

# **Camp Awesome**

## *Opportunities, Risks and Risk Mitigation*

October 29, 2021

With the proposal to create a dedicated part-time position for a Camp Director for Camp Awesome come both opportunities and risks.

### **Opportunities (including but not limited to):**

1. To strengthen and expand Camp Awesome by leading it into fresh new expressions:
  - a. Establishing Camp Awesome programs in the four corners of the EOORC.
  - b. Establishing French and bilingual Camp Awesome programs.
  - c. Creating greater inclusivity among the campers, staff and families of Camp Awesome.
  - d. Creating partnerships with organizations and programs that complement Camp Awesome's core competencies and enable the Camp to grow in service to the community in new ways.

### **Risks (including but not limited to):**

1. The trial will fail and, at the end of three years Camp Awesome will not be growing and expanding its ministry.
2. The trial will prove to be too demanding on the YAYA Leadership Team, the YAYA Minister and the Regional Council.
3. The trial will run into financial difficulty and will need financial support beyond what is budgeted.
4. The Leadership Team has miscalculated the degree of interest in a program like day-camp Camp Awesome.

### **Risk Mitigation (including but not limited to):**

We will mitigate these risks by:

1. Creating a thorough, comprehensive hiring process that will draw the most competent, skilled, well-trained, and committed applicants.
2. Putting in place intentional, collaborative planning, oversight and review systems to provide excellent support to the new Camp Director without overly burdening any one part of the EOORC structure.

3. Establishing appropriate, transparent, and effective financial controls so that both income and expenses are properly approved and accounted for. (*See the section on Financial Policies and Procedures below.*)

## **Financial Policies and Procedures**

The EOORC YAYA Leadership Team will establish policies and procedures to ensure that all Camp Awesome and EOORC YAYA expenses are properly approved and that accurate records are kept. These policies and procedures will include:

- Clear policies to authorize the YAYA Minister and the Camp Awesome Director to make expenditures on their own authority, with clear procedures for keeping recording and reporting these expenditures.
- Clear policies governing how the YAYA LT will oversee the use of its own program funds, and the income and expenses of Camp Awesome.
- These policies and procedures will be shared with the EOORC Finance Team and Treasurer, so that the Team and the Treasurer will have clarity about which expenditures have been properly authorized and by whom.