

Camp Quest NorthWest
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11/2/2021

Statement from the CQNW Board regarding the status of a longstanding volunteer

To whom it may concern,

In October of this year, the Camp Quest NorthWest Board of Directors made the decision to revoke the good standing status of a longstanding volunteer. The board wants to offer some details regarding why this decision was made and the process by which this conclusion was reached.

Since the conclusion of the 2021 camp session, multiple reports have been made from volunteers who have been negatively impacted by this person's actions towards them or who have witnessed actions towards others that they found objectionable. This includes reports about seriously inappropriate comments made by this person during the Saturday evening staff campfire following the August 2021 camp session. We are now aware of at least three individuals who have expressed that they would not be comfortable attending camp while this person was involved in the organization, and at least five additional volunteers who expressed that they had considered not attending camp while this person was present. As an organization that lives and dies by our ability to attract and retain volunteers, we must take action to protect the well-being of our volunteers. As such, we reserve the right to suspend a volunteer who negatively impacts that ability.

It is reasonable to question the timing of this decision, specifically in relation to why this decision was made two full months after the most recent camp session, and how the timing coincides with the recent board election. Over the past two months, members of the board have received communication from different current and former volunteers regarding concerns that they had with this individual's behavior in and outside of camp. The impact that this person's actions have had on our ability to attract and retain volunteers became more clear over time as these reports were received.

At the most recent board meeting, after the annual election and new members had been seated, these issues were brought up for discussion. Since the inappropriate comments were witnessed by multiple board members, there was not a need to conduct an investigation into their veracity. Moreover, the number of volunteers who had ceased involvement or had considered doing so informed our final decision to revoke good

standing status. It was clear to us that no amount of investigation, coaching, or prolonged review process would change that number.

Upon reconsideration, it was less than ideal that this particular issue of concern was considered immediately after a board election. We felt a need to consider the issue without further delay, but in the future the board will consider the agenda as a whole to determine when it is most appropriate to include specific agenda items.

Additionally, our communication to the volunteer in question was lacking in sufficient detail to fully convey the reasons for their change in status, especially as to the primary deciding factor. Because of the confusion this caused, we are also reviewing our mode and methods of communication. As a board and as an organization we are continually reflecting, learning, and putting what we've learned into action.

Sincerely,

The Camp Quest NorthWest Board of Directors