



PATHWAYS LUTHERAN OUTDOOR MINISTRIES

2018 ANNUAL MEETING

Saturday, March 23, 2019

St. Paul's Lutheran Church, Crookston, MN

MEETING AGENDA

- **Registration/Visiting from 1:30 until 2:00 PM**
- **2:00 PM Call to Order:** Sue Grafstrom, Board Chair
- **Devotions:** Rev. Chris Leach
- **Song**
- **Table Introductions**
- **Approval of Agenda and Overview of Annual Report Booklet**
- **Introductions of Pathways Staff and Board of Directors**
- **Reports**
 - Secretary's Report of 2017 Annual Meeting Eric Haugland
 - Treasurer's Report Tammie Jenson
 - Northwestern MN Synod ELCA NW MN Synod Rep
 - Board Chair's Report Sue Grafstrom
 - Interim Executive Director's Report Chris Andreasen
 - Program Director's Report Andrea Wright
 - Facilities Report Brad Fossen
 - Strategic Leadership Report Sue Grafstrom
- **Conversation and Small Group Discussion**
- **Old Business:**
- **New Business:**
 - Approval of Budget
 - Thank You to outgoing Board Members
 - Election of Board Members
 - Other:
- **Announcements, Sending Prayer and Blessing** Rev. Chris Leach
- **Benediction**
- **Adjourn**



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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, program, financial development, site and facilities; etc.); providing camperships for kids to come to camp; and providing the money through contributions to make this ministry go.

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!**



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MEMBER CONGREGATIONS OF THE PATHWAYS CORPORATION

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

<p>ROSEAU CONFERENCE: Clusters 1, 2</p> <p><u>Cluster 1</u> Sion, Lancaster Grace, Hallock Red River, Hallock Maria, Kennedy Zion, Lake Bronson Bethel, Karlstad Eidsvold, Halma First, Karlstad First, Stephen Salem, Stephen Roselund, Badger Faith, Badger Bethel, Greenbush</p> <p><u>Cluster 2</u> Concordia, Roseau Messiah, Roseau Bethel, Roseau Moe, Roseau Pinecreek, Roseau Pine Grove, Roseau First, Salol Zion, Warroad First, Baudette Clementson, Baudette Wabanica, Baudette Bethany, Williams Mt. Carmel, Roosevelt Shelly Marsh River, Shelly</p>	<p>THIEF RIVER FALLS CONFERENCE: Clusters 3, 4 and 5</p> <p><u>Cluster 3</u> Grace, Grygla Our Savior's, Grygla Our Savior's, Thief Lake United, Gatzke First, Middle River Bethesda, Strandquist Gustav Adolph, Strathcona</p> <p><u>Cluster 4</u> Bethlehem, Newfolden Nazareth, Holt Redeemer, Thief River Falls Black River, St. Hilaire Trinity, Thief River Falls Zion, Thief River Falls Silver Creek, Thief River Falls Bethany, Thief River Falls Ekelund, Goodridge Faith, Goodridge St. Pauli, Thief River Falls Calvary, St. Hilaire Zion, Viking Oak Ridge, Thief River Falls Our Savior's, Warren Melo, Warren First, Warren Immanuel, Warren</p>	<p><u>Cluster 5</u> Ebenezer, Plummer Immanuel, Plummer Bethany, Red Lake Falls Salem, Oklee Zion, Oklee Bethany, Gully Lund, Gully Sand Valley, Trail</p> <p>CROOKSTON CONFERENCE: Clusters 6, 7 and 8</p> <p><u>Cluster 6</u> Bigwoods, Oslo Zion, Oslo New Hope, Alvarado Bethany, East Grand Forks Holy Trinity, East Grand Forks Our Savior's, East Grand Forks Family of God, East Grand Forks</p> <p><u>Cluster 7</u> Bygland, Fisher Fisher, Fisher St. Paul's, Crookston Trinity, Crookston Climax, Climax Sand Hill, Climax Grue, Buxton, ND Bethany, Shelly</p>
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<p>St. Petri, Nielsville Salem, Cummings, ND Concordia, Fertile Little Norway, Fertile Maple Lake, Fertile Trinity, Beltrami Faaberg, Fertile Gary, Gary Ness, Fertile Sundal, Fertile</p> <p><u>Cluster 8</u> First, Mahnomen Nee Gon Nee, Mahnomen Lake Grove, Waubun Salem, McIntosh Kingo, Fosston Fridhem, Lengby Our Savior's, McIntosh Calvary, Winger Immanuel, Bejou</p> <p>BEMIDJI CONFERENCE: Clusters 9, 10, 11 and 12</p> <p><u>Cluster 9</u> Bethlehem, Waskish Our Savior's, Kelliher Zion, Blackduck Our Redeemer's, Puposky Trinity, Debs New Salem, Turtle River</p> <p><u>Cluster 10</u> Faith, Bagley Bethel, Bagley Zion, Bagley Clearwater, Shevlin Solway, Solway</p>	<p>Good Shepherd, Clearbrook Our Savior's, Leonard</p> <p><u>Cluster 11</u> Aardahl, Bemidji Calvary, Bemidji First, Bemidji Peoples Church, Bemidji Peoples Church/Cass Lake</p> <p><u>Cluster 12</u> Calvary, Park Rapids Trinity, Laporte Malvik, Laporte Bethany, Nevis First, Akeley</p> <p>MOORHEAD CONFERENCE: Clusters 13, 14, 15 and 16</p> <p><u>Cluster 13</u> Grace, Ada Winchester, Borup Gloria Dei, Felton Augustana, Halstad Halstad, Halstad Immanuel, Hendrum Kirkebo, Perley Nora, Gardner, ND Bethania, Perley</p> <p><u>Cluster 14</u> Aspelund, Flom Trinity, Waubun Wild Rice, Twin Valley Bethlehem, Ulen Salem, Hitterdal Zion, Twin Valley Living Grace, Hawley Lysne, Hawley</p>	<p><u>Cluster 15</u> Rollag, Rollag Gran, Hawley Park, Hawley Glyndon, Glyndon Concordia, Glyndon Scandia, Averill Our Savior's, Barnesville Faith, Wolverton Comstock, Comstock Hoff, Rustad</p> <p><u>Cluster 16</u> Dilworth, Dilworth Bethesda, Moorhead Christ the King, Moorhead Good Shepherd, Moorhead North Buffalo, Moorhead Our Savior's, Moorhead Trinity, Moorhead</p> <p>DETROIT LAKES CONFERENCE:</p> <p><u>Cluster 18</u> First, Detroit Lakes Trinity, Detroit Lakes Bakke, Detroit Lakes Richwood, Detroit Lakes Waters of Grace, Frazee St. Peter's, Audubon First, Audubon Lake Park, Lake Park Augustana, Detroit Lakes Eksjo, Lake Park Strandvik, Lake Park Grace, Detroit Lakes Immanuel, Osage Cormorant, Lake Park</p>
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Congregational Support

Thank you to the following congregations for your financial support in 2018!

Bethany Lutheran, Goodridge
Bethany Lutheran, Nevis
Bethany Lutheran, Red Lake Falls
Bethesda Lutheran, Moorhead
Black River Lutheran, Red Lake Falls
Bygland Lutheran, Fisher
Calvary Lutheran, Bemidji
Calvary Lutheran, Park Rapids
Calvary Lutheran, Winger
Clearwater Lutheran, Shevlin
Comstock Lutheran, Comstock
Concordia Lutheran, Fertile
Cross Lutheran, St. Paul
Dilworth Lutheran, Dilworth
Ebenezer Lutheran, Plummer
Eklund Lutheran, Goodridge
Faaberg Lutheran, Fertile
Faith Lutheran, Bagley
Faith Lutheran, Goodridge
Faith Lutheran, Wolverton
First Lutheran, Akeley
First Lutheran, Audubon
First Lutheran, Bemidji
First Lutheran, Mahnomen
First Lutheran, Stephen
Fisher Lutheran, Fisher
Gary Rindal Lutheran, Gary
Gloria Dei Lutheran, Felton
Glyndon Lutheran, Glyndon
Grace Lutheran, Ada
Grace Lutheran, Detroit Lakes
Gran Lutheran, Hawley
Heartland Community Church, Nevis
Hoff Lutheran, Comstock
Kingo Lutheran, Fosston
Lake Park Lutheran, Lake Park

Little Norway Lutheran, Fertile
Lutheran Church of Christ the King, Moorhead
Lutheran Church of the Good Shepherd,
Moorhead
Melo Lutheran, Warren
Messiah Lutheran, Roseau
New Salem Lutheran, Turtle River
North Buffalo Lutheran, Moorhead
Olivet Lutheran, Fargo
Our Savior's Lutheran of Thief Lake, Middle
River
Our Savior's Lutheran, Barnesville
Our Savior's Lutheran, Kelliher
Our Savior's Lutheran, Moorhead
Pinewood Lutheran, Puposky
Pleasant Valley Church, Puposky
Redeemer Lutheran, Thief River Falls
Richwood Lutheran, Detroit Lakes
Rollag Lutheran, Rollag
Salem Lutheran, Stephen
Salem Lutheran, Oklee
Sand Hill Lutheran, Climax
St. Pauli Lutheran, Thief River Falls
St. Paul's Lutheran, Crookston
St. Peter's Lutheran, Audubon
Sundal Lutheran, Fertile
Trinity Lutheran, Crookston
Trinity Lutheran, Laporte
Trinity Lutheran, Moorhead
Trinity Lutheran, Thief River Falls
United Lutheran, Gatzke
Winchester Lutheran, Borup
Zion Lutheran, Bagley
Zion Lutheran, Thief River Falls
Zion Lutheran, Twin Valley
Zion Lutheran, Warroad



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WELCA Support

Thank you to the following Women's groups for your financial support in 2018!

Calvary Lutheran WELCA, Park Rapids
Calvary Lutheran WELCA, Winger
Clearwater Lutheran WELCA, Shevlin
Concordia Lutheran WELCA, Fertile
Faaberg Lutheran WELCA, Fertile
Faith Lutheran WELCA, Wolverton
First Lutheran WELCA, Bemidji
Fisher Lutheran WELCA, Fisher
Immanuel Lutheran WELCA, Bejou
Kingo Lutheran WELCA, Fosston
Little Norway Lutheran WELCA, Fertile
Nazareth Lutheran WELCA, Newfolden
New Salem Lutheran WELCA, Turtle River
Our Redeemer WELCA, Puposky
Our Savior's Lutheran WELCA, Moorhead

Our Savior's Lutheran WELCA, Kelliher
Pontoppidan Lutheran WELCA, Fargo
Salem Lutheran WELCA, Hitterdal
Salem Lutheran WELCA, Oklee
Scandia Lutheran WELCA, Glyndon
Solem Lutheran WELCA, Hawley
St. Pauli Lutheran WELCA, Thief River Falls
Trinity Lutheran WELCA, Laporte
Trinity Lutheran WELCA, Waubun
Trinity Lutheran WELCA, Crookston
Trinity Lutheran WELCA, Moorhead
Wild Rice Lutheran WELCA, Twin Valley
Zion Lutheran WELCA, Oklee
Zion Lutheran WELCA, Twin Valley
Zion Lutheran WELCA, Warroad

Business Support

Pathways would like to thank the following businesses for supporting our ministry mission in 2018 through generous gifts:

Old Lutheran, Moorhead
Thorsteinson & Sons Construction Company, Fargo
Schuck Bus Company, Moorhead
Wright Funeral Home, Moorhead
HVH Accounting, Park Rapids
Wright Funeral Home, Moorhead
First National Bank, Bemidji
Menahga Bake Shop, Menahga
Cat Creek Auto, Menahga
Thielen Motors, Park Rapids



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Our thanks to the individuals and families that supported Pathways' in 2018!

Your generosity truly makes our camps YOUR camps.

WHITE PINE \$5,000 - \$10,000	TAMARAC \$250 - \$499
Tony & Karin Gambell	Mark & Emily Nerland
	Harley & Norma Dauner
ASPEN \$2,500 - \$4,999	Paul Erdal
Curt & Kathy Jacobson	Stewart & Jennifer Bjorhus
John & Carol-Sue Andreasen	John & Lorraine Jossund
	Bill & Karen Maki
TRAILBLAZER \$1,000 - \$2,499	David & Heather Pederson
Jean Peterson	Kirstin Schiotz
Miriam Bock	Verllien Augst
Jerry & Joanne Hanson	Andrew Berry
Mark & Sara Olson	John & Jaqueline Haugo
John & Nadine Glas	Roger & Carol DeLap
Bill & Dorothy Harstad	Deb Flaskerud
Merlyn & Gwen Meyer	Allen Hanson
Mavis Lysaker	Stephen & Susan Loe
Anonymous Donors	Monte & Nola Kjos
Stephen & Terrie Wold	Carl Hansen
Marlene Schiotz	John & Leah Lenarz
Clay & Sue Ellingson	Daniel Babine
Janet Gambell	Debra Engstrom
	Brian Schulz
BIRCH \$500 - \$999	Kayla Billings
Darlene Bauer	Eric Haugland
Alan & Jo Judson	Jolene Billing
Roger Olson	Joseph & Kelli Fuchs
Charles & Vicki Barr	
Bill & Kathy Gomall	
Christopher Andreasen	
Allan & Vicki Haugo	
Steve & Enid Peterson	
Nanette Thurston	
Anne Meredith	
Robert Schilling	



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Path Keepers

\$120 - 249

Albertson, Laurie
Andreasen, Kjerstin
Dalager, Phyllis
Etterman, Eileen
George, Alyssa Ruth Marie
Grafstrom, Paul & Sue
Hagen, David
Hallstrom, Gladys
Haugen, Mark & Vicki
Haugo, John & Jackie
Hermodson, Rev. Arlen & Marilyn
Hewitt, Mark & Peggy
Hulden, Rev, John & Becky
Jewell, Rev. Nancy
Johnk, Ashley
Lind, Helene
Marjamaa, Harold & Janice
Novak, Ed & Judy
Osborn, Walter
Ostby, Ronald & Ruth
Quello, Brooke
Rhodes, William
Skaurud, Kelly & Vicki
Spilde, Karen
Streed, Stephen & Odile
Thompson, Wayne & Martha
Varland, Dana
Wangberg, Vicki
Wallace, Judith
Way, Dallas & Joyce
Weertz, Brad
Wollman, Eldon

\$100 - \$119

Bartz, Al & Solveig
Bentley, Dr. Geoffrey
Bjork Bjork
Clapp, Kevin & Sheryll
Comnick, Helen
Dalanger, James
Danielson, Sarah
Domek, Robert
Erickson, Alfred & Ann
Evans, Tonia
Fensom, Simon
Forsberg, Wilton
Grafstrom, Charlotte
Gredvig, Art & Elaine
Gytri, Donald & Jennifer
Haugo, Jacqueline
Kanten, Eric
Knord, Diane
Kolden, thomas
Leas, Kristy
Leines, Deeann
Levenhagen, Kathy
Lundsten, Alvina
Lutz, Tim
Magelson, Muff
Marr, Sandra
Mollberg, Eugene
Nord, Jeff & Diane
Reck, William & Jill
Riewer, Jon & Kristy
Stittsworth, Corey
Syverson, Norris
Tulu, Rev. Alemayehu
Young, Mike & Sherry
Zarrett, Robert W.



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Pathways, Inc. Board of Directors as of February 14, 2019

Sue Grafstrom	Conference 1	Chairperson
Rev. Chris Leach	Conference 5	Vice-Chairperson
Eric Haugland	Conference 4	Secretary
Tammie Jensen	Conference 6	Treasurer
Taylor Rodriguez	Conference 5	Trinity Mhd Rep
Rev. Kayla Billings	Conference 5	
Rev. Clay Ellingson	Conference 5	
Ken Dessellier	Conference 2	
Rev. Eric Clapp	Conference 6	
Rev. Christy Klemz	Conference 3	
Rev. Sheila Michaels	Conference 3	

Pathways Year Round Staff as of February 14, 2019

Chris Andreasen	Interim Executive Director
Andrea Wright	Program Director
Misty Fry	Office Manager
Brad Fossen	Facilities Director
Lauren Johnson	Bookkeeper
Donna Yliniemi	Food Service Director



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2018 DAY CAMP NUMBERS

Day Camp Location	# of Participants
Glyndon	52
Trinity, Crookston	55
Trinity, Detroit Lakes	77
Climax	17
Faith, Bagley	22
L.A.M.P. at First Lutheran Audubon	48
Moe/Messiah, Roseau	49
Grace, Ada	23
Lake Grove, Waubun	24
Bethel, Greenbush	39
Zion, Warroad	59
Faith, Goodridge	65
Zion/Redeemer, Thief River Falls	51
Our Savior Middle River, Thief Lake	24
Good Shepherd, Moorhead	14
Baudette Lutheran Parish	21
TOTAL	640



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2018 CAMP NUMBERS

By Week	Emmaus	Wet & WILDerness	Total
June 10-15 WK 1	26	-	26
Family Resort Weekend	17	-	17
June 17-22 WK2	49	-	49
June 24-29 WK3	45	3	48
July 8-13WK4	128	2	130
July 15-20 WK5	25	3	28
July 22-27 WK6	121	4	125
Grandparent Weekend	8	-	8
July 29 – August 3 WK7	63	-	63
August 5-10 WK8	37	18	55
TOTAL	519	30	549



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2018 RETREAT NUMBERS

Camp	Dates	# of Guests
MWK	2/2-2/3	24
Emmaus	2/09-2/12	25
Emmaus	2/16-2/17	30
Emmaus	3/19	40
Emmaus	04/05-04/08	21
Emmaus	4/26-4/29	21
Emmaus	04/15-04/22	17
Emmaus	05/04-05/05	45
MWK	05/04-05/06	25
Emmaus	05/19	50
Emmaus/Camp Good News	06/29-07/4	Camp Rental
Emmaus	07/20-07/22	11
Emmaus	08/13	15
Emmaus	08/15	17
Emmaus	08/22	65
Emmaus	08/27	9
MWK	09/07-09/08	35
Emmaus	09/27-09/30	9
Emmaus	10/06-10/07	50
Emmaus	10/18-10/21	18



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Emmaus	10/12-10/14	11
MWK	10/19-10/22	30
Emmaus Rope Course	10/26	19
MWK	10/27	12
Emmaus	11/08-10/11	11
Emmaus	12/08-12/09	85
Total: 695	MWK Total: 126 (5 events)	Emmaus Total: 569 (21 events)



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2017 Annual Meeting Minutes

Pathways Lutheran Outdoor Ministry

March 10, 2018

Trinity Lutheran Church, Crookston, MN

Call to Order Pr. Kayla Billings 2 pm

Devotions Pr. Steve Peterson spoke on the theme at Emmaus for the season and the Youth Gathering – “This Changes Everything” from the Book of Ephesians.

Song Program Director Andrea Wright led a hymn singing in rounds

Approval of the Agenda Motion – Curt Cavalier, Second – Tammie Jenson, Carried

Introduction of Pathways Staff and Board of Directors by Kayla and Steve

Year round staff – Steve, Andrea, Brad Fossen, Enid Peterson.

Board members present – Pr. Chris Leach, Curt Cavalier, Linda

Bartholome, Kenny Dessellier, Sue Grafstrom, , Kristin Remick, Vice

Chair Sue Grafstrom, Treasurer Tammie Jenson, Secretary Eric Haugland

Curt Cavalier was recognized for over 30 years of service as the Trinity Lutheran, Moorhead representative on the Pathways board.

Secretary's Report of 2016 Annual Report Eric Haugland

Motion to approve report – Al Judsen, Second Tammie Jensen, Carried

Treasurer Report Tammie Jenson – Motion to approve report - Eric Haugland, Second Curt Cavalier, Carried.

2017 Budget Tammie Jenson – Motion to approve budget – Linda Bartholome, Second Curt Cavalier, Carried.

Northwestern MN Synod ELCA Kris Dernier, NW MN Synod Gathering Coordinator
Striving to growing new church leaders

Board Chair Annual Report Pr. Kayla Billings

Welcomed and recognized Andrea Wright as the new program director replacing Brooke Klemetsrud who resigned at the end of December to go back to school for an education degree. Also announced the newly hired office manager with a focus on hospitality and retreats, Laura Anderson, had quit on March 8 realizing the position was not for her.



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Kayla also announced Pathways Executive Director Rev. Steve Peterson would be retiring effective July 31, 2018, and thanked him for his 2.5 years of service.

Board Vice Chair Sue Graftstrom will chair a transition team making the transition a smooth one, making sure nothing is dropped through the process. Kayla also announced Steve would be working part-time with Pathways as of March 1, splitting his time with Our Savior's Lutheran in Moorhead, providing leadership and pastoral care to the church. This will allow him to also help Pathways in moving forward in selecting a new Executive Director in the coming year.

Acknowledged the board is thankful to the synod churches and individuals who have contributed to Pathways and recognized the retiring board members Pastor Mike Schendel, Brent Thorson, Beth Dekrey, Curt Cavelier with his over thirty years as a Trinity representative from Moorhead, and retiring board member Tammie Jensen who can return as the board treasurer.

Pathways Executive Director Annual Report Rev. Steve Peterson

Steve introduced the full time Pathways staff at the meeting. Also acknowledged the seasonal staff, congregations, groups, and individuals who support Pathways. He thanked Trinity Lutheran in Moorhead for donating a building for the Pathways office. He acknowledged the recent loss of the office manager and supports the executive committee's plans to move forward. Steve believes we have had stable camper numbers at the camp, considering the shrinking of many congregations and the increase competition for time and resources for campers.

Steve reported on an electrical fire at Camp Minne-Wa-Kan this winter with the loss of the "John the Baptist" cabin during a retreat. No one was hurt and with the insurance coverage there will be a complete replacement of the cabin.

Steve and Andrea reported there is a need for counselors and seasonal staff for the upcoming summer season.

Report on Program Design Task Force

Traditional Camp and Retreat Ministry Pr. Kayla Billings

Develop working relationships with congregations and Pathways staff at least every three years on how Pathways may best serve the needs and vision of the congregations.; expand and development of year-round retreat ministry; Creative adjustments and variety of summer programming.

Pathways-Congregation Partnership for Renewal of Christ's Church Pr. Chris Leach



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Create an image of Pathways as a special place for people to experience the “hearts burning” aspect of the Christian faith like the disciples walking with Jesus on the road to Emmaus; taking Pathways programming on the road into congregations like baseball field tours, seminars, and teaching events; establish a Pathways bed and breakfast ministry at the camps.

Servant Cross-Cultural and Pilgrimage Experiences Pr. Frank Johnson

Small group cross-cultural/recreational/service learning experiences in the Bemidji-Cass Lake area based at Camp Minne-Wa-Kan offered as trip destination for groups from other camps; special cross-cultural social justice orientation pilgrimage trips.

Lake of the Woods Bible Camp Update Sue Grafstrom

It has been five years since Lake of the Woods Bible Camp Association took possession of the camp from Pathways on August 12, 2013. The LOWBCA voted to divest itself of the property. The Wabanica Lutheran Church which is near the camp has been maintaining the camp since the transfer and seems like the most logical group to take over the camp. However, there has recently been a pastor turnover at the church so progress has been stalled. The property consists of the main lodge, some out buildings that are not used and some undeveloped acreage. The camp currently hosts three to five fishing, scrapbook retreats held a year at the camp.

Pathways Transition Team Sue Graftstrom

Six Month Goal

1. Prioritize Steve's time;
2. Analyze short/long time goals of Executive Director;
3. What is long time goal for Camp Minne-Wa-Kan;
4. Explore the transfer of ownership of Camp Emmaus from Trinity Lutheran, Moorhead to Pathways

Old Business

There was no Old Business before the assembly.

New Business

Approval of Budget Tammie Jenson

Motion to approve Budget - Eric Haugland, Second Curt Cavalier, Carried.

Elections

On the ballot

Re-Election (2nd term expiring 2021)

Sue Grafstrom – Conference 1

Election (2nd term expiring 2021)



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Pr. Mark Olson – Conference 4

Pr. Sheila Michaels – Conference 2

Pr. Eric Clapp – Conference 6

Christy Klemz – Conference 2

Motion to approve unanimous ballot – Linda Bartholome, Second Curt Cavalier,
Carried.

Kayla and Eric Clapp announced Our Savior's Lutheran - Sebeka and
Balsamlund Lutheran - Aldrich have officially joined the membership of Pathways,

Announcements Pr. Kayla Billings

Kayla announced pastors, board members and interested congregational members are
invited to come and check out Camp Emmaus this summer.

There is also a need for summer staff at Camp Emmaus, if you know of any college
students that may be interested let Andrea or Steve know.

Benediction Andrea

Adjourn

Motion to adjourn – Linda Bartholome, Second Curt Cavalier, Carried.

Submitted by Eric Haugland



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Pathways Board Treasurer's Annual Report

Can you believe the year Pathways has seen! A fire at camp, Chris Andreasen as interim director, a new program director, Andrea Wright, and Misty Fry, new office manager! With that being said, ending 2018 with a deficit of \$24,000 is no small feat. It could have been bleaker, but income was actually up from the 2017 year. Retreat income was up by almost 50%, and hosting the National Youth Gathering helped out Pathways. Chris has been a great asset to Pathways, not only for his organizational skills but for his ability to run Pathways as a not for profit business.

Chris has ideas going forward that can push that envelope from barely getting by to securing our mission. His vision for the future and the know how to get us there. You can see by this ambitious, yet attainable budget how he will call everyone that is involved with Pathways to attention. First let's discuss program budget increase; if each congregation were to support the mission of Pathways by just one (or two- who doesn't like a friend at camp!) more camper we could increase the income of Pathways to start shooting for tomorrow rather than supporting for today. Next will be the increase in community support, I ask that each and every one of you – if you care about pathways- just talk about us!

Tammie Jenson



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Pathways Board of Director Chair's Annual Report

Greetings, as the Pathways Board Chairperson, I'd like to share some of the changes that Pathways over this past year and things we are excited about for the future.

After leading Pathways these last few years, our Executive Director, Pastor Steve Peterson retired in July. Prior to this, Brooke Klemetsrud our Program Director changed the course of her career and is attending school to become an elementary school teacher. The Pathways Office physically moved to Moorhead and thanks to the generosity of Trinity Lutheran Church now has wonderful office space for staff and visitors. The relocation of the office to Moorhead has allowed us to be closer to the churches and the stakeholders who attend, support and volunteer for Pathways.

With change comes opportunity and our new full-time staff bring a diverse background and excellent skills to serve Pathways going forward. Misty Frye joined the Pathways office in June and has been instrumental in streamlining bookkeeping, camper registration and general office procedures. Her previous work experience and knowledge of community resources allowed Pathways to expand and improve marketing and development activities. Andrea Wright began last winter as our new Program Director and hit the ground running. Her previous experience as a counselor and leadership staff for Pathways and her exuberant personality provided a great experience for campers and staffers alike. Last but not least, Chris Andreasen began as our Interim Executive Director on July 1st. Chris has a wealth of experience regarding the responsibilities of an executive director. Jumping right in he has been busy creating a development program and traveling Northwestern Minnesota connecting with congregations and stakeholders to tell the Pathways story.

I am extremely optimistic about Pathways future. God has blessed Pathways by placing within our midst the people and opportunities for us to solidify and expand our role in faith-formation for campers, providing outreach for our congregations and providing outdoor opportunities where families, congregations and groups can encounter God.

Thank you for your continued prayers and support!

Sue Grafstrom



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Pathways Executive Director's Annual Report

Pathways had a year of transition and stabilization in 2018. We saw the additions of Andrea Wright as Program Director, Misty Fry as Office Manager, and Lauren Johnson as bookkeeper, all three are excellent additions to the Pathways team. I am thankful to the Pathways year-round staff for their commitment to our mission and their passion for bible camp and outdoor ministry. I would also like to thank former Executive Director, Steve Peterson and his wife, Enid, for their service, dedication, and leadership at Pathways. I am thankful for the 2018 Summer Ministry Team, seasonal staff, the Pathways Board of Directors, Pathways Committee members, volunteers, congregational representatives, and the Pathways donors (individuals, congregations, groups, foundations, and businesses) who support this ministry. I would also like to thank the Lutheran Outdoor Ministries network, past counselors, leadership staff, all the campers, pastors, retreaters, and families who have come to Pathways over the past 50 years. Finally, a special thank you to Julie Kuehl for all of her work on our new website which we are so proud of. To my dad, John Andreasen, for all of his support, guidance, and expertise in his consulting role. To Trinity Lutheran Church in Moorhead for the use of Camp Emmaus and our current office space. And to the countless others who have contributed to the rich history of Pathways.

Pathways plays such an important role in the lives of young people and in the overall health of the church. The impact that the camp experience has on the faith formation and faith journeys of our campers is extraordinary. It prepares future church leaders for service. Camp offers a faith-centered environment that gives kids a chance to participate, unplug from home and devices, create meaningful relationships with counselors and other campers, learn life skills, and they have fun doing it.

Pathways lived out its mission of "Providing unique environments where God encounters people and renews them to live lives of love." This was evident as we welcomed over 550 campers to Camp Emmaus last summer. Through daily devotions, camp games, challenge course activities, and campfire worship services, the faith of campers and counselors was solidified and expanded through God's grace. Pathways also brought 202 young people down to Houston, Texas where they engaged in community service and faith formation at the ELCA National Youth Gathering. Pathways conducted VBS/Day Camps at 16 churches throughout Northwestern Minnesota. Our Day Camp outreach ministry allowed us to spread God's word to 650 day campers, many of whom did not have an opportunity to experience it at camp. Pathways has helped hundreds of campers and counselors establish their faith in God in these



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environments. Our retreat ministry has room for improvement. We had over 700 retreaters at both Camp Emmaus and Camp Minne-Wa-Kan. Other small groups utilized our high adventure Challenge Course with climbing wall, zip line, and high and low ropes elements.

As we look ahead to Pathways 50th year of camping ministry in Northwest Minnesota, I am optimistic about where we are headed. Pathways camp promotion days, church council visits, and conference assemblies have all helped create a buzz about Pathways. A lot of work has been put in to increase Pathways visibility and, hopefully, this will transfer over to an increase in numbers across our 3 ministry platforms. An increase in on-site campers at Emmaus this year is essential. Our Day Camp/VBS outreach ministry is expanding with more campers and churches requesting Day Camps. This summer we will be on the White Earth Indian Reservation to conduct Day Camps in the communities of Rice Lake and Pine Point. This will be a great opportunity for underprivileged kids to experience camp. Small groups continue to inquire about retreat opportunities. We are currently scheduling retreats on a first-come, first-served basis with updated pricing for 2019. We are also bringing back House Boat trips on Rainy Lake this year.

Financial contributions from congregations have dropped modestly, reflecting the current trends within the church. Pathways is offsetting this decline with gifts from other sources such as individuals, businesses, and foundations. We have brought on several new donors to our Path Keeper and Trail Blazer giving clubs.

It is an honor to be a part of Pathways and see the impact that camp has on the faith establishment and development of the people we touch.

Serving with joy,

Chris Andreasen, Interim Executive Director



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Pathways Program Director's Report

Hello and greetings!

2018 was quite the year in the life of this program director. It was a year of many firsts, and truly an incredible first year. I have been humbled and heartened to be welcomed back into familiar spaces, and even more so to be welcomed into new communities to build relationships and see what this ministry has been up to, and where it can go.

Last summer's theme, "This Changes Everything" seems to have been very timely for Pathways, and for me. In a new position, with changes in staff and things to learn every day, there was a flurry of change and activity seemingly at all times, all layered over the constantly shifting landscape of camp. There were a few blind steps and leaps of faith, and I was carried through by people that have shown up and who surround this ministry with their love and spiritual gifts.

With over **1200 youth and families** engaging in our various programs in 2018, participants experienced a change in environment, in perspective, and in relationship to their faith in unique ways. I believe that just as much as last year's theme reflected the ever-changing aspect of camp life, **this summer's theme, "Growing Together"** will reflect the intentional communities we create and foster at camp, which help create space to grow for campers, churches, families and staff.

While out visiting congregations around the area, I've had a chance to talk about what "together" means at camp. **Together means** that when you arrive you are immediately welcomed, and introduced to the people you will be **sharing your experiences** with at camp--your cabin mates. Together we share meals, stories, songs, questions, and laughter. Together means we all **worship** together, sometimes high-fiving and playing air trumpet, sometimes singing up into the starry night sky. Together means **we care for each other**, look out for one another, and **see Christ in each other** each day. Together **we grow and are changed** by new experiences. Our theme verse, Romans 12:2 calls us to do just that: *"Do not be conformed to this world, but rather be transformed by the renewing of your mind, so that you may discern what is the will of God, what is good and acceptable and perfect."*

The importance of growing together is not limited to the campers who arrive at Emmaus, come to one of our Day Camps, or participate in one of our other events. As I visit with these congregations, I am reminded of just how much we belong to one another as larger communities of faith. What happens at camp can build on what's happening in congregations, and as campers come home full of excitement and renewed in their faith, I think about how we are called to empower and



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equip them as they grow into community members, future leaders, and even as young leaders today, transforming the world around them. Camp is a unique, impactful, faith-forming place, but it does not exist alone, it is one piece of puzzle. I'm excited to continue to grow in our journey to fit those pieces together.

I am looking forward to seeing how God is making things grow this year, in our summer staff, the campers, our communities, my coworkers and in myself.

Joyfully,

Andrea Wright
Program Director



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Pathways Facilities 2018 Annual Report

Camp Minnewakan

The past year at Camp Minne-wa-kan saw many improvements throughout the camp. Remodeling finishing touches were completed on the Ark as well as a number of camper cabins. These finishes allow the camp to be better utilized by both campers in the summer and retreats in the off season. One of the bigger projects completed this year was the rebuilding of cabin John the Baptist, which was lost last winter to an unfortunate electrical fire. Much needed updates were done during the rebuild, including in-floor hot water heat and an on-demand hot water heater.

Camper numbers continued to climb for the summer lessee, Concordia Language Village. This brings a challenge for the Facilities department as the maintenance and janitorial load must adapt and grow to match the increased usage of the camp. Alongside the growth of this camp has come the need to monitor water usage and burden on the current septic system. With water usage tracked and the data compiled, phase two of the project will include waste water testing this summer before implementing a new sewage system plan.

As always, there were some unforeseen maintenance issues that came up. This year it was a cracked and leaking water pipe between the water works building and the well. The old galvanized piping in this location was replaced with copper pipe to help decrease the chances of similar issues occurring in the future. A pressure tank in the water works building also had to be replaced after failing unexpectedly. Luckily, these problems were found and fixed before much damage was done to the camp.

For 2019 Minne-wa-kan Workday on May 18th, volunteers will be needed to clean and ready cabins and the dining hall, rake leaves, mow grass, and help with general camp clean up before the commencement of the summer season.

I am hoping the winter has been kind to my long-time camp volunteer, neighbor, and friend as he returns north this spring. His willingness and enthusiasm to better the camp is much appreciated each year.



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Camp Emmaus

The focus during the summer of 2018 at Camp Emmaus included multiple small improvement projects. Daily cleaning and mowing took up the majority of the daily schedule for the summer maintenance crew. A new lawn mower was donated by John Glass late last season and should help stay on top of lawn care in the future. Repairs needed at camp this year included installation of a new used commercial refrigerator in the kitchen and warranty work on the furnace in the dining hall.

Plans were made for a new support pole to be installed on the ever-popular challenge course. Installation will be completed this spring, along with a more defensive plan that will be employed to prevent damage from woodpeckers in the future.

Enough donations were received to do another year of trout stocking in Lake Morgan during the fall. We have been in contact with the DNR Fishery to schedule the next stocking, which could help to optimize the survival success of the fish.

Emmaus Workday is set for May 4th this year. Volunteers will be needed to clean cabins and the kitchen/dining hall, work on groundskeeping, and building repairs. If you have any questions or are interested in volunteering, please contact me at 218-766-6498.

Warm thoughts during this never-ending winter,

Brad Fossen

Facilities Director



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2019 Strategic Leadership Team Report

The Strategic Leadership Team began over 18 months ago as a transition team with a stated purpose of: *Transitioning Pathways, Inc for future sustainability and continuity of mission by assisting with the succession planning of key leadership and securing the future of Pathways.* The original transition team was comprised of Pastor Steve Wold, Pastor John Andreasen, Pastor Clay Ellingson, Pastor Paul Erdahl and Executive Director Pastor Steve Peterson. The short term(3-6 months) goals of the Transition Team were to:

- Manage and Prioritize Retiring Executive Director's Remaining Time with Pathways
- Analyze and Recommend to Pathways Board Short and Long Term Executive Director Role within Pathways Organization

During this period of time, the Transition Team worked with Executive Director Steve Peterson to record information that would be beneficial to the Pathways Organization and the next Executive Director so that a smooth transition could occur. This included a yearly calendar of activities or job duties of the Executive Director, Pathways Site/Facility/Equipment Needs and an inventory of Pathways data and information. Having these documents and information was an important element of a smooth transition of leadership.

The Transition Team recommended hiring an Interim Executive Director for the period of one year and then to evaluate the needs of Pathways and move forward with placing a permanent Executive Director. Chris Andreasen was hired and began on July 15th as the Interim Executive Director for Pathways.

The longer term goals of this committee included:

- Utilizing the current work of the strategic plan, solidify a strategic plan for Pathways Ministries
- Research and Recommend to Pathways Board Long-Term Role of Camp Minnewaukan
- Research and Recommend to Pathways Board Action on Ownership of Camp Emmaus by Pathways Organization



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On April 25, 2018 members of the Transition Team met with representatives from Concordia Language Villages and the Trinity Lutheran Church Council. These initial meetings were designed to make introductions of leadership of each of the participating entities and to open a dialogue to get to know one another.

During the fall, the Transition Team determined that since the short term goals of the Transition Team were completed that this group should be converted to a Strategic Leadership Team to work on the long term goals. The membership of this group changed in that Pastor Erdahl took a call to become a Pastor in another Synod and Steve Peterson retired. Therefore, Chris Andreasen was brought on to this team as the Interim Executive Director and Mark Olson current board member joined the group as well.

The most recent meeting of the Strategic Leadership Team discussed the upcoming 50th Anniversary of Pathways, marketing and constituency research activities and financial and budget items. The Strategic Leadership Team will be meeting before the next board meeting to solidify goals for 2019.

Sue Grafstrom
Strategic Leadership Team Chair



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Pathways 2018 Budget (Income)

	Actual 2018	Budget 2019
Development Revenue		
Congregational Giving	102,404	106,500
Corporate Giving	1,925	21,000
Individual Giving	69,181	71,570
Subtotal Development Revenue	173,510	199,070
Program Revenue		
Emmaus Summer Programs	182,161	224,000
Day Camp	30,820	33,000
Offsite Youth Adventure	6,030	13,000
Retreats	37,112	44,000
Concordia Language Village	82,379	82,500
National Lutheran Youth Gathering	115,276	-
Subtotal Program Revenue	453,778	390,500
Other Revenue		
Insurance Settlement	88,272	-
Sale of Equipment	-	2,500
Contracted Services	19,875	-
Interest and Dividend Income	1,434	1,100
Subtotal Other Revenue	109,581	3,600
Total Revenue	737,708	599,170
<i>*Cabin Fire Revenue included \$88,272</i>		



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Pathways 2018 Budget (Expenses)

Expenses		
Payroll, taxes, & benefits	296,655	304,631
Continuing Education	790	1,000
Conference and Training	1,634	2,000
Bank Charges	1,445	1,500
Loan Payments MIF*	10,800	10,800
Equipment Repair & Purchase	4,454	7,600
Food	30,239	34,000
Canteen & Store	5,770	10,000
Insurance**	143,901	53,000
Licenses & Fees	1,660	2,000
Maintenance, Janitorial, & Linen	19,302	19,500
Office, Housing, & Communication	14,850	11,100
Promotion	14,564	14,000
Professional Services	11,941	10,000
Program Expenses	17,000	17,000
High Adventure	9,946	16,000
National Youth Gathering	106,200	-
Travel	11,518	12,500
Vehicle Expense	14,637	15,000
Staff, Board, Committees		500
Utilities	41,340	40,000
Fund-raising Event	-	2,000
Financial Development	14,478	15,000
Total Expenses	773,124	599,131
Net Income	<u>(-24,616)</u>	<u>39</u>

*New Item not included in previous year budget, 12 Months @ \$981
 **\$92,405 relates to cabin fire expenses