

Pathways Board Meeting
January 20, 2022

Members Present: Rev. Chris Leach, Rev. Eric Clapp, Chris Andreasen, John Knorr, Becky Esser, Mark Hensrud, Ira Bailey, Al Judson, Rev. Mark Olson, Rev. Janelle Hennager, Brother Jeff Brown, Bonnie Upham, Larry Kent, Dave Dalager, Rev. Jonathan Dodson, Terry Piphon,

Members Absent: Rev. Christy Klemz, Jenny Hagelstrom, Angie Behr,

Called to order at 5:10

Chris L. led us in prayer.

ED Report

Finished up annual reviews closing out the year.

Made some good donor visits and relational connections in congregations.

Camper registration and hiring portal are both now open.

Camp promo days & day camps are booking up.

Brad's been hard at work with facilities and keeping things up.

Planning for electrical work to finish up work on the maintenance garage at Emmaus.

Giving Hearts Day is coming up February 10th and we're excited for possibilities about pursuing a \$25,000 goal.

Conversations with Trinity have been positive. They have a congregational meeting scheduled for May to discuss the Camp Emmaus question.

Board Chair Report

End-of-the-year evals finished up and were positive.

There's also an upcoming effort to include more communication with our constituency regarding the Trinity-Emmaus conversation.

The goal is to help bring people into the loop so that we can have a productive discussion at our annual meeting. We hope to help people understand how we got to where we are and allow people to ask questions and talk about possibilities.

Financial Reports

Bonnie started with the balance sheet.

Not a lot of change overall. The balances were over \$200,000 at year-end, which is up \$28k from year prior.

PPP loan was forgiven and brought into revenue at time of forgiveness.

Profit/Loss

Our primary fluctuation here was in individual and congregational giving down from 2020. This was expected primarily because of some larger gifts to help us get through 2020, when we did not have residential camp.

2022 Budget

Program revenue is the toughest to predict. We're going off of hopeful, but also realistic, comparisons to 2019 summer attendance.

Budgeted expenses have some minor fluctuations. The largest is in staffing, hoping for a larger summer staff this summer compared to last.

Budget is presented.

Motion to approve the budget to send to the annual meeting.

Made: Mark H.

Second: Mark O.

Discussion: Point was raised about considering a line item budget for building maintenance and improvements. Chris A. said those items are usually made outside of the budget. Mark O. brought up the possibility of getting both camps appraised as we move forward with strategic planning.

Motion carries.

Quasi-Endowment Beginning

In conversations with a couple donors, Chris A. has gotten some commitments for lead pledges to a potential campaign to purchase Camp Emmaus.

Quasi-endowments are funds the institution treats as endowments, but the board is not prohibited on using the principal whenever we may decide. They would operate as restricted funds with the ELCA foundation.

Motion: Establish the quasi-endowment invested with the ELCA Foundation with the intent of using these funds toward the purchase of the Camp Emmaus, pending approval by the Endowment Committee.

Made: Mark H

Second: Jonathan D.

Discussion: Are there concerns about putting money in the market with such a short-term goal in mind? Questions about the order of the process and if we're jumping the gun collecting large donations for a sale that hasn't been approved by Trinity yet.

Amendment to Motion: Table this conversation pending recommendations from our Finance and Endowment Committees.

Made: Mark H

Second: Mark O

Motion carries.

Minne-Wa-Kan Improvement Process

Chris A. is excited for a project to renew the siding on the Minne-Wa-Kan chapel. Other projects at Minne-Wa-Kan have come up: septic system, insulating sewer lines, resurfacing the ball court, etc. Other smaller projects may come about too.

John K. got recommendations about the ball court and most contractors recommended two coats of sealing.

Motion to re-seal and paint the ball court at Minne-Wa-Kan

Made: John

Second: Larry

Motion carries

Discernment Team Report

A team was commissioned to put together a new strategic plan for the coming years at Pathways.

Chris L. led us through the discernment team process and what work has already been done.

They recommended a leadership team to take over the discernment process as laid out in their report. The document identified six people to be consulted about their involvement on the leadership team.

Motion: To approve the strategic leadership team to begin work on the strategic discernment process.

Made: John

Second: Terry

Discussion: Concerns were brought up around looking at plans of other LOM camps as a way of broadening our perspective.

Motion carries.

Annual Meeting Agenda

Chris A. led us through a brief overview of the agenda for the coming annual meeting in March. There was some concern about having a piece of the annual meeting that is a report from Trinity about happenings at Trinity around their conversations and intent re: ownership of Camp Emmaus.

Annual Meeting is on Sunday, March 20, at 3:00pm at Camp Emmaus.

Motion to approve the annual meeting agenda as amended.

Motion: Larry

Second: Bonnie

Motion carries

Meeting adjourned at 7:26pm

Next Board Meeting: Thursday, March 17 at 5pm on Zoom.