

Pathways Board Meeting  
March 18, 2021

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

Members Absent: Rev. Jonathan Dodson, Rev. Christy Klemz,

Chris L. called the meeting to order at 5:06 and opened in prayer

Chris A. led us through a review of our mission statement

**Agenda Approval**

Chris L. adds Executive Director report to agenda

**Motion:** Angie

**Second:** Mark

**Agenda approved**

**Executive Director Report**

Very excited to have Lydia on as Program Director. What a blessing for Pathways and the future of our ministry!

Brad has been hard at work doing some repairs at Minne-Wa-Kan, as well as Emmaus.

Walk-In freezer at Emmaus malfunctioned and we lost a little bit of food to spoilage, but not too bad.

Thank you to ministry teams for their hard work!

Easter letter is coming out next week.

Chris has been taking some paternity leave off (hooray!).

White family from Menahga has approached Trinity to purchase the property at Camp Emmaus. They would purchase the 4 parcels of land at Camp Emmaus and after 1 year, they would gift the original 80 acres to Pathways. Nothing firm is in place, but conversations are happening about what this could look like. Chris A. took some exploratory questions about possibilities and what this could look like.

**Grievance Policy Addendum**

Chris L. brought us up to speed on the grievance filed from last summer, as well as the updated grievance procedures we tabled from last meeting.

Chris L. led a review of the changes made to grievance policies, particularly tightened timelines for follow-up and resolution, as well as additional formal and informal procedures for filing a complaint against the Executive Director.

**Motion made and seconded at January meeting**

**Motion carries**  
**Annual Meeting Agenda Approval**

**Motion:** Clay  
**Second:** Dave  
**Agenda approved**

**Job Description Updates**

Now that we have a full-time program director, we needed an update to our job descriptions to realign tasks and duties for both Executive Director and Program Director.

Most of the ED job description remained the same. Some changes were primarily around Administrative Leadership to clarify the org chart of Pathways and delineating oversight of the summer ministry team vs. full-time staff.

Motion for adoption

**Motion:** Al  
**Second:** Angie  
**Discussion:** Mark brought up one point of language clarification.  
**Motion approved.**

**Endowment Fund Committee**

Identified 5 members: Sue Grafstrom, Eric Egeland, Bonnie Upham, Clay Ellingson, and Kent Bruun are nominated to join the endowment committee and the ballot will go to the Annual Meeting on 3/21/21.

**Cabin at Minne-wa-kan**

A family has approached Pathways to request to purchase the property on the north side of camp, including Cabin Abraham.

Conversation was had about the need for clarity around our vision for programming at Minne-wa-kan before deciding anything with property sale.

We're currently leasing the camp to Concordia. Taking on a second lessee may not be wise.

Motion: At this time, we do not enter into discussions to sell that piece of property.

**Motion:** Sue  
**Second:** Ira  
**Motion carries**

Chris A. will draft up a letter to notify the family.

### **Emmaus Chapel Handicap Access**

Al J. talked about inaccessibility of the chapel. He talked about putting a ramp in from the dining hall to the chapel in a way that would allow access from the dining hall to both the chapel and the canoe beach.

He is looking into specifics of what we would need to be ADA compliant, as well as an estimate for what the cost of such a project would be.

Al would like to talk with people at Trinity as far as how to proceed with such a project.

**Motion:** Initiate the process for Al to assemble a plan to update the chapel at Camp Emmaus and make it handicap accessible.

**Motion:** Al

**Second:** Mark

Discussion: The focus of the project is safety, accessibility, structural, and aesthetic. Hoping for a timetable to move forward with work in 2022.

**Motion carries.**

Lydia H. joined us in the meeting and we had a chance to do introductions and hear a little bit more about her life and ministry.

**Next Meeting:** April 22, 2021

Chris. L closed up our meeting in prayer.

**Motion:** Al

**Second:** Ira

**Motion carries**

Meeting adjourned at 6:42.