

**2018 Annual Meeting Minutes**  
**Pathways Lutheran Outdoor Ministry**  
**March 23, 2019**  
**St. Paul's Lutheran Church, Crookston, MN**

- Call to Order** Sue Grafstrom, Board Chair 2 pm
- Devotions** Pr. Chris Leach spoke on the theme at Emmaus for the season “Growing Together” Romans 16:12 *Do not be confirmed 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.* Those in attendance shared their favorite transforming story at camp.
- Song** Pr. Chris Leach led *Shake Another Hand* participation song.
- Table Introduction** Sue Grafstrom  
**Introduction of Pathways Staff and Board of Directors**  
Year-round staff present – Pathways Interim Executive Director Chris Andreason, Program Director Andrea Wright, Facilities Director Brad Fossen, Special Congratulations to long time staff members to Camp Emmaus Maintenance Chief John Glass and Food Service Director Donna Yliniemi.  
Board members present –Linda Bartholome, Kenny Dessellier, Taylor Rodriguez, Pr. Kayla Billings, Pr. Eric Clapp, Pr. Mark Olson and Chair Sue Grafstrom, Vice Chair Pr. Chris Leach, Secretary Eric Haugland
- Approval of the Agenda** Motion – Pr. Kayla Billings Second – Linda Bartholome, Carried
- Secretary’s Report of 2017 Annual Report** Eric Haugland  
Motion to approve report – Curt Cavalier, Second Mark Olson, Carried
- Treasurer Report** Tammie Jensen (Not present -stayed on board as a treasury advisor)  
Chris Andreason noted possible reasons for the large debt (\$24,616) was due to the Youth Gathering funds hadn’t come in yet and Camp M-W-K J the B cabin fire insurance didn’t cover the entire cost of the cabin being rebuilt.) Motion to approve report - Eric Haugland, Second Mark Olson, Carried.
- Northwestern MN Synod ELCA** Kris Dernier, NW MN Synod Youth Gathering Coordinator  
Striving to growing new church leaders  
Taylor Rodriguez, NW MN Synod Interim Events Coordinator  
Wouldn’t be in current position w/o power of camp experience
- Board Chair Annual Report** Sue Grafstrom  
Acknowledged seven things
1. Pathways office moved to Moorhead from being in Bemidji and last three years at Camp M-W-K. Trinity offered a building, very thankful for and has allowed Pathways to be closer to resources.
  2. Former Executive Director Steve Peterson retired in July. Prior to his leaving set up a transition team – discussing what the needs are. Lucky to find Chris who was looking for a change so fit our needs as

an interim director. He has been working for 9 months now and a discussion on the position will be held at the next board meeting.

3. Andrea Wright was hired almost a year ago as program director again fortunate to have experience at Emmaus in her new role she hit the ground running leading the camps and day camps.
4. Very fortunate to have John Andreassen's non-profit experience working p/t raising donations.
5. Misty Fry answered an ad for office manager and has been an ENORMOUS help, she is very organized, understands the on-line camp registration program that in the past caused problems. She also has an unexpected talent of asking for donations.
6. Noah Evans a student marketing/social media student at MSU Moorhead volunteered his time to update the website for experience.

These were unexpected experiences, coming together, making Pathways truly blessed.

### **Interim Executive Director Annual Report** Chris Andreasen

Thank you to Andrea, Misty, bookkeeper Lauren Johnson – a tremendous help, board of directors, Steve and Enid Peterson, John (his dad) “keeping me in-line”, T-Rod gathering all the data which is extremely valuable and Julie Kuehl for all her work on the web site – everyone is proud of. Also a big thank you to Trinity for the use of Camp Emmaus and current office space.

Faith Development is so important at the camp and Chris announced a staff member from last year and believed to be coming back this year has accepted a call to a seminary.

Numbers – Registration is up 45% over last year at this time last year there were 180 signed up – currently there are over 260 signed up. Last year there were 124 donors at this time – today there are 244 a 97% increase. 9 new WELCA groups have donated a 41% increase over last year. There will be (two) day camps on the White Earth Reservation this summer. Hope to have houseboat trips on Rainy Lake this summer again.

Being there is no designated retreat coordinator it is hard to register groups. The policy is now a first come first served basis for retreats.

Encourage everyone to come to Pathways 50<sup>th</sup> anniversary on July 13 an all-day affair. Hope to have business contributions for the event and a springboard for families and churches to donate.

### **Program Director Annual Report** Andrea Wright

First came to Emmaus as an 8 yr old, came back as a counselor when a student at UMD. Now later, she has come back as the program director being in position for a year now. It has been a “huge learning experience, it was a whirlwind when I started - I hadn't done a day camp before. But, I have been surrounded by wonderful people, many here today that have helped me so much. I'm excited about our theme this summer and for a great summer.”

Andrea wanted to add a plug to your home churches for seeking summer camp staff. If you know of an awesome high school graduate who you think would be a great

counselor, maybe who are majoring in the medical field, interested in working in food services or maintenance. With an increase in campers this summer we need more staff. Let Andrea know if you know of someone.

### **Facilities Report**

Brad Fossen

“My job – if it breaks you fix it, if it grows you cut it” Brad is asking for help on *Clean Up Days* on May 4<sup>th</sup> at Emmaus and May 18 at M-W-K. There are 33 buildings to get ready at M-W-K and it is often just Brad and his wife helping. Help at either camp - would be much appreciated.

### **Transition - Strategic Leadership Report Team**

Sue Grafstrom

The team met with Steve, Enid and Brad for what needs to be done – short and long range which has been a great help for Chris and the board. Transitioning to a leadership relationship. Now working with Trinity Lutheran Church, Concordia Language Village.

### **Conversation and Small Group Discussion**

Chris Andreasen

The next National Youth Gathering will be in Minneapolis the summer of 2021. A discussion of what Pathways should do for the event as the transportation will be much less. What goals should we have? Chris passed out paper requesting ideas, if you have ideas contact Chris.

### **Old Business**

Sue Graftstrom

There was no Old Business before the assembly.

### **New Business**

Sue Graftstrom

Pr. Mark Olson proposed three actions, the first two were FYI and the third would be to amend the budget.

1. Trout stocking in Lake Morgan. It has been done three times - \$4,000 has been raised by past counselors/pastors ... it is in a designated fund and Mark proposes next year it be put in the general budget.
2. Ojibwe Episcopalian Church Camp. There are currently 100 Episcopalian Churches without a church camp. This includes the Cass Lake camp near Camp M-W-K that closed in the early 2000's. Former executive director Steve Peterson had budgeted \$7,500 in Year 2016 and 2017. Last year it was \$5739. Mark said there will likely be no more Lutheran churches and additional campers than the level we have now. He proposes to open the camp to others including the Ojibwe Episcopalian Church Camp. It needs to be a strategic priority rather than a back end. His hope is to have \$5,000 to \$7,000 in future budgets. Compare the Episcopalians to another synod only state-wide.
3. An Appraisal on Camp M-I-W. Mark proposed a professional appraisal be added to the proposed budget to get an idea on the value of the camp as a starting block on a complex issue of the future of M-W-K and Emmaus.

Discussion -Trout stocking – Kayla and Brad if the stocking fund were to be added to the general fund, what happens when there is a shortfall and money has to be cut, the trout would most likely be one of the first things cut.

Ojibwe native culture camps – How would these camps take place at M-W-K when the Concordia Language Village (CLV) is using the camp all summer.

M-W-K appraisal – Kayla – We are currently in the process of determining what M-W-K means to Pathways. M-W-K and CLV are keeping Pathways afloat. In a crisis – we may lose a valuable resource and exclude the northern tier to a church camp.

Sue – Explanation – The land at Emmaus is owned by Trinity Lutheran in Moorhead. The buildings are owned by Pathways if Trinity would want to sell it would be an issue. Trinity is currently studying to do a major church remodeling. Camp M-W-K is entirely owned by Pathways, CLV uses the camp to teach Spanish June through August which restricts the use of the camp for Pathways. CLV pays Pathways a substantial amount for use of the camp which greatly helps fund Emmaus.

Further discussion – Chris was asked about the cost of an appraisal \$5,000 - \$6,000 he was quoted. But, he couldn't find anyone who would want to do it as there is no like product. An appraisal needs something to work with. Comment – “A normal appraisal only lasts approx. 6 months”. Mark – Leech Lake Band has called in leases and the tribe has taken back cabins due to the many homeless in the tribe so, the value of the M-W-K land on Lake Andrusia is currently quite high. Mark – “I am hoping for a win-win in this complex matter between all parties and feel an appraisal could start the discussion.”

Motion – Mark -Motion to amend the budget to include a \$3,500 appraisal of M-W-K . Second by Pr. Mark Nerland. Vote by raising hands 7 for, 15+ against. Motion fails.

**Approval of 2018 Budget** Motion – Mark Olson Second – Kenny Dessellier, Carried

**Thank You to Outgoing Board Members** Sue Grafstrom

Linda Bartholome has served two terms and Kris Remick living in Rochester, MN makes it too difficult to attend meetings. Thank you for your service.

**Election of New Board Members** Sue Grafstrom

Pr. Kayla Billings, Pr. Clay Ellingson, Pr. Chris Leach terms are up and are reelected. Bonnie Upton from Conference 3 has accepted a term of office.

**Final Notes** Sue Graftstrom and Chris Andreasen

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

Camp Clean Up Day - May 4<sup>th</sup> at Emmaus and May 18<sup>th</sup> at M-W-K

Everyone invited to the 50<sup>th</sup> Anniversary of Pathways July 13, Saturday.  
You are always welcome to visit Camp Emmaus anytime this summer

**Closing Prayer, Benediction** Pr. Chris Leach

**Motion to Adjourn** – Linda Bartholome, Second Curt Cavialler, Carried. 4 pm

Submitted by EH/25 March '19