

# **Press Release: January 15, 2025**

## **2025 Camp Courageous Leadership Transition**

After 45+ years as CEO of both Camp Courageous and the Camp Courageous Foundation, Charlie Becker will transition to give 100% of his focus on the Camp Courageous Foundation. The Camp Courageous Board will be hiring a CEO to lead the day-to-day operations of Camp Courageous.

The Camp Courageous Board has partnered with a succession consultant, Sarah Hermanson with One Above HR to assist them through this process. The Board aligned with One Above HR because “they were extremely qualified in planning, communicating, searching, and onboarding. In addition, they know and understand Camp Courageous, and its vital role in the lives of its campers, staff, and supporters”. Owner, Sarah Hermanson, was a counselor at Camp Courageous in the early 1990’s. Charlie Becker commented, “I feel extremely good about the Board’s selection of One Above HR. They bring great experience, dedication, and understanding to this important process. I think they are exceptional and it’s been great to have a partner walk alongside our leadership as we plan for this transition.”

Before joining Camp Courageous, Charlie Becker was a High School teacher. He completed his student teaching in Monticello and always considered it a great community. After teaching less than a year in England and three years in Southeast Iowa, Charlie returned to Monticello to take the CEO role. He started in 1980, at the time Camp was struggling to survive. Camp was poor enough, during those early years, Charlie fondly remembers being kicked out of the Jones County Landfill, because he and Camp Volunteer, Clete Goedken, took more out of the landfill than they were putting in.

During Charlie’s time as CEO, the Camp has grown from five buildings to thirty-five buildings; from 40 acres to 400 acres, and most importantly from a few hundred campers to nearly 10,000 campers! Charlie is very quick to point out, that he has been surrounded by thousands of good and caring individuals from staff, volunteers, campers, and their families to generations of supporters.

Charlie comments, “It has truly been a heartwarming run.”

Camp Volunteer Board Member, Dr. Earl DeShaw, started the Camp Courageous Foundation, in 1980. The growth of the Foundation is a testament to the extraordinary generosity of the community. Through significant contributions from large donors, thoughtful estate allocations, and planned giving strategies like wills and trusts, we have built a sustainable financial foundation. This enduring support ensures the long-term stability and success of our nonprofit's mission, enabling us to serve our campers for generations to come. Every gift, large or small, reflects a shared commitment to making a lasting impact and leaving a legacy.

As Camp Courageous hires a new CEO, Charlie will be providing support, as will the board, staff, and supporters. The Board expects to have a new CEO hired by the end of 2025, after conducting a nationwide search. If anyone is interested in applying for the position they can submit a resume and cover letter to [HR@campcourageous.org](mailto:HR@campcourageous.org) or to gather more information please visit [www.campcourageous.org](http://www.campcourageous.org).

Charlie is very quick to point out, ‘This is not about Charlie Becker...Camp Courageous has been the vehicle that has allowed all of us to give back...whether it was through time, materials, supplies, or financial support. The beauty of Camp Courageous is one can see it, one can feel it, one can be a part of the joy it brings to so many.’