

Pathways Board of Directors
November 7, 2019
Board Meeting Agenda

Members present: Pastor Mark Olson, Pastor Eric Clapp, Pastor Chris Leach, Pastor Christy Klemz, Pastor Clay Ellingson, Pastor Kayla Billings, Bonnie Upham, Kenny Dessellier, Sue Grafstrom, Chris Andreasen, Taylor Rodriguez

Associate Member: Tammie Jensen

Meeting Called to Order – 5:02pm

Mission Statement – Pathways provides unique environments where God encounters people and renews them to live lives of love.

Unique environments
God encounter – must be stressed
Renewal – focus on spiritual renewal and growth
Live lives of love – bringing it back home

Every decision must look through the lens of this mission.

Devotions – Chapter 5

Our Fundamental Question: How do we do what we do together?
How do we use our gifts for the organization as a whole?

Covenant – Ties into our job descriptions and is a signed commitment of our responsibilities.

In 2 edit to read “uplifts Pathways, our staff, and each other at all times”

In 4 edit to read “mission, vision and strategic plan”

Add a number 6 to read “Adhere to, uphold, and follow board member job descriptions.”

Chris L motion to adopt. Eric Clapp second. No discussion. Motion carried.

Agenda – Eric Clapp motioned to approve, Ken Dessellier seconded. Motion carried.

Secretary’s Report – Eric Clapp motioned to approve, Chris Leach seconded. Motion carried.

Treasurer’s Report - Balance sheet has had an increase in assets. This is good as we have more money.

Profit and Loss Sheet – individual giving is up \$7,000.

Summer program revenue is up over \$40,000

Houseboat income present.

Retreat income is up.

Only downside is that we have a lot of staff and our payroll is down. A consideration for staff raises should be made during budgeting.

305 – Congregational Giving is up and is a continued area of focus

360.4 – MWK hosted retreats is down and is an area of opportunity that we should focus on.

Mark Olson motion to approve. Christy Klemz seconded. Motion carried.

Executive Director's Report – Excitement and Momentum

New Staff – Tamara Dahlman helping in the front of the office, opening Misty to more time to focus on operations. Brad Fossen is onboard and excited about what is happening. Program Director application is open with a hope to hire around December 1.

Recruitment has started. We have been to MSUM getting information and people have been reached out to regarding the opportunity. Internship opportunities are becoming available. Word among former staff is spreading and people are coming back. There is great momentum and we are hopeful for summer staff 2020.

Communications and public relations – great feedback coming from the newsletter. Content and design was well done. Social media frequency and content are great.

Misty and Chris are focusing on Giving Hearts Day training and being in front of our people. Giving holidays are going to be pivotal days for us to give and support.

Online camp store will be open by Thanksgiving. We have some great new gear just in time for Christmas.

Key relationships – Pastor Simon and Chris are continuing to have conversations regarding the Pathways/Trinity relationship. There is some great potential coming forward to partner.

Facility improvements will make camp more appealing and also helps us to uphold our end of the contract.

Met with Concordia Language Village to discuss septic and summer maintenance position. Conversation will need to continue on all fronts. Partial programming is being considered for MWK beginning with canoe trips based out of there.

Vision – aligning daily activities with mission to keep the excitement and momentum going.

Board Chair Report – Thank you to all who have pulled through and offered support through the years.

Annual Meeting – Hold the meeting at Camp Emmaus on March 22 @ 3pm

Kayla made motion. Taylor seconded. Motion approved.

Camp MWK Expense Report – A document was distributed breaking down expenses. That document will be uploaded to the Google Drive. Currently we are making about \$10,000/year after factoring expenses, retreat income and expenses, and half of Brad's salary.

Vision for Mission Alignment – Chris outlined our mission priorities to make sure that they are in alignment with our camp activities.

Main goal is ultimately quality in our program.

Episcopal Native Partnership - A grant has permitted some scholarships and day camp opportunities. The grant has been fulfilled. We have seen a great partnership stem from said grant between Pine Point and Calvary Lutheran in Park Rapids.

Looking at our Mission and Vision, how do we plan to proceed forward knowing that a designated fund has been sent to which there is no actual fund.

To further decide the future of this partnership a meeting needs to happen between the Native Episcopal Ministries and Chris A. to help determine needs and the future connection to our vision and mission.

Moving forward to clear the process.

When we are receiving donations from people, unless we are commissioned for a specific purpose, then funds should be raised for Pathways.

When speaking about board matters, we speak on behalf of specific topics only when specifically commissioned to do so.

Update on Lake of the Woods – Tabled until January

LOM Inclusion Grant

Starting next spring and next fall will be Phase 1. This includes symposiums held at two locations that will do training and education for an ED, the board chair or designee and program director if space.

Phase 2 will be to come out with the opportunity to apply for grant funding. The timeline would likely be 2021 at the very soonest, but most likely 2022.

Closing Prayer and Reflection – Chris Leach

Meeting Adjourned @ 7:57pm. Motion by Eric Clapp, Seconded by Chris Leach

Respectfully submitted,

Pastor Kayla Billings