

Pathways Annual Meeting Minutes
March 21, 2021 3:00pm

Call to Order

Board Chair Rev. Chris Leach calls the meeting to order at 3:01pm

Chris L. led us in devotions around the Road to Emmaus story.

Chris A. shared a video of 2020 Summer Staff singing “Lord, I Lift Your Name on High.”

Routine Business & Reports

Table Introductions

Approval of Agenda and Overview of Annual Report Booklet

Motion: Dave Dalager

Second: Curt Cavalier

Discussion: None

Motion carries

Introductions of Pathways Staff and Board of Directors

Chris A. led a round of introductions for full-time staff and board of directors.

Reports

Secretary’s Report

Report stands as presented in the 2020 Annual Report

Treasurer’s Report

Treasurer Bonnie Upham shared some highlights including a budget remaining in the positive despite the challenges COVID threw our way. We also received \$46,000 in the first round of the PPP grants. Fluctuations in revenue and expenses were by-and-large what we expected given the cancellation of onsite programming.

Northwestern MN Synod Report

Kristina Dernier was with us to share some reflections of what is happening at the Synod level. She shared words of gratitude for the faithfulness of ministry to and with congregations in the midst of COVID.

Board Chair’s Report

Rev. Chris Leach shared words of gratitude to staff, congregations, ministry teams for the faithfulness of their commitment to camp in the midst of a wild year.

He cast a vision forward for the building of a strategic plan to guide us as we look ahead into the future. We want to make sure we’re building a solid foundation moving forward in ways that empower us for the ministry of Pathways into the future.

One goal is to come back to the roots of our ministry and God’s call for our life together in the summer and year ahead.

Executive Director's Report

Chris. A. shared words of gratitude for the work of the 2020 summer ministry team to connect with campers and congregations in COVID time. He mentioned some building maintenance and improvement projects throughout last summer.

He also lifted up Misty's work in coordinating things in the office. We're so grateful for all of her gifts and skills.

He thanked congregations and ministry teams who supported us financially in a turbulent summer. Things were looking bleak financially in the summer, but we ended the year strongly and finished in the black.

He mentioned how excited he is to have Lydia Holden in place as the Program Director and is excited to move forward in ministry together.

We're all very excited to see how God continues to bless this ministry in having kids coming back out to camp, as well as all of the ways God can create unique environments to encounter and renew us for lives of love.

Facilities Report

Brad walked us through his report with all of the improvements done at Camp Emmaus this past year. There have been so many great things to happen with facilities at camp and we are looking forward to seeing how these new facilities can serve the ministry of Pathways.

Brad did mention some work on the dining hall basement at Minne-Wa-Kan, as well as some work on the chapel up there as well.

Program Director Report

Lydia mentioned she has had a great first few weeks on staff. As of this past Friday, we have been moved past 2019 camper registration numbers which is very exciting.

She's excited to be back to work at Camp Emmaus, and is looking for young people to fill out a staff for this summer.

Ministry Team Reports

Personnel

No report.

Finance

No report.

Financial Development

Al Judson shared some 2020 highlights including the Paycheck Protection Program that allowed us to keep camp staffed through the summer. He also brought up the Pathways Endowment Fund -- which has existed for a while, but hasn't been taken advantage of. He's excited to start focusing on building that up as a way of benefiting our future ministry.

Programs

Program has spent most of the last few meetings planning program logistics, staff training, and looking ahead to Summer 2021.

Properties

Ira Bailey thanked everyone on the full-time staff for their awareness and attention to issues with property. He did mention the dining hall basement water damage at Minne-Wa-Kan, as well as the septic system there which will need to be replaced in the next few years.

Ira also mentioned a new “human foose-ball” court installed at Camp Emmaus, as well as looking at the chapel improvements at Emmaus.

He also mentioned that Al Judson is working on some accessibility updates to the Chapel at Camp Emmaus as well.

Lake of the Woods Bible Camp Report

Sue Grafstrom shared updates from LOWBC. LOWBC has been sold in December 2020. Today it has been remodeled and can be rented out for VRBO. Since it has been sold, the money has been distributed back to the member congregations.

Motion: To accept the reports as presented.

Made: Sue Grafstrom

Second: Jenny Hagelstrom

Motion carries

Old Business

Pathways Endowment Fund

Chris A. shared that there was an endowment fund established with Pathways back in 1998. We were blessed with some larger gifts this past year, so we would like to re-invigorate giving to build up the Endowment Fund.

New Business

Elect Endowment Fund Committee

Nominees: Sue Grafstrom -- 3 year term
Eric Egeland -- 3 year term
Bonnie Upham -- 2 year term
Clay Ellingson -- 2 year term
Kent Bruun -- 1 year term

Motion: to elect these members for these terms to the Endowment Fund Committee

Made: Ira Bailey

Second: Al Judson

Discussion: None

Motion carries

Approve 2021 Budget

Chris A. shared some of the ways that we have re-evaluated our budget in light of COVID circumstances. We have scaled back our Day Camp programming. As of right now, we are committed to 1 Day Camp per week. We're hoping to see strong development revenue.

Bonnie shared our budget reflects a more “normal” expectation -- a return to 2019-type numbers rather than 2020.

Chris A. pointed out the Mission Investment Loan for Minne-Wa-Kan. We may roughly \$850/month on that loan.

Motion: Approve the 2021 budget as written

Made: Sue Grafstrom

Second: John Knorr

Discussion: Sue G. asks a question about summer staffing pay. Chris A. mentioned a goal of being able to raise summer staff pay in future years.

Motion carries

Thank you to Outgoing Board Members

On behalf of the Pathways constituency, Chris L. thanked Rev. Clay Ellingson and Sue Grafstrom for their service of two consecutive terms on the Pathways Board. Thank you!

Election of Board Members

Chris A. is excited to introduce our new slate of elections.

Re-elections: Rev. Christy Klemz, Rev. Mark Olson, Rev. Eric Clapp

New Members: Rev. Janelle Henniger, Brother Jeff Brown, Terry Piphon, Jenny Hagelstrom, Devlyn Brooks, Becky Esser, and Mark Hensrud.

Motion: to accept this slate of candidates as elected board members

Made: Sue Grafstrom

Second: Al Judson

Discussion: John Knorr nominated himself as an at-large board member, Andrea Kent nominated Larry Kent as an at-large board member. Nominations cease.

Motion carries

Pathways Representatives

Chris A. thanked those who were present today and encouraged people to continue to promote camp.

Announcements, Sending Prayer, and Blessing

Lydia closed us with a time of prayer.

Motion to adjourn

Motion: Jenny H.

Second: Angie Behr

Motion carries

Meeting adjourned at 4:28.