

**Lutheran Camp Association Annual Meeting Minutes**  
**November 4, 2023 - 10:00 AM CST**  
**Indiana Beverage - 2850 Barley Rd., Valparaiso, IN 46383 + Zoom**

- Members present: Paul Culler (President), Ali Franke (Vice President), Kim Eveler (Treasurer), Kristin Armstrong (Secretary), John Basler-via Zoom, Nancy Berg via Zoom, Jackie Bywater, Kate List, Adam Theis, Carol Weber via Zoom, Dan Zehnder-via Zoom
- Members excused: None
- Guests present: Rev. Brad Hubbard (Chaplain) via Zoom, Kelly Culler (Recording Secretary), Members of the LCA
- Staff members present: Chip May (Executive Director), Sarah Olson

	Topic/Presenter	Board Comments and Sharing	Follow-Up/Assignments/Motions
<b>1</b>	<b>Welcome-Paul Culler LCA Board President</b>	Paul called the meeting to order at 10:04 am (CST) and welcomed those in attendance. Paul thanked Jon Leetz and Indiana Beverage for hosting the Annual Meeting and those attending both in person and virtually. Paul asked Pastor Brad Hubbard to pray.	
<b>2</b>	<b>Devotion, Crown of Glory - Pastor Brad Hubbard</b>	<p>Pastor Brad shared a devotion from Romans 14:7-8 “None of us lives to himself alone and none of us dies to himself alone. If we live, we live to the Lord; and if we die, we die to the Lord. So, whether we live or die, we belong to the Lord.”</p> <p>Pastor Brad read the names of LCA Members who passed away in 2023, receiving a Crown of Glory.</p> <p style="text-align: center;"><b>2023 Crown of Glory</b>  Fred Helge  Bob Paul  Joyce Krentz  Jerry Faubel  Kay Thunder-Haab  Ryan Paul  Bettie Sterner  Ken Klaus  Dolly Tesnow  Austin Gegel</p>	

		<p>Laverne Flachsbart  Larry Krueger  Judy Kerns  Tom Steben  Del Tiemann  Rod Morrison  Don Gatz  Ted Leno  Don Dinkmeyer  Carol Domke</p> <p>Pastor Brad concluded with prayer.</p>	
<b>3</b>	<b>Introduction of Board Members - Paul Culler</b>	Paul introduced the LCA board members.	
<b>4</b>	<b>Affirmation of Quorum, Approval of Agenda and '22 Minutes  Kristin Armstrong - LCA Board Secretary</b>	<p>Kristin affirmed that a quorum was achieved for the meeting by virtue of online and “in the room” votes. There are 1047 LCA members, the quorum needed is 261 votes. There were 306 votes.</p> <p>Kristin noted that due to a clerical error, the 2022 Annual Meeting minutes had not been made available to the membership for review. Therefore we will seek membership approval for both the 2022 and 2023 annual meeting minutes at the 2024 Annual Meeting.</p> <p>Kristin asked for a motion to approve today’s Annual Meeting agenda.</p>	<b>MSC 2023-31:</b> To approve the agenda for the 2023 Annual Meeting.
<b>5</b>	<b>President’s Report:  Paul Culler</b>	<p>Paul gave his president's report highlighting the hiring of Camp’s new chef, Kyle Toms, and the dedication of the state historic marker at Camp. Paul highlighted structural and recreational improvements accomplished during 2023. Paul noted that Camp continues to be a popular vacation option for families with waiting lists for most family camps. Paul discussed the background of the Oak Street lot purchase (on which the membership will vote at this meeting).</p> <p>Paul introduced Ali Franke who chaired the nominating committee this year. Ali discussed how this year’s slate was created.</p>	

		<p>Paul introduced Camp’s Donor Relations and Communications Coordinator Sarah Olson; Sarah thanked and recognized the outgoing Arcadia Foundation members: Tim Jaeger and John Bates. Paul recognized and thanked Kate Miller List who is the outgoing LCA board member.</p> <p>Paul recognized the passing of camper Austin Gegel and thanked the summer staff and campers who responded during the situation.</p>	
<p><b>6</b></p>	<p><b>Reports and New Business</b></p> <ul style="list-style-type: none"> <li>a. Executive Director’s Report</li> <li>b. Treasurer’s Report</li> <li>c. Arcadia Foundation report</li> <li>d. ACCA Report</li> <li>e. Motion I</li> <li>f. Motion II</li> </ul>	<p>In his report, Camp Director Chip May noted that:</p> <ul style="list-style-type: none"> <li>● Overall, the summer season was full with the exception of teen weeks which have room for growth.</li> <li>● Nancy Janke has been hired as Outreach Coordinator to build relationships with schools and churches with the goal of bolstering teen week attendance.</li> <li>● Summer and fall staffing continues to be an area of focus (need for more candidates).</li> </ul> <p>2023 projects included:</p> <ul style="list-style-type: none"> <li>● Creation of 4 pickleball courts within the tennis courts (a very successful run this summer);</li> <li>● Improvements to the dish room in the kitchen;</li> <li>● Winterization of Juniper cottage;</li> <li>● New boiler installation after a total breakdown during family week 2.</li> </ul> <p>Each family week, Chip shared Camp’s master site plan with guests and led discussion around proposed recreational and building plans. He noted that originally the board had planned to have final plans for discussion this coming summer with a membership vote on a potential capital campaign in Fall 2024. However, the timeline has been adjusted to provide an extra year for plan development.</p> <p>Finally, Chip highlighted Camp’s Net Promoter Score which reflects how likely guests are to recommend Camp to family or friends. This year’s score was 88% (would recommend) which is an outstanding score given that the national average in the hospitality industry is 51%.</p> <p>Board Treasurer Kim Eveler’s report included these 2023 highlights:</p> <ul style="list-style-type: none"> <li>● Strong unrestricted cash and investment balances as of September 30, 2023;</li> </ul>	

		<ul style="list-style-type: none"> <li>• Net income of \$94,307 as of September 30, 2023, and;</li> <li>• Based on 4th quarter anticipated revenues and expenses, Camp's annual budget is expected to be met.</li> </ul> <p>Camp's Donor Relations and Communications Coordinator, Sarah Olson reported that the Arcadia Foundation assets surpassed the one-million dollar mark, now standing at \$1,098,322. A strong foundation will help ensure that Camp Arcadia thrives over the next 100 years, including maintenance of Camp's historic buildings and a vibrant guest experience. She noted that a foundation balance of \$5 - \$7 million would significantly deepen Camp's financial sustainability.</p> <p>Carol Weber provided an update on the Arcadia Cottage Colony Association (ACCA), noting that ACCA members volunteered in various departments during the season, provided meals for the seasonal staff, and helped with the development of a junior camper program. She welcomed new cottage owners including : Leetz, Gilbertson, Conrad, Franke, and Nelsen families. She noted that ACCA will celebrate its 100th anniversary in 2027.</p>	
7	Announcement of LCA Board Election and Motion Results-Paul Culler	<p><b>Motion I: To approve the change to the LCA Bylaws, Article XI, Section 4. Governing Committee and Officers, as stated. This change would increase the number of committee member 3-year terms from two to three.</b></p> <p>Motion I - passed</p> <p><b>Motion II: To authorize the LCA Board to spend up to \$120,000 to purchase lot #51-01-600-008-00 in Arcadia Township. This lot is directly east of Camp's Juniper cottage and is contiguous with Camp's property.</b></p> <p>Motion II - passed</p> <p><b>Elected to the Foundation Board:</b> Rick Blum, Phil Kowatch, and Melissa Dierking.</p> <p><b>Elected to the LCA Board of Directors:</b> Jackie Spenner Bywater, Kristin Jass Armstrong, Nissa Wermund Ricafort.</p> <p>Paul asked for a motion to destroy the ballots.</p>	MSC 2023-32: Motion to destroy the ballots.
8	Membership Questions and Feedback	Questions from the membership were entertained.	

<b>9</b>	<b>Final Remarks Paul Culler</b>	Paul invited those present to stay for lunch. Paul thanked John Leetz and Indiana Beverage for hosting us throughout the year. Paul recognized Chip and his staff and their excellent work and recognized Chip for 24th year as Camp Director.	
<b>10</b>	<b>Closing Prayer Pastor Brad Hubbard</b>	Pastor Brad closed the meeting in prayer.	
<b>11</b>	<b>Adjournment Paul Culler</b>	Paul asked for a motion to adjourn.	<b>MSC 2023-33 Motion to adjourn</b>

Respectfully submitted,  
Kristin Armstrong, Secretary