

Pathways Board of Directors

6/20/2019 at 5pm at Camp Emmaus
Board Meeting Agenda

Members Present: Pastor Eric Clapp, Pastor Christy Klemz, Pastor Chris Leach, Pastor Kayla Billings, Chris Andreasen, Taylor Rodriguez, Eric Haugland, Pastor Sheila Michaels, Bonnie Upham, Pastor Clay Ellingson, Sue Grafstrom, Pastor Mark Olson

Associate Member: Tammie Jenson

1. Call to Order (5:05pm by Sue)
2. Introductions
3. Devotion and Prayer
 - a. Many members, one body; need to be united as a board for the supporting and uplifting of camp.
 - i. What gifts do we bring? Intentionality and organization (Sue), Business Management (Tammie), Passion and Excitement, history of camp (Chris L), Big Picture Visioning and Making Connections (Eric C), History of Camp, Fresh Perspective of recent history and how things function on the ground, big picture (Taylor), Accounting and Business Practices, Auditing (Bonnie), Outside perspective of Pathways and Passion for Outdoor Ministry (Christy), Passion, Voice, Outside Perspective (Kayla), Commitment to common mission of sharing Christ's love, organizational memory (Mark), Willingness to move forward and to help progress happen, looking beyond the struggles of the past (Chris A), Local to the area of ministry, outside perspective (Eric H), Courage to move forward in challenging times, parenthood perspective (Clay), a love for kids and camp, creative thinking and a heart for change (knowing there is nowhere to go but up) (Sheila)
4. Approval of Agenda
 - a. Change end time to 7:55pm, add Gift to Pathways
 - i. Motion – Eric H; 2nd – Eric C; Motion Carried
5. Program Director
 - a. Report
 - i. Written Report Attached
 - ii. 2nd week of programming, on the move. Scheduling changes with ropes. Great staff with many new faces, smaller than hoped for, mesh well together. Personally feeling more prepared, just as busy, but pleasantly surprised with how it all came back. Theme of “Growing Together” has been very fitting. More hands on at camp on-site.
 - b. 50th Anniversary Celebration
 - i. Bulletin and overview distributed and gone through
6. Secretary's Report
 - a. Motion – Mark; 2nd – Eric H; Motion Carried
7. Treasurer's Report
 - a. Profit and Loss
 - i. Income
 1. Congregational giving on par
 2. Org gifts and Individual giving are both way up from 2018
 3. Memorial giving has increased in part due to memorial cards placed at Trinity

4. Summer Youth Revenue is up; payments are being collected in a more timely manner; day camp also up
 5. Retreat income is strictly outside groups outside of Women of Faith; retreats are booking out well
 - ii. Expenses
 1. Up on year-round staffing expenses by about \$12,000
 2. MIF not included on P&L sheet
 3. Overall about 35,000 better than last year
 - b. Motion – Eric H; 2nd – Christy; Motion Carried
8. Executive Director’s Report
- a. Written Report attached
 - b. 575 campers as of this morning; family resort weekend is up (51 coming this weekend); day camp numbers will likely be lower; there is a houseboat trip
 - c. There is a silent auction component that has been added to the 50th Celebration
 - d. Worship Sunday, August 4th open for all – potential to look at making it bigger in the future
9. Board Chair’s Report
- a. Good leadership and management is hiring the best we can and getting out of the way
 - i. More campers come from the work that Chris and Andrea did this winter in visiting and engaging congregations (seems to signal a turn)
 - ii. Struggles to hire good people for summer is a challenge and is the one thing we really need to focus on moving forward
 - b. Discussion was had regarding a more focused approach to recruiting
 - i. Ways of exploring how to fix the wage challenge and encourage more in the way of internships
10. Discussion Items
- a. **Board Member Job Descriptions, Responsibilities, and Expectations**
 - i. Board Member, Executive Member and Ministry Team Attached
 - ii. Board Retreat may need to be re-visioned for this year due to scheduling.
 - iii. Consider addition of the bullet point to the job description regarding strategic point
 - iv. Motion to approve the job description and the executive job description
1st: Mark, 2nd: Eric H
Discussion: Mark encouraged us to consider postponing the vote

Motion to amend by Mark: Add “develop a strategic plan, update it annually and oversee the implementation” 2nd: Chris Motion Carries

Financial ability – levels of giving should be lifted somewhere pertaining to the level; offer giving brochure with descriptions for people to consider when joining the board.
 - v. Motion to approve the job description for board member and executive board member as amended with the consideration of a commitment to serve covenant to be brought forward in August. Motion carried.
 - vi. Properties: Sue Grafstrom, Clay Ellingson, Al Judson, still looking for some additional people who can help with paperwork at MWK
 - b. **Pathways Constitution**
 - i. Articles of Incorporation & By-Laws
 1. Things to ponder for further consideration:

- a. There is no mention of Emmaus or Camp Minne-Wa-Kan in our constitution
 - b. Remove Lake of the Woods from Section 4 and 5
 - c. Elimination of board directors from the constitution – still needed?
 - d. Sale of properties – there is nothing regarding anything but Lake of the Woods
 - e. Membership Churches – how do we affiliate and disaffiliate?
 - i. How are the church memberships maintained?
- c. **Ministry Team Formation** – tabled to August with the exception of iv.
- i. Overview of Ministry Teams
 - ii. Property Team
 - iii. Finance Team & Pathways Treasurer
 - iv. Program Conversation
 - 1. A lack of trust exists across staff.
 - a. Personnel needs to meet to discuss further action
 - 2. Program Ministry Team is being sought to help explore options regarding program director in the future
- d. **Gift to Pathways**
- i. Pastor Roy Noel and Eksjo Lutheran have made a gift in the amount of \$1,500 designated to the “Ojibwe Partnership”
11. Closing Prayer (Clay) – Isaiah 65, thanksgiving for the kids who get to come to camp to get to know the love of God and to hear the message that they are valued and important
12. Adjourn - Next Meeting August 22 at Camp Minne-wa-kan (C.L.V. leaves Aug. 18) 8:20pm
- a. Motion: 1st – Mark 2nd – Kayla Motion Carries