



LUTHER CREST BIBLE CAMP

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March 6, 2025

Dear Pathways Members & Friends,

Grace and peace to you in this Lenten season of discernment and hope. It is my joy to introduce myself to you as the Executive Director of Luther Crest Bible Camp and to announce that Luther Crest and Pathways are partnering in a unique and exciting way!

Pathways and Luther Crest share a deep commitment to faith formation, outdoor ministry, and creating transformative camp experiences for children, youth, and families. Like Pathways, Luther Crest is passionate about getting kids to camp—where they can grow in faith, build lifelong friendships, and experience God’s creation in profound ways. As Pathways prepares to launch into its next faithful move after a big decision to be a one-site camp, Luther Crest is honored to walk alongside you, offering support, resources, and collaboration to ensure that Pathways continues to thrive.

I want to be clear about what this partnership is—and what it is not. Luther Crest and Pathways are not merging. Pathways remains an independent organization, making its own decisions and discerning its own future. What we are doing, however, is partnering strategically, ensuring that Pathways has the space, time, and support needed to navigate this transition well. Luther Crest is blessed with strong infrastructure, experienced staff, and resources that we can share, and we believe deeply in the ministry that Pathways provides. This is not about Luther Crest “taking over” Pathways—it’s about partnership, collaboration, and mutual support for the sake of the Gospel.

It’s also important to be transparent about the boundaries of this partnership:

- Luther Crest is not managing Pathways’ finances. Pathways’ leadership and association will continue to oversee financial decisions and operations. Further, there is a financial agreement between Luther Crest and Pathways for this work.
- Pathways will continue to discern its own future. Luther Crest is offering support and shared resources, but Pathways remains independent in its mission and governance.
- Luther Crest, and I as the key staff person, will focus on three strategic areas-
 - A robust **plan for ministry**, including staff oversight; operation evaluation, preparation, and implementation; and creating a strategy for program expansion, community engagement, and participant growth.
 - Assistance in **governance** including offering guidance and tools for Pathways’ board to enhance governance practices.
 - A **transitional leadership plan**, including offering executive guidance, communicating with the association, and crafting a plan for securing long-term and independent leadership for Pathways.

At Luther Crest, we have long believed that camp changes lives. We also know that when we work together—when we share resources, ideas, and encouragement—our collective impact grows. We are grateful to stand alongside Pathways in this moment, and I look forward to connecting with many of you in the coming weeks and months. Please know that my door is always open for conversation, and I welcome your thoughts, questions, and hopes as we move forward together.

In faith and partnership,

Rev. Maddie Elliott
Executive Director, Luther Crest Bible Camp
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