

Discovery

Our 2024 Theme is.....

by Cathy Stackpole

Autumn Snapshots: a conference of young adults meet with much love and light at Ferry Beach and several young babies accompanied them. The dining room each morning of their 6-day stay was full of happy conversations and cooing children.

A group of administrators from not-for-profit organizations moved from meeting rooms to dining room and the porches during their time at Ferry Beach. Many, workshops and singing on the deck as the sun went down was topped off by a campfire and stargazing.

At breakfast the second morning of a Reiki workshop, people identified themselves to me as I sat down, eager to share, when they found out I worked here, how amazing the place and their experiences had already been. Only 2 had been to Ferry Beach before and they were talking as though they had known each other all their lives. All vowed to come back.

Women from a weekend women's retreat created such a buzz in the dining room it felt like the middle of summer. Each table was full of enthusiastic discussions and laughter. They have already signed up for next year.

Alchemy: a magical process of transformation. If you have been to Ferry Beach in the warmer weather, you know the magic of a campfire or singing in the outdoor chapel surrounded by the tall pines. If you have attended a solstice celebration (ferrybeach.org/winter-solstice) you know the energy of a ritual out under the stars.

At dawn, a little one shyly stands on the beach in a bathing suit waiting for the start of the gathering people to run into the water. Quiet, watching the first day, by the third, leading an exercise as the group prepares to make their cold plunge.

The stage, the fire circle, the dining room, the porches, the beach, the garden, the grove have all witnessed transformations of hearts, bodies, and minds. We watch children who come back year over year grow taller, more courageous as adults become parents and grandparents.

Ferry Beach is a transformational place. No matter when you come to experience the magic! Join us in 2024 for all the ways we experience alchemy here at Ferry Beach!

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AND MORE!



A Changing Industry

by Cathy Stackpole

A recent article in The Atlantic (How America Got Mean, by David Brooks) caught my eye. Hospitality workers post pandemic are more difficult to find. He points out the importance of leaders of organizations to address what he calls “moral renewal” and what I would call “civility.” Writes Brooks: “Moral renewal won’t come until we have leaders who are explicit, loud, and credible about both sets of goals. Here’s how we’re growing financially, but also Here’s how we’re learning to treat one another with consideration and respect; here’s how we’re going to forgo some financial returns to better serve our higher mission.”



Working in hospitality, many of us have seen the ramping up of the sad/mad feelings brought on by the pandemic, our most recent world-wide challenge. From health care workers to teachers to wait staff to Little League coaches and parents, we are all curtailing our work in public facing jobs and volunteer experiences. The National Council of Non-Profits did a recent survey on labor practices and employment in the not-for-profit sector. Three quarters of the jobs in the NPO field that are left currently vacant or difficult to fill were the most public facing.

In hospitality, it seems that people are more likely to project their sad/mad feelings in emails and voicemails than they are in person. We are quick to believe that our rights are being threatened over a cost saving measure or something they misunderstood. Over time, workers on the front lines choose other jobs, leaving many positions in the public facing sectors of our economy, unfilled.

At Ferry Beach, our mission is universal love, and we are practicing radical hospitality, trying to go out of our way to meet the needs of all our guests and inspire each other to change cultural norms in ways we treat one another. We also have worked as a staff to find ways to take care of ourselves, making commitments to one another to have two days off in a week. Ferry Beach now pays a living wage and wants our staff to feel that we are supporting their careers, not just a job.

Ferry Beach made a commitment about 8 years ago to pay people a living wage, to create welcoming spaces for summer staff and to conform to the laws of the land regarding hospitality workers. A former practice of giving stipends to young adults and putting them in crowded housing was not in keeping with Ferry Beach values nor was it legal. While some people have called for us to return to those practices, we know that practicing radical hospitality starts with our staff and we are committed to our core values.

After reviewing our summer evaluations from guests, staff pointed out that for many who come in the summer, Ferry Beach is a great place to relax and unwind. Several conferees pointed out that they don’t really want to know much about our values or our theme. They are good with the beach and their friends. And that works for us.

However, Ferry Beach is a not-for-profit organization with a mission. We live out our mission through our work. We are dedicated to embracing and awakening universal love through our six buckets. There is a drumbeat of violence all around us. Gunshot wounds have become the number one killer of children in America. We have taken away women’s rights and are working to roll back the clock on LGBTQ rights in our world. The threats to our democracy are real.

Our moral renewal occurs each day here at Ferry Beach as we practice radical welcome and radical hospitality. As Brooks says: “Moral formation is best when it’s humble. It means giving people the skills and habits that will help them be considerate to others in the complex situations of life. It means helping people behave in ways that make other people feel included, seen, and respected.”

Moral renewal, radical hospitality or civility, Ferry Beach is leaning into our values of worth, acceptance, community, compassion, respect, truth, and conscience. Our staff, volunteers, and guests, may not always realize it, but those values make a difference in the communities we create each week here at Ferry Beach.

End of Year Gift Drive

Thank you for your continued support of Ferry Beach this year! As 2023 comes to a close and we look to the future we are asking our members, donors, supporters, and followers to be one of 100! With rising costs and future projects, we are looking to raise funds to support the start of 2024! We're looking for 100 Ferry Beachers to donate \$1,000 or more if you're able! Will you be one of the 100?

Your donation of \$1,000 is not just simply a donation, it's an investment into the future of Ferry Beach, it's the future of great memories & stories for your children, grandchildren, great grandchildren, and future generations to come. Be one of 100 to support the continued memories at Ferry Beach!

To donate visit: ferrybeach.org/giving, select one-time gift and choose general fund or you can call registration to donate. Thank you for helping Ferry Beach thrive!

Want an Easier Check In Process?



Then renew your membership today!

By renewing your membership prior to the new year and prior to your arrival you gain a few extra minutes of fun! Less time standing at the check-in desk and more time building sandcastles, catching up with friends and conference leaders, playing games, exploring and engaging in whatever you enjoy most at Ferry Beach! While it might seem trivial, a few extra minutes can make a world of difference. Oftentimes at the end of a trip we leave wishing we had more time, even if it were just a few more minutes. Consider this your opportunity to gain those few extra minutes! Renew your membership now, you won't regret it!

Memberships are expiring... renew by 12/31/2023 for the 2024 season.

Upcoming Retreats & Getaways



Holiday Weekend Retreat
December 15-17, 2023



Women's Retreat
February 9-11, 2024



Lover's Getaway
February 16-18, 2024



Crafter's Retreat
February 23-25, 2024



Osteoporosis Retreat
April 5-7, 2024



Quilting by the Bay Retreat
April 18-21, 2024

ferrybeach.org/schedule

Summer 2024 is right around the corner!
Book your summer stay today.

Enjoy 5% off

when you pay your bill in full before January 31st.

This only applies to our summer conferences and is only valid when the entire bill is paid prior to January 31st.



ferry-beach-retreat-conference-center.bookinglayer.com

BOARDwalk by Roberta Altamari, Marty Burgess and Paul Provencher

One of our long-time members who was being asked to consider a board position, came to a few meetings of the board. After a couple meetings, she reached out to share that “I just really don’t want to see how the sausage is made... I love Ferry Beach, but I love it from the perspective of my conference, and I know you need people who can see the big picture and must deal with all the challenges of raising money and taking care of the facility and all those other issues. I want to keep loving Ferry Beach for my conference.”

We understand. Board work is not for everyone. Most not for profits who have staff also have a board that is focused on policy governance. This means as a board, we hold on to the wider view which continues to support the sustainability of the organization. Fundraising and resource development are big parts of our (any) board’s responsibility. We have a competent staff to do the operational work and it is our job to partner with our Executive Director to guide the organization on its future course. It sometimes means making decisions which might not make everyone happy. Our recent board challenges have included how to recover from the financial losses we suffered during the pandemic and support the staff in a difficult employment climate.

Listed below and adapted from an article about governance by Rose Mercier, a not-for-profit consultant are some of the differences between being a member of Ferry Beach and being a member of the board.

As a Board Member, you..

- **Must understand the role of a long-term investor who looks for sustainable long-term organizational success.**
- **Must ask: What does long-term sustainable success look like? Are we living out our mission and vision?**
- **Must act in concert with all board members to oversee the governance of Ferry Beach. Board members must speak with one voice.**
- **Are required to look at the long-term and big picture**
- **Are primarily concerned with building an organization with a sustainable future.**
- **Look at the long view of Ferry Beach.**

As a Member, you...

- **Have a transactional mentality and engage in a program or service in exchange for immediate return or benefit.**
- **Often ask: What programs and services are currently available for me and my family and how much will they cost?**
- **Help influence what happens at the conference week they attend by voicing needs and wants to volunteer coordinators of conferences. Members don’t all have to agree with one another or speak with one voice.**
- **Look at present and their own short-term needs and wants.**
- **Are primarily concerned for the time they are here at Ferry Beach to get what they expected.**
- **Expect immediate returns or benefits for their investment of fees, time, commitment.**

Some of our members have been on the board in the past and/or they understand the overall need to find ways to sustain Ferry Beach for the immediate and long term. Some of our long-term members who are also long-term donors, often have big picture good ideas that they share with either a board member or our Executive Director.

Generally, our members are looking at Ferry Beach from a very different lens than what is required of a Board member.

Members of the Ferry Beach community also may want to step into more of a leadership role that is not at the board level but more at the operations or program level. Most of our summer programs utilize volunteers in a variety of ways from being the coordinator of a summer conference to facilitating a workshop or set of activities.

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Musicians and chaplains of the week are volunteer positions. Ferry Beach is always looking for volunteers who want to help create a conference, workshop, or event in the September through May timeframe as well. One of our treasured volunteer musicians is creating a monthly Music Jam at Ferry Beach. Another enjoys singing and she has offered to create sing-alongs at various times of the year.

If you would like to be a member and participate in a more administrative role, we are looking for a coordinator for our volunteer program called Beachkeepers. Ferry Beach is also looking for a Labor Day coordinator for next spring.

As we begin to look toward our Annual Meeting in June, the Nominating Committee will be looking for people who understand the big picture and the importance of the role of the board and would like to serve in that capacity. Our shift in these last few years into a year-round format, has broadened the scope and activities of Ferry Beach. We are no longer just a summer conference facility, and we are looking for people who can help us in that transition. Applications can be found on the Ferry Beach website (ferrybeach.org/board-interest).

Specific skills we are looking for this year include: financial acumen, skills in philanthropy and strategic planning, connections to regional or statewide networks and small business skills (entrepreneurship). If you would like to be considered or would like to talk with someone about being a board member you can reach out to nominating@ferrybeach.org.



Become a Sustaining Donor Today!

A sustaining donor provides a tax deductible; ongoing annual donation paid either monthly, quarterly or annually. Will you consider becoming a sustaining donor?

ferrybeach.org/giving

A Community....

Ferry Beach welcomes thousands of people throughout the course of the year for summer conference programs, year-round retreats, community dinners, gatherings, and various other events. Throughout the course of the year, we have the pleasure of talking with guests and gaining insight into their favorite memories, what excites them, encourages their continual return and what makes Ferry Beach a unique and magical place. So today, we share some of that with you from this past year.



ITCoW 2023



Community Dinner 2023



RE Week 2023

"For the first time ever, I attended something at Ferry Beach in the off season. It was a delicious, companionable, and interesting Community Dinner with a talk by Tom Coleman, a board member from American Pilgrims on the Camino, and I brought my sister with me. She's been hearing about Ferry Beach for years but had never been there. We arrived a couple of hours early and took a walk on the beach as the sun was setting. We noticed it was getting towards dusk and turned to come back to the boardwalk. It was a wonderful day and evening, and I'm glad that Ferry Beach is making more off-season events happen. Instead of seeing mostly old friends, I saw and met many local people and am glad that they are getting to enjoy this wonderful place too!" -Karen

Community dinners are a unique opportunity to enjoy food and hear from a speaker about a topic, but it's the coming together as a community of welcoming individuals and connecting with others that makes it so special!

"I looooooove listening to the waves roll by... and singing with Laurie and everyone after dinner."- Ellenor

There are so many enjoyable moments of our summer conference season, our favorite is witnessing the exciting activities happening around campus, hearing the sounds of songs being sung and seeing so many smiling faces. Oftentimes, we wonder if we're doing everything possible to ensure a fun time and if we're accomplishing our mission but walking around campus this summer and witnessing some of these things validated that we are indeed accomplishing our mission here at Ferry Beach.

We've enjoyed connecting with all our guests this year and excitedly await all the amazing memories to come in 2024!

Discovery

DECEMBER 2023



Ferry Beach Retreat & Conference Center
5 Boardwalk Drive • Saco, ME 04072
(207) 282-4489 • ferrybeach.org

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Ferry Beach Retreat & Conference Center is a 501(C)3 non-profit organization with a mission to awaken hearts to explore, grow and renew the spirit of universal love.

FERRY BEACH
Retreat & Conference Center

HOLIDAY

Party

Food & Drinks

Live Music & Dancing

ferrybeach.org/holiday-party

It's **NOT** Too Late!

Get your Holiday Party tickets today!

• December 15th, 2023 •



Enjoy appetizers, entrees, desserts, drinks, dancing, live music & more in a decked out dining hall!