



Pathways Lutheran Outdoor Ministries 2023 Annual Report

The mission of Pathways is to offer unique environments where God encounters people and renews them to live lives of love.



ANNUAL MEETING AGENDA

· **Registration and Fellowship from 2:30 to 3:00 PM**

· **3:00 PM Call to Order:** Rev. Eric Clapp, Board Chair

· **Devotions**

· **Song**

· **Approval of Agenda and Overview of Annual Report Booklet**

· **Introductions of Pathways Staff and Board of Directors**

· **Reports**

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|---|----------------------|
| o Secretary's Report of 2022 Annual Meeting p. 11 | Rev. Christy Klemz |
| o Treasurer's Report p. 21 | Mark Hensrud |
| o Northwestern MN Synod ELCA | Bishop Bill Tesch |
| o Board Chair's Report p. 13 | Rev. Eric Clapp |
| o Executive Director's Report p.14 | Ira Bailey |
| o Facilities Report p. 19 | Brad Fossen |
| o Program Director Report p. 16 | Kale Johnson |
| o Retreat and Outreach Coordinator Report p. 18 | Paige Johnson |
| o Ministry Team Reports | Ministry Team Chairs |

· **Old Business:**

o _____

· **New Business:**

- o Approval of 2024 Budget
- o Proposed Minne-Wa-Kan Sale (Information sheets at door)
- o Election of new Board Members p. 10 and ballot
- o Election of new Endowment Fund Committee Members p.20 and ballot
- o Thank You to outgoing Board Members: John Knorr, Larry Kent, Terry Piphon, Christy Klemz, Eric Clapp
- o Thank You to Pathways Representatives
- o Other:

- **Announcements, Sending Prayer, and Blessing**
- **Adjourn**
- **2024 Annual Meeting: Sunday, March 16, 2025 @ 3:00 pm at Camp Emmaus**



The Blessings of Membership

The main blessing of membership in the Pathways Outdoor Ministry Corporation is knowing that we are partners in offering unique environments and experiences of Christian Community where God encounters people and renews them to live lives of love. Together, we celebrate knowing that lives are changed, children, youth and adults catch a spark, while also creating a renewed vision for God's mission in their lives, congregation and community.

The greatest blessings of membership come when member congregations participate fully in using, supporting and participating in the guidance of and helping to provide leadership for the growth of their Pathways Ministry! Your congregation can be a fully participating member partner in this important ministry by coming to camp and/or making use of Pathways programs and resources (retreats, summer camp experiences for all ages, day camps and more...), joining a Pathways leadership group (board of directors or program, financial development, properties, finance ministry teams, etc.), providing camperships for kids to come to camp; promoting Camp, encouraging young people from your congregation to become summer staff at camp and providing the money through contributions to move this ministry forward.

The overall strength and financial stability of this dynamic ministry depends especially on member congregations taking ownership in their shared outdoor ministry. This is largely impacted through means in which this ministry is promoted within local congregations, encouraging participation in many different programs, along with financial support from local congregations, groups and individuals.

Pathways no longer has a set per member price; however, if you would like to continue to determine your support on a per member basis we encourage you to consider using \$4 as a guideline. You may also consider a percentage increase over what you are now giving to support this ministry financially or consider hosting a special fundraiser with all funds directed to Pathways.

No matter how you support Pathways, it is important to recognize that in order to do this ministry well, helping all to experience God's presence, **we must work together. Your financial and prayerful support is necessary and appreciated. THANK YOU!**

MEMBER CONGREGATIONS OF THE PATHWAYS CORPORATION

The following are members due to their Conference location within the NWMN Synod. Additional congregations outside of the conferences also provide support and faith in this important partnership.

2 Thief River	3 Crookston	5 Moorhead
Bethany Lutheran Church Gully	Bethany Lutheran Church Shelly	Aspelund Lutheran Church
Bethany Lutheran Church Red Lake Falls	Bethany Lutheran Church EGF	Augustana Lutheran Church Halstad
Bethany Lutheran Church Thief River Falls	Bygland Lutheran Church	Bethesda Lutheran Church
Bethesda Lutheran Church	Calvary Lutheran Church	Bethlehem Lutheran Church
Bethlehem Lutheran Church	Climax Lutheran Church	Comstock Lutheran Church
Black River Lutheran Church	Concordia Lutheran Church	Concordia Lutheran Church
Calvary Lutheran Church	Faaberg Lutheran Church	Dilworth Lutheran Church
Ebenezer Lutheran Church	Family of God Lutheran Church	Faith Lutheran Church
Ekelund Lutheran Church	First Lutheran Church	Gloria Dei Lutheran Church
Faith Lutheran Church	Fisher Lutheran Church	Glyndon Lutheran Church
First Lutheran Church Warren	Fridhem Lutheran Church	Grace Lutheran Church
First Lutheran Church Middle River	Gary Lutheran Church	Gran Lutheran Church
Grace Lutheran Church	Holy Trinity Lutheran Church	Halstad Lutheran Church
Gustav Adolph Lutheran Church	Immanuel Lutheran Church	Hoff Lutheran Church
Immanuel Lutheran Church Warren	Kingo Lutheran Church	Immanuel Lutheran Church
Immanuel Lutheran Church Plummer	Lake Grove Lutheran Church	Kirkebo Lutheran Church
Lund Lutheran Church	Little Norway Lutheran Church	Living Grace Lutheran Church
Melo Lutheran Church	Maple Lake Lutheran Church	Lutheran Church of Christ the King
Nazareth Lutheran Church	Nee Gon Nee Lutheran Church	Lutheran Church of the Good Shepherd
Oak Ridge Lutheran Church	Ness Lutheran Church	Lysne Lutheran Church
Our Savior Luth of Thief Lake	New Hope Lutheran Church	Nora Lutheran Church
Our Savior's Lutheran Church Grygla	Our Savior's Lutheran Church EGF	North Buffalo Lutheran Church
Our Savior's Lutheran Church Warren	Our Savior's Lutheran Church McIntosh	Our Savior's Lutheran Church Barnesville
Redeemer Lutheran Church	Salem Lutheran Church	Our Savior's Lutheran Church Moorhead
Salem Lutheran Church	Sand Hill Lutheran Church	Park Lutheran Church
Sand Valley Lutheran Church	Shelly Marsh River Luth Church	Rollag Lutheran Church
Silver Creek Lutheran Church	St Paul's Lutheran Church	Salem Lutheran Church
St Pauli Lutheran Church	Sundal Lutheran Church	Trinity Lutheran Church Moorhead
Trinity Lutheran Church	Trinity Lutheran Church Beltrami	Trinity Lutheran Church Waubun
Zion Lutheran Church Oklee	Trinity Lutheran Church Crookston	Wild Rice Lutheran Church
Zion Lutheran Church Thief River Falls	Zion Lutheran Church	Winchester Lutheran Church
Zion Lutheran Church Viking		Zion Lutheran Church

1 North Border	4 Bemidji	6 Detroit Lakes
Bethany Lutheran Church	Aardahl Lutheran Church	Augustana Lutheran Church Detroit Lakes
Bethel Lutheran Church Roseau	Bethany Lutheran Church Nevis	Balsamlund Lutheran Church
Bethel Lutheran Church Greenbush	Bethel Lutheran Church Bagley	Calvary Lutheran Church
Clementson Lutheran Church	Bethlehem Lutheran Church	Cormorant Lutheran Church
Concordia Lutheran Church	Calvary Lutheran Church Bemidji	Eksjo Lutheran Church
Faith Lutheran Church	Calvary Lutheran Church Park Rapids	Faith Lutheran Church
First Lutheran Church Baudette	Clearwater Lutheran Church	First Lutheran Church Audubon
First Lutheran Church Karlstad	Faith Lutheran Church	First Lutheran Church Detroit Lakes
First Lutheran Church Stephen	First Lutheran Church Akeley	Grace Lutheran Church
First Lutheran Church of Salol	First Lutheran Church Bemidji	Immanuel Lutheran Church
Grace Lutheran Church	Good Shepherd Lutheran Church	Lake Park Lutheran Church
Maria Lutheran Church	Malvik Lutheran Church	Our Saviour's Lutheran Church
Messiah Lutheran Church	New Salem Lutheran Church	Richwood Lutheran Church
Moe Lutheran Church	Our Redeemer's Lutheran Church	St Peter's Evangelical Luth Church
Mt Carmel Lutheran Church	Our Savior's Lutheran Church Kelliher	St Peter's Lutheran Church
Pinecreek Lutheran Church	Our Savior's Lutheran Church Leonard	Trinity Lutheran Church
Red River Lutheran Church	Solway Lutheran Church	
Roselund Lutheran Church	Trinity Lutheran Church Laporte	
Sion Lutheran Church	Trinity Lutheran Church Pinewood	
Wabanica Lutheran Church	Zion Lutheran Church Bagley	
Zion Lutheran Church Lake Bronson	Zion Lutheran Church Blackduck	
Zion Lutheran Church Warroad		

Business and Organizational Support

Pathways would like to thank the following businesses and organizations for supporting our mission and ministry in 2023 through generous gifts:

Bell Bank

Thrivent Financial

Member Church Support

Thank you to the following WELCA groups and Congregations for your financial support in 2023!

Bethany Lutheran Church of TRF/Goodridge	Kingo Lutheran Church
Bethesda Lutheran Church of Moorhead	Kingo Lutheran Church WELCA
Bethlehem Lutheran Church of Newfolden	Lake Grove Lutheran Church Waubun
Black River Lutheran Church	Lake Park Lutheran Church
Bygland Lutheran Church	Little Norway Lutheran church
Calvary Lutheran Church Endowment Fund	Lutheran Church of Christ the King
Calvary Lutheran Church of Park Rapids	Lysne Lutheran Church
Calvary Lutheran Church of Winger	Maple Lake Lutheran Church
Clearwater Lutheran Church	Mt. Carmel WELCA
Clearwater Lutheran Church Shevlin WELCA	New Salem Lutheran Church
Clementson Lutheran Church	North Buffalo Lutheran Church
Concordia Congregation Mission Fund - Glyndon	Northwestern Minnesota Synod ELCA
Concordia Lutheran Church of Fertile	Northwestern Minnesota Synodical Womens
Cormorant Lutheran Church	Oak Ridge Lutheran Church
Dilworth Lutheran Church	Our Savior's Lutheran Church of Barnesville
Ekelund Lutheran Church	Our Savior's Lutheran Church of Grygla
Faaberg Lutheran Church	Our Savior's Lutheran Church of Moorhead
Faaberg Lutheran Church WELCA	Our Savior's Lutheran Church of Sebeka
Faith Lutheran Church Foundation Bagley	Redeemer Lutheran Church Thief River Falls
Faith Lutheran Church of Wolverton	Rollag/Gran/Park Lutheran Church
Faith Lutheran Church WELCA	Salem Lutheran Church Oklee
First Lutheran Church Audubon Endowment Fund	Salem Lutheran Church WELCA
First Lutheran Church Foundation of Detroit Lakes	Salem Lutheran Church WELCA
First Lutheran Church of Akeley	Salol First Lutheran Church
First Lutheran Church of Audubon	Sand Hill Lutheran Church
First Lutheran Church of Mahnomen	Silver Creek Lutheran Church
First Lutheran Church of Middle River	Solem Lutheran Church Hawley

First Lutheran Church of Stephen	Solem Lutheran Church WELCA
Fisher Lutheran Church	St. Paul's Lutheran Church
Fisher Lutheran Church WELCA	St. Peter's Lutheran Church
Fisher Lutheran Sunday School	Trinity Lutheran Church Laporte WELCA
Gary Lutheran Church	Trinity Lutheran Church of Beltrami
Gloria Dei Lutheran Church	Trinity Lutheran Church of Crookston
Grace Lutheran Church Memorial Account	Trinity Lutheran Church of Laporte
Grace Lutheran Church of Ada	Trinity Lutheran Church of Moorhead
Grace Lutheran Church of Detroit Lakes	Trinity Lutheran Church of Thief River Falls
Grace Lutheran Church of Grygla	Trinity Lutheran Church of Waubun
Gran Lutheran Church of Hawley	Wild Rice Lutheran Church
Gran Lutheran Church of Hawley WELCA	Wild Rice Lutheran Church WELCA
Halstad Lutheran Church	Zion Lutheran Church of Bagley (Eddy)
Hoff Lutheran Church	Zion Lutheran Church of Thief River Falls
Hoff Lutheran Church Comstock WELCA	Zion Lutheran Church of Twin Valley
Hope Lutheran Church Fosston	Zion Lutheran Church of Warroad
Immanuel Lutheran Church of Hendrum	Zion Lutheran Church Twin Valley WELCA

Individual Support

Our thanks to the individuals and families that supported Pathways' in 2023!
Your generosity truly makes our camps YOUR camps.

Jason & Roberta Aakhus	Norman & Jodi Halsa	Eugene & Laurie Mollberg
Jennifer Anderson	Allen & Loree Hanson	Brenda Moore
John & Carol-Sue Andreasen	Jerry & Joanne Hanson	Marilyn Nielsen
Christopher & Nicole Andreasen	John & Mary Hanson	Gary Nolte
Donor Anonymous	Vicki Harrison	Denese Norris
Steven & Janet Asche	Bill & Dorothy Harstad	Ed & Judy Novak
Mark Asleson	Lauren Harstad	Pam Olson
Connie Backes	Mark & Vicky Haugen	Ronald & Ruth Ostby
Ira & Kimberly Bailey	Fred & Judy Haugo	Julie Paulson

Melanie Barth	Jane Hella	Yvonne Pederson
Ken Bauer	Janelle Hennager	Steve & Enid Peterson
Michael Baukol	Rev. Arlen Hermodson	Margo Peterson
Geoffrey Bentley	Timothy & Elizabeth Hiller	Marian Peterson
Helen Bergland	Stephen & Barbara Holm	Mark Peterson
David & Elaine Bertils	Judy Holmen	Thomas & Cynthia Peterson
Jolene Billing	Jon Hoyme	Brian & Melissa Pickering
Scott & Lois Blattenbauer	Dave & Jill Hudson	Armin & Terry Pipho
Allen & Tamara Brooks	John Hulden	Darrel Randklev & Beth Randklev
Jeff Brown	Kristen Johannson	Robert & Debra Remark
Roy Blackwood & Laurie Buehler	Steven & Dana Johnson	Kent & Catherine Rockstad
Gary & Sheryl Cariveau	Frank Johnson	Charles & Karen Sagedahl
Kathryn Carlson	Keith & Shari Johnson	Loren & Marjean Sanderson
Eric & Megan Clapp	Ronald & Florence Johnson	Steve Schroeder
Kevin & Sheryll Clapp	Derry & Kim Jones	Justin & Suzanne Sheldon
Steve Dahl	Brett Jorgensen	Steve Skoblik
Ina Dahlum	Laura Jossund	John Solheim
Gary & Marjorie Danielson	John & Lorraine Jossund	Jean Stout
Harley & Norma Dauner	Lisa Karch (Hanson)	Mary Stutz
Barbara Durham	Alanis Kent	Carol Svendson
Clay & Sue Ellingson	Larry Kent	Claryce Swanson
Debra Engstrom	David & Christy Klemz	Nicole Swanson
Alfred & Ann Erickson	John & Lou Ann Knorr	Wayne & Martha Thompson
Ryan & Rebecca Esser	Thomas Kolden	Deborah Tietz
Holly Fiechtner	Matt & Lisa Kolstoe	Tom & Tamarah Turnquist
Brian Field	George & Ruth Korsmo	Bonnie Upham
Janice Fingalson	Robert Larson & Ann Newgard-Larson	Scott & Dana Varland
Marie Fingalson	Christopher & Sarah Leach	Lisa Vig-Johnson
Deb Flaskerud	Mary Lewis	J.C. & Mavis Wahlberg
James Forde	Stephen & Susan Loe	Vicki Wangberg
Carolyn Fritsch	Curtis Lovold	Dallas & Joyce Way

Jerry Fritsch	Margreta (Muff) Magelssen	Brad & Nancy Weerts
Marilyn Grandstrand	Bill & Karen Maki	Kathy Westrum
James Greene	Harold & Janice Marjamaa	Randall Whitehead
Doug & Mary Griffin	Marjorie Markusen	Lawrence & LaJoy Wohlrabe
Beverly Grimm	Claudia McFarlane	Karen Wonderlich
Maddie Grosland Sather	Merlyn & Gwen Meyer	Michael & Sherry Young
Ryan Grove	Peggy Miller	Keith & Cheryl Zeh
James Haarstad	Becky Moe	
Karen Hager	Evan Moe	

Current Board Membership

Member Name	City	Church	Conference	Term 1 or 2	Expiration	Position
Dave Dalager	Warroad	Zion	1	2	2026	Board Member
Rev. Janelle Hennager	Greenbush	Bethel	1	2	2024	Board Member
Rev. Jonathan Dodson	Plummer	Ebenezer/Immanuel	2	2	2026	Board Member
			2			
Rev. Christy Klemz	Thief River Falls	New Beginnings Parish	3			Secretary
			3			
Al Judson	Park Rapids	Calvary	4	2	2026	Vice Chair
			5			
Terry Piphon	Moorhead	Good Shepherd	5	1	2024	Board Member
Rebecca Esser	Detroit Lakes	Grace	6	2	2024	Board Member
Rev. Eric Clapp	Perham	Calvary	6		2024	Board Chair
Mark Hensrud	Harwood	N/A	At Large	1	2024	Acting Treasurer
Angie Behr	Bemidji	N/A	At Large	2	2026	Board Member
Larry Kent	Bemidji	Calvary	At Large 4	1	2024	Board Member
John Knorr	Puposky	Pinewood	At Large 4	1	2024	Board Member
Mark Jenson	Moorhead	Trinity Representative		1	2025	Board Member

Pathways Year Round Staff

Ira Bailey	Interim Executive Director
Paige Johnson	Retreat and Outreach Coordinator (Office Manager)
Brad Fossen	Facilities Director
Kale Johnson	Program Director

Camp Emmaus Participation Report

<u>Year</u>	<u>Camper s</u>	<u>Day Camps</u>	<u>Retreat Guests</u>	<u>Total</u>	<u>Celebrations/Wedding s/Celebrations of Life</u>
2019	587		788	1375	
2020	0		118	118	
2021	342		332	674	
2022	402		347	749	
2023	319	442	432	1193	425

2022 Annual Meeting Minutes

- Pathways Annual Meeting 2023
- Meeting Minutes – Submitted by Chris Leach
- Date: Sunday March 19, 2023 – 3:00pm
- Call to Order: 3:12pm
- Devotions and Song Led by: Pr. Eric Clapp – Dwelling in the word and Sanctuary.
- Motion for Approval of Agenda:
 - 1st – Ira Bailey
 - 2nd – Becky Esser
 - Vote: Motion Carries
- Introductions: They Happened. Staff and Board.
- Reports And Discussion
 - · Secretary Report of 2021: No Discussion beyond Report
 - · Treasurer's Report: No Discussion beyond Report

- · **NWMW Report: No Report Submitted**
- · **Board Chair Report: One Addition**
- o **Board did work as a board with Brenda Moore for strategic planning. Pr. Eric reported that it has been fruitful. Some of the conversation was around the 1 site/2 site future for pathways which included a church and pastor survey. The conversation has been wonderful and faithful.**
- · **Program Director Report: No Discussion beyond Reports**
- · **Facilities Report:**
- o **Would like to get some facilities assistants for the summer.**
- o **We also need updates on our vehicles.**
- o **Inspection revealed the need to put a vent in the washroom. They are working on it.**
- **Motion to Accept Reports:**
- **1st – Mark Hensrud**
- **2nd – John Knorr**
- **Vote: Motion Carries**
- **OB: Purchase Agreement with Trinity Update**
- · **First part of payment has been done. Camp has followed through on their commitment.**
- **NB: Update on Interim Executive Directors**
- · **Carolyn and Jerry Fritsch begin on March 27th. The process is beginning too on building job descriptions and plans for a new ED. No discussion on this topic..**
- **NB: Approval of 2023 Budget: No Discussion beyond the Presented Report**
- **Motion to Approve the 2023 Budget**
- **1st – Angie Behr**
- **2nd – Pr. Jenelle Hennager**
- **Discussion:**
- o **Where is the money to pay Trinity? Nothing we need to pay in 2023. The remaining commitment is in 2027.**
- o **Is the Loan Payment Reflected with the 200000 payment? Yes, on the last page of the budget as MIF principal reduction. MIF 2.**
- o **Proposed Budget is at a deficit. While we budgeted for a full time staff and full time ED, savings will come from realistically less staff and an ED gap in payroll. Maintenance is also figured high but may come in lower. The board is comfortable with proposing this.**
- **Vote: Motion Carries**
- **NB: Thank You’s including board members who will continue.**
- **Bonnie – thank you for all your work and ways you support!**
- **Angie, Ira, and Al – thank you for staying on the board.**
- **General Discussion:**

- · **On the 1 site/2 site question. Goal is to gather all data by the August Board retreat and to make a firm and faithful decision on the future for camping sites with Pathways.**
- **Announcements, Sending, Prayer, Benediction**
- · **Special thank you to board members for carrying some heavy things in the last few years and into the future and doing so with Grace and faithfulness to the pathways mission and ministry.**
- · **Thank you to Our Savior’s in Moorhead for hosting Pathways in a new Office Space.**
- **Motion to Adjourn – Declared Adjourned at 4:02pm**

Board of Director Chair’s Annual Report

Greetings Fellow Siblings in Christ,

I hope this report finds you well as we move through our Lenten season and prepare to celebrate the new life that is given to us in the Easter season through Jesus. I stepped into the role of Board Chair two years ago, taking over from Rev. Chris Leach with the hopes to continue his good work as chair. While the year has certainly had its challenges, it has also been filled with a lot of blessings. Through it all, I’m grateful that we have this opportunity to be in ministry together and to be partners in building faith in our little corner of the Church. I’d like to use this report to share my sincere gratitude to our staff, as well as my excitement about the time ahead.

The Year-Round Staff of Pathways: I am so grateful for the hard work and dedication that our Program Director Kale Johnson has shown this past year. Kale has worn many hats around Pathways and we’re grateful to have their steady leadership and passion for sharing the love of Jesus with God’s people. Throughout 2023, we welcome Jerry and Carolyn Fritsch into a shared role of Interim Executive Directors. They brought their years of experience in Lutheran outdoor ministry to get a fresh set of eyes on so many aspects of our operation and were able to help us get our feet underneath us and laid the foundations for the next season of ministry at Pathways well. I’m very grateful to Ira Bailey for stepping in following the Fritsch’s departure to step in that role with such humble positivity and love of our shared ministry. In September, we welcomed Paige Johnson into her role as hospitality and outreach coordinator, and she has brought such joy to her work – as she has on many summer ministry teams in the past. Last, but certainly not least, I’m grateful to our Facilities Guru, Brad Fossen. Brad has spent nearly two decades on board at Pathways and I’m so thankful for him and his steady behind-the-scenes leadership.

The Summer Ministry Team: To me, it always seems like something of a miracle every summer when young adults come together from around the world to be at camp and walk alongside young people growing in their faith. The ways they gave of themselves for the sake of others – even when they’re running low on sleep – is a testament to their passion for the ministry of Pathways and I continue to give thanks for them. (And if you know of an 18+ year-old who has a passion for sharing their love of Jesus with others and would love to spend their summer in the great outdoors, let us know!)

Ministry Partners of Pathways: I've been blessed to be a part of the ministry of Pathways for almost 20 years now. I was on summer staff beginning in the summer of 2005. I spent many summers with young people growing in faith that ultimately led to a call to ordained ministry, which led to bringing young people to camp as their pastor. Now I bring my own kids to camp as a parent. I'm grateful for each step of the journey. I'm grateful to each and every one of you who support the ministry of Pathways through your prayers, your generosity, and all the ways you pay forward the impact God has made in your life through your partnership with us. Thank you for your prayers. Thank you for your generous support. Thank you for sharing this road of faith together.

I believe we stand on the edge of a powerful opportunity for Pathways. After many years of prayer, listening, and discernment, the Pathways Board brings a motion to this Annual Meeting to go all-in on Camp Emmaus as our residential ministry hub. *In order to accomplish this, we bring a motion to you as the constituency to pursue the sale of Camp Minne-Wa-Kan for the funding necessary to invest at Camp Emmaus.* The realities of outdoor ministry in a post-pandemic world have weighed heavily on our board as we've faced difficult decisions about stewarding our resources responsibly and how that impacts the ministry we're able to do. At a Pathways Constituency Meeting in May of 2022, you overwhelmingly voted for us to pursue the purchase of Camp Emmaus for the continued residential ministry of Pathways. We, as a board, have accomplished this and are looking to build on that work for the sake of our continued ministry.

Our mission has always been to offer unique environments where God continues to encounter people and renews them to live lives of love. I'm grateful for the work of this board in helping us move forward to the point where we are today. I'm excited for the ways God will continue to lead and guide us. And I'm so grateful to every one of you for your willingness to walk this road of ministry together. Thank you for your trust and support. Take good care and may God continue to bless you all!

Rev. Eric Clapp, Chairperson of the Pathways Board of Directors

Executive Director's Annual Report

Greetings!

2023 was a year of transition for our staff leadership team! We are grateful for another full year of wonderful ministry from our Program Director Kale Johnson and for Brad Fossen keeping the camps together as our Facilities Director! Beyond that we've had change. We welcomed Paige Johnson as our new Outreach and Retreat Coordinator. She is also taking care of the office duties. We're working together to make this little staff succeed. We're grateful for the work of Chris Andreasen as Executive director and Jerry and Carolyn Fritsch for their time from April through September. Eric Clapp and the rest of the Executive Board carried a lot of weight through these transitions and we're grateful for their leadership.

If you have looked at the financials, you know that we have a severe deficit and everyone needs to work to make a difference. Last year should show us just how important it is for Pathways to have a full time dedicated director to lead the organization. It is critical to have a voice building relationships, telling businesses about us and letting you, our donors and churches, know how important you are. As we learned in our devotions at the Conference Assembly meetings, Camping ministries are second only to Sunday School for inspiring future

ministers. Your attendance, prayers and support are the future of our camping ministry. Conferences one through six need Outdoor Ministry so we can continue inspiring young people to live lives sharing the Gospel and God's Love for All!

My work as the Interim Executive Director began in October and I am looking forward with hope for the future of Pathways. I have been a board member since 2020 and I hope to continue working to complete the sale of Minne-Wa-Kan, replace and refurbish the cabins at Emmaus, continue to build our relationships with our churches and find the right person to lead this fabulous organization into the future!

The staff and board believe Pathways is an asset to our churches and we will be working in 2024 to find out what we can do to assist each congregation. We'll need your help to do this, so invite us to your church to visit, participate in worship with you and lead your Day Camp. We also hope you come to camp with your youth this summer and for retreats in the fall, winter and spring! This asset is only an asset when you use it!

The board voted in August to move on from our ownership and leasing out of Camp Minne-Wa-Kan. Our vote as an organization to hopefully support this decision at our annual meeting on March 17, 2024 is a crucial event in our plan to successfully revive Pathways and lead us into the future with a plan for that future. I understand that this is an emotional time for many whose faith formation is closely tied to that sacred ground. I understand the love for camp. My wife and I met at White Earth Lutheran Camp. It was given to the White Earth Tribe before the merger. I loved that sacred ground, but it was time to let it go and become what it needed to be.

I have been attending the Conference assembly meetings over the past couple of weeks. We have one left in Bemidji on Tuesday the 19th. We have been received warmly and everyone was supportive of the camping ministry. I shared our plans for the sale of Minne-Wa-Kan and the improvements for Emmaus as well as our desire for a closer relationship and two way communications. The devotions at the assemblies were about the importance of our Youth Ministries. The top four ministries to encourage and draw pastors and rostered ministers into a life of ministry as a vocation are: 1. Sunday School 2. Camp 3. National Youth Gatherings and 4. Campus ministry. It is crucial that we all support camping as a pastor development tool!

I have been in contact with Al Winterberger, the septic designer for Camp Emmaus, he has gotten our usage flow to stay below 10,000 gallons. This is important because when you go over that amount, the control moves from the county to the state, which requires more oversight and significant costs to maintain. Due to all of these delays, he has assured me that the June 15 deadline will be pushed out to fall. So, we should be able to have the bids ready and allow construction to begin as soon as the summer camping season is completed. We have had several churches donate to this fund and we have those donations restricted for that project. More support for this necessary project are welcomed. The estimated cost is currently \$54,000, but bids have not been requested at this time.

While we are going through a difficult financial time here at Pathways, I am optimistic that we will come out of it in a much better place than when we went into these times. We have a vision for facilities and plans to get there and dreams of programming growth and improvements that will allow us to continue sharing the Gospel and God's Love for all!

As a part of our long term plan for Camp Emmaus, we are planning to move our offices to the camp. The board and staff feel strongly that we need to be there to build our place in the community. Being a part of our community in Menahga will allow us to know people and be known to enable us to do more hiring of people

who live nearby to help us in staffing our ministry. We look forward to having staff on site for our retreaters and campers and better communication between staff and our partners. We will be posting volunteer opportunities on our website soon to help with this and Work Days at both the camps soon. Please help when you can!

We are grateful for the prayerful support from our churches and know your support comes to us as financial support, prayers for our ministry, and sending and being campers, retreaters and Day Camp participants. We're also asking for you to communicate to us how we can be of greater service to your ministry.

We look forward to our future ministry together. This year, as we look forward and transition, we'll look back at fifty-five years of ministry at Pathways, nearly eighty years of ministry at Camp Minne-Wa-Kan and the Ninetieth Anniversary of Camp Emmaus. We hope you will come to Emmaus on Saturday, August 10, 2024 to celebrate another year of camping and the great history of the camping ministry that Pathways is grateful to be a part of in 2024!

Thank you for the opportunity to support your ministry and your support of Pathways!

Ira Bailey
Interim Executive Director

Program Director's Annual Report

Dear Pathways community!

What a whirlwind this past year has been! Even with all of the changes, and many hats I needed to wear, we had a full year of building relationships, providing meaningful experiences to our campers and bringing the joy of camping ministry everywhere we go.

When talking about each summer, we tend to use numbers to measure success. However, these numbers aren't able to fully measure the impact of experiences like camp. Looking at an Excel spreadsheet, you won't exactly see the ways God encounters people through camp. And yet, no matter how big or small, these numbers each have a story to tell.

This past summer, we had 319 campers onsite at Camp Emmaus - including 21 of our youngest campers who eagerly explored camp for the first time with an adult in their life. With songs, games, snack and bubbles, they enjoyed a morning full of faith and fun. 39 adventure campers biked trails at Itasca State Park, grew in confidence and character at the Character Challenge Course in Park Rapids, ventured down the Crow Wing river and grew together in their walk with Christ. As we shared about the Wholly Love of our Triune God, we traveled to 14 churches to bring camp to 420 Day Campers. With crafts, worships and new friendships made, we traveled from place to place sharing God's grace. This summer camp ministry of Pathways was led by a team of 18 young adults, who chose to answer the call to lead and give it their all. 3 of these ministry team members joined us as international counselors. Traveling to an unknown land and learning about our culture, they stepped out of their comfort zone to join the whole team in providing unique environments, creating memories and teaching about faith through words and actions. With a total of 101 Bible Parties, each camper's faith grew, including our summer staff whose faith grew

too. From the summer, there are many stories of outdoor adventures. 169 taco in a bag meals were enjoyed at campsites, with 53 tents pitched as some of our campers learned how to do this for the first time. 30 canoes brought campers down the Crow Wing River as they paddled and enjoyed the awe-inspiring beauty of nature. Back at Camp Emmaus, we kept cool in the summer heat by holding at least 8 all camp swims. Friendships were formed with cabinmates, and campers from other cabins, as they participated in a total of 30 all-camp games like Capture the Flag and Bonkers. With missions to complete and fun to be had, these new friends laughed and trekked all across camp's land. On Thursdays they hiked out to our cookout sites to make lunch together, enjoying 222 cookout meals. Speaking of meals made over the fire, we can't forget about dessert. S'mores are almost synonymous with camping. By the end of the summer, counting both traditional and tortilla style s'mores, there were 329 made - well, probably more! As we ate these delicious meals and desserts, 179 goofy and melodic graces were shared to thank God for all the food that was prepared. Besides these meal prayers, there were at minimum 697 other spoken prayers throughout worship and devotions. As each night ended with a campfire worship, 58 of those to be exact, thousands of songs were sung to praise our loving God. Now all of these things don't even include the countless friendship bracelets made, minutes swam in Lake Morgan or pool noodles scooped during Mighty Mighty Scoop Noodle Challenge. There are just some things that can't quite be counted. And numbers can't measure the smiles shared between new friends or laughter of a cabin...or each life-changing, faith renewing experience. But our hope is that this gives a glimpse into all the ways "God encounters people and renews them to live lives of love" through the ministry of Pathways.

Beyond last summer, we were grateful to hold a Jr. High retreat with youth from Zion in Warroad at Camp Emmaus last fall. It had been awhile since we held a programmed youth retreat and it was a joy to help put it all together. Through collaboration with church leaders, we also have a Sr. High retreat happening at Camp Emmaus this coming Friday! Over the winter, time was spent in connection with other program directors and year-round camp staff through conferences and retreats. This networking was such a benefit as I continue navigating my way as an outdoor ministry leader. Paige and I also helped put on a hybrid youth lock-in/youth-led Sunday service at Moe and Messiah Lutheran in Roseau this February! We are excited about all the possibilities of events like these in the coming months and years.

And now we look forward to the summer ahead! In order for us to provide these experiences and help our ministry thrive, we need more folks to join in. It has gotten tougher to recruit summer staff and we need to rely more and more on relationships and connections. To fill the roles needed to provide our programming on-site at Camp Emmaus and at congregations through Day Camp, we need your help. Please reach out to young adults in your life and encourage them to apply! The leadership skills, vocational clarity, social skills and resiliency learned through working at camp over the summer, are just some of the amazing benefits for young adult leaders. We are also looking for people to help with maintenance and join our kitchen crew! All of our employment information can be found on our website, or you can reach out to me any time.

A Ministers in Residence Program has also been put together to encourage pastors and deacons to join us at camp throughout the summer. Through this program, rostered leaders will take part in camp activities, share their own faith stories, provide pastoral care to our staff and campers, and more! Consider reaching out to sign up for a week to be at camp with us this summer!

The rest of this spring will be spent putting together the rest of the summer ministry team, preparing schedules and camp programs, promoting camp at various churches and getting everyone excited for a

fantastic summer ahead! Our theme is “Created to Be”, with daily themes of bravery, authenticity, freedom and discipleship shared throughout each week together.

As fearfully and wonderfully made, beloved children of God, may we continue sharing Christ’s love and Good News through the ministry of Pathways, and all that we do.

With gratitude and hopeful excitement,

Kale Johnson Pathways Program Director

MOST MEANINGFUL CAMPER EXPERIENCES

Camp Emmaus
Summer 2023



Pathways Retreat and Outreach Coordinator’s Annual Report

Office Duties: These 6 Months have been full of learning new things and creating routines for myself. On the financial side of things, most of my time has been spent learning the systems we use and making sure all checks are deposited correctly, invoices are sent in on time, and all relevant financial data is being compiled. Ira and I are continuing to have monthly meetings with our Accountant at Widmer Roel to help clear up any questions or confusion. Our Office will be out at Camp Emmaus this Summer so I am looking forward to keeping up with correspondence and staying connected within the local churches/communities around us!

Retreats/Events: Retreats have been running and regularly filling our calendar since I’ve started. From August 2023 - May 2024, we now have at least one retreat set for each month, with some months having

2 or 3 weekend retreats! That is a total of 21 retreats! On top of this, two home school groups are utilizing the staff building on Tuesdays and Wednesdays each week. Much of the cleaning/set up for the October and November retreats fell on Kale and I, so we were out at camp quite a bit. I have enjoyed being at camp to meet most of our retreat groups and helping provide them with the best experience possible!

Outreach: I have been in communication with pastors and youth leaders about visiting their churches for Camp Sundays/Wednesdays in the new year. Our March and April promotional dates are packed on Wednesdays and Sundays! I am looking forward to spending time out in these congregations and promoting Camp! After hosting the Zion Lutheran Church of Warroad Junior High retreat in October, there has been more conversation about ways to promote such events with other Northern Border congregations. Our Sr. High Rekindle Retreat is next up on the 22nd & 23rd and is open to all Highschool Campers looking to spend s'more time out at camp this Spring! We have truly enjoyed building these relationships and strengthening our connections. A huge shout out has to go to Dave Dallager and Keith Zeh for having a vision and including Pathways in all of the fun! And Another Huge Thank you to Deacon Joanne and Jay Ostegard from Messiah in Roseau for their Lock-In retreat in February with kids running worship, great songs, and even better connections forming between Pathways and the Roseau Community! It has been a great winter/spring of getting out into our congregations and talking about our beloved Pathways ministry. I am looking forward to the Summer and being there for parents, campers on and off-site, and the summer staff as they navigate this wonderful and amazing thing we call Camp.

Paige Johnson

Outreach Coordinator/Retreats & Events Manager Pathways Lutheran Outdoor Ministries

Pathways Facilities Director's Annual Report

Facility Report 2023

Improvements at Camp Emmaus this year came from a group of ambitious workers called the Hard Hat Ministry from Calvary- Park Rapids. They have decided to help Pathways and Camp Emmaus by giving the Chapel a facelift. The first step was to remove the concrete landing to see what was needed under the foundation. Footings and stringers were replaced under the wall due to the age of the building. After that, a nice platform deck filled in the void from the hillside stairs to the chapel. New windows were also added onto the lake side.

Plans to add an exhaust fan to the dishroom were finalized and bids obtained. This is a Minnesota Department of Health regulation to evacuate moisture, prevent condensation, and clear chemicals from the air while using the dishwasher. This is a multi-step process that will be completed spring 2024.

The sale and purchase of Camp Emmaus shed light on some county and state regulations regarding the outdated septic system. A septic design consultant has been working on bringing the non-conforming systems up to code. The bidding process for septic installation will start spring 2024, with a completion deadline of June 2024 per the state. For efficiency and to streamline decision-making, this project has been handed over to the Executive Director.

The fleet of vehicles once again caused unexpected expenses. The big 15 passenger van and the Honda Odyssey both had torque converter seals go out. Transmission overhauls were completed, and we will once again be able to transport our campers to the Challenge Course north of Park Rapids.

As the solo maintenance person on duty all summer, I was not able to spend much extra time at Camp Minne-wa-kan. Aside from some screen repairs and dead/hazardous trees being removed, improvements at Minne-wa-kan have been on hold as the future of this camp is unfortunately up in the air.

It appears that Mother Nature is being generous with our spring (and winter) weather this year, pending any late snow storms. This is a welcomed surprise for me, as spring is always a busy time preparing the camp for the summer season. This spring will be no different, and I'm hoping to be able to get a headstart on the camp opening tasks. After a years-long hiatus, we will hopefully be able to have camp work days this spring, keep an eye out for dates posted soon.

Brad Fossen

Facility Director

Pathways Endowment Fund Committee

Name	City	Church	Term	Expiration
Sue Grafstrom	Roseau	Messiah	1	2024
Eric Egeland	Fisher	Bygland	1	2024
Bonnie Upham	East Grand Forks	Our Savior's	2	2026
Rev. Clay Ellingson	Moorhead	Trinity	1	2023
Open			1	2027

Financials: 2023 Actual and 2024 Budget

Pathways Inc.			
Budget vs. Actuals: Budget FY24 vs. 2023 P&L actual - FY23 P&L			
January - December 2023			
			Total
	2023 Actual	2024 Budget	Change to Budget
Income			
300 Development Revenue			
301 Congregational Giving	53,476.14		-53,476.14
301.1 WELCA	13,711.91	12,000.00	-1,711.91
301.2 Organization Grants	847.5	1,000.00	152.50
301.3 Fundraiser Income		0	
301.4 Church Foundation	819.5	20,000.00	19,180.50
301.5 Other Church Groups		0	
301.6 Church Budgets	11,934.49	100,000.00	88,065.51
Total 301 Congregational Giving	\$80,789.54	\$133,000.00	\$52,210.46
305 Church Groups	2,133.00	0	-2,133.00
310 Business	200	2,000.00	1,800.00
315 Service or Civic Organizations	18.34		-18.34
328 Direct Mail			
328.1 Winter Appeal (Sue's Letter)		0	
328.5 (2024-90th)50th Anniversary Appeal		0	
328.7 Fall Appeal		0	
Total 328 Direct Mail	\$0.00	\$0.00	\$0.00
335 Individual Giving	3,837.74		-3,837.74
335.1 Unrestricted	41,562.42	120,000.00	78,437.58
335.10 Giving Hearts Day		0	
335.11 Give to the Max	3,605.00	0	-3,605.00
335.15 Restricted	800	0	-800
335.6 Memorial Giving	270	1,000.00	730.00
Total 335 Individual Giving	\$50,075.16	\$121,000.00	\$70,924.84
Total 300 Development Revenue	\$133,216.04	\$256,000.00	\$122,783.96
320 Special Events		2,000.00	2,000.00
330 Rebate Income	28.01		-28.01
340 Program Revenue			
342 Emmaus Summer Youth	118,325.15	148,000.00	29,674.85
343 Emmaus Camp Store	115		-115
346 Emmaus Canteen	7,492.00	10,000.00	2,508.00
347 Day Camp Income	28,277.50	30,000.00	1,722.50

348 Concordia Language Village	84,455.00	84,000.00	-455.00
360 Retreat Income	4,164.00		-4,164.00
360.1 Emmaus Pathways Prog Retreats	720	7,000.00	6,280.00
360.2 Emmaus Hosted Retreats	32,342.37	35,000.00	2,657.63
360.6 Program Retreats	5,581.50		-5,581.50
Total 360 Retreat Income	\$42,807.87	\$42,000.00	-\$807.87
381 Scholarship - Campership	1,421.00		-1,421.00
Total 340 Program Revenue	\$282,893.52	\$314,000.00	\$31,106.48
396 Sale of Equipment Income	-37,226.19		37,226.19
398 Interest Income	50.75	50	-0.75
399 Dividend Income	1,149.07	1,250.00	100.93
Sales	2,449.65		-2,449.65
Total Income	\$382,560.85	\$573,300.00	\$190,739.15
Cost of Goods Sold			
50000 Cost of Goods Sold	416		-416
Total Cost of Goods Sold	\$416.00	\$0.00	-\$416.00
Gross Profit	\$382,144.85	\$573,300.00	\$191,155.15
Expenses			
400 Payroll	0		
400.1 Year Round Staff	134,034.41	184,000.00	49,965.59
400.2 Summer Staff	45,301.00	84,000.00	38,699.00
400.4 Retreat Staff	1,885.00	3,500.00	1,615.00
400.5 Camp America	5,458.00	5,500.00	42.00
Total 400 Payroll	\$186,678.41	\$277,000.00	\$90,321.59
401 Payroll Benefits	64,133.63	52,305.00	-11,828.63
403 Property Tax Expense	203	203	
405 Payroll Taxes	8,497.01	24,000.00	15,502.99
409 Continuing Education		1,400.00	1,400.00
410 Bank Charges	269.33	480	210.67
410.1 Online Processing Fees	145.08		-145.08
410.2 Late Charges	111.61	0	-111.61
410.3 Loan Charges	160.27	0	-160.27
410.4 Service Fee	94.43		-94.43
Total 410 Bank Charges	\$780.72	\$480.00	-\$300.72
413 Rent or Lease of Buildings	7,755.12	500	-7,255.12
415 Conference & Training	2,395.00	1,400.00	-995.00
420 Equipment Repair	1,007.98	4,000.00	2,992.02
421 Equipment Purchases	1,776.04	2,000.00	223.96
425 Depreciation	-37,226.19		37,226.19

430 Meals Expense	4,658.13		-4,658.13
430.1 Summer Camp on-site	13,649.89	18,000.00	4,350.11
430.3 Retreats	3,899.43	4,500.00	600.57
430.4 Donor Meetings		250	250
430.5 Travel	2,476.65	500	-1,976.65
Total 430 Meals Expense	\$24,684.10	\$23,250.00	-\$1,434.10
435 Insurance	36,617.82		-36,617.82
435.1 Commercial Liability Insurance		32,000.00	32,000.00
435.11 Umbrella Insurance		1,500.00	1,500.00
435.12 Business Auto Insurance		7,000.00	7,000.00
435.13 Workers Comp		7,000.00	7,000.00
Total 435 Insurance	\$36,617.82	\$47,500.00	\$10,882.18
440 Interest Expense	8,434.31	16,000.00	7,565.69
443 Janitorial & Linen	2,911.84	3,000.00	88.16
445 Licenses & Fees	818.31	2,000.00	1,181.69
450 Maintenance	12,412.60	14,000.00	1,587.40
451 Facility Improvement	2,831.24	5,000.00	2,168.76
455 Office Supplies	3,654.46	4,000.00	345.54
456 Office/General Administrative Expenses	592.76		-592.76
460 Phone and Internet	2,213.01		-2,213.01
460.1 Phone and Internet - MWK	893.67	400	-493.67
460.2 Phone and Internet - Office	2,283.26	1,500.00	-783.26
460.3 Phone and Internet - Emmaus	2,201.25	1,944.00	-257.25
Total 460 Phone and Internet	\$7,591.19	\$3,844.00	-\$3,747.19
465 Promotion	191	5,000.00	4,809.00
470 Professional Services	21,912.86	20,000.00	-1,912.86
472 LOM Membership		500	500
482 Program Expenses	8,148.12		-8,148.12
482.1 General Program	1,081.60	1,200.00	118.40
482.2 Program Equipment	34.29	700	665.71
482.4 Emmaus Summer Camp	3,076.72	3,200.00	123.28
482.6 Day Camp		1,000.00	1,000.00
482.7 Retreats	140.67	200	59.33
482.8 Supplies First Aid	23.25	100	76.75
Total 482 Program Expenses	\$12,504.65	\$6,400.00	-\$6,104.65
485 Travel	567.05		-567.05
485.1 Year Round Staff	13,827.94	11,500.00	-2,327.94
485.2 Summer Staff		1,000.00	1,000.00
485.3 Volunteer/Board	657.5		-657.5

Total 485 Travel	\$15,052.49	\$12,500.00	-\$2,552.49
486 Staff/Board/Committee Expense	345.03	500	154.97
490 Utilities	33,511.79	35,000.00	1,488.21
495 Vehicle Expense	6,000.82	3,000.00	-3,000.82
499 Miscellaneous Expense	5,665.00		-5,665.00
500 Canteen Expense		3,600.00	3,600.00
501 Camp Store Expense		6,000.00	6,000.00
501.1 Online Camp Store		0	
Total 501 Camp Store Expense	\$0.00	\$6,000.00	\$6,000.00
505 Fundraiser Expense		0	0
515 Financial Development Expense	6,435.69		-6,435.69
530 High Adventure			0
531 Challenge Course Exp	3,200.00	3,600.00	400.00
Total 530 High Adventure	\$3,200.00	\$3,600.00	\$400.00
570 Bad Debt	31.27		-31.27
Melio Service Fees	96		-96
Payroll Expenses			
Taxes	0		
Wages	36,123.11		-36,123.11
Total Payroll Expenses	\$36,123.11	\$0.00	-\$36,123.11
Total Expenses	\$477,619.06	\$577,982.00	\$100,362.94
Net Operating Income	-\$95,474.21	-\$4,682.00	\$90,792.21
Other Income			
575 Other Income	-0.98		0.98
State Tax Return	115.79		-115.79
Total Other Income	\$114.81	\$0.00	-\$114.81
Other Expenses			
580 Other Expense	0.02		-0.02
590 Emmaus Septic		50,000.00	50,000.00
Total Other Expenses	\$0.02	\$50,000.00	\$49,999.98
Net Other Income	\$114.79	-\$50,000.00	-\$50,114.79
Net Income	-\$95,359.42	-\$54,682.00	\$40,677.42
Monday, Feb 26, 2024 07:15:28 AM GMT-8 - Accrual Basis			

Nominations/Elections for Pathways Board of Directors

By-Laws of Pathways Incorporated, Article II

Section 1 - Membership of the Board of Directors

- a) The Board of Directors shall consist of not less than 12, nor more than 18 members, elected from member congregations.
- b) Election shall be conducted in such a manner that no more than 6 members are elected to three-year terms each year, subject to one consecutive reelection.
- c) Advisory members of the Board of Directors shall be the following who will have voice, but no vote:
 1. The Executive Director of Pathways
 2. Any person or persons so appointed by the Board of Directors

Section 2 – Special Areas of Representation of the Board of Directors

- a) At least 4, but not more than 9, of the elected members shall be pastors of the ELCA.
- b) The Board of Directors shall elect a Treasurer for the Pathways Corporation either from within or from outside its membership. If elected from outside its membership, the Treasurer shall be considered an advisory member of the Board, and no limitation of term shall apply ... The term of office shall be one year.c) Each of the conferences shall have at least 2 representative members.
- d) Due consideration shall be given to an equitable distribution of Board members from the areas served.

Nominations for Board of Directors, Endowment Committee and Nominating Committee

The Ballot will be available on Sunday at the meeting.

*Additional nominees from the floor should align with representation from areas served