October 10, 2012

Update: IAWAH’s Programming and Staff Restructuring

In response to number of emerging realities, earlier this year IAWAH began to take a close look and re-evaluate its ministries, programs offered and staff structures. These realities included a trend of declining enrollment (schools, retreats and camper programs) as well as an unsustainable full-time staff structure. The process was guided by a double mandate of “ensuring that the ministries and programs offered focus on IAWAH’s core mission and vision” and “structuring IAWAH in such a way as to successfully weather the current economic environment.”

As a result of this review a number of decisions have been made that effect both the programs IAWAH offers as well as the full-time staff structure. A summary of impact follows:

**Full time staff:** The full time staff team has been reduced from twelve members to eight staff members. The leadership structure has been modified to an Executive Director and General Director model. This staff reduction requires modifying programming offered, accessing more part-time staff, out sourcing and developing a stronger volunteer staff base.

**Schools:** IAWAH continues to offer its facilities and camp environment for schools to enjoy in the fall, winter and spring. Full school programs will be offered only in the spring season. During the fall and winter seasons IAWAH’s facility is available for booking; however, programming is limited to one activity at a time and will be considered based on IAWAH staff availability. A fee increase has been applied in order to align fees charged with IAWAH’s cost of service.

**Retreats:** IAWAH seeks to increase its ability to provide its facilities and camp environment for church groups and various organizations to enjoy. Programming is limited to one activity at a time and is based on IAWAH staff availability.

**IAWAH Summer Camps, Family Experiences and IAWAH Events:** IAWAH will continue to develop and expand its opportunities to serve campers, families and adults in all seasons of the year. IAWAH seeks to increase its partnerships and ministry opportunities with other Christian churches and organizations.

*IAWAH’s vision is to grow deeply rooted followers of Jesus by planting seeds of faith, nurturing disciples and cultivating leaders.*