

Pathways Board Meeting
January 21, 2021

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

Members Absent:

Chris L. called the meeting to order at 5:04 and opened in prayer.

Chris A. led us through talking about our mission statement.

-- Anywhere or way we gather, we're focused on creating unique environments, facilitating God encounters, and bringing spiritual renewal.

Agenda Approval

Second Draw of Paycheck Protection Program added to new business

Motion: Dave

Second: Bonnie

Motion carries

Treasurer's Report - 2020 Financials

Most importantly, net operating income is positive! Hooray!

Total development revenue was up nearly \$100,000 due to nice increases in congregational and individual giving. Program revenue is down, which is expected.

The one item we thought we might see in 2020, but didn't was the forgiveness of the PPP grant. It came in early 2021 and will be shown as profit in 1Q 2021.

Balance sheet for 2020, balances have increased about \$78,000 compared with this time last year. Other categories had minimal variances. Likewise with liabilities.

Next steps will be getting an accurate reading of challenge course valuation, as well as land and property at Minne-wa-kan.

Making good progress on cleaning up the books and getting everything up-to-date.

Motion to accept financials

Motion: Ira

Second: Dave

Motion carries

Executive Director Report

Some great things are happening personally with Chris's family.

Great support in building relationships and ministry with Trinity. We had a very solid end to the year financially and are set up well going into 2021.

Looking at the endowment fund to be able to set gifts aside for future use.

The search for a program director continues to go well. The goal is to get someone in place in the next few weeks.

Camper registration opened up on Monday. Misty has put in a lot of effort into CampWise. We're grateful!

We got the siding put on the maintenance garage. Thanks to Brad for taking the lead on that. It's been a great improvement to camp!

Giving Hearts Day is coming up in just a few weeks. GH Day and Give to the Max Day have been great at growing our donor base and attracting new donors.

We're working on Camp COVID policies and will have them on the website -- for Day Camp, residential camp, and retreats. The goal is to have those policies and restrictions in place ASAP so that we can communicate clearly to families and potential staff.

We'd like ministry teams to meet before the end of February to get the ball rolling in 2021.

BIG thank you to Misty, Brad, and the Board for commitment and cooperation in coming out in a great position for 2020.

Grievance Policy Addendum

Exec. Committee has been reviewing policies to ensure we're in the best shape going forward. We found the grievance policy lacking for a course of action for an employee to file a grievance against the Executive Director.

Language was added for informal and formal filing of grievances against the Executive Director, including the Board Executive Committee convening a meeting between the aggrieved parties to help manage conversation and create space to seek healthy resolution, which our current policies and procedures do not have.

Motion: Mark

Second: Ira

Discussion: Mark would like time to look over the addendum language, and proposes delaying the passage until our next board meeting.

Motion to table adoption until next meeting.

Motion: Mark

Second: Bonnie

Motion carries

Grievance Policy Addendum Tabled

Second Draw of PPP Discussion

Our first round was forgiven the beginning of January. We could be eligible for a second-round draw of around \$32,000. Chris A. sees it as a positive thing to pursue.

Motion: Apply for a second draw of the Paycheck Protection Program.

Moved: Sue

Second: Bonnie

Discussion: Christy mentioned the importance of being good stewards as we think about applying for the second draw. Mark says the PPP loan is an addition to recognizing the irregularity of our income last year, and in applying a second time, we are responding faithfully to the donors who stepped up last summer in further supporting them through the PPP.

Motion carries

2021 Budget

We talked a bit about spacing and capacity for summer programming numbers. The plan is to go with cabin groups and follow American Camp Assoc. guidelines for safe camping ministry in 2021.

Summer staff line is higher because of a planned pay increase for counselors and other summer staff to be competitive salary-wise with both year-round staff and summer staff across Lutheran Outdoor Ministries.

Approve the budget

Move: Mark

Approval: Ira

Discussion: **Mark makes an amendment to add a line item for strategic plan consultation of \$10,000.**

Second: Ira

Discussion of amendment: Chris A. feels like we're on a good trajectory and don't need to hire outside consultants to put together a strategic plan. He would recommend going back to our 2017 and 2014 strategic plan to piece together a strategic plan as a board from those documents. Sue adds until Trinity makes further decisions about ownership, it will be hard to make a firm strategic plan looking into the future.

Mark withdraws amendment. Ira agrees.

Chris L. mentions the idea of putting together a subcommittee to draw together a plan.

Chris A. thinks we're in a good position to move in a few different directions that we can go, depending on further conversations with Trinity.

Motion to propose this budget to the Pathways constituency at the annual meeting.

Motion carries

Endowment Fund

An endowment fund was approved at the 1998 annual meeting. Chris A. believes we are ready to make a \$10,000 investment into our endowment fund.

We would need an endowment committee in place. Chris's recommendation that the nominating committee find 5 people to compose an endowment committee to oversee the fund.

Al has a hesitation about making sure we're able to get through the summer well before establishing a fund.

Chris A's recommendation is to set it into a Vanguard fund to be overseen by the committee.

Chris L. departed and turned over the chair to Sue G.

Motion to turn over responsibility to the nominating committee the establishment of an endowment committee to be established at the annual meeting with the intent of making an initial deposit of \$10,000. There would be two 3-year terms, two 2-year terms, and one 1-year term.

Move: Bonnie

Second: Christy

Motion carries

2021 Facility Improvements

The Property Committee has recommended structural improvements to both chapels.

The chapel at Emmaus needs foundation repair around the chimney area.

Camp Minne-wa-kan has a deteriorated south wall and needs repair.

Funds have been secured and will be used to make these repairs.

Annual Meeting and Agenda

Annual meeting is scheduled for March 21st at 3:00pm via Zoom.

Motion to accept the annual meeting agenda as written, with an added report on the sale of Lake of the Woods Bible Camp under the Reports.

Move: Al

Second: Christy

Motion carries

Next Meeting: Annual Meeting is 3/21 at 3:00pm

Motion to adjourn: Al

Second: Dave

Motion carries

Christy closes in prayer.

Meeting adjourned at 7:18pm