

Minutes of the Pathways Board Meeting  
October 18, 2018 Trinity Lutheran Church, Moorhead, MN

**Members Present:** Sue Grafstrom, Linda Bartholome, Pastor Clay Ellingson, Pastor Mark Olson, Taylor Rodriguez, Kenny Dessellier, Eric Haugland

Also Present: Chris Andreasen, Pathways Interim ED; Andria Wright, Pathways PD; Misty Fry, Pathways Office Manager; Tammie Jenson, Pathways Treasurer.

**Call to Order (Time): Chair Sue Grafstrom @ 5:00 pm**

**Devotions: Sue** – Fellowship of Christian Athletes Coach's Bible prayer

**Adoption of Agenda:** Motion Mark, Second Linda, Carried to approve the agenda.  
Adding to Discussion – h. Revive Board Committees i. Begin a Moorhead bank account

**Secretary's Report:** Motion Kenny, Second Linda, Carried to approve minutes from the last meeting as written.

**Program Director Report – Andrea Wright**

- At least one retreat going on at one of the camps every October weekend. NDSU Ambassadors a group of 50, and next week Concordia women's basketball team, scrapbooking clubs.
- Clay – some sense of update of structures needs to be done each year – new coffee service, painting walls...
- Many retreats were denied in recent past as they didn't relate to mission and wanted to keep it open for church use. Chris – Church groups will now get a 15% discount for use of facility apposed from non-church groups.
- New camp theme for next summer – **Growing Together** – theme verse **Romans 12:2** ; expect to have 2 or 3 day camps every week next year.
- Attended a regional camp meeting (West-Midwest LOM conference at Green Lake Bible Camp) last week, will attend with Chris a national LOM meeting in Texas in November.

**Financial Report: Tammie Jenson – Pathways Treasurer**

- Misty doing awesome job – all bills have been paid. Large check received from Concordia Language Village (CLV). Nov. 29 -30 meet with Tammie doing an internal audit, M-W-K cabin fire costs finalized.
- Chris – Financial *Other Category* still not complete – in-house training will be higher, Appeal letter well received – saved \$1,000 stuffing envelopes on own – will check with Eventide and youth groups in future to do again.
- Sue -Thank you to Chris finding cost saving measures and Misty taking ownership of her administrative duties from transition.

Motion Eric, Second Linda, Carried to approve financial report.

**Transition Team Report – Sue Graftstrom**

Met before this meeting – had not met since the start of June

Had met with Steve Peterson got as much info as possible from him for Chris to help in serving as ED. Transition committee questioned if they should continue to meet as a

“transition” focused group or if the board maybe wants to formalize this group within subcommittees. This was discussed later.

### **Interim Executive Director’s Report - Chris Andreasen**

- 3 months in – going great. A lot of credit goes to Andrea and Misty.
- Pathways has made a presence at several events this fall – hosted Bemidji Conference pastors at M-W-K; addressed the WELCA Conf. at Detroit Lakes; co-sponsored social at Theology for Ministry Conf. at Fair Hills Resort in Detroit Lakes. Staff attended the West- Midwest LOM conf. at Green Lake Bible Camp and met staff at Luther Crest Bible Camp. Chris and Andrea will attend National LOM conf. in Texas in Nov.
- Short-staffed –all pitching on major duties, Currently on newsletter due out this fall feature stories on John Glass and an Emmaus marriage proposal.
- Desire to get a used mini-van instead of renting vans. We have been spending \$800 a week for day camp travel. Currently have raised \$2500 in quest to get a mini-van.
- Have turned the page on M-W-K sewage issue. In discussion with Warren Schulze of CLV and designer. No cost figures yet, but, needs to be completed by start of CLV camp next season.
- Campwise has been paid for another year and camp store will have an iPad POS next year with great support of Tyler.
- Have sent out requests for 40 church council visits. 16 in the top tier really want to contact and 24 second tier we hope to contact. Chris would like every board member do at least one visit.

Mark Olson – Ojibwa Partnership \$6,000 through Faith Foundation and private donations. Pastor Justin Fenger, Calvary/Park Rapids partner with Pine Point and present day camps in Park Rapids and Pine Point. Al Brooks will partner with Waubun, Naytahwaush, Mahnomen and Faith Lutheran in Bagley will meet at Farm By the Lake near Bagley and in Rice Lake. There will be a meeting with the church leaders and Pathways staff to determine the best dates to set for the camps. Mark feels the camps should not be overlooked for the Native youth.

Clay, Tammie and Andrea discussed staffing for the native day camps staffing. Thought some prospective counselors are scared off by application – possibility of contacting the tribal colleges for counselors.

Social Media and Digital Marketing Internship – Noah Evans approached the staff this last week. He is a student at MSUM and would build and maintain an on-line presence using social media, digital marketing campaigns which would really increase and improve the Pathways current social media presence. Noah was an Emmaus staff member last season, so is familiar with the organization. The internship would approx. 40 hours a month from October 29, 2018 through May 17, 2019. He would return to Emmaus next summer, and it is hoped his schedule can be altered so he can continue as a special project. The board enthusiastically backed the project. Andrea – Structure would be in place to continue the program in the future. Sue -complemented the staff as being so welcoming which made it happen.

## Discussion

- **Church Council Visit program.** All board members were open to do at least one. Chris will let us know when dates are established and provide talking points to cover in discussion.
- **Draft copy of new brochures .** Misty's referral found the graphic designer who designed two new brochures a poster size and folder size. The board supported them and commented approvingly on the bright colors. The front page of one has Camp Emmaus and the other Pathways it was agreed to have both have Camp Emmaus.
- **Camp Sundays** – Day Camps and Temple Talks and Camp Wednesdays – more information will be coming out soon.
- **Pathways 50<sup>th</sup> Anniversary** July 13 set date, Meet with Al and Jo Judson Oct. 23. the hope, Al will spearhead the event. June 6 or 4 Summer kickoff in Moorhead prior to anniversary – singing and tie/dying shirts craft projects with camp staff. Possible 50<sup>th</sup> gear – retro look shirts, 5-K run.
- **M-W-K Sewer Report** – CLV Warren wants to take the lead on project sent a detailed 5 year letter of project, CLV, Pathways and designer and contractors have all been in contact .
- **Tier Pricing** - increased 5% for Tier 1 the price of camp. Tier 2 is 15% off, Tier 3 is 25% off. Tier pricing will be flipped around – from last year – starting at Tier 1 then followed by the reduced Tier 2 and 3. Possibly hasn't been changed since 2008. Clay – Want to stipulate to the churches if there are members who want to go to camp they will figure out a way for them to go. Clay – What is the percentage who came at Pier 1? Is it possible to determine this or do it this upcoming season.
- **Pathways Consultant Position** Pastor John Andreasen has volunteered to be working pro bono – working with partnership with board and interim ED for fundraising/resource development; church and community relations and planning. Agreement with John and Pathways will be able to use office and vehicles. Agreement will be in effect until either party ready to end arrangement.
- **Ownership** – Mark: Need to be resolved the ownership of Emmaus and M-W-K before permanent ED chosen. Chris: This hasn't been resolved since the 1980s won't happen this year it would be a mistake if no one is called for the position Sue: We are moving to that decision with M-W-K and CLV and Emmaus and Trinity. Hiring a permanent ED should not be held up. Sue: Before negotiating facts have to determined – who owns the land and buildings at Emmaus? We need to be on the pathway of resolution.

- **What committees should proceed?** Leadership Committee – ownership issues relationship issues; Program Committee; Financial Development Committee. The committees are encouraged to have meetings before board meetings or when schedules permit. Committees can be 4 to 6 members which should include a board member taking the lead and non-board can be added as needed. The ED or Interim ED should be invited to attend all meetings. The members will meet no longer than an hour and will reporting be asked to report findings at the Pathways Board meetings. Pathways Board meetings will try to maintain a maximum meeting time of two hours.
- **Moorhead Bank Account** Office now being in Moorhead a bank account should be established and needs to be authorized by the board. Motion Kenny, Second Sue, Carried to approve setting up an account.

Adjourn: Motion Linda., Second Eric, Carried to adjourn. 7:24 pm  
(EH Secretary 22 Oct '18)

**Next meeting - Jan. 24, 2019 – 4:30 pm – Moorhead Office**