

## May 2022 Newsletter

### LBBC Board of Directors

Blessings to you from the LBBC Board of Directors. Thank you for your continued prayers for the staff at Lake Beauty and for the Board as we continue to move through this period of transition. We appreciate the opportunity to share this update with you.

First, we are very thankful to have Keith Krueger serving as the Interim Executive Director of Lake Beauty. He is now in his 7<sup>th</sup> week in this role and has already made a positive impact at camp through his support of our staff. He has also carried out several important tasks including the evaluation and recommendation to the Board for a replacement dock for Lake Beauty's waterfront. We praise God for bringing Keith to this role.

Second, the Board has recognized that a transition in leadership is a pivotal time for LBBC. To help chart the best future for camp, the Board elected to engage the help of a consultant. Several consulting firms with experience helping camps through transitions were evaluated and the Board selected TurningWest to help with four very specific needs:

- Reaffirm the culture and identity of LBBC and assess how we can uniquely remain relevant to the individuals, families and churches that we strive to serve. If needed, help us understand how LBBC needs to change or evolve to remain relevant and viable in today's culture.
- Given what is learned above, help us identify what attributes we should seek in the next Executive Director of Lake Beauty, identify the highest priorities for this person and initiate the best approach to a high-quality executive search.
- Help us evaluate the organizational structure at LBBC and identify where adjustments would be beneficial and where succession planning (*a strategy for identifying and developing future leaders*) is needed.
- Assess the performance of the LBBC Board and identify ways for the Board to be most effective in carrying out all of its constitutional responsibilities.

Efforts are currently underway to address these listed needs. Approximately thirty interviews of staff, Board members and individuals with various associations with Lake Beauty are currently being scheduled as one part of an "Environmental Scan" of Lake Beauty's culture and relevance. A member of the consulting team from Turning West will also be doing a direct observation of our May 6-7 Board meeting.

We continue to rely heavily on prayer and the leading of the Holy Spirit because we know that all of this belongs to God. We are here to implement His perfect plan for Lake Beauty. We passionately ask that you continue to pray for:

- The staff and interim leadership as they support and carry out the ministry at Lake Beauty.
- The Board during our May 6-7 meeting as we go about the important business.
- An abundance of children, youth and families at camp this summer.
- The financial resources to sustain Lake Beauty now and into the future.
- Rhonda and her family and all whose lives were touched by Brian Alnes.
- Discernment inspired by the Holy Spirit for the Board as we address the important decisions before us in the coming months.

Blessings and Peace,  
Paul Zahasky, LBBC Board Chair