

Pathways Board Meeting  
April 23, 2020

Members Present: Chris Andreasen, Taylor Rodriguez, Bonnie Upham, Al Judson, Rev. Christy Klemz, Angie Behr, Rev. Chris Leach, Rev. Clay Ellingson, Rev. Mark Olson, Dave Dalager, Sue Grafstrom, Rev. Eric Clapp

Members Absent: Rev. Jonathan Dodson, Ira Bailey

Chris L. calls the meeting to order at 5:02pm and leads us in an opening prayer.

Chris L. opened by asking us "How has God been reaching out to us in unique ways these past few weeks?"

**Agenda Approval**

**Motion:** Christy

**Second:** Mark

**Motion carries**

**Financial Report**

Chris A. shared account updates

\$71,000 in checking

\$13,000 in Money Market, as well as access to the \$47,000 through the PPP

Gate City account is at \$39,100.

There was a question about moving our 8-week window on the PPP. No response yet. Window started Wednesday, April 15th and will extend to June 9th. We're hopeful to potentially shift that window, if we can.

Moving forward, we'll have to take a deeper look at the impacts we might be facing this summer with regard to registration income.

We did make a move with Portico to get every employee standardized at 10% retirement across the board. This would mark an approx. \$3,500 increase to the budget.

Motion to approve the financial report with the \$3,500 increase to the budget.

**Motion:** Sue

**Second:** Mark

**Motion carries**

**Ministry team changes**

Eric Clapp moved to the Exec Committee from the Financial Development

Angie added to the Program Ministry Team

Al and Dave added to Financial Development Ministry  
Bonnie and Misty are on the Finance Ministry Team  
Brad, Clay, Ira, and Jonathan are on the Property Ministry team.

Focus will be on the Program Ministry team and the Financial Development team. Chris did lift up the Easter appeal letter as being particularly successful.

### **Contingency Plans for This Summer**

There were a lot of conversations around ways to go about this summer.

Chris A's recommendation right now is to cancel our Day Camps for the summer.

Staff safety is the main concern, trying to cut down risk surrounding home stays with vulnerable people.

Staffing is also a concern later in the summer.

There's also a desire to be straightforward and clear with the congregations who are hosting.

#### Phases of Contingency Plan

Phase 1 - if we're going to do that, would like to meet on May 7th to make that decision

Cancels June programming

Pushes off our start date/staff training by about 4 weeks.

The goal is to be upfront with our staff about time expectations moving forward.

Would plan for a July 5th start date, if possible.

This would focus on small group camping, canoe trips, finding a way to do camp within social distancing requirements. We would close down the ropes course for the season. This would bring a savings of around \$23,000.

Phase 2 - aiming to decide early June.

We would look at cancelling July programs.

This is the bulk of our registration and revenue

This would defer summer staff another 5 weeks.

Phase 3 - aiming to decide at July 4th

Closed for the season.

Primary area of savings would be payroll, staff training, high ropes, and food. Insurance would also look at adjustments depending on what our summer programming looks like.

Social media engagement has been a bright spot, but simply doesn't play to the strengths of outdoor ministry to make a full program out of that.

### Day Camp Conversation

Conversation about cancelling being the best for everyone's safety, even if we do so regrettably.

We love day camps for the ways it gets Pathways into different churches and communities.

There was a question around liability if day camps re-open.

Conversation of moving decision dates up further to give more time to decide.

Chris L. led us in prayer before moving into voting.

### **Motion change dates on contingency plans**

Move into Phase 1 tonight.

Decision on Phase 2 made on May 7th.

Decision on Phase 3 the first week of June.

**Motion:** Mark

**Second:** Christy

Discussion: Chris A. expressed support for the transparency and expediency in getting the information out.

**Motion carries.**

Meeting Schedule: May 7th and 5:00pm

Eric closed in prayer

**Sue motioned to adjourn.**

**Bonnie second.**

**Motion carries.**