

Cairn Camp Board
Cairn Family of Camps
R.R.#1, 3200 Muskoka Road 117
Baysville, ON P0B 1A0

October 2024

Rev. Jim Biggs
Clerk
Synod of Central, Northeastern Ontario & Bermuda

Dear Rev Biggs,

Please find below a request for consideration by Cairn Camp for allocation of a portion of the anticipated 2024 Synod of CNOB surplus funds, as well as a proposed increase to the Cairn 2025 Grant allocation from Synod.

Best Regards,



David J. Dougall
Convenor, Cairn Camp Board

Cairn Proposed Capital Site Projects

(based on allocation of a portion of the anticipated 2024 Synod of CNOB Surplus)

Cairn would like to formally request consideration for funding of the following projects be allocated from the anticipated 2024 Synod of CNOB surplus. This funding would enable key capital projects to move forward that had to be deferred in 2024 due to insufficient funds.

Summary of Projected Costs:

Project	Cost
Accessible Washroom Facilities	\$42,500
Kitchen Subfloor Repairs & Flooring Replacement	\$13,000
Lighting Upgrades	\$18,500
Total	\$74,000

Proposed Projects:

1) Creating Accessible Washroom Facilities

Approximate Cost: \$42,500

Description: Cairn is in the process of renovating the old washhouse building to become fully accessible non-gendered washroom facilities, including no barrier showers. We have begun structural renovations to the building’s foundation to repair damage and bring it up to code; this work has been covered by a grant we received from the PCC Chisholm Fund. Our next steps in the project are to reconfigure and renovate the interior as well as outfitting it with adaptive equipment and building a ramp to the building. These funds would allow us to finish the project and have a fully accessible washroom and shower facilities at Cairn in 2025.

2) Kitchen Subfloor Repairs & Flooring Replacement

Approximate Cost: \$13,000

Description: Cairn’s main kitchen requires a new floor as the old, tiled floor is lifting up and broken in many places. We anticipate that repairs will need to be made to the subflooring and have budgeted appropriately. Once the subflooring is repaired the will be replaced with a commercial grade vinyl sheeting.

3) Lighting Upgrades

Approximate Cost: \$18,500

Description: Upgrade all lighting to energy efficient LED fixtures. This includes replacing all halogen lighting fixtures with energy efficient LED fixtures in the main Lodge as well as in all 14 cabins, and replacing all kitchen lighting with vapor tight energy efficient LED fixtures. These upgrades will result in energy and electricity cost savings moving forward.

Cairn Proposed Seasonal Staffing Wage Increase

Background: Camps have a minimum wage exemption in Ontario and are therefore able to pay camp staff below minimum wage. Due to this fact, camp wages are not competitive with other job opportunities and traditionally pay far below minimum wage (which increased on October 1, 2024 to \$17.20/ hour).

Cairn has been striving for the past 5 years to increase staff wages, but the extremely low initial starting point has made this very difficult. In 2019 the base rate for first year staff was approximately \$20 per day, and in the past 5 years we have been able to double that to \$40 per day with incremental increases. However, this is still less than 30% of today's minimum wage.

The low wages make it difficult to attract and retain staff. Low wages for staff mean that many young people are prevented from applying to work at camp which inequitably affects low income and often racialized groups posing an obviously unacceptable impediment to camp providing a more diverse staff team.

From a faith standpoint, increasing staff wages also allows for more young adults to have the opportunity to spend their summer working in camping ministry which is a formative faith experience.

Proposal: Increase the Cairn Grant from Synod for the 2025 budget by \$20,000 from \$105,000 to \$125,000 which will allow Cairn to increase seasonal staff pay by 25%. This will increase base level staff wages to a daily minimum rate of \$50, with corresponding increases available to returning staff.