

Dear Friends of Calumet,

July 12, 2010

Summer at Calumet is in full swing. It is Week Two of Resident Camp and hundreds of children and adults from congregations throughout the New England Synod and beyond have already experienced the wonder of God's creation on the shores of Ossipee Lake. Last week, campers learned about "Keeping the Earth" during their Unit and Discovery Time. New friends were made and old friendships renewed in the Family Campground. CITs and L&S programs are training new leaders for Calumet and for our congregations. Throughout Resident Camp, at Vacation Bible Schools, and at Urban Day Camps, Calumet staff and campers will share the joy and the love of Jesus with campers. As we worship, pray, learn, and experience community, God's love shines through us all. For pictures of the summer, check out Calumet's new Blog at [www.calumet.org/blog/](http://www.calumet.org/blog/)

It is an exciting time for Calumet as we enter our 51<sup>st</sup> year of Outdoor Ministry. We continue to share the Good News with Lutherans from all over New England, both at Calumet and in their home congregations. I hope that you find some time this summer to relax and enjoy the beauty of God's creation.

The Board of Directors has been busy over the last few months. An update of what we have been up to follows.

#### **UPDATE ON THE EXECUTIVE DIRECTOR SEARCH**

The board has formed a search committee, met with a consultant, and agreed on a job description. By July 20<sup>th</sup>, the position will be posted and the committee will also be inviting individuals we feel may be a good match to apply. We anticipate beginning interviews in September and are hopeful of having our new Executive Director on board by December or January.

#### **New Summer Schedule for the Interim Executive Director**

During the late winter and spring, Tom Colligan, our Interim Executive Director, conducted a comprehensive management review. In June, he presented a 100-page report including recommendations that have helped the Board of Directors identify the characteristics and skills we should seek in a new executive director. We have asked Tom to concentrate his additional work over the summer and into September in areas that will prepare Calumet for the arrival of the new leadership.

Much of this work is administrative in nature such as updating the personnel policy, developing a wage, salary, and benefit plan, creating a comprehensive guest and program evaluation system, and planning a program forum to update and refresh Calumet's program offerings. I am delighted to report that as the result of Tom's work and his interactions with volunteers, stakeholders, the board and staff we have begun a number of changes that I have summarized below.

- **We Have GONE DOG FRIENDLY**
  - **Pet Waste Stations** - 2 units have been installed in the campground, one by the campground store, and the other by the Flamingo Row bathhouse
  - **Dog Swim Area** - Officially established a section of the beach for dogs to practice their dog paddle. Sorry no instruction is available.
  - **Off-leash Dog Run** - Established an area for dogs to run free at the toboggan run.
- **Popcorn Machine** – Beginning July 2 fresh popcorn will be available at the camp store.
- **Improvements in Food Service**
  - **Sign holders** to identify items on the buffet.
  - **Ice carving** – the food service staff will occasionally brighten up the buffet area with an ice carving.

- **Chafing dishes** – new closeable chafing dishes will soon be in use to keep dishes fresh and hot.
- **Soup and salad bar** - we are working to acquire a buffet table to present cold salad entrees and hot soups. This will keep these items fresh and consistently at the correct temperature.
- **Conference Center Porch and Garden** -
  - New bird bath with a small solar fountain has been placed in the conference center garden. The birds love it and the pleasant tinkling of the water makes for an even more relaxing environment.
  - Soon additional comfortable chairs will arrive for the porch.
- **New, more comfortable Cushions in the 1<sup>st</sup> Floor Conference Center have arrived.**
- **Snow Cone Machine** – look for it on hot days around camp.
- **By July 15 You will be able to Contact the Board of Directors and Interim Executive Director from a Link on our Website** – just look under the “Leadership” drop down box for staff and board pages.
- **Campground and Guest Services**
  - To improve communications about daily activities and keep you up to date on year round activities and programs bulletin boards have been created in front of the conference center, at the beach, the bathrooms on Flamingo Row and at the top of overflow field, plus across front of the camp store.
  - Comment boxes are being placed around camp so we can hear what you really like, what you would like to see us add, and what we could do differently.
    - Look for comment cards with Calumet staff responses posted on the bulletin boards.
  - We are exploring in earnest a way to offer wireless service coverage to the campground. Some approaches we’ve explored have been cost prohibitive but by mid July we hope to find a way to cost effectively offer the service.
  - You will notice a new guest evaluation form and a more concerted effort to seek your feedback. Your help is essential to keep our facilities, services and programs top notch.

Boom Chicka Boom,

Diane Beckwith  
Chair of the Board