

## **Dave's Transition Script**

In 1989, a new house cost \$150,000, a postage stamp cost 25 cents, and a movie ticket cost \$4.00. That was 6 presidents ago... and 9 summer Olympics ago. That is when I arrived at Rainbow Trail.

A lot has changed in our world since that time. And a lot has changed at Rainbow Trail as well. RTALC has grown from a small camp into a thriving ministry that includes our on-site ministries, Compass Points Backpack program, Day Camp, Bridging Borders service-based programs and our retreat programs. We now serve close to 5,000 people a year.

Change is inevitable. After much prayer and many conversations with my wife, we have decided that, at the end of 2025, December 31<sup>st</sup>, I will be retiring. This was a personal decision but truly a family decision. Nell and I took some time to prayerfully consider the timing for the next chapter in our lives together. I then discussed it with the Rainbow Trail Board of Directors. I have actually been working with the RTALC Board for quite a while to create a transition plan that will be good for the organization and for me.

Since I arrived, some amazing things have happened in this ministry. We implemented a new programmatic style that is the core of who we are now, we've updated our facilities, we are about to complete a land exchange so your site will never go away, we are serving more campers than we ever have, and we have lived through three forest fires and a global pandemic. I have been privileged to train and supervise over 2,000 summer

staff. God is at work here, and I have been blessed to be a part of that.

I know that I can retire with confidence because of the health of this organization and because of the Rainbow Trail Board of Directors and the full-time staff that are in place right now. I trust this Board implicitly. One of the reasons I think I was here as long as I have been is that I have had a Board that moves carefully, methodically, and thoughtfully in their decisions. In my 36 years, they never made a major mis-step. Rainbow Trail is at its peak right now. The staff and Board have things well in hand. This organization has strong leadership at all levels, it is financially sound, RTALC is debt-free, and has an extremely strong program in the Village System. RTALC has a bright, bright future.

The timing is right because RTALC's future is built on six key pillars that are already in place:

- A strong Board that moves deliberately and decisively and will take a strong lead in this process
- A strong full-time staff team
- A strong financial position for the organization
- Our programmatic style called the Village System that the Board has adopted as their philosophy
- The Land Exchange is almost complete and you will own your site
- and maybe the most important pillar is the RTALC family – you are the people that hold this camp. YOU are RTALC. You hold the mission and vision of this place. The love and support demonstrated by the congregations of the Rocky Mountain Synod and by individuals from all over the country will carry this ministry forward for future generations.

I have loved my time with this ministry. This ministry has become a part of me. My family is different because we have been here. My kids are different people because they served here. This place changed me. I owe a debt of gratitude to all of you for allowing me to serve in this role for so many years. This place has truly become the circle of my friends.

Together with the Board, we decided that I will be part of the transition. I will help in any way I can to make the transition to a new Executive Director as smooth as possible. To help you follow this process, we ask that you start with the FAQ document that the Board has created that I think will answer most of the questions that you may have. If you do have input, thoughts, questions, or concerns, please send that information to the [Board@rainbowtrail.org](mailto:Board@rainbowtrail.org) email address. It would be most helpful if any correspondence is sent directly to the Board rather than to current staff.

You are probably wondering “what’s next?” for Nell and me. Well first, we will be first time grandparents in March and we can’t wait! This will be a whole new learning curve for us and I know it will take up a lot of our time! I am so excited to be a grandpa and be a part of this baby’s life. In addition, I really hope to climb Mt. Kilimanjaro before I’m not physically able to. This has been on my bucket list for a while. I also want to get more days on the ski hill that I haven’t been able to do the last few years.

The Board is planning a retirement celebration toward the end of the year, hopefully in conjunction with the land exchange completion. We have much to celebrate, and I am so grateful. The Board will also be keeping the RTALC community advised of when the hiring process for the next Executive Director is

underway, as well as any other details regarding my retirement that may be of interest to you, including an email address where you can share your stories and memories.

Thank you for believing in me, believing in this ministry, and for showing that belief in all of the amazing ways you have supported Rainbow Trail. Rainbow Trail has been indelibly imprinted on my heart. We have been truly blessed! I would ask that you continue to pray for this place and its mission, and that God would continue to shower Rainbow Trail with the love of Jesus Christ!