakers, themes, workshops, campers, etc.? Specifically, Christian Jewish Muslim folks of the Abrahamic faiths, ecumenical partnerships

Racial and Ethnic Diversity

- Racial issue is difficult because of... Geography? Seek but how?
- Racial ethnic diversity begins in the parish / training support for local outreach
- Actively engage with Oneida, Wise Woman Gathering Place in Oneida - intergenerational programming for healthy relationships is something they offer.
- Making Hmong connections, Hispanic connections, Black connections, How?
- Spanish worship (music prayer)
- Cross-diocese connections to broaden welcome racially, Eau Claire and Milwaukee

LGBTQ+ Diversity

- Actively welcoming and inviting LGBTQI+ youth and staff

Socio-Economic Diversity

- Ecumenical partnership for housing, sponsorship for kids (homeless families) by churches without kids
- Continue to make camp affordable and accessible to all.
- Churches in our diocese need to pour both human and financial resources into families, including God-children and grandchildren, neighborhood children, not just young bio families.

“I want other kids to find a safe community where they can be who they are and try new things, and not be ridiculed, one of the only times maybe when they are allowed to just be a kid...” -staff

In Summary

The scope of this project was to seek broad input from parishioners of all ages and levels of involvement in Camp in order to inform Diocesan efforts to sustain Camp long into the future. The process alone was an intentional good-faith effort to listen well to the ideas of those most impacted by Camp. The result is a rich compilation of community ideas and suggestions for sustaining and improving Camp. Though this report does not attempt to prioritize suggestions, or to make recommendations, I have highlighted some of the areas of interest beyond programming (a category with a wealth of suggestions!) that stood out to me.

- **Broadening the Welcome: Racial and Spiritual Diversity.** This was perhaps the category that saw the most interest, but also included the largest questions around **how** to do this. One suggestion was to create a diocese-wide theme around “Broadening the Welcome” similar to the current theme of “Way of Love”.

Becoming a welcoming and inclusive community, in addition to stating the intention as suggested above, is often quite challenging and requires concrete actions steps and a commitment to self-reflection, learning and growth. Many faith communities have done internal assessments to evaluate their authentic welcome and some have specific change management processes to address this. The Episcopal Diocese of Fond du Lac has the Mosaic Task Force as a resource for this interest and commitment.

- **Increasing Parish-level involvement and “ownership” of Camps**, regardless of whether there are children or grand-children in any given parish. Adopt a camper, adopt a staff person, adopt or host a local day in the life of Camp, dedicate funding campaigns, offerings, etc., were listed in order to promote both Camp accessibility and attendance, but also as a way to engage congregations in Camp success.
- **Ongoing youth and parish engagement throughout the year** is key to camp success. The more contacts and “touches” youth have at the local and diocesan level, the more likely these youth will stay engaged with Camp and other youth-focused programming. A large number of suggestions were made for this type of investment in youth and family outreach and year-round programming.
- **Brand Camp for a contemporary audience.** This topic also drew significant interest and enthusiasm. It was strongly suggested to make it very clear what Camp is in all external and internal messaging. Rename, add a sub-heading, and highlight key content and core values in the name and subheading. Reserve mention of 1926 for the centennial year (2026) as a celebration of 100 years of Camp, recognizing that the current subheading does not describe what is important about Camp to contemporary students and staff.
- **Incentivize and invest more resources into youth staffing and programming at the Diocese and Parish levels.** Simply put, investing in youth ensures the future of the faith community. One stakeholder suggested asking parishes how much they spend on garbage removal, and if this amount exceeds the cost of youth programming and investment, it should raise concerns about priorities. Many of the changes suggested herein will require additional staff time and commitment. It is likely that to implement many or all of these suggestions, it may require increasing the percent FTE of the Youth Ministry Coordinator and Camp Director position.

Dissemination of Findings

Common Talks adheres to the ethical principles of Community Based Participatory Research and recognizes the diocesan community's investment in these conversations and process.

The commitment exhibited by the individuals and families involved in Camp points to the Camps' significance in their lives. Their thoughts and words make up the findings herein. Common Talks recommends that this report be disseminated to the stakeholders involved, as the rightful owners of the raw data, as well as with the diocesan community at large.

Thank you!

It has been a true pleasure to be a guest and witness in the life of the Episcopal Diocese of Fond du Lac. The love and concern for Camp, so deeply apparent in everyone I met, is a wonderful gift and resource within your community. Though this step was limited to just gathering input, I can already see so much promise and hope for the future of Camp. I am excited to hear what comes next in your efforts to make Camp the best it can be. Please do not hesitate to reach out to me again if I can be of further assistance.

Thank you for including me in this important process. It has been a joy and an honor.

Respectfully Submitted

by Marijke van Roojen dba Common Talks, on October 16, 2019

*“Have ‘Broadening Our Welcome’
to be our theme for a year like we
did with ‘Way of Love’...”*

About Common Talks

Marijke van Roojen **Mediation ❖ Facilitation ❖ Consultation ❖ Education**

COMMON TALKS: Mediation and Conflict Resolution Services

COMMON TALKS is a privately-owned consulting service based in Neenah, Wisconsin. We are an affiliate of the national organization *The Cooperation Company*.

COMMON TALKS provides a wide range of quality professional services, helping both individuals and organizations develop skills and experience in collaborative communication and negotiation, consensus model facilitation, organizational assessment and planning, race equity training and alternative dispute resolution.

OUR MISSION is to offer accessible mediation, facilitation and training services using an equity and intersectional lens. We are committed to helping our community grow and thrive in an increasingly complex, multi-cultural, global economy. We strive for excellence in everything we do and enjoy customizing our services to the unique needs and circumstances of each client we serve. We are confident that our services will open doors for new understanding, harmony, growth and productivity.

THE INTERCULTURAL DEVELOPMENT INVENTORY™

In addition to our basic services, **COMMON TALKS** partners with **Fit Oshkosh, Inc., *Because Race Matters***, to offer a valid and reliable assessment of an individual or group's ability to exercise intercultural fluency and skills. The IDI is based on Milton Bennett's Developmental Model of Intercultural Sensitivity (DMIS) and research conducted by Mitchell Hammer. The inventory has been used successfully since 1998 in corporate, academic, and other settings to focus individual coaching and action-planning, to guide real and virtual multicultural team development, to generate needs analyses for targeted training, and to conduct program evaluation and other research.

For more information, please email Marijke at vanroojen@gmail.com, or call 920-217-3526.

Appendix

Focus group Power Point presentation

Welcome! Episcopal Diocese of Fond du Lac Camp for the Future

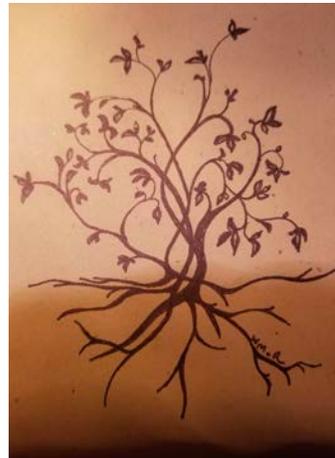


Marijke van Roojen, MPH

Common Talks

*engaging in bold conversations
for deeper understanding and positive change*
vanroojen@gmail.com ♦ 920-217-3526 mobile

Opening Prayer



Today's Agenda

- Introductions
- How did we come to today
 - Concerns and Commitment
 - Seeking Input, moving forward together
- Group Agreements
- Mapping our Process
- Brainstorming
- Reconvene, report out, next steps
- Closing



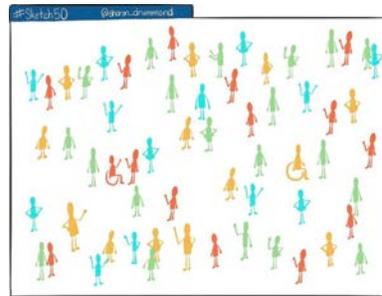
Introductions



- Name
- Pronouns
- Role(s) in Camp
- If you had to pick just one thing, what is it that you love most about camp?

Group Agreements

- Confidentiality
- Welcome change
- Lean in and offer your insights
- Lean back, share the air time
- Be creative
- Listen well to one another
- Respect all ideas
- Permission to facilitate?
- Others?



Overview: The Concerns



- The number of campers are dwindling
- Campers are enrolling later and later in the year, making staffing and planning harder
- Challenging to find counselors and other staff to commit and commit early enough
- Challenge of this later commitment on group training and orientation vs. individual orientation using more staff time

Overview: The Commitment

- Commitment to Camps for the Future in some form
- Commitment to listening well to the community and to innovative and new ideas
- Commitment to Core Values
- God-centered Camp

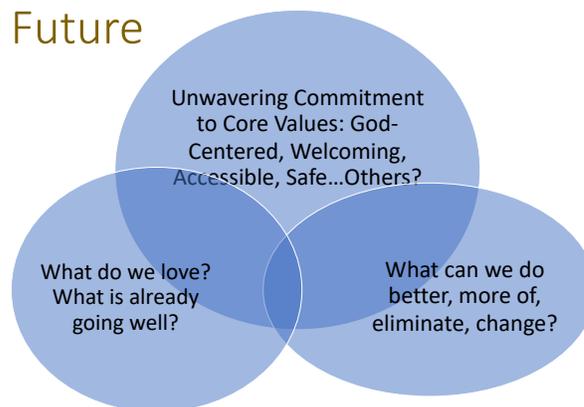


Partner Share

Pick someone you don't know well (if you can!) and share a favorite memory you have about camp



Mapping our work for Camps for the Future



Lets take a break...



“moving work along at the speed of trust... iterative, relational, deep... A focus on work that is transformative from the root up.”



Emergent Strategies by adrienne maree brown

Welcome Back. What do these quotes mean to you?

“Belonging suggests when you join something, you have the power and standing to participate in the cocreation of the thing you’re joining.”

john a. powell

Director
[Haas Institute for a Fair and Inclusive Society](#)



Taking a deeper look:
What is going well, and
what can we do be better?

FOCUS GROUPS

- **Programming:** curriculum for camp, skills, workshops, other?
- **Logistics:** scheduling, location, cost, transportation, scholarships, etc.
- **Staffing:** staff recruitment, orientation and training
- **Communication:** Outreach and messaging/marketing of camp to families
- **Youth resources and year-round youth engagement:** How many “touches”?
- **Broadening the Welcome:** Racial and ethnic diversity? Spiritual diversity?

“How do we welcome others? There are no others...”

Brainstorming

- Thinking outside of the box
- All ideas are welcome
- Can build on each other's ideas
- Not a time for evaluation
- Take notes!

"Let's plan a picnic!" Group Activity



Reconvene and report out



Wrap up

- Thank you for your time and commitment to the camps!!!
- Next Steps
- Questions?
- Closing
- Feel free to reach out further



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Common Talks

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for deeper understanding and positive change*

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