



2019 ANNUAL MEETING

March 22, 2020

Camp Emmaus Menahga, MN



The mission of Pathways is to offer unique environments where God encounters people and renews them to live lives of love.



Northwestern Minnesota Synod
Evangelical Lutheran Church in America
God's work. Our hands.



PATHWAYS LUTHERAN OUTDOOR MINISTRIES

2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

2019 ANNUAL MEETING AGENDA

- **2:45pm Virtual Tour of Facility Improvements at Camp Emmaus**
- **3:00 PM Call to Order:** Sue Grafstrom, Board Chair
- **Prayer**
- **Introductions of Pathways Staff, Board of Directors and others**
- **Approval of Agenda and Overview of Annual Report Document**
- **Reports**
 - Secretary's Report of 2018 Annual Meeting Kayla Billings
 - Treasurer's Report Tammie Jenson
 - Northwestern MN Synod ELCA NW MN Synod Rep
 - Board Chair's Report Sue Grafstrom
 - Executive Director's Report Chris Andreasen
 - Part-time Program Director's Report Taylor Rodriguez
 - Facilities Report Brad Fossen
 - Ministry Team Reports Ministry Team Chairs

- **Old Business:**
- **New Business:**
 - Approval of Budget
 - Thank You to outgoing Board Members
 - Election of Board Members
 - Other:
- **Announcements and Blessing**
- **Adjourn and Lord's Prayer**



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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 or program, financial development, properties, finance ministry teams, etc.), providing camperships for kids to come to camp; and providing the money through contributions to move this ministry forward.

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 members 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 Our Savior's, Sebek</p>
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Congregational Support

Thank you to the following congregations for your financial support in 2019!

Augustana Lutheran Church of Detroit Lakes	Gran Lutheran, Hawley
Bethany Lutheran, Goodridge	Halstad Lutheran, Halstad
Bethany Lutheran, Nevis	Hoff Lutheran, Comstock
Bethany Lutheran, Red Lake Falls	King of Kings, Pueblo, CO
Bethany Lutheran Church, Thief River Falls	Kingo Lutheran, Fosston
Bethesda Lutheran, Moorhead	Little Norway Lutheran, Fertile
Bethlehem Lutheran Church of Newfolden	Lutheran Church of Christ the King, Moorhead
Black River Lutheran, Red Lake Falls	Lutheran Church of the Good Shepherd, Moorhead
Bygland Lutheran, Fisher	Maple Lake Lutheran Church, Fertile
Calvary Lutheran, Perham	Messiah Lutheran, Roseau
Calvary Lutheran, Park Rapids	Moe Lutheran Church
Calvary Lutheran, Winger	New Salem Lutheran, Turtle River
Clearwater Lutheran, Shevlin	North Buffalo Lutheran, Moorhead
Concordia Lutheran, Fertile	Olivet Lutheran, Fargo
Cross Lutheran, St. Paul	Our Redeemer's Lutheran Church, Puposky
Dilworth Lutheran, Dilworth	Our Savior's Lutheran of Thief Lake, Middle River
Ebenezer Lutheran, Plummer	Our Savior's Lutheran, Barnesville
Ekelund Lutheran, Goodridge	Our Savior's Lutheran, East Grand Forks
Eksjo Lutheran Church, Lake Park	Our Savior's Lutheran, Kelliher
Faaberg Lutheran, Fertile	Our Savior's Lutheran, Moorhead
Faith Lutheran, Bagley	Our Savior's Lutheran Church, Sebeka
Faith Lutheran, Goodridge	Puposky Pinewood Pleasant, Puposky
Faith Lutheran, Wolverton	Redeemer Lutheran, Thief River Falls
First Lutheran, Akeley	Rollag Lutheran, Rollag
First Lutheran, Audubon	Salem Lutheran, Oklee
First Lutheran, Bemidji	Salem Lutheran Church, Stephen
First Lutheran, Detroit Lakes	Shelly Marsh River Lutheran, Shelly
First Lutheran, Fargo	Silver Creek Lutheran, Thief River Falls
First Lutheran, Middle River	Solem Lutheran Church, Hawley
First Lutheran, Stephen	St. Pauli Lutheran, Thief River Falls
Fisher Lutheran, Fisher	St. Paul's Lutheran, Crookston
Gary Rindal Lutheran, Gary	Sundal Lutheran, Fertile
Glyndon Lutheran, Glyndon	Trinity Lutheran, Beltrami
Grace Lutheran, Ada	Trinity Lutheran, Crookston
Grace Lutheran, Detroit Lakes	
Grace Lutheran, Grygla	



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Trinity Lutheran, Laporte
Trinity Lutheran, Moorhead
Trinity Lutheran, Waubun
Trinity Lutheran, Pinewood
Wild Rice Lutheran, Twin Valley

Zion Lutheran, Bagley
Zion Lutheran, Thief River Falls
Zion Lutheran, Twin Valley
Zion Lutheran, Warroad

WELCA Support

Thank you to the following Women's groups for your financial support in 2019!

Augustana Lutheran Church WELCA, Detroit
Lakes
Clearwater Lutheran WELCA, Shevlin
Faaberg Lutheran WELCA, Fertile
Faith Lutheran WELCA, Wolverton
First Lutheran WELCA, Akeley
First Lutheran WELCA, Bemidji
Fisher Lutheran WELCA, Fisher
Gran Lutheran Church WELCA, Hawley
Hoff Lutheran Church WELCA, Hoff
Kingo Lutheran WELCA, Fosston
Little Norway Lutheran WELCA, Fertile
New Salem Lutheran WELCA, Turtle River
North Buffalo Lutheran WELCA, Moorhead
Oak Ridge Lutheran WELCA, Thief River Falls
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
Salem Lutheran WELCA, Stephen
Salem WELCA, Buxton
Scandia Lutheran WELCA, Glyndon
Solem Lutheran WELCA, Hawley
St. Pauli Lutheran WELCA, Thief River Falls
Trinity Lutheran WELCA, Crookston
Trinity Lutheran WELCA, Laporte
Wild Rice Lutheran WELCA, Twin Valley
Zion Lutheran WELCA, Oklee
Zion Lutheran WELCA, Twin Valley
Zion Lutheran WELCA, Warroad



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Business Support

Pathways would like to thank the following businesses for supporting our ministry mission in 2019.

Ace Cwikla Hardware (Park Rapids)
Always There Staffing
Aunt Belle's Confectionary
Beyond Juice
Blue84 Lakeshirts
Blueberry Pines Golf Club
Cat Creek Auto, Menahga
Courtyard by Marriott (Moorhead)
Erbert and Gerbert's
First National Bank, Bemidji
Frazee Golf Course
Gate City Bank
Hafner's Greenhouse
HVH Accounting, Park Rapids
Irene's Favorite Things
Jan's Hair Attitude
Jewel of the Northwoods
Juven Tours & Travel, Inc.
Korsmo Funeral Service

Melberg's Church Supply
Menahga Bake Shop
Menahga Bake Shop, Menahga
Merle's Steam Clean (Bemidji)
Northern Cycle
Old Lutheran, Inc.
Old Lutheran, Moorhead
Rock Paper Scissors
Schuck Bus Company, Moorhead
Seip Drug
Thielen Motors, Park Rapids
Thorsteinson & Sons Construction Company,
Fargo
Twin Lakes Lodge & Resort
Unwined, Dilworth
Utke's Country Pine Furnishings
Wright Funeral Home, Moorhead
Y Steakhouse
Zorbaz



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Individual & Family Support

Our thanks to the individuals and families that supported Pathways' in 2019!

WHITE PINE \$5,000-\$10,000

Gambell, Anthony & Karin
Glas, John & Nadine

ASPEN \$2,500-\$4,999

Andreasen, John & Carol Sue
Jacobson, Curt & Kathy

TRAILBLAZER \$1,000-\$2,499

Andreasen, Christopher
Bock, Miriam
Ellingson, Clay & Sue
Fossen, Brad
Gambell, Janet
Hanson, Jerry & Joanne
Meyer, Meryln & Gwen
Peterson, Jean
Schiotz, Marlene
Tallakson, C. A.
Wold, Stephen & Terrie

BIRCH \$500-\$999

Andreasen, Kjerstin
Blattenbauer, Madison
Bock, Miriam
Branden, Dianna
Hager, Jamie
Harstad, Bill & Dorothy
Haugo, Allan & Vicki
Judson, Alan & Jo
Olson, Mark & Sara
Randklev, Beth
Wahlberg, J.C. & Mavis

TAMARAC \$250-\$499

Billings, Kayla
Clapp, Kevin & Sheryll
Dessellier, Ken
Dragseth, Maureen
Evans, Robley & Tonia
Fisher, Wilbur
Fuchs, Joseph & Kelli
Grafstrom, Sue & Paul
Hanson, Allen & Loree
Haugland, Eric
Kelsey, Hope
Korsmo, George
Leach, Christopher & Sarah
Lysaker, Mavis
Nelson, Janet
Nielson, Stacy
Olson, Roger
Pederson, Yvonne
Rodriquez, Taylor
Schendel, Michael
Schiotz, Kirstin
Upham, Bonnie
Varland, Dana
Wallace, Judith



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Path Keepers

\$120 – \$249

Accola, Michael & Melanie	Kjos, Monte
Albertson, Laurie	Klemetson, Stacy
Bartholome, Linda	Kvamme, Evelyn
Bentley, Geoffrey	Lieder, Bernard
Bergland, Helen	Lind, Helene
Cavalier, Curt & Sue	Maki, Bill & Karen
Clapp, Eric & Megan	Marjamaa, Harold
Dahlum, Ina	Meyer, Dorothy
Dalager, Phyllis	Moen, Randy & Leann
Dauner, Harley & Norma	Nord, Jeff & Diane
DeLap, Roger & Carol	Olson, Marcia
Domek, Robert	Pederson, David & Heather
Boe, Ivy Ekre	Peterson, Steve & Enid
Etterman, Eileen	Pipho, Armin
Fensom, Simon	Quello, Jaime & Brooke
Haugen, Vicky	Reck, William & Jill
Hendrickson, Paul	Scheuring, Marie
Hermann, Elaine	Schulz, Brian
Hermodson, Rev. Arlen	Skaurud, Vicki
Hewitt, Mark & Peg	Streed, Stephen
Hulden, John	Thararldson, Tom
Jewell, Nancy	Trudeau, Kari
Johnk, Ashley	Way, Dallas & Joyce
Jossund, John & Lorraine	Weiss, Vernell & Avis
Kappahn, Keith	Wibe, Ruth
Karch, Lisa	Yliniemi, Donna



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Pathways, Inc. Board of Directors as of February 14, 2020

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

Pathways Year Round Staff as of February 14, 2020

Chris Andreasen	Executive Director
Taylor Rodriguez	Part-Time Program Director
Misty Fry	Office Manager
Brad Fossen	Facilities Director
Megan Fisher	Administrative Assistant
Donna Yliniemi	Food Service Director



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2019 DAY CAMP NUMBERS

Day Camp Location	# of Participants
Glyndon Lutheran, Glyndon	53
Trinity Lutheran, Crookston	42
Bethesda Lutheran, Moorhead	15
Climax Lutheran, Climax	17
Faith Lutheran, Bagley	20
Concordia Lutheran, Fertile	62
Moe/Messiah, Roseau	41
Grace Lutheran, Ada	29
St. Peter's Lutheran, Audubon	34
Bethel Lutheran, Greenbush	38
Zion Lutheran, Warroad	47
Faith Lutheran, Goodridge	42
Zion/Redeemer, Thief River Falls	61
Our Saviors Lutheran, Middle River	16
Rice Lake, White Earth	11
Pine Point, White Earth	29
Trinity Lutheran, Waubun	39



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Red River Lutheran, Hallock	25
First Lutheran, Baudette	17
TOTAL	638

2019 CAMP NUMBERS

By Week	Emmaus	Wet & WILDerness	Total
Wk 1	24	-	24
Wk 2	82	-	82
Family Resort Weekend	47	-	47
Wk 3	55	4	59
Wk 4	119	1	120
Wk5	76	2	78
Wk6	72	4	76
Wk 7	49	4	53
Grandparents Weekend	11	-	11
Wk8	28	14	42
TOTAL	563	29	592



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2019 RETREAT NUMBERS

Camp	Dates	# of Guests
Emmaus	01/1/-21	30
Emmaus	01/31-02/03	10
Minnewakan	02/01-02	24
Emmaus	02/07-10	10
Emmaus	03/02	150
Emmaus	03/07-10	11
Emmaus	03/22-23	14
Emmaus	03/28-31	18
Emmaus	04/05-6	45
Emmaus	04/11-14	11
Emmaus	04/25-28	21
Minnewakan	05/03-4	29
Camp Rental Emmaus	06/29-07/04	50
Emmaus	07/06	50
Emmaus	08/12	22
Emmaus	08/14	20
Minnewakan	08/24	150
Emmaus	09/07	200



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Minnewakan	09/06-7	42
Emmaus	09/26-29	11
Emmaus	10/03-6	10
Emmaus	10/10-13	17
Emmaus	10/10	10
Emmaus	10/24-27	10
Emmaus	11/08-10	7
Emmaus	11/08-10/11	11
Emmaus	12/07	50
Total: 1033	MWK Total: 245 (4 events)	Emmaus Total: 788 (21 events)



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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 Andreasen, 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 Andreasen 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



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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 50th anniversary on July 13 an all-day affair.



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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 4th 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.



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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.”



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

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Camp Emmaus, Menahga, MN

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 4th at Emmaus and May 18th at M-W-K

Everyone invited to the 50th 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



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Pathways Board Treasurer's Annual Report

Pathways Inc.

BALANCE SHEET As of December 31, 2019

	TOTAL
ASSETS	
100 FNB Checking	72,620.67
101 Gate City Bank Checking	26,932.85
103 Emmaus Petty Cash Bags	0.00
104 Petty Cash - NYG	0.00
110 FNB Money Market	-2,846.67
110.10 Unrestricted Funds	4,406.44
110.15 Native Day Camps	2,818.55
110.30 Trout Stocking	457.50
110.35 Emmaus Maintenance Fund	5,730.22
110.40 DIW Grant	0.00
112 Restricted Campership Funds	2,880.84
Total 110 FNB Money Market	13,446.88
Total Bank Accounts	\$113,000.40
Accounts Receivable 125 Accounts Receivable	3,031.30
Total Accounts Receivable	\$3,031.30
Other Current Assets 120 Prepaid Expense	2,593.99
12000 Undeposited Funds	1,000.00
122 Prepaid Insurance	5,979.97
Total Other Current Assets	\$9,573.96
Total Current Assets	\$125,605.66



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Fixed Assets	
140 Land	175,320.00
150 Building	1,319,273.46
155 A/D - Building	-695,281.59
160 Vehicle	59,746.94
162 Vehicle - Facility Director	13,953.00
165 A/D - Vehicle	-35,759.73
170 Equipment	84,695.58
175 A/D - Equipment	-64,067.97
180 Challenge Course	43,840.33
185 A/D - Challenge Course	-28,097.19
Total Fixed Assets	\$873,622.83
TOTAL ASSETS	\$999,228.49



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

LIABILITIES AND EQUITY

Current Liabilities

200 Accounts Payable	771.02
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Total Accounts Payable	\$771.02
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Other Liabilities

205 Deferred Revenue	55,883.25
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220 Federal WH	-829.00
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221 FICA	-2,341.32
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222 Medicare	1,492.33
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224 State WH	-1,059.37
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250 MIF Loan	100,843.74
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257 FNB Vehicle Loan (6350)	3,717.52
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Total Other Current Liabilities	\$157,707.15
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Total Current Liabilities	\$158,478.17
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Total Liabilities	\$158,478.17
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Equity

290 Temp. Restricted Net Assets	30.00
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295 Equity / Unrestricted	657,714.30
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299 Unrestricted Net Assets	117,987.43
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Net Income	65,018.59
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Total Equity	\$840,750.32
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TOTAL LIABILITIES AND EQUITY	\$999,228.49
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PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Pathways Inc. PROFIT AND LOSS January - December 2019

	TOTAL	
	JAN - DEC 2019	JAN - DEC 2018 (PP)
INCOME	90,889.99	95,879.30
300 Development Revenue		
301 Congregational Giving		
303 Organization Grants	12,586.79	175.00
305 Church Groups	7,941.59	6,690.00
310 Business	2,232.94	1,925.00
310.1 Cabin Fire (deleted)		88,272.01
Total 310 Business	2,232.94	90,197.01
320 Fundraiser Income	990.93	427.18
335 Individual Giving		2,868.00
335.1 Unrestricted	38,708.05	17,018.51
335.15 Restricted	2,880.84	
335.2 Spring Direct Mail (deleted)	2,745.00	8,162.00
335.3 Fall Direct Mail (deleted)		13,310.00
335.4 Christmas Direct Mail (deleted)	425.00	14,885.00
335.5 Give to the Max Day (deleted)	12,265.49	3,818.07
335.7 Fall/Winter Newsletter Giving (deleted)		1,600.00
335.75 Spring/Summer Newsletter Giving (deleted)	1,125.00	
335.8 Trout Stocking		750.00
335.9 Mini Van Fund	6,000.00	
335.95 Ojibwe/Native American Ministry (deleted)		5,739.00
Total 335 Individual Giving	64,149.38	68,150.58
336 Memorial Giving	2,610.00	685.00
Total 300 Development Revenue	181,401.62	262,204.07
340 Program Revenue		839.38
342 Emmaus Summer Youth	202,826.50	167,164.13
343 Emmaus Camp Store	216.00	
343.1 Emmaus Online Camp Store	439.98	
Total 343 Emmaus Camp Store	655.98	
345 Emmaus Adult and Intergen Camps 345.1 Family Resort Income	1,160.00	530.00
Total 345 Emmaus Adult and Intergen Camps	1,160.00	530.00
346 Emmaus Canteen	13,910.02	14,511.62
347 Day Camp Income	34,575.89	30,820.00
348 Concordia Language Village	81,037.75	82,379.25



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349 National Youth Gathering		115,275.56
350 Emmaus off Site Youth Adventure 350.1 Wet & Wilderness	6,431.99	6,030.00
350.2 Houseboat Income	8,200.00	
Total 350 Emmaus off Site Youth Adventure	14,631.99	6,030.00
360 Retreat Income		2,360.00
360.1 Emmaus Pathways Prog Retreats	4,634.00	9,210.00
360.2 Emmaus Hosted Retreats	32,444.08	23,031.56
360.4 MinneWaKan Hosted Retreats (deleted)	1,876.20	2,885.00
360.7 Hosted Retreats	150.00	
Total 360 Retreat Income	39,104.28	37,486.56
Total 340 Program Revenue	387,902.41	455,036.50
397 Contracted Services (deleted)		19,875.00
398 Interest Income	37.87	682.25
399 Dividend Income	1,074.72	760.76
Total Income	\$570,416.62	\$738,558.58
EXPENSES		
	JAN - DEC 2019	JAN - DEC 2018 (PP)
400.4 Retreat Staff	595.00	3,282.40
400.5 Camp America	8,700.00	8,140.00
Total 400 Payroll	221,977.77	228,642.34
401 Payroll Benefits	37,785.78	53,522.61
403 Property Tax Expense	185.00	
405 Payroll Taxes	16,163.66	14,500.16
409 Continuing Education 409.1 Executive Director	125.00	790.00
409.4 Office Manager	95.00	
Total 409 Continuing Education	220.00	790.00
410 Bank Charges	98.97	113.26
410.1 Online Processing Fees	6.44	1,226.68
410.3 Loan Charges		105.30
410.4 Service Fee	119.38	
Total 410 Bank Charges	224.79	1,445.24
412 Loan Expense	50.00	
415 Conference & Training	178.75	1,633.75
420 Equipment Repair	1,724.37	2,904.01
421 Equipment Purchases	1,717.80	1,507.32
430 Meals Expense		1,665.02
430.1 Summer Camp on-site	25,604.05	25,467.21



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

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Camp Emmaus, Menahga, MN

430.2 Summer camp off-site	365.78	
430.3 Retreats	5,728.31	3,056.47
430.4 Donor Meetings	217.00	76.58
430.5 Travel	7.27	
Total 430 Meals Expense	31,922.41	30,265.28
435 Insurance	46,545.18	47,372.95
435.1 Cabin Fire Expense (deleted)		90,110.63

Total 435 Insurance	46,545.18	137,483.58
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440 Interest Expense	1.71	
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443 Janitorial & Linen	3,233.47	2,927.20
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445 Licenes & Fees	2,147.27	1,660.27
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450 Maintenance	16,732.33	16,356.72
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455 Office Supplies	5,572.57	6,411.99
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460 Phone and Internet		2,200.36
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460.1 Phone and Internet - MWK	1,131.00	4,173.77
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460.2 Phone and Internet - Office	3,634.41	223.17
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460.3 Phone and Internet - Emmaus	2,010.16	1,826.04
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Total 460 Phone and Internet	6,775.57	8,423.34
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465 Promotion	9,711.19	14,563.62
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470 Professional Services	15,859.35	11,941.19
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482 Program Expenses		2,796.69
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482.1 General Program	3,890.72	1,766.69
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482.2 Program Equipment	345.42	560.50
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482.3 Expenses-Camp America Program (deleted)		875.29
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482.4 Emmaus Summer Camp	5,178.84	10,771.28
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482.6 Day Camp	1,617.85	
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482.7 Retreats	456.25	73.62
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482.8 Supplies First Aid		28.30
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482.9 Trout Stocking		1,460.00
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Total 482 Program Expenses	11,489.08	18,332.37
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485 Travel		618.64
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485.1 Year Round Staff	7,929.45	8,967.12
485.2 Summer Staff	884.44	1,932.03
485.3 Volunteer/Board	596.94	
Total 485 Travel	9,410.83	11,517.79
486 Staff/Board/Committee Expense	324.93	52.96
490 Utilities	32,554.07	37,494.01
495 Vehicle Expense	7,069.75	9,018.14
499 Miscellaneous Expense	57.21	92.00
500 Canteen Expense	-738.87	5,769.94
501 Camp Store Expense	12,755.31	
501.1 Online Camp Store	924.98	
Total 501 Camp Store Expense	13,680.29	
505 Fundraiser Expense	252.24	
515 Financial Development Expense	2,369.33	14,477.69
530 High Adventure Challenge Course Exp	2,371.50	6,024.07
533 Houseboat Expense	5,339.32	
531 535 Wet n Wilderness	2,249.38	3,921.94
Total 530 High Adventure	9,960.20	9,946.01
540 National Youth Program		106,200.05
570 Bad Debt	240.00	
Total Expenses	\$505,398.03	\$747,879.58
NET OPERATING INCOME	\$65,018.59	\$ -9,321.00
NET INCOME	\$65,018.59	\$ -9,321.00



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Pathways Board of Director Chair's Annual Report

Greetings, on behalf of the Pathways Board of Directors it is with gratitude that I write this year's report on all the blessings that have been bestowed on Pathways Outdoor Ministries. 2019 was a year of celebrating our past confident that the future of this organization will be here to serve the churches of the NW Minnesota Synod well into the future.

The commissioning of Chris Andreasen as Executive Director at our 50th Anniversary Celebration in July was indicative of the changing tide that we as board members have begun to feel as Chris began his work back in July of 2018. Chris officially became the Executive Director in June of 2019 after serving over 11 months as an Interim Executive Director. In this short amount of time, Chris has successfully streamlined office operations, established a more aggressive program for fundraising and financial development and began more intensive outreach and relationship building with our churches and membership.

Last season we were able to increase the number of campers coming to Emmaus as well as an increase the number of day camps that Pathways brought out to congregations across Northwestern Minnesota. Notably, Pathways partnered with two churches to provide day camp to two congregations of Native Americans on the White Earth Indian Reservation. These ministries are an exciting opportunity for Pathways now and as we look forward to ways to serve this and other under represented populations in our synod.

Recognizing the important role that outdoor ministry has in leadership development of our future church clergy and leaders, Pathways is becoming more intentional in developing leaders for camping ministries through the revival of the "Called and Sent" Program which will allow for selected young adults to complete a leadership program this summer and spend at least 4 weeks as counselors in training. Changing demographics and increased employment opportunities for our young adults has given us the opportunity to begin identifying and encouraging our campers to consider this program. In the short term, Pathways needs to be able to staff our camps with the best servant leaders but in the long term these are our future pastors and youth directors who may be called to serve our churches and communities.



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Last but not least, the board is very excited for the updates and additions happening to the grounds at Camp Emmaus. Some of you may have seen some pictures on our social media beginning last fall, in repurposing some of our current staffing spaces into a dedicated camp store closer to the heart of camp and remodeling of the staff space into a smaller retreat center. Funds for a new garage are already secured so construction will begin this summer. The garage will not only enhance maintenance operations at Camp Emmaus but will also provide larger indoor space for projects and activities.

Thanks again for your continued prayers and support of Pathways Outdoor Ministries. Please continue to prayer for our staff, campers and churches as we embark our 51st year of "Providing unique environments where God encounters people."

Sue Grafstrom, Board Chair



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Pathways Executive Director's Annual Report

Pathways had a great year in 2019. We celebrated 50 years of camping ministry with an anniversary event of Saturday, July 13 at Camp Emmaus. The weather was perfect and we had opportunities to reminisce, connect and look to the future. The day culminated with a beautiful worship service outside the lodge on the shores of Lake Morgan. It was such a special day that really lived up to our mission of offering unique environments where God encounters people and renews them to lives of love.

Our 2019 summer program theme was **"Growing Together"** and we focused on our theme bible verse from Romans 12:2 – *"Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect."* Pathways campers and counselors looked at the Christian concepts of Generosity, Compassion, Justice and Forgiveness and how these things affected their lives. In 2019 Pathways welcomed 43 more campers to Camp Emmaus than we did in 2018 for a total of 592 campers on-site. Our Day Camp/VBS numbers remained consistent with a total of 638 kids reached at 19 locations across northwest Minnesota, including Rice Lake and Pine Point on the White Earth Indian Reservation. Our retreat numbers were up significantly at both Camp Minnewakan and Camp Emmaus and we saw increased use of our high adventure challenge course. We reached a total of 1033 retreaters with a focus on spiritual renewal, leadership and connecting to God's creation and nature. Overall, Pathways increased the number of lives we reached by over 20% in 2019 compared to the previous year.

On the financial side of things Pathways had a very successful year. We ended 2019 with a surplus of \$54,000, the first time we have ended in the black in quite a few years. Congregational giving held strong with many gifts coming in at the end of the year or after we closed the books for 2019. We saw an increase in foundation/endowment fund giving and that will continue to be a source of revenue that we look at. We have added many new individual and business donors. Online giving holidays like Give to the Max Day and Giving Hearts Day help us attract new supporters as well as promote our mission and programs on social media. The response to the Pathfinder newsletter and appeal letters has been positive. We have come up with some unique and interesting stories that tell of the impact that camp has on people's faith and information about relevant issues that we are facing.

The facility improvements at Camp Emmaus continue to progress. The old garage has been transformed into a beautiful meeting space free of clutter with access to a new back patio. The camp store has moved into Cabin Grace and the staff building has been cleaned up with additional access to the back patio. Smaller projects like beach cleanup, siding and paint really help to make the camp more functional and welcoming. Plans are in place to update the girls' bath house very soon. Next we will



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be building a new multi-purpose maintenance building as we strive to be better stewards of the property.

Over the past year we have strengthened our key partnerships with Trinity Lutheran Church in Moorhead and Concordia Language Villages. We will continue to work closely with these partners and honor the lease agreements that are in place. Currently Pathways is leasing Camp Emmaus from Trinity Lutheran Church and we are responsible for \$10,000 of facility improvements each year to that property. Camp Minnewakan is being leased to C.L.V. in the summer months and that agreement is scheduled to run until the summer of 2025. We are grateful for our partners and they play an important role in the sustainability of Pathways.

As sustaining partners of Lutheran Outdoor Ministries (LOM), Pathways receives the many benefits that they provide. LOM offers support, advice, curriculum development, and networking opportunities for camp professionals. Our involvement in the west Midwest conference gathering was eye opening and we took a deeper look at staffing issues affecting our summer programs. It is great to be a part of such an important organization that cares about the wellbeing of our camps, our programs, and our people.

Our summer program for 2020 is titled **Pass It On: From Generation to Generation** will impact the faith formation of our campers and counselors. We will focus on our theme bible verse Psalm 100:5 – *“For the Lord is good, his steadfast love endures forever and his faithfulness to all generations.”* The faith of Pathways campers and counselors will be impacted as we look at the stories of familiar bible characters and their response to God’s call in their lives in the midst of unpredictability and challenges. It is fun to think of all the wonderful blessings and gifts that Pathways has passed on to those who came before us. Now it is time to give these fun and faith building experiences back to the next generation of campers.

It is an honor to lead Pathways forward and we are all excited about this summer and beyond. Thank you to everyone who supports Pathways with your thoughts, prayers, service, and financial support. You are appreciated! Thank You! Finally, I want extend an open invitation to everyone to come out and connect with us at camp. I hope to see you all around the camp fire.

Serving with Joy,

Chris Andreasen, Executive Director
Pathways LOM



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
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Pathways Part-Time Program Director's Annual Report

Hello! My name is Taylor Rodriguez, and I serve as the half-time Program Director here at Pathways. I'm excited to be serving year-round at Pathways, having been a camper from 2002-2013, a summer staff member from 2015-2018, and a board of directors' member in 2019. Now as a year-round member, I'm most excited to help continue the mission and ministry of Pathways by helping spread God's grace and unconditional love to all, and to be a part of taking Pathways into the next 50 years of ministry through programming at Camp Emmaus, Camp Minne-Wa-Kan, and beyond.

Our theme for this summer is "Pass it on: From Generation to Generation", based on Psalm 100:5, "For the Lord is good; His steadfast love endures forever, and his faithfulness to all generations." A timely theme for an organization who just celebrated generations of camp with a 50th Anniversary Celebration, and one that will teach our campers about God's call and promised faithfulness is the midst of life's unpredictability and challenges.

My first day on the job was December 1st, and since then I've hit the ground running on bringing back returning staff and recruiting new members for the summer of 2020. Our goal is to bring on 37 summer staff, including 20 counselors, to support our programming for this coming summer. My efforts have guided me through many conversations and interviews of the returning staff, as I've previously had limited moments with them prior to taking this role. We have also been present at both Concordia College and the University of Minnesota, Morris for recruitment days, and have had great success in acquiring contacts and generating interest in Pathways. I'm happy to announce that, as of one week prior to this meeting, there are 17 staff members on board, with another 10 in conversation with me. I'm thrilled to be over halfway to our staffing goal, but there are still spots left that are needing to be filled. As such, I ask of you to help us in the search for young adults to join the Summer Ministry Team, and encourage those that are discerning the call to summer camp to get in contact with us in the main office, either by giving us a call, sending us an email, or visiting during our office hours.

Outside of recruiting staff, I spent a day hand delivering summer program brochures out to our congregations, making connections with familiar and unfamiliar faces, and visiting our congregations promoting camp through temple talks and children's messages. I've also begun



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

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the process of putting together staff training for our counselors and leadership staff. I'm looking forward to equipping these young adults with the skills, knowledge, compassion and strategies so that every camper in a Pathways program receives the grace and love of Christ.

All in all, this will be a new learning experience for me as the Holy Spirit guides me through my first year in this new position. There is plenty of work yet to be done ahead of summer, but with plenty of helping hands and heads, I'm confident this summer will be one of growth for Pathways. I look forward to being a part of the mission and ministry of Pathways yet again, and to continue to live into the body of our Lord, Jesus Christ.

Peace to you,

Taylor Rodriguez
Pathways Program Director

Pathways Facilities Director's Annual Report

Annual Facility Report 2019

This year seemed to fly by, likely due to the larger repairs at camp and the planning of future projects. Unfortunately, I must start off with some sad news. Spring and early summer brought the illness and quick passing of a longtime friend and Minnewakan volunteer. Camp preparation for Concordia was a little quieter and took on a more somber tone. The spring work was also more daunting when facing it solo. An unexpected event such as that really makes a person appreciate companionship and dedicated, independent workers. On a more positive note, the rest of summer camp at Minnewakan went on without any major hiccups. Fall surveying of what projects may be ahead revealed many birch trees around camp that are nearing their accepted lifespan. This precarious project will need to be done in stages, and hopefully before any summer storms can beat me to it. Camp was closed down on a high note that was also a first for me in my 15 years with Pathways. Former Pathways employee, Andrea Onstad, and her family readied the camp for her wedding once Concordia cleared out. The camp got a good once over and the chapel got a deep clean so that it could hold the ceremony. The camp played host to many well-wishers, and it was fun to see Minnewakan in a different light. After the wedding, the camp was left ready for the off-season retreats of confirmation groups and the annual BSU choir retreat.



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Conversely to Minnewakan, Camp Emmaus did not fare quite as well in the repairs department. Before camp started, the original cooler compressor for the walk-in finally melted down and was no longer repairable. The compressor on the furnace in the Welcome Center also went out and was deemed too unreliable and unsafe for use. The large amounts of rain over the summer kept the grass growing and the floating dock rising. We had to adjust and reanchor it numerous times only to have it twist again with the next summer storm. Any other repairs were too small to be memorable, and were attended to on the days I was not at Minnewakan. We added two 7-passenger vans to the Pathways fleet of vehicles this spring. Thankfully, we haven't had to do any major vehicle repairs, and have been able to get by with a few tires and the annual maintenance checkup. Summer camp came and went in the blink of an eye, one minute we were completing last minute projects before the first campers arrived, and the next we were watching as the last group was leaving.

Some large snowstorms this year compounded an already difficult snowplowing situation. With nearly 300,000 miles on it, the old red plow truck has been barely limping along for a few years now. I decided that it was time to let it go and move the plow to the newer gray Chevy truck. It took a little extra iron and a lot of welding, but the transition has been well worth it. Plowing snow, which comprises a large portion of my time in the winter, is now enjoyable rather than a hazardous endeavor. Who knew working heat and intact floorboards could make such a difference!

Some exciting news and preview into 2020 is the remodeling of the Welcome Center, as well as plans for a new shop and cold storage building. The dust is settling on Phase One of the Welcome Center project, and there has been quite the transformation. From new patio doors and paint to tearing down of walls and new flooring. Although the loss of the shop was a hard pill to swallow, I am encouraged by the plans in place for the new shop building that will be erected this coming year to facilitate the maintenance aspects of the camp. In addition to a heated shop, there will be a larger cold storage portion that will also be used for programming purposes in the summer. In appreciation of the smaller things in life, I look forward to the day when I am able to service vehicles and small equipment inside rather than while lying in a snowbank or on cardboard and blankets to avoid the wet ground.

The Welcome Center is open for touring and I'd be happy to answer any questions about that building or the new shop. Looking forward to a year of more "firsts" and improvements for the Pathways organization!

Respectfully,
Bradley Fossen
Facility Director



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Pathways 2020 Budget (Income)

Development Revenue	<u>Budget 2020</u>	<u>Actual 2019</u>
Congregations	115,750	111,419
Corporate Giving	7,000	2,233
Individual Giving	66,000	67,750
Subtotal Development Revenue	188,750	181,402
Program Revenue		
Emmaus Summer Programs	223,000	203,987
Day Camp	35,000	34,576
Offsite Youth Adventure	23,000	14,632
Retreats	39,000	39,104
Concordia Language Village	80,125	81,038
Camp Store and Canteen	16,000	14,566
Subtotal Program Revenue	416,125	387,903
Other Revenue		
Sale of Equipment	2,500	-
Interest Income	300	38
Dividend Income	800	1,075
Subtotal Other Revenue	3,600	1,113
Total Revenue	608,475	570,418



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Pathways 2020 Budget (Expenses)

Expenses	<u>Budget 2020</u>	<u>Actual 2019</u>
Payroll, taxes, & benefits	329,627	276,113
Continuing Education	1,000	220
Conference and Training	2,000	179
Bank Charges	1,600	275
Loan Payments MIF	10,212	10,212
Equipment Repair & Purchase	4,500	3,442
Food	34,250	31,922
Camp Store and Canteen	15,000	13,680
Insurance	52,900	46,545
Licenses & Fees	2,500	2,147
Maintenance, Janitorial, & Linen	20,000	19,965
Office, Housing, & Communication	13,000	12,349
Promotion	14,000	9,711
Professional Services	14,000	15,859
Program Expenses	12,550	11,489
High Adventure	14,000	9,960
Travel	11,500	9,411
Vehicle Expense	8,000	7,070
Staff, Board, Committees	500	325
Utilities	35,000	32,554
Fundraising Events	2,000	252
Financial Development	10,000	2,369
Miscellaneous	100	297
Total Expenses	608,239	516,346
NET INCOME	236	54,072



PATHWAYS LUTHERAN OUTDOOR MINISTRIES 2019 ANNUAL MEETING

Sunday, March 22, 2020
Camp Emmaus, Menahga, MN

Board of Directors 2020 Nominations/Elections

Re-Elections: (2nd Term would expire 2023)

_____ Pastor Chris Leach (Conference 5)

Elections: (1st Term would expire 2023)

_____ Mr. Dave Dalager _____ (Conference 1)

_____ Rev. Jonathan Dodson _____ (Conference 2)

_____ _____ (Conference 3)

_____ Mr. Alan Judson _____ (Conference 4)

_____ Mrs. Angie Behr _____ (At-Large member)

_____ _____ (At-Large member)

_____ _____ (At-Large member)

_____ _____ (At-Large member)

*Additional nominees from the floor should align with representation from areas served