



## Pathways Lutheran Outdoor Ministries 2020 Annual Report



**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 2020 ANNUAL MEETING

Sunday, March 21, 2021

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## ANNUAL MEETING AGENDA

- **Registration and Fellowship from 2:30 to 3:00 PM**
- **3:00 PM Call to Order:** Rev. Chris Leach, Board Chair
- **Devotions**
- **Song**
- **Table Introductions**
- **Approval of Agenda and Overview of Annual Report Booklet**
- **Introductions of Pathways Staff and Board of Directors**
- **Reports**
  - Secretary's Report of 2019 Annual Meeting      Rev. Eric Clapp
  - Treasurer's Report      Bonnie Upham
  - Northwestern MN Synod ELCA      NW MN Synod Rep
  - Board Chair's Report      Rev. Chris Leach
  - Executive Director's Report      Chris Andreassen
  - Facilities Report      Brad Fossen
  - Ministry Team Reports      Ministry Team Chairs
  - Lake of the Woods Bible Camp Report      Sue Grafstrom
- **Old Business:**
  - Pathways Endowment Fund
- **New Business:**
  - Elect Endowment Fund Committee
  - Approval of 2021 Budget
  - Thank You to outgoing Board Members
  - Election of Board Members
  - Pathways Representatives: Thank You and Instructions
  - Other:
- **Announcements, Sending Prayer and Blessing**
- **Benediction**
- **Adjourn**



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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><b>ROSEAU CONFERENCE:</b> <b>Clusters 1, 2</b></p> <p><u><b>Cluster 1</b></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><b>Cluster 2</b></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  St. Petri, Nielsville</p>	<p><b>THIEF RIVER FALLS CONFERENCE:</b> <b>Clusters 3, 4 and 5</b></p> <p><u><b>Cluster 3</b></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><b>Cluster 4</b></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  Good Shepherd, Clearbrook  Our Savior's, Leonard</p>	<p><u><b>Cluster 5</b></u>  Ebenezer, Plummer  Immanuel, Plummer  Bethany, Red Lake Falls  Salem, Oklee  Zion, Oklee  Bethany, Gully  Lund, Gully  Sand Valley, Trail</p> <p><b>CROOKSTON CONFERENCE:</b> <b>Clusters 6, 7 and 8</b></p> <p><u><b>Cluster 6</b></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><b>Cluster 7</b></u>  Bygland, Fisher  Fisher, Fisher  St. Paul's, Crookston  Trinity, Crookston  Climax, Climax  Sand Hill, Climax  Grue, Buxton, ND  Bethany, Shelly</p> <p><u><b>Cluster 15</b></u>  Rollag, Rollag</p>
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<p>Salem, Cummings, ND Concordia, Fertile Little Norway, Fertile Maple Lake, Fertile Trinity, Beltrami Faaberg, Fertile Gary, Gary Ness, Fertile Sundal, Fertile</p> <p><b><u>Cluster 8</u></b> 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><b>BEMIDJI CONFERENCE: Clusters 9, 10, 11 and 12</b></p> <p><b><u>Cluster 9</u></b> Bethlehem, Waskish Our Savior's, Kelliher Zion, Blackduck Our Redeemer's, Puposky Trinity, Debs New Salem, Turtle River</p> <p><b><u>Cluster 10</u></b> Faith, Bagley Bethel, Bagley Zion, Bagley Clearwater, Shevlin Solway, Solway</p>	<p><b><u>Cluster 11</u></b> Aardahl, Bemidji Calvary, Bemidji First, Bemidji Peoples Church, Bemidji Peoples Church/Cass Lake</p> <p><b><u>Cluster 12</u></b> Calvary, Park Rapids Trinity, Laporte Malvik, Laporte Bethany, Nevis First, Akeley</p> <p><b>MOORHEAD CONFERENCE: Clusters 13, 14, 15 and 16</b></p> <p><b><u>Cluster 13</u></b> Grace, Ada Winchester, Borup Gloria Dei, Felton Augustana, Halstad Halstad, Halstad Immanuel, Hendrum Kirkebo, Perley Nora, Gardner, ND Bethania, Perley</p> <p><b><u>Cluster 14</u></b> Aspelund, Flom Trinity, Waubun Wild Rice, Twin Valley Bethlehem, Ulen Salem, Hitterdal Zion, Twin Valley Living Grace, Hawley Lysne, Hawley</p>	<p>Gran, Hawley Park, Hawley Glyndon, Glyndon Concordia, Glyndon Scandia, Averill Our Savior's, Barnesville Faith, Wolverton Comstock, Comstock Hoff, Rustad</p> <p><b><u>Cluster 16</u></b> Dilworth, Dilworth Bethesda, Moorhead Christ the King, Moorhead Good Shepherd, Moorhead North Buffalo, Moorhead Our Savior's, Moorhead Trinity, Moorhead</p> <p><b>DETROIT LAKES CONFERENCE:</b></p> <p><b><u>Cluster 18</u></b> 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 2020!

Augustana Lutheran, Detroit Lakes  
Aspelund Lutheran, Flom  
Bakke Lutheran, Detroit Lakes  
Bethany Lutheran, Goodridge  
Bethany Lutheran, Nevis  
Bethesda Lutheran, Moorhead  
Bethlehem Lutheran, Newfolden  
Black River Lutheran, Red Lake Falls  
Bygland Lutheran, Fisher  
Calvary Lutheran, Perham  
Calvary Lutheran, Park Rapids  
Calvary Lutheran, Winger  
Clearwater Lutheran, Shevlin  
Comstock Lutheran, Comstock  
Concordia Lutheran, Fertile  
Dilworth Lutheran, Dilworth  
Ekelund Lutheran, Goodridge  
Faaberg Lutheran, Fertile  
Faith Lutheran, Goodridge  
Faith Lutheran, Wolverton  
First Lutheran, Bemidji  
First Lutheran, Fargo  
First Lutheran, Mahnomen  
First Lutheran, Stephen  
Fisher Lutheran, Fisher  
Gary-Rindal Lutheran, Gary  
Glyndon Lutheran, Glyndon  
Grace Lutheran, Ada  
Grace Lutheran, Detroit Lakes  
Grace Lutheran, Grygla  
Gran Lutheran, Hawley  
Halstad Lutheran, Halstad  
Hoff Lutheran, Comstock  
Kingo Lutheran, Fosston

Lake Grove Lutheran, Waubun  
Lake Park Lutheran, Lake Park  
Little Norway Lutheran, Fertile  
Lutheran Church of Christ the King, Moorhead  
Lutheran Church of the Good Shepherd,  
Moorhead  
Maple Lake Lutheran Church, Fertile  
Messiah Lutheran, Roseau  
New Salem Lutheran, Turtle River  
Oak Ridge Lutheran, Thief River Falls  
Our Savior's Lutheran, Barnesville  
Our Savior's Lutheran, Moorhead  
Our Savior's Lutheran Church, Sebeka  
Puposky Pinewood Pleasant, Puposky  
Redeemer Lutheran, Thief River Falls  
Salem Lutheran, Oklee  
Sand Hill Lutheran, Climax  
Silver Creek Lutheran, Thief River Falls  
Solem Lutheran Church, Hawley  
St. Pauli Lutheran, Thief River Falls  
St. Peter's Lutheran, Audubon  
Sundal Lutheran, Fertile  
Trinity Lutheran, Crookston  
Trinity Lutheran, Detroit Lakes  
Trinity Lutheran, Laporte  
Trinity Lutheran, Moorhead  
Trinity Lutheran, Thief River Falls  
Trinity Lutheran, Waubun  
Trinity Lutheran, Pinewood  
United Lutheran, Gatzke  
Wild Rice Lutheran, Twin Valley  
Zion Lutheran, Bagley  
Zion Lutheran, Thief River Falls  
Zion Lutheran, Twin Valley  
Zion Lutheran, Warroad





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### **WELCA Support**

Thank you to the following Women's groups for your financial support in 2020!

Bethany Lutheran Church WELCA, Red Lake Falls  
Calvary Lutheran Church WELCA, Winger  
Clearwater Lutheran Church WELCA, Shevlin  
Faaberg Lutheran Church WELCA, Fertile  
Faith Lutheran Church WELCA, Wolverton  
First Lutheran Church WELCA, Bemidji  
Grace Lutheran Church WELCA, Ada  
Hoff Lutheran Church WELCA, Comstock  
Immanuel Lutheran Church WELCA, Hendrum  
Kingo Lutheran Church WELCA, Fosston  
Solem Lutheran Church WELCA, Hawley  
Trinity Lutheran Church WELCA, Crookston  
Trinity Lutheran Church WELCA, Waubun  
Wild Rice Lutheran Church WELCA, Twin Valley

### **Business and Organizational Support**

Pathways would like to thank the following businesses and organizations for supporting our mission and ministry in 2020 through generous gifts:

Fargo Truss Systems  
Thorsteinson & Sons Construction Company of Fargo  
First National Bank of Bemidji  
Thrivent Financial  
Kjos Investments of Fargo  
Cat Creek Auto of Menahga  
Centre for Hair & Wellness of Moorhead  
G&T Sanitation of Sebeka  
Unwined of Dilworth  
Vision Bank of Fargo  
City of Moorhead, MN  
Evangelical Lutheran Church in America



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Our thanks to the individuals and families that supported Pathways' in 2020!  
Your generosity truly makes our camps YOUR camps.

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

Andreasen, John & Carol Sue  
Gambell, Anthony & Karin

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

Bock, Miriam  
Glas, John & Nadine  
Jacobson, Curt & Kathy  
Peterson, Jean

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

Andreasen, Christopher & Nikki  
Ellingson, Clay & Sue  
Gambell, Janet  
Hanson, Jerry & Joanne  
Lysaker, Mavis/Fisher, Wilbur  
Meyer, Meryln & Gwen  
Nestigen-Lundeen, Beverly  
Schiotz, Marlene  
Wold, Stephen & Terrie

### **BIRCH \$500-\$999**

Andreasen, Kjerstin  
Bailey, Ira  
Dodson, Jonathan & Kelly  
Dragseth, Jim & Maureen  
Evans, Robley & Tonia  
Flaskerud, Deb  
Harstad, Bill & Dorothy  
Hass, Marie  
Haugo, Allan & Vicki  
Johnson, Marty & Lisa  
Judson, Alan & Jo

Kuehl, Julie

Peterson, Steve & Enid  
Rodriguez, Taylor  
Schroeder, Steve  
Sheldon, Justin & Suzanne  
Turnquist, Tamarah  
Wyse, Dwight & Abby

### **TAMARAC \$250-\$499**

Albertson, Laurie  
Billing, Jolene  
Clapp, Eric & Megan  
Dahlum, Ina  
Dalager, David  
Dalager, James & Phyllis  
DeLap, Roger & Carol  
Dessellier, Ken  
Egeland, Eric & Becky  
Ekre-Boe, Ivy  
Fensom, Simon & Nancy  
Fuchs, Alex  
Fuchs, Joseph & Kelli  
Grafstrom, Sue & Paul  
Grimm, Beverly  
Halvorson, Joseph & Katherine  
Hanson, Allen & Loree  
Helgeland, Mark  
Hermann, Elaine  
Hochgraber, Keith  
Jossund, John & Lorraine  
Kanten, Eric  
Kelly, Sean & Amy  
Korsmo, George & Ruth





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Leach, Christopher & Sarah  
Nelson, Luke & Erica  
Pederson, Yvonne  
Protextor, Jerry & Elizabeth  
Rehn, Grace  
Rotter, Eric & Mary  
Sanderson, George & Marlene

Schendel, Michael  
Smith, David  
Tallakson, C. A.  
Thompson, Wayne & Martha  
Upham, Jake & Samantha  
Varland, Dana

### Path Keepers

\$120 – \$249

Asche, Steve & Janet	Knutson, Sandra
Bauer, Scott	Koenig, Gerald
Bjorhus, Stewart & Jennifer	Kolden, Thomas
Broden, Emily	Krause, Tamara
Carlson, Chris	Krien, Jeffrey & Kelsie
Cavalier, Curt & Sue	Lauritsen, Jake & Stephanie
Clapp, Kevin & Sheryll	Lind, Helene
DeVos, Neal & Karen	Nielson, Stacy
Drache, Ada	Olson, Roger
Engstrom, Debra	Pederson, David & Heather
George, Alyssa Ruth Marie	Peterson, Steve & Enid
Haarstad, James/Johnson, Ardis	Peterson, Tom
Hager, Jamie	Pipho, Armin & Terry
Hanson, John & Mary	Randklev, Beth
Haugland, Eric	Rodland, Mark & Opskar, Emmy
Hermodson, Rev. Arlen	Schultz, Brian & Angie
Hewitt, Mark & Peggy	Skaurud, Kelly & Vicki
Hill, Alex & Bethany	Soller, Betty
Hulden, John & Becky	Thararldson, Tom & Debra
Jewell, Nancy	Trudeau, Kari
Johnk, Ashley	Wollman, Eldon
Johnson, Ethan	Yliniemi, Donna
Kapphahn, Keith	Young, Caitlin



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### **Pathways, Inc. Board of Directors**

Rev. Chris Leach	Conference 5	Chairperson
Sue Grafstrom	Conference 1	Vice-Chairperson
Rev. Eric Clapp	Conference 6	Secretary
Bonnie Upham	Conference 3	Treasurer
Ira Bailey	Conference 5	Trinity Lutheran Moorhead
Al Judson	Conference 4	
Rev. Clay Ellingson	Conference 5	
Rev. Christy Klemz	Conference 3	
Rev. Jonathan Dodson	Conference 2	
Dave Dalager	Conference 1	
Rev. Mark Olson	Conference 4	
Angie Behr	At-Large Member	

### **Pathways Year Round Staff**

Chris Andreasen	Executive Director
Misty Fry	Office Manager
Brad Fossen	Facilities Director
Lydia Holden	Program Director

### **2020 RETREAT NUMBERS**

<b>Camp</b>	<b>Dates</b>	<b># of Guests</b>
Emmaus	1/17-1/20	22
Minnewakan	2/7-2/8	26
Emmaus	2/13-2/17	9
Emmaus	9/10-9/13	13
Emmaus	9/24-9/27	11
Emmaus	10/8-10/11	10
Emmaus	10/15-10/18	15
Emmaus	10/22-10/25	12



# PATHWAYS 2020 ANNUAL MEETING

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## 2019 Annual Meeting Minutes

Pathways Lutheran Outdoor Ministry  
March 23, 2020

- **3:00 PM Call to Order:** Sue Grafstrom, Board Chair
- **Prayer by Pastor Chris Leach**
- **Introductions of Pathways Staff, Board of Directors and others**
- **Approval of Agenda and Overview of Annual Report Document**
  - Motion by Dave Dalager, Seconded by Bonnie Upham
    - No further discussion. Motion Carries
- **Reports**

- Secretary's Report of 2018 Annual Meeting - Kayla Billings

Chris Andreasen clarified and recommended a change be made that under New Business in regards to the buildings it is important to note that the land and buildings are owned by Trinity Lutheran Church in Moorhead.

Motion by Chris Leach, Seconded by Ira Bailey

No further discussion. Motion carries.

- Treasurer's Report – Chris Andreasen

Profit and Loss statement highlights include a big jump in organizational grants which are church foundations and endowments. Canteen and camp store sales have been separated, including online and in person stores. There is a jump in the intergenerational programming and hosted retreats. Programmed retreats are down and will likely be down again due to the need to cancel the Women of Faith retreat next weekend.

Payroll was down due to a smaller summer staff.

\$54,000 budget surplus.

Loan payments through MIF are not included which is about \$11,000.

Motion by Clay Ellingson, Seconded by Mark Olson.

No further discussion. Motion carries.

- Northwestern MN Synod ELCA given by Kristina Dernier

226 Congregations and over 86,000 baptized members

Synod staff is praying hard for all navigating this new rhythm we are in.

- Board Chair's Report - Sue Grafstrom

Chris has been on staff as Interim ED and now Executive Director for over 18 months. He was officially installed at Pathway's 50<sup>th</sup> Anniversary.

Camper numbers have increased

Called and Sent will be returning this summer to help create tighter connections at camp with hopes of building a lasting summer staff and greater base for serving the church.

CLV has been instrumental in updating Camp MWK. Camp Emmaus is now getting an update! This includes more retreat space, a new garage and the moving of the camp store.

- Executive Director's Report - Chris Andreasen



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50<sup>th</sup> Anniversary was a spectacular celebration that lived up to our mission

2019 focused on Romans 12:2 with a theme of Growing Together

Played out across all ministry platforms and great to hear that onsite we welcomed an additional 43 campers. Numbers are strong again for 2020

19 successful day camps including Rice Lake and Pine Point on the White Earth Reservation

Give to the Max and Giving Hearts Day were both a great success. This was a great time for picking up new donors as well.

Key partnerships and relationships with Trinity in Moorhead and CLV are being strengthened.

This summer's theme is Pass it On and focuses on Psalm 100. Connections are the focus for this summer.

- Part-time Program Director's Report - Taylor Rodriguez

Conscious effort to be mindful of importance for recruiting summer staff. Began with attempting to bring returning staff back on. Currently 17 on staff with another 10 or so ready and considering. If there are any other young adults that are looking for summer positions, send them to Taylor.

- Facilities Report - Brad Fossen

See written report.

Chris A mentioned that Brad has been instrumental in helping move forward the improvements at camp.

- Ministry Team Reports – Chris Andreassen

5 ministry teams have been rolled out

Eric Clapp shared that Financial Development is excited about continuing to find new donors by building excitement through matching donations, sharing the stories and growing the vision.

Clay Ellingson shared that the Properties team would love to encourage people to stop by and check out camp.

Bonnie Upham touched based on the Finance Ministry team. A huge focus here is the budget.

Budget starts on page 35.

Highlights include that revenue has increased about 6%. This year's more set fee is helping. One enhancement that has been made is in the recordkeeping permitting more transparency.

On the expense side the increase is about 17% and that is about \$92,000. The bulk of that, approximately \$53,000, is in pay increases for year-round and seasonal staff. Slight increases exist elsewhere but nothing of major significance.

The year is expected to end with a breakeven. The projects are not included as those are being funded through outside donations.

Taylor Rodriguez shared that the Program Ministry is looking at the camp curriculum and use it this summer. Evaluation of retention and how the programming happens are also a key focus.

Plans for 2021 ELCA Youth Gathering are also being discussed especially given that it is so close with Minneapolis being the location.

Hoping to do a retreat for those who will be coming from a distance while also offering retreats leading up to it.

- **Old Business:**
- **New Business:**
  - Approval of Budget



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Motion by Clay Ellingson, Seconded by Mark Olson

Mark asked a question regarding COVID-19 and potential loss.

Chris A shared that kids are still being registered. Questions are being asked and the situation is being monitored. More will be looked at by the Board at the April meeting.

Three options: Summer goes as planned, Summer happens but with a delay looking at July 1, and then Camp can't happen

No further discussion occurred. Motion carries.

- Thank You to outgoing Board Members

Eric Haugland, Pastor Kayla Billings, Ken Dessellier, Tammie Jenson as Treasurer, and Pastor Sheila Michaels

- Election of Board Members

No nominations from the floor.

Motion by Eric Clapp to approve ballot as stands. Seconded by Christy Klemz. No further discussion.

Motion carries.

- Other: Ira Bailey will serve as the Trinity Rep on behalf of Trinity Lutheran in Moorhead.

### Announcements

- At Large Board positions are still available. If you know of someone who would be great, please contact Chris Andreasen.
- Stop by camp and check it out. This is your camp and all are welcome.
- **Lord's Prayer, Blessing and Adjournment**
  - Motion by Chris Leach, Seconded by Jonathan Dodson.
    - No further discussion. Motion carries.



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## Board Treasurer's Annual Report

### 2020 Key Financial Figures:

	<u>2020</u>	<u>Change from 2019</u>
Congregational Giving	\$167,386	48% increase
Individual Giving	\$110,248	65% increase
Program Revenue	\$134,002	67% decrease
Total Income	\$415,955	27% decrease
Expenses	\$405,211	21% decrease
Net Income	\$10,744	80% decrease

### 2020 Financial Highlights:

- The greatest financial achievement in 2020 was achieving a positive net income figure in an incredibly challenging environment due to COVID-19.
- We experienced very strong giving from congregations, foundations/endowments, individuals, businesses, and in-kind giving.
- Our participation in Giving Hearts Day and Give to the Max Day in 2020 were very successful and connected us to new donors as well as loyal past donors.
- We received \$10,000 from the city of Moorhead as part of the CARES Act.
- We obtained a PPP loan in 2020 in the amount of \$47,000 which has since been forgiven in 2021. We also applied for and received a second round PPP loan in the amount of \$40,000 in 2021.
- Program revenue was down substantially as a result of the cancellation of on-site camp programming in 2020. The majority of the remaining program revenue is attributable to the rental of Camp Minnewakan to Concordia Language Village.
- Our expenses were reduced substantially in 2020 primarily as a result of no on-site campers and a reduction in related expenses in 2020.
- Progress was made in continuing to enhance financial reporting.





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## Board of Director Chair's Annual Report

Greetings Fellow Brothers and Sisters in Christ,

I hope this report finds you well as we continue to make our way through this wild time of a pandemic. I stepped into the role of Board Chair last April, taking over from Sue with the hopes to continue her good work as chair. It has been a heck of a year to say the least, and quite a time to take over this role. While the year has been very challenging (as it has been for all of us), it has also been filled with a lot of blessings. If I can sum up my feelings with one word it would be gratitude. We have so much for which to be thankful, and God is moving through this ministry in beautiful ways.

**The Year-Around Staff of Pathways:** I am thankful for the hard and faithful work of our Pathway's year around staff. As like all of us, they have had to navigate an ever changing reality of guidelines, restrictions, recommendations, and systems. It has been challenging to say the least and there has been a lot of grief experienced over what we had to put on hold or change to accommodate the crisis we continue to face. To say we have learned a lot would be an understatement, and while policy creation and implementation have not always gone smoothly (like for all of our society), our staff has risen to the challenges and continue too as we look to another summer of ministry. Their commitment to this organization and passion have kept the ministry strong throughout this last year, and I am confident they will lead with compassion, grace, and care-filled love as this next year unfolds. As you know, we have seen some changes among them including saying farewell to Taylor as our part time Program Director. Taylor brought a passion for creativity that has served Pathways well. He was a joy to work with and we wish him well as he begins a new chapter in his walk with God. Since then we have rebuilt the Program Director position into a Full Time position and are excited to welcome Lydia Holden onto staff. She will be a wonderful addition to this team with a wealth of experience, and we are excited for what the future will bring in her call with Pathways! We are blessed to share ministry with this whole staff and if you see them, say thanks.

**The Summer Ministry Team:** Everything was different last summer and I know I experienced a whole range of emotions from intense grief to abundant joy. The summer ministry team faced this emotional roller coaster as well. They were tasked with re-visioning and recreating the entirety of connective ministry without the physical presence of campers. It was difficult, but they too rose to the challenges set before them. The digital ministry they created was beautiful and continues to reach churches and campers across our region and beyond. I know a lot of it was exhausting work. Our church leaders have felt that exhaustion too. But it was faithful, beautiful, and wonderful. Their creative expression of faith was a gift all summer and I thank God for them and their leadership. It is hard to let go of what you have always known and step into an unknown reality. While this created some hardships, God's grace covered it all, and we have grown as an organization and ministry of love. I am thankful for them and for their passion and commitment to us all.



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**Pathways as Community of Us All:** We have strong and faithful leaders that have led us through this crisis and continue too, but Pathways is bigger than just them. It is all of us sharing a road of faith together. I am especially thankful for you and your commitment to this shared ministry. We have seen so much continued support financially from individual families, to churches, to business, to communities and beyond. This pandemic reality has really reminded us of just how much we need each other, and how we are stronger together than we are apart. Thank you for your generous support. Thank you for your prayers. Thank you for sharing this road of faith together.

I could go on and on about blessings from this last year. I know our Board Members could as well. I am so thankful for their commitment to us all and for how they have served diligently and passionately facing this unique reality together. They have a pretty thankless job, but we have all been blessed by them in seen and unseen ways. I have enjoyed serving alongside them in this ministry. In truth, we have so much for which to be thankful and while the challenges are certainly not over, we continue to look to the future with a great hope. God is here and meets us every day in unique and beautiful ways. Thank you all for your commitment to Pathways. Thank you for your passion. Thank you for your willingness to walk this road of ministry together. Thank you for your trust and support. Take care and God Bless you all!

Pr. Chris Leach  
Chair of the Pathways Board of Directors

## Executive Director's Annual Report

Dear brothers and sisters in Christ,

Pathways had a year like no other in 2020. Our lives were turned upside down by the COVID-19 pandemic and many of our plans didn't fit the realities we were living in. However, through it all, we know that God was walking alongside of us and his faithfulness continues to be present in our lives. Thank you for your faithful partnership with Pathways as we carried out our mission in new and creative ways by offering unique environments where God encounters people and renews them to live lives of love.

The cancellation of our summer program was disappointing and painful for our campers, families, staff and congregations. However, in the midst of the disappointment and grief there were so many blessings. I continue to be extremely grateful to our summer staff who did ministry in new ways last summer. They made so many social media connections, expressed their faith on camera, created church resources in the form of camp worships, children's messages, faith stories, and video song library and they lived in Christian community together. The resources are still available on our website and YouTube page. The 2020 summer ministry team truly is a blessing to Pathways and I appreciate each one of them.



## PATHWAYS 2020 ANNUAL MEETING

Sunday, March 21, 2021

Without in-person camp this past year, we were able to improve some of our facilities at Camp Emmaus. The girls' bath house received much needed renovations in the form of a resurfaced concrete floor, an interior paint job, and new mirrors. This project was long overdue and we are very excited to show it off this summer. We also improved our staff building/welcome center. New flooring throughout the first floor has transformed the look and feel of the building. The former garage is now a gathering space for staff and retreaters and the watertight roof was completed with donated shingles and volunteer labor last fall. We also made tremendous progress on a brand new multi-purpose maintenance building that will offer additional program space in the summer, cold storage for vehicles in the winter, and a heated shop area for woodworking and other projects. Many of the building materials were donated and with volunteer labor and the leadership of Facility Director, Brad Fossen, we are putting the finishing touches on that project. Our next improvement projects will look at addressing foundational issues in the chapels at Camp Emmaus and Camp Minne-Wa-Kan. Unfortunately, we experienced water damage in the dining hall basement at our Camp Minne-Wa-Kan site. This was an unexpected event and we are still dealing with the financial and labor costs of recovering from this incident.

We continue to build on key relationships throughout our constituency. We are grateful to Trinity Lutheran Church in Moorhead for the ability to lease our office space and Camp Emmaus, and for partnering with Pathways for the shared employment of Taylor Rodriguez as our part-time program director through 2020. The successes of the past year would not have been possible without the leadership that Taylor provided. We are grateful for the leaders on of our board of directors, the engagement of our ministry teams and Pathways representatives, donors and volunteers. The generosity that we saw throughout 2020 was a main contributor to our success and ability to move forward with our mission. We want to say THANK YOU to our member congregations who showed overwhelming support. Church foundations and endowment funds contributed in a big way to our mission in ministry this year. Individual and business donors increased their giving as well. We saw many new individual donors partner with us. In 2020 we brought on 105 new donors and our donor retention rate came in at 69% which is well above the non-profit industry average. We also saw a nice increase in business support and in-kind gifts. Our participation in Giving Hearts Day 2020 and Give to the Max Day helped us bring in much needed dollars to stabilize our operations. We were fortunate to take advantage of the Paycheck Protection Program with government support to avoid making cuts to our full-time staff. Many camper families and churches donated their camper and day camp registration fees and others allowed us to carry over their balance to 2021. Although the credits will affect our revenue this year we are confident that we can make up the difference.

2020 brought about numerous challenges for all of us. In light of that we are able to see the new blessings and connections that it brought us. It has allowed us to use different skills and platforms to reach more people, which we can continue to do with or without a pandemic. Our faith and understanding has been tested, but Through It All, God is with us, guiding us, and giving us strength to carry on our mission. Without the continued support from our staff, leadership, board, donors, volunteers, and campers, Pathways would not be able to spread the good word of Jesus! Our ministry is so blessed to have such faithful and generous support! We look forward to the new adventures that camp ministry brings us in summer 2021 and we hope to welcome you all back for some fun in the sun at Camp Emmaus! Thank You and God Bless!

Chris Andreasen, Executive Director of Pathways Bible Camps



# PATHWAYS 2020 ANNUAL MEETING

Sunday, March 21, 2021

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## Program Director's Annual Report

I'm so excited to have joined the Pathway's Team. Camp Emmaus is a place close to my heart. It is the place my parents met, the place I met my husband and the place I first felt my call into ministry. Since working at Camp Emmaus in 2010 & 2012, I graduated from Concordia College ('13) & Luther Seminary ('16) and have served congregations in Minnesota, New Jersey, Pennsylvania and North Dakota. I'm glad to be back with Pathways and look forward to partnering in ministry with all of you.

My time with Pathways has just begun but plans are well underway for another wonderful Summer at Camp Emmaus. Over the last year I have witnessed so many churches, organizations and people adapt and learn how to do ministry in unusual times. As we all know, it was not ideal or by choice but I truly believe that there are valuable lessons and skills that will help us for years to come. Last summer, I watched the 2020 Summer Ministry Team get creative and bring camp into the homes of many. We look forward to welcoming campers back to Camp Emmaus this summer. Registrations are coming in and currently on track with 2019 numbers. We are counting down the days and continue to dig into our creativity, looking at how to best use our space and time, to provide a safe, fun and God Centered experience for all. Thank You to Taylor Rodriguez and Chris Andreasen who began the necessary research, conversations and planning on how to best run camp during a pandemic. We continue to seek guidance from camps who had on-site programming in 2020, the CDC, American Camp Association, Lutheran Outdoor Ministries and Healthcare leaders.

There is no doubt, it has been an unpredictable and challenging year. As we continue to adapt, learn and grow, I rejoice knowing that God has, is and will be with us *Through it All*. This is a message/reminder I believe many need so, I'm happy to say that, *Through it All* will be our Summer Theme. This summer we will dive into the stories of Abraham & Sarah, Joseph, David, Mary, Paul, Timothy & Lydia and exploring God's love and faithfulness *Through it All*. The Theme Verse for the summer is "*For the Lord is good; his steadfast love endures forever, and his faithfulness to all generations.*" – Psalm 100:5.

I am so excited for this year's theme but know, I also need a Summer Ministry Team to help share this message! We are actively recruiting for our Summer Ministry Team to help us share God's Love! If you know of someone who is looking for a fun, rewarding way to spend their summer, send them my way!

I'm so glad to be back with Pathways and am so grateful to be in ministry with all of you. I look forward to learning and growing as we continue to plan for the summer and years ahead. I can't wait to see God's plans unfold.

God's Peace,

Lydia Holden



# **PATHWAYS 2020 ANNUAL MEETING**

Sunday, March 21, 2021

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## **Pathways Facilities Director's Annual Report**

### **Camp Emmaus**

Projects from 2019 rolled into this year to be completed. The girls' bathhouse project was finished, with the inside receiving freshened up stalls, walls, and mirrors. This should make bathroom visits a little more enjoyable for the female campers. Phase two of the staff building was also completed. The old carpet and sub flooring was removed, along with the cabinetry. New carpet tile was installed to modernize the building. The roof had also outlived its lifespan, so a new asphalt roof was added.

The whispers of a new shop and cold storage building got a little bit louder in the spring of 2020. Before those whispers could fade, I had an area for the shop cleared, and a prep crew and cement contractor hired. Generous donations from two businesses in Fargo brought prefab walls, rafters, and asphalt shingles to the construction site. After John Glas and I set the walls, a boom truck and a hand full of volunteers set the rafters. The local lumberyard was consulted to decide on the correct sheeting and metal siding. The trio of Chris, John, and myself installed the sheeting. Thanks to the mild Minnesota winter, the siding was done around the holidays. My main takeaway from this project is that shingling is a young person's task, and I was happy to hand the majority of that over to Chris and his cousin, Micah.

### **Minnewakan**

With the camps vacant over the summer season due to the pandemic, I thought that Camp Minnewakan would be without challenges this year. Without consistent weekly maintenance however, smaller projects became larger. Thankfully, a group of over 20 volunteers from the Bemidji area and Trinity Church of Cass Lake converged onto camp to lend a hand. The group came wielding chainsaws and gloves, and made great progress on the building and grounds maintenance. Doors and windows on the Chapel were a particular area of focus during the project. With camp looking great, it became clear that the Chapel was in need of more intensive TLC. So far, the Minnewakan Chapel special interest group includes Roy, Laurie, and Andrea. Let me know if there are any other individuals or groups that would like to be a part of this meaningful project to restore this historic chapel to its glory days.



## **PATHWAYS 2020 ANNUAL MEETING**

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August of this year brought a not so welcome surprise at Minnewakan. I was conducting a routine camp check and stepped off the bottom step into the basement, and landed in two inches of water. My heart sunk, as I knew what this water damage would lead to. It was found that the culprit for the damage was a fitting 6' under the floor that had sprung a leak. A professional restoration company was brought in to remove and dry out the basement, as well as complete air quality testing. I'm not sure what he was thinking, but the Pathways Facility Director decided to take on the large project of completing the finishing work in the basement. This project is currently underway, with sheetrock almost complete. New flooring, doors, baseboards, and paint to follow.

Looking ahead, projects that will be continued and completed in 2021 include finishing the trim and interior of the shop, rebuilding the foundation and entryway of the Chapel at Emmaus, and working on straightening the walls of the Chapel at Minnewakan and giving it some special attention.

Hoping that 2021 will bring safe face-to-face events,

Brad Fossen, Facilities Director  
Pathways Bible Camps





## **PATHWAYS 2020 ANNUAL MEETING**

Sunday, March 21, 2021

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### **Lake of the Woods Bible Camp Update**

**January 2021**

The Lake of the Woods Bible Camp Association's sub-committee on the disposition of the LOWBC property engaged the services of Re-Max in Bemidji to facilitate the sale and closing of LOWBC Property.

The Lake of the Woods Bible Camp property was advertised for sale last fall through a silent bid process. From this silent bid, 4 bidders were invited to participate in a live auction on the Bible camp property in late October.

3 of the 4 silent bidders indicated an interest in participating in this live auction and during the auction the winning bid of \$975,000 was accepted by the Lake of the Woods Bible Camp Association Board Representatives.

On December 29, 2020 a virtual meeting of the LOWBCA was held to approve the sale of the property to the winning bidder. The meeting met the guidelines for establishing a quorum and the sale was approved by unanimous vote.

Once the closing documents have been executed and signed and the settlement of funds have been processed. Each church in the original LOWBC group will share an equal proportion of the proceeds. There are 36 churches that are considered members of this group. After that has been completed the Lake of the Woods Bible Camp Association will be dissolved.

Respect



# PATHWAYS 2020 ANNUAL MEETING

Sunday, March 21, 2021

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## Pathways Endowment Fund Committee

### A. Committee Membership

- a. The committee shall consist of five members, all of whom shall be voting members of Pathways current or associate member congregations. Except as herein limited, the term of each member shall be three (3) years. Upon adoption of this resolution by the Annual Meeting, it shall elect five (5) members to the committee: two (2) for a term of three (3) years; two (2) for a term of two (2) years; and one (1) for a term of one (1) year. Thereafter at each Annual Meeting, the delegates shall elect the necessary number for a term of three (3) years. No member shall serve more than two (2) consecutive (3) year terms. After the lapse of one (1) year, former committee members may be re-elected. The board Chairman and Executive Director shall be advisory members of the committee. The Pathways Board shall nominate members of the committee and report at the Annual Meeting in the same manner as for other offices and committees. In the event of a vacancy on the committee, the Pathways Board shall appoint a member to fill the vacancy until the next Annual Meeting, at which time the Annual Meeting delegates shall elect a member to fulfill the term of the vacancy. No more than two (2) committee members shall hold office on the Pathways Board during their term of office on the committee.
- b. The committee shall meet at least quarterly, or more frequently as deemed by it in the best interest of the fund.

Name	City	Church	Term	Expiration
Sue Grafstrom	Roseau	Messiah	3 Years	2024
Eric Egeland	Fisher	Bygland	3 Year	2024
Bonnie Upham	East Grand Forks	Our Savior's	2 Years	2023
Rev. Clay Ellingson	Moorhead	Trinity	2 Years	2024
Open	-	-	1 Year	2022



## PATHWAYS 2020 ANNUAL MEETING

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### Pathways 2020 Budget (Income)

<b>Development Revenue</b>	<b><u>Budget 2021</u></b>	<b><u>Actual 2020</u></b>
Congregations/Foundations	134,000	165,735
Corporate Giving	5,500	3,000
Individual Giving	78,250	103,496
<b>Subtotal Development Revenue</b>	<b>217,750</b>	<b>272,231</b>
<b>Program Revenue</b>		
Emmaus Summer Programs	202,500	16,619
Day Camp	18,000	7,900
Offsite Youth Adventure	16,500	3,733
Retreats	12,000	17,055
Concordia Language Village	80,125	83,201
Camp Store and Canteen	16,000	4,605
<b>Subtotal Program Revenue</b>	<b>345,125</b>	<b>133,123</b>
<b>Other Revenue</b>		
Sale of Equipment	0	0
Interest Income	0	24
Dividend Income	0	1,285
<b>Subtotal Other Revenue</b>	<b>0</b>	<b>1,309</b>
<b>Total Revenue</b>	<b>562,875</b>	<b>406,663</b>



# PATHWAYS 2020 ANNUAL MEETING

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## Pathways 2020 Budget (Expenses)

Expenses	Budget 2021	Actual 2020
Payroll, taxes, & benefits	346,682	228,619
Continuing Education	1,000	100
Conference and Training	500	275
Bank Charges	1,200	240
Interest Payments (MIF)	4,306	4,566
Equipment Repair & Purchase	2,000	700
Food	27,500	5,000
Camp Store and Canteen	6,000	9,979
Insurance	50,900	46,898
Licenses & Fees	1,500	671
Facility Improvements, Maintenance, Janitorial, & Linen	25,000	29,851
Office, Housing, & Communication	11,600	9,781
Promotion	6,500	8,246
Professional Services	10,000	9,697
Program Expenses	3,600	2,390
High Adventure	7,000	500
Travel	7,700	6,428
Vehicle Expense	2,000	2,583
Staff, Board, Committees	500	571
Utilities	30,000	21,106
Fundraising Events	0	0
Financial Development	8,000	7,967
Miscellaneous	0	0
<b>Total Expenses</b>	<b>553,488</b>	<b>396,168</b>
<b>NET OPERATING INCOME</b>	<b>9,387</b>	<b>10,495</b>
Loan Principal Reduction (MIF)	5,905	5,669
<b>NET INCOME</b>	<b>3,482</b>	<b>4,826</b>



# PATHWAYS 2020 ANNUAL MEETING

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## Nominations/Elections for Pathways Board of Directors

By-Laws of Pathways Incorporated, Article II

### Section 1 - Membership of the Board of Directors

- a) The Board of Directors shall consist of not less than 12, nor more than 18 members, elected from member congregations.
- b) Election shall be conducted in such a manner that no more than 6 members are elected to three-year terms each year, subject to one consecutive reelection.
- c) Advisory members of the Board of Directors shall be the following who will have voice, but no vote:
  1. The Executive Director of Pathways
  2. Any person or persons so appointed by the Board of Directors

### Section 2 – Special Areas of Representation of the Board of Directors

- a) At least 4, but not more than 9, of the elected members shall be pastors of the ELCA.
- b) The Board of Directors shall elect a Treasurer for the Pathways Corporation either from within or from outside its membership. If elected from outside its membership, the Treasurer shall be considered an advisory member of the Board, and no limitation of term shall apply ... The term of office shall be one year.
- c) Each of the conferences shall have at least 2 representative members.
- d) Due consideration shall be given to an equitable distribution of Board members from the areas served.

### Current Board Membership

<u>Name</u>	<u>City</u>	<u>Church</u>	<u>Conference</u>	<u>Term</u>	<u>Expiration</u>
Ms. Sue Grafstrom	Roseau	Messiah	1	2	2021
Mr. Dave Dalager	Warroad	Zion	1	1	2023
*Rev. Christy Klemz	Thief River Falls	First/Immanuel	3	1	2021
Ms. Bonnie Upham	E. Grand Forks	Our Savior's	3	1	2022
*Rev. Mark Olson	Bagley	Faith	4	1	2021
Mr. Chris Andreasen	Moorhead	Trinity	5	Advisory Member	
Rev. Clay Ellingson	Moorhead	Trinity	5	2	2021
Rev. Chris Leach	Barnesville	Our Savior's	5	2	2022
Rev. Jon Dodson	Plummer	Ebenezer/Immanuel	2	1	2023
*Rev. Eric Clapp	Sebek	Our Savior's	6	1	2021
Angie Behr	Bemidji	N/A	At-Large	1	2023
Al Judson	Park Rapids	Calvary	4	1	2023
Ira Bailly	Moorhead	Trinity	5	1	2023

*\*Names marked with asterisks are eligible for re-election*



# PATHWAYS 2020 ANNUAL MEETING

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## Nominations for Board Members

### **Rev. Janelle Henniger**

Pastor Janelle Henniger of Bethel Lutheran in Greenbush and Faith Lutheran of Badger  
Serving the Congregations since January 2020.

My background in camp ministry started in southern Minnesota with Green Lake ministries attending in grade school and confirmation. During College, I worked at Mount Carmel Ministries for 4 summers as part of their family camp ministries. I worked with all ages in programming from preschool through high school and with the hospitality and office staff. I kept volunteering at the camp through seminary and also attending their mid-winter young adults retreat. In between graduating seminary and starting my call, I worked with the office staff.

I am excited to explore Pathways bible camp and their ministry here in Northern Minnesota. My congregation deeply cares about their Day Camp programming and acknowledges a path to work on getting more kids to attend in person. Camping ministry is a creative and passionate part of God's work in guiding children, families, and young adults to find Jesus and their calling in God's redemptive work.

### **Brother Jeff Brown**

Brother Jeff Brown is a life-professed member of the Order of Lutheran Franciscans, a religious order of the ELCA, and serves as pastor at St. Paul's Lutheran in Crookston. He is a graduate of Concordia College, Moorhead ('12) and Luther Seminary, St. Paul ('15). Br. Jeff enjoys all sorts of activities in creation, and as a result, outdoor ministry was vital to his own sense of call to pastoral ministry. He is humbled by the trust of Pathways and looks forward to serving God through this great ministry.

### **Terry Piphio**

- Congregation: Lutheran Church of the Good Shepherd, Moorhead, MN
- Education: BA Concordia College, Moorhead, MN
- Vocation: former administrative assistant to the campus pastors, Concordia College, Moorhead; former Financial Advisor, Thrivent; former legal assistant
- Service in Congregation: former Council member, former synod assembly delegate, former Sunday school teacher, former WELCA office holder
- Service in Synod/Conference/Churchwide: former NWMNSWO Conference/cluster financial reporter; current Treasurer NWMNSWO





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- Service in Community: volunteer docent at Historical & Cultural Society of Clay County; Lost & Found Ministry volunteer; former Moorhead State University Newman Center board member; former Moorhead Schools Long Range Planning Committee.

I am retired, want to give back, and this was a gift I didn't know I wanted. I strongly believe in the value of camping for our future leaders in the church.

### **Jenny Hagelstrom**

Jenny Hagelstrom has spent the last 15+ years working in a variety of roles in the Support and Services business at Microsoft. She is currently the Site Program Manager for their Customer Experience & Success organization in Fargo. In her current role, she is able to live out her passions of diversity, inclusion and belonging while helping to cultivate and shape the organization's culture.

On a personal note, Jenny, residing in Moorhead, is happily married to her husband of 15 years, Jason. They have 6 amazing kiddos (Lola 13, Serenity 12, Gage 7, Kiara 6, Delilah 5 and Vivian 4) and one spunky Great Danoodle, Olive. They have been active members of The Lutheran Church of the Good Shepherd for the past three years.

Jenny has enthusiastically accepted the call to serve on the Board of Directors for Pathways. Jenny's time at camp as child remains one of her fondest memories. She is excited for the opportunity to support the ministry of Pathways and the mission to offer unique environments where God encounters people and renews them to live lives of love.

### **Rev. Devlyn Brooks**

Devlyn Brooks and his wife, Shelley, and three of their children make their home in Moorhead. They have a fourth son who is a registered nurse living and working in the Twin Cities. Devlyn currently is the intern pastor serving Faith Lutheran Church in Wolverton, Minn. He will graduate from Luther Seminary in June, and is scheduled to be ordained in the ELCA sometime next fall. Devlyn has spent more than 25 years in the newspaper industry, at newspapers all over Minnesota. While he has been attending seminary, he still was working full-time and is president of a three-year tech start-up company called Modulist, which was launched by Forum Communications Co., which is headquartered in Fargo, N.D. He has served many nonprofit boards and civic organizations in his professional career, and many of the causes were aimed at supporting youth.



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### **Rebecca Esser**

Hi! My name is Becky Esser and I live in Detroit Lakes with my husband Ryan and “almost-teenage” daughter Ava. I grew up in Detroit Lakes, attended Grace Lutheran Church, and went to Camp Emmaus throughout Middle School. Once graduated, I went to college in South Dakota to become a Wildlife Biologist. After living in four other states over 14 years, I landed back in my hometown, attending my home church. Since then, I have been active on Church Council, teaching Sunday School, serving on the Christian Education Committee, and more. As I was praying about this opportunity to serve, I asked my daughter, who has attended Camp Emmaus three times so far, what she loved so much about camp. Of course, her first answer was “Worship!!!” But then she said something that struck me: she loved the lessons learned each day and how she could use them in real life. From that moment I knew that by serving on the Pathways Board I could help make a positive impact in other’s lives. I look forward to working with and learning from you all and sharing my passion and knowledge of the natural world to help uplift the Pathways Programs for youth and adults alike.

### **Mark Hensrud**

Mark is a Director of Development for Planned Gifts at the MSUM Foundation. He is married with two children and resides in Harwood, ND. Mark’s passion for outdoor ministry started while he was a counselor at Park River Bible Camp (PRBC) for five summers in the 2000s. He met his wife, Andrea, at camp. Mark also spent two years as Director of Development at PRBC from 2011-2013. A graduate of the Association Free Lutheran Bible School and Minnesota State University Moorhead, his desire to strengthen faith in the next generation hasn’t changed since leaving PRBC and outdoor ministry is a great way to teach and bring others close to Christ.



# PATHWAYS 2020 ANNUAL MEETING

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## Board of Directors 2021 Ballot

### Re-Elections: (2<sup>nd</sup> Term would expire 2024)

Rev. Christy Klemz (Conference 2)

Rev. Mark Olson (Conference 4)

Rev. Eric Clapp (Conference 6)

### Elections: (1<sup>st</sup> Term would expire 2024)

Rev. Janelle Hennager (Conference 1)

Rev. Jeff Brown (Conference 3)

Mrs. Terry Pipho (Conference 5)

Mrs. Jenny Hagelstrom (Conference 5)

Rev. Devlyn Brooks (Conference 5)

Mrs. Rebecca Esser (Conference 6)

Mr. Mark Hensrud (At-Large member)

\_\_\_\_\_ (At-Large member)

\_\_\_\_\_ (At-Large member)

\_\_\_\_\_ (At-Large member)

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