

Minutes of the Pathways Board Meeting
January 24, 2019 Trinity Lutheran Church, Moorhead, MN

Members Present: Pastor Chris Leach, Pastor Kayla Billings, Pastor Eric Clapp, Pastor Clay Ellingson, Linda Bartholome, Taylor Rodriguez, Kenny Dessellier, Eric Haugland

Also Present: Chris Andreasen, Pathways Interim ED

Call to Order (Time): Vice Chair Chris Leach @ 5:00 pm

Devotions: Chris– Colossians 3:12-17. Members shared Camp Emmaus moments of thanksgiving.

Adoption of Agenda: Motion Linda, Second Kayla Carried to approve the agenda.

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

Financial Report: Chris Andreassen

Fell short four ways finically

- Congregational giving down this past year.
- Camp M-W-K cabin fire rebuilding costs higher than insurance quote.
- Vehicle expenses higher that estimated on Brad's truck.
- Day Camp income lower than previous year when there were more camps last year. Possible cause the accounting was done differently in previous years. Misty feels she has control of the accounting for this year.

Grandparents and Family Weekend was not tracked correctly, hoping for higher registration this year.

Program Director's Report: Chris A. for Andrea Wright

Andrea starting staff recruiting

Expecting to hire 3 international counsellors this season, Heavy retuning staff last year hope many will return again.

Theme this season – **Growing Together** – theme verse **Romans 12:2**

Andrea and Chris both thought their LOM conference in Texas was very worthwhile.

Andrea also attended a curriculum training at Camp Onomia in January.

Interim Executive Director's Report - Chris Andreasen

- Strong December in donations – Chris and Misty worked hard finding new and returning donors. The previous year there were 100 new donors for the year they got 122 in December. They also had a 75% retention rate from past donors. \$32,000 was raised in 2017, \$61,000 was raised in 2019. Nearly doubling the total.
- Chris developed a PowerPoint listening sessions that can be used on council visits, conference meetings, WELCA conferences and pastoral visits.
- Next Nat'l. Youth Gathering will be in Minneapolis. Churches may drive their youth themselves to the event. Considering holding a Pathways meeting prior to the event, in Minneapolis.

- New brochures have been printed and are being passed out. Making contacts with churches.
- Chris will attend a development conference in Texas next week.
- New Pathways website is out. Chris L. – It is very inviting, Kayla – Wonderful photos have been selected of bible study around a fire rather than having photos of the challenge course or recreating. Chris A. – A big shout-out should be made to Taylor’s mom for her tremendous work.
- Chris was asked how he feels for the year – “2018 was a year of transition and stabilization – feeling good on 2019, feeling more settled from last year. I need to make more connections for donor bases in 2019”.
- Chris making a Rotary mission trip to Guatemala in March.
- Board to Chris – Congratulations to you for the hard work you have done, for making the donor calls is huge, takes a lot of energy. Value you and Misty’s effort to seek donors. Glad to see there is now a Pathways team- supporting each other. What can we do to help you? Chris - We are hitting Fargo/Moorhead, but as I make visits with the brochures I realize there is a HUGE market in NW MN we are not reaching- you could give help by giving me names to contact.

Gate City bank account Pathways authorized signers

Motion Kayla, Second Linda, Carried to make Chris Andreasen, Misty Fry and Tammie Jenson authorized signers to Gate City Bank account.

Motion Kayla, Second Eric H , Carried to approve all reports.

Discussion

2019 Budget Discussion and Approval

Income

- Chris – feel comfortable with \$96,000 Church budget
- WELCAS – welcome source, hasn’t been tapped into in past
- Businesses increased to \$12,000 -sponsorship for 50th anniversary
- Sue wrote an appeal letter and will be sending out soon. It looks good.
- 6,500 newsletters go out. Unable to use *Mailchimp* as there are too many addresses. Going to offer an opt-out to receiving the letters. Considering sending on-line. Received a \$2,000 pledge from *Old Lutheran* for mailings.
- Not going to do Giving Hearts Day, Give to the Max Day successful even w/o a matcher.
- Bumped up Emmaus summer youth and retreats.
- Expect a great increase in sales at canteen/store due to credit card swiper and 50th
- Suggestion to bring examples of gear to Day Camps for campers to get.
- Shirts made at *Old Lutheran* and *Blue 84* in Detroit Lakes. Chris L. has another option *3X Gear* from Fargo that offered his church a great deal.

Expense

- Chris – Payroll - Adding 3 summer staff this season
- \$3,500 has come in for van, in-kind gifts, wish list on web page

- M-W-K phone and internet – Concordia uses and for retreats – possible future saving by taking out and use cell phones
- Program expenses – Better grasp where it comes from and where it goes for bookkeeping – Loren Johnson new bookkeeper 10/hrs/wk doing great job. Believes Tammie Jenson will not be available for employee payroll. Going to stay with HVH Accounting in Park Rapids.
- Challenge Course *Leap of Faith* needs funds due to damage done by woodpeckers. Brad looking for wire mesh. Certification training being done at Emmaus and Luther Crest has *Leap of Faith* so may need to get repaired. Needs new mulch. Phasing out some equipment.
- Trout stocking - Mark Olson is requesting the stocking costs move from restricted fund to general fund so more donors can contribute. Chris concerned if Pathways needs funds the trout funds might be the first to go if in general fund and since he does not know the small group contributing some would be upset if stopped. Designated funds would protect it. Chris called the hatchery told catch and release fish would last 8-9 years and cost approx. \$1,400 each time stocked. Would not need to be done each year. Other board members unclear and would like to hear from Mark. Motion Kayla Second Eric C. Remove account 334 Designated Gifts from general fund - to designated funds on balance sheet, reflects current balances not projection for further discussion.
- M-W-K Appraisal – Mark proposed -Discussed at meeting and determined not to include in budget at this time. Chris checked on an appraisal cost - \$5,000 – 6,000. Board comments - We currently do not have funds to do an appraisal and it wouldn't be of value if there is not a vision. Putting the cart before the horse. There is a need to determine what kind of an appraisal needs to be done when the time is right.

Motion Kenny Second Linda, Carried to approve the budget as discussed.

Annual Meeting Date Motion Eric H. Second Kenny Carried -Annual Meeting Saturday, March 23 St. Paul's or Trinity in Crookston, 1:30 registration 2 pm start – typically over 3:30 pm – Chris P. will make call to see if St. Paul's will be available.

Pathways 50th Anniversary July 13 Sub-Committee Established Chris L., Taylor, Kayla, Kenny, Linda, Al/Jo Judson, Eric H. others (?). Meeting Feb. 4, Mon. 1 pm – Pathways office

Vision having Day at Camp-family activities led by former counselors, worship service, free will lunch, silent action, invitation dinner w/current counselors help. Hope to have business sponsorship.

M-W-K Sewer – No action this spring. A water test will be done by Ten Lakes Township, looking to see if we need a pretreatment system which would be costly. Contractor Dave Larson has plans for both systems waiting for water results. Issue is ground water came up into drain field. Seems to be Pathways responsibility, will approach Concordia once results are in for support. Concordia is aware of issue.

Tables/Committees – Chris asked about past director Steve Peterson's tables/committees are they still active? Board thought better name is committee. Transition Committee is, once Andrea has finished summer hires hope the Program Committee will be active. Dave Bronkow GS&B was making an expensive study for the Finance Committee but,

the board has never seen any results or a report. Linda said it was mainly how to approach donors and Chris and his dad are doing that.

Board Terms - Board members whose terms are up Linda (served 2 terms), Clay, Kayla, Kristin Remick (lives in Rochester, MN) Discussion on prospective new board members.

Adjourn: Motion Linda., Second Kenny, Carried to adjourn. 7:42 pm
(EH Secretary 26 Jan '19)

Next meeting - April 25, 2019 – 5 pm – Moorhead Office

Tentative future scheduled board meetings

June 20, Camp Emmaus

August 22, Camp M-W-K

November – potential board retreat