



BEAR CREEK CAMP

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2023 **STRATEGIC PLAN**

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OUR MISSION: Bear Creek Camp's mission is to invite all people to explore, celebrate, and grow in relationship with God, nature, and community.

OUR VISION: To have all people feel accepted and loved in this community so they can reflect their experiences to make a positive difference in the world.

OUR CORE VALUES: Building inclusive community. Caring for creation. Promoting adventure and fun. Sharing grace-filled faith. Cultivating empathy. Developing leaders.



MINISTRY RESULT AREAS

INTENTIONAL INCLUSIVE PRACTICES

Bear Creek Camp will reflect the kingdom of God and be intentional about being a welcoming and affirming community that celebrates the richness of God's community.

GOALS

- Intentionally develop internal organizational structure to realize greatest level of inclusion
- Strengthen LGBTQIA2S+/gender-affirming practices
- Increase BCC participation and representation from urban areas
- Strengthen our approach to mental health for staff, campers, and participants
- Engage the history of indigenous populations on Bear Creek Camp's Land

FACILITIES

Bear Creek Camp's property will be accessible, safe, and comfortable to all with a consideration of our impact on the natural world AND Bear Creek Camp's facilities will be right-sized for the future of our ministry and not a limiting factor to our growth in programming, usage, and staffing.

GOALS

- Update/develop a master site plan, offering a design and planning philosophy/concept for facilities and property that includes considerations for accessibility, inclusion, and creation-care
- Determine Facility/Property Priorities for realizing vision
- Improve facility and property maintenance
- Develop facilities to meet inclusivity goals
- Expand and improve housing for sustainability of year-round staffing

FUNDRAISING & MARKETING

Bear Creek Camp will be financially sustainable through both financial giving and usage revenue.

GOALS

- Develop a marketing plan that supports strategic priorities, with implications for staffing.
- Develop a fundraising plan that supports strategic priorities, with implications for staffing.
- Build financial systems to account for funding depreciation
- Build strong investment strategies to support current operations and long-term growth

PROGRAMMING & CREATION CARE

Bear Creek Camp will encourage informed and intentional exploration and appreciation of the natural world and model community building through the small group process.

GOALS

- Optimize programming that includes considerations for education around creation care, team building, small group process, and creates buy-in with summer staff
- Increase outdoor living (nature-excited) skills for staff and campers through progression in preparation for potential off-site trips
- Increase program opportunities for community schools/programs to use our site
- Strengthen and standardize opportunities for volunteers (facilities, congregation ambassadors, summer support: chaplains, nurses, etc.)

STRENGTHENING RESOURCE RELATIONSHIPS

Bear Creek Camp will be positioned to share our gifts with and to receive support from related ministries and organizations.

GOALS

- Strengthen partnerships with congregations
- Build and strengthen connections to community organizations
- Establish connections to campus ministries & seminaries
- Establish connections to local colleges and universities
- Strengthen partnerships with Synod Staff & Mission District/Conference Deans