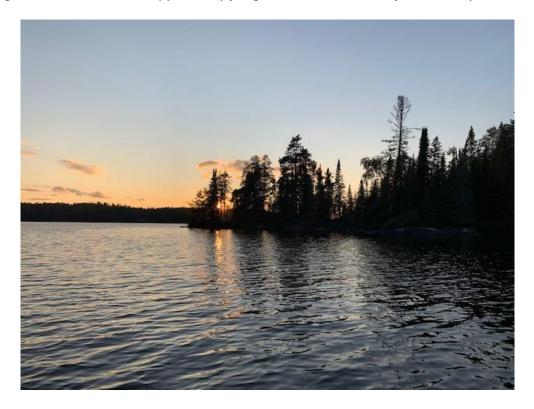
f Luther village

Under God's grace, Luther Village exists to provide Christian ministry in a harmonious outdoor setting to give all individuals the opportunity for growth and renewal of mind, body and soul.



Annual Report 2023



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LUTHER VILLAGE BOARD OF DIRECTORS

Marshall Ring, Chair

Megan Schwartz, Secretary

Diana Schreibmaier, Treasurer

Trevor Hill, Property Chair (resigned June 2023)

Karl Emms, Property (resigned July 2023)

Tom Brook, Fundraising Chair (resigned March 2023)

Rev. Rick Sauer, Communications Chair/Clergy Support

Michelle McConomy, Synod Liaison (resigned September 2023)



AGM 2022 MINUTES

LUTHER VILLAGE AGM MEETING MINUTES

Date: February 27, 2023

Time: 7:00 pm

Place: Grace Lutheran Church & Zoom

<u>Present:</u> Megan Schwartz, Diana Schreibmaier, Trevor Hill, Ad & Lisa van Dijk, Michelle McConomy, Rick Sauer, Wayne Schultz, Agnes Smith, Amy Northcliffe

On Zoom: Karl & Gail Emms, Steve Novak, Mary Heard, Elaine Gelhorn, Andrew Bosma, Ben McGillivary, Betty & Bob Gunn, Byron van Dijk, Jon & Kara Ring, Jean & Al Hunter, Billy, Justin Benjamin, Shawn Trotter, Cody van Dijk, Leif Gelhorn, Harry Mann

Regrets: Marshall Ring, Tom Brook

| ISSUE | DISCUSSION | ACTION |
|----------------------|--|--------|
| 1.0 Call to Order | Diana called the meeting to order at 7:05 p.m. | |
| 2.0 Devotion | Pastor Rick led devotion | |
| 3.0 Introductions/ | - See roll call for attendees | |
| Granting of Voice | - motion to grant voice to all attendees at for the AGM. | |
| | Motioned by Megan, Seconded Trevor. Carried | |
| 4.0 Adoption of | Motion to adopt the agenda. Motioned by Trevor, Seconded | |
| Agenda | by Diana. Carried | |
| 5.0 Adoption of | Motion to adopt the minutes from the 2021 AGM. Motioned | |
| Minutes of 2021 AGM | by Rick, Seconded Diana. Carried | |
| 6.0 Review 2022 | Lisa did a general update on how the season went. | |
| Annual Report | - Question: Did the pre-accreditation visit reveal any issues | |
| | that might impede on Luther Village getting reaccredited. | |
| | Answer: No concerns at this point. We are updating our | |
| | operations binder so that the information is up to date. | |
| | - Question: What will happen with the old Dining Hall space? | |
| | Answer: There are plans in place to build a more accessible | |
| | community area with a fire pit, patio, and program area. | |
| | Wayne Schultz gave an update on the capital campaign | |
| 7.0 Approval of 2022 | - Diana gave an update on the financials that were presented | |
| Financials | in the AGM package. | |
| | - Question: Are Grants a one-time funds? The covid adapt | |
| | grant will be only a one-time grant, but there are many grants | |
| | that Lisa will be and have been applying for. | |
| 8.0 Appointment of | - motion to complete our audit for 2022. Motioned by Diana | |
| Auditor | Seconded Trevor. Carried | |
| 9.0 Other Business | Questions: Are the bylaws available online? Answer: not at | |
| | this time, Megan will send bylaws to Lisa to update the website. | |
| 10.0 Open Forum | None | |
| 11.0 Closing | Closed with the Lord's prayer & Adjournment at 7:45pm | |



BOARD CHAIR REPORT

Dear Luther Village Community

I would like to begin by thanking everyone for their passion for the special place of outdoor Christian ministry within the MNO Synod which is Luther Village. During this final year as volunteer Board Chair, I am again so proud of the accomplishments we as a Board and we as a community were able to achieve. My first year as Chair was also the first year for Lisa and Ad as Co-Executive Directors. We inherited a significant infrastructure deficit, wanted to improve how much and how often we communicated to our community, and wanted to improve governance at the Board level. We also inherited a wonderful core community of volunteers and supporters, a history of vibrant programming, and lots of goodwill to build on.

As I reflect back on those early days, I am comfortable stepping off the Board and comfortable with the direction camp is going, and here are a few of the reasons:

- Ad and Lisa have built a loyal following! Finding people to work at camp was originally a challenge.
 Much of the recruitment is based on personal relationships and retention of employees / volunteers.
 It seems many of the staff and volunteers from last year are excited to return and the stresses of "where can we find people" are reduced.
- After several years of no kitchen, we were able to host Carey Buss' wedding at camp and serve a
 large group. This year we will start the year with a fully functional kitchen. Sure, there may be some
 cosmetic issues to resolve, but finally having a functioning kitchen and gathering spot to support
 fellowship and community is important.
- The hydro project has accomplished significant milestones. Again, while not fully deployed throughout camp there is significant progress.
- I am confident the next version of the Board will continue to successfully work in collaboration with Ad and Lisa who will continue to be wonderful stewards of Luther Village and our purpose.

Thank you to the Board, the staff, and all stakeholders for helping Luther Village accomplish so much over the last few years. The one word I think best reflects the feeling I have about Luther Village is "optimism". We are beginning to thrive again, versus trying to just exist and survive. I look forward to what the future holds.

Be kind to others and God bless,

Marshall Ring

Chair



EXECUTIVE TEAM REPORT

As I write many of the reports for the Annual Report, many come easier than this one. Fundraising and program for example are very specific to certain aspects of camp and that makes it a much easier task. The director's report is a summary of ALL things Luther Village for the whole year. We have now completed two full years as Executive Directors and two seasons actually working and living at camp.

We had many challenges in 2023, foremost being the Kitchen and Dining Hall construction and renovation was not ready at the start of the 2023 season including the camps, retreats and group bookings that were coming. Thanks to hard work, patience, understanding and adapting daily, we were able to feed staff and every group, family or camper that came though the dining hall doors. We are confident that they were fed, quality, nutritious meals and felt welcomed in the space despite the ongoing construction. They could all see the potential and were excited to see the progress as the summer progressed. We were able to start using the new kitchen and renovated dining hall in the fall, just in time for Carey and Stacey's wedding and the MNO Thanksgiving retreat. A huge thanks you to all the staff, volunteers and contractors who had a part in making this project a reality. We are so excited for the future of Wolf's Ridge! We are looking forward to "decorating" the dining hall in 2024.

We know that Luther Village is a camp that has been around for almost 60 years and many buildings are aged and needing repair. As we work hard to repair, replace, and renovate these buildings, we look to you for support, financial contributions, and prayers. We look to you for stories about the history of camp, and hope that you will look forward with us to the future. A future that includes a Luther Village for many years to come.



Highlights of 2023

- Directors completed second season at Luther Village
- Decision made to run full kid's camps and retreats
- Used Wolf's Ridge as kitchen and dining hall for staff and campers while construction of new kitchen moved forward
- May Long weekend camp opened- huge turnout for Work Weekend.
- Moved fire pit and picnic tables from lower campground to new gathering space (former Dining Hall)
- Bike-a-thon in memory of Pastor Bruce Gelhorn
- First BBQ of season in new Community space
- Small Fry, Grades 7-10, and Grades 4-6 camps (1st since 2019)
- Accreditation visit with Manitoba Camping Association.
- Accreditation received for 2023 valid until 2026
- 5 weeks of Family Camp and FC Retreat
- Teen Canoe trip
- Opened new Kitchen and renovated Dining Hall in Fall
- September Long weekend Worship with Bishop Jason
- Carey and Stacey's wedding in September
- MNO synod youth Thanksgiving retreat in October
- Capital Campaign \$50,000 matching grant completed!



As staff has been in a rebuilding phase the last two years, the good news is, we had several returning staff in 2023 and we also added some great new staff. We are grateful for their ability to work as a team, show grace to each other, adapt to the situation, work hard, and then work even harder, learn new skills, be positive role models for our campers and do their best to represent LV.

Without the staff and volunteers there would not be a Luther Village, we are blessed for all you do. Thank you!

LV Staff 2023

Maintenance

Nicholas Borkowsky --Spring Summer and Fall Dakota Still- Spring Dani Casper- Summer and Fall Katherine Walc- July Matthew Graham -August

Kitchen and Housekeeping

Emily Freisen- Spring Summer and Fall Meah Everett- Spring and Summer Leyla Barkman- Spring Terri Abrey- Summer Cassandra Hay -July

Program

Emma Kushnier -June/ Lifeguard Lindsey Bedford- Spring and Summer Jeremy Rodgers- Summer Isaac Becker- Summer Selina Hay -Summer/ Lifeguard Cassie Busby- July Raelynn Rodgers- August



Office

Liza Gribok-Summer

Thanks to volunteers/ casual staff

Timmy Crozier- Kitchen
LIT Micah Ens
LIT Eden Humbert
Carla and Heidi Barkman- Kitchen
Jacob Kangas- Lifeguard
Ella Omsen- Lifeguard
Sydney Prichard- Lifeguard

Though Luther Village is primarily a Lutheran church camp we want everyone to know they are WELCOME, regardless of church connection or not, regardless of gender, race or sexual orientation — we do not believe our differences should divide us but more importantly unite in a common love for Luther Village. In whatever way you are connected to Luther Village, seasonal camper, bike-a-thon, family camp, cabin renter, fishing, kids camps and more, whether it is your first time at camp or you have been coming for the past 60 years. We hope you know we value you and all that you bring to our camp community!

Submitted by,
Lisa van Dijk
Co-Executive Director



PROPERTY COMMITTEE REPORT

I would like to start off with thanking all the volunteers, board members and contractors that helped during work weekend and many other times, during the season. We appreciate your efforts on our many projects at Luther Village.

Maintenance/ Property Highlights 2023:

- New Community Gathering Space (former Dining hall space) leveled and graveled
- Campfire pit, benches and picnic tables were moved from Lower campground
- New Pergola and BBQ
- Flowers and solar lights
- New decks and staircases on the summer shop building
- New campsite where the fire pit was in lower campground
- New metal roofs on Cabin #1 and #2
- Expanded the reach of our STARLINK internet to cover most of the lower camp
- Replacement of two failing sewer pumps in our sewer system
- NEW Kitchen build on existing Wolf's Ridge building
- Deck with stairs to kitchen and ramp entrance into Dining Hall
- Dining hall renovation, new lights, paint
- Bathroom update, new vanity, toilet, and lights
- New siding on the whole exterior of building
- Hydro Project Stage 1a bringing in new power to camp is completed.
- New Hydro poles installed
- New meter and transformer
- New swimming dock and lifeguard chair
- Replaced sand on the volleyball court
- Elk Haus renovations including modern bathroom, new laminate flooring, appliances, and lighting.
- Working on rebuilding motor on camp Golf Cart

Upcoming Projects in 2024

- Hydro upgrade Stage 1b new distribution center by Robin's Roost financed though funds from the Infrastructure Fund
- Work on plans for getting the new Hydro to the upper campground financed though funds from the Infrastructure Fund
- Renovation of Beaver Lodge: bathrooms flooring etc. financed though interest from the Endowment Fund -The Winnipeg Foundation
- Community Gathering Space will be upgraded to include railings and a board walk to Beaver Lodge, stage for staff, lighting, update picnic tables and more. This project is funded through a One-time Community Grant from The Winnipeg Foundation





Special Thank you to:

Trevor Hill and Karl Emms for their time on the LV Board and all the projects they helped with this year. Stefan Schweitzer for all the work to make our internet reach most of the lower camp.

Shane Macintosh for all the construction work on the kitchen

Leif Gelhorn for leading the electrical help with the kitchen the ongoing Hydro Project Richard Slobodian, Byron van Dijk, Cody van Dijk, Joey Hondz, Dan Morrison, Diana Schreibmaier and Wyatt Graham for help with the kitchen electrical.

Submitted by, **Ad van Dijk**Co-Executive Director







PROGRAM COMMITTEE REPORT

The theme for 2023 was "Boundless" God Beyond measure.

Based on the bible verse:

"I pray that you and all of God's people will understand what is called wide or long or high or deep. I want you to know all about Christ's love, although it is too wonderful to be measured. Then your lives will be filled with all that God is.

—Ephesians 3:18-19

Family Camp weeks focused on the hopeful and saving story of God and God's people. They will experience the good news of God's boundless creating, loving, and merciful power for them in their lives. Just as God was loving and faithful at the time of creation, then in the life of Israel, then through Jesus Christ, so God continues to be in this world now. Enter the story of God and God's people (you!) and rediscover boundless goodness, love, welcome, forgiveness, and generosity. So boundless that they cannot be measured. But they can be trusted.

Family Camp resource leaders,

Thank you for your connection with the staff, visits during meals, for your theme-filled devotions, your morning sessions and leading us in worship and much more. You are a very important piece of Family Camp. We want to express how much we appreciate the family that comes along with you as well.

Week 1 Pastor Tyler Gingrich

Week 2 Rev Theo Robinson

Week 3 Bishop Jason Zinko

Week 4 Pastor Chris Bishopp

Week 5 Pastor Rick Sauer and Pastor Elaine Sauer

Family Camp Retreat Pastor Courtenay Reedman- Parker and Pastor Erik Parker

Worship – weeks outside of family Camp.

Thank you to the staff and community who help us with worship each week. Pastor Rick and Elaine Sauer for leading worship at the Bike a thon. Rev Murray Still for time with staff and leading worship on a Sunday in July Pastor Larry Trachte for leading a worship during Family Camp Bishop Jason for staff training and September long weekend.

Bike-a-thon June 2023

We were able to have a full camp attendance for the 2023 Bike-a-thon in memory of Pastor Bruce Gelhorn. All the Gelhorn family participated in ways from riding, driving support vehicles, making lunches and being great cheerleaders for everyone who came out. We shared a wonderful BBQ as the first meal in our new Community Gathering space. We worshipped together on the beach with Pastor Elaine and Pastor Rick Sauer. With the support of Grace Lutheran Church, the Bike-a-thon will be renamed going forward: Luther Village Bike-a-thon — Bruce's Ride.

Women's Retreat June 2023

Resource leaders Candace and Caitlin Kostna

Wonderful weekend of 30 women of all ages, they focused on the Theme Boundless God Beyond measure and took time to relax renew and

rediscover. There was an opportunity for a massage or reflexology, to go for a paddle or just relax on the deck.





A wonderful evening of wine and cheese was full of fun and friendship. They worshiped with the staff on Sunday morning on the beach, brave enough to dip their toes in the lake as they remembered their Baptism.

Kids camps 2023

This year was the first year since COVID that we were able to run Kid's camps in full capacity. We see this as a rebuilding time and anticipate growth in the coming years.

Small Fry (6 kids) Resource Deacon Michelle Collins; Nurse Margery Konrad

Grades 7-10 camp (15 kids) Resource Lauren Coates; Nurse Monelle Benjamin

Grades 4-6 camp (15 kids) Resource Michelle McConomy; Nurse Anne Wolkenstein

LIT program (leader in training) led by Carey Buss

The LITs completed a weekend training, full week camp training and 1 week of volunteer rotation in the different areas of camp including program, maintenance, kitchen, and housekeeping. 4 LITs completed the program in 2023. Micah Ens, Eden Humbert, Raelynn Rodgers, and Ben Friesen.

Teen Canoe Trip led by Carey Buss, Stacey Speers and Sydney Prichard (lifeguard)

7 Youth participants headed out to explore Dogtooth, Kilvert, Gale, Ethelma, Kushog, Mirror, Hawk and Little Dogtooth Lakes on a 5-day 4-night adventure.

Thank you to all our resource leaders, volunteers, nurses, lifeguards and more who helped make all our programs this season such a big success.

Submitted by, **Lisa van Dijk** Co-Executive Director



COMMUNICATIONS COMMITTEE REPORT

The role of Communications committee is to support our Executive Directors to ensure that the mission, ministry, activities and other significant events are communicated to congregations of the MNO Synod and to the larger community, as well as to individual supporters of Luther Village.

This communication work involves utilizing a variety of methods and formats, such as: posting on Social media; sending out e-newsletters; developing and mailing brochures; keeping the website up to date; coordinating the annual fundraising appeal via phone calls and mailings; etc. In person announcements and presentations have also taken place, and on at least one occasion Luther Village staff and volunteers have led a Sunday worship service in a Synod congregation.

This is an ongoing and vital task that keeps congregations and supporters updated on events, programs and other matters of interest. The vast majority of this work is carried out by directors Lisa and Ad van Dijk and we are grateful for their work.



Plans and projects: The proposed updating of email and regular mailing lists of congregations and clergy has been completed. The hoped for plan to revive the Luther Village Ambassador program has not been lost, but is taking time to implement. Expanding information sharing through other media will also be explored.

Finally, it's not forgotten that successful communication of Luther Village and its ministry is often accomplished by word of mouth. The sharing of faith experiences and positive events by campers, supporters and participants is essential and we encourage this vital style of communication to continue.

Submitted by, **Rev. Rick Sauer**Communications Chair

FUNDRASING COMMITTEE REPORT

June Bike- a- Thon

- in memory of Pastor Bruce Gelhorn
- approx. 80 people participated in person- many rode- some volunteered to drive safety vehicles-make lunches etc.
- over \$25,000 was raised



November - December Annual Giving Challenge (phone-a-thon)

- calls were made in November from our office at Grace Lutheran and mailing sent out with brochure in December.
- raised almost \$20,000



Other ways funds are raised:

General donations throughout the year, donations in "Memory/ Honor of", Luther League Legacy Fund, Serenia Life Financial action teams, and Boeing matching donation grant. Funds come from the Mary Besler Estate and the Winnipeg Foundation Endowment Fund interest, Winnipeg Foundation One Time

Community grant and monthly support from the MNO synod.

Capital campaign: Capital Campaign received a \$50,000 matching donation in June 2023, we were able to meet the goal of \$50,00 raised at the end of the year.

The Capital Campaign Fundraiser came to a close at the end of 2023. We acknowledge all the efforts from all the members of the committee. We want our community to know that we plan to move forward with the projects that were outlined in the Capital Campaign as funds allow.



Dining Hall and Kitchen: we are 90% completed of the Dining hall renovation and NEW kitchen addition-100% funded though campaign.

Hydro Upgrades: we have completed Stage 1a- bringing more Hydro into camp and will be working on Stage 1b – distribution center, both are 100% funded though campaign.

We will be working on Stage 2 getting the power throughout camp.

Starting with the upper campground and once quotes and budget is completed, we are optimistic that we have the funds to complete this stage.

Then we will move forward with plan for the lower campground and rest of camp when we have the funds to complete.

Community Gathering Space: thanks to a One-time Community Grant from **The Winnipeg Foundation**, we are hopeful with these funds we will be able to complete this project.

Office: making plans as to what we can do to save this historic building, as we move forward, looking for grants and fundraising for this project.

Bathrooms: we will be looking into possibilities for upgrades/ replacement

We will need additional funds to move forward with these projects.

We have created a NEW INFRASTRUCTURE FUND

- Any remaining funds and any outstanding pledges in Capital Campaign will be moved to the Infrastructure Fund.
- While we no longer have an active Capital Campaign committee- we are still looking for ways to raise the needed funds.

Please consider donating to the Infrastructure Fund and help us move forward with building up a Luther Village for the Future.

Submitted by,
Lisa van Dijk
Co-Executive Director



CAPITAL CAMPAIGN REPORT

Members: Jennifer Janz, Agnes Smith, Megan Schwartz, Rev. Bruce Gelhorn, Caroline Wintoniw (ED 2020 to 2021) WINS Bridgman (Bridgman collaborative ARCHITECTURE) Norm Velnes (The Velnes Group), Diana Schreibmaier, Wayne Schultz, Carey Buss, Trevor Hill, Lisa van Dijk, Ad van Dijk, Tom Brook (Brook Consulting)

Purpose and Intent: Executive summary, LV Program Review: May 2020 (Sandra Herbst, Consultant); Luther Camp Discussion Notes, March 2020; Drawings, April 2020 (Bridgman collaborative); Luther Village Strategic Plan, 2012.

Three main areas of focus were identified: 1) New build; 2) Upgrade existing structures; 3) Programs review.

A feasibility study by Velnes Group supported a campaign at this time. "The camp is important to Lutheran heritage and needs to be maintained. A recognition that upgrades and improvement is overdue", were statements from some of those interviewed.



Initial plans were for a new, four-season center that would provide a facility to house campers, office, and recreation space. As the committee discussed the needs of camp identified by the Program Review and using Hutchinson Building Report (2020) and input from Property Management, a scaled back plan focusing on: new docks, power upgrades, dining hall/kitchen renewal, summer shop, bathroom, and office. Estimated cost was \$600,000 to \$1.5 million. Synod approved the Capital Campaign to December 2023. In June 2021 an Initial Outline for "It Takes a Village" was presented with a 30-month life span.

The remainder of 2021 was focused on committee members, working with The Velnes Group, and reaching out to potential donors. The plan for renewal was changing as conversations ensued with the management team and Property Committee.

Velnes Group report of March 2022 highlighted the Evolution of the Campaign and new issues: Hydro One costs to increase amperage for the camp; change in camp management; replace the dining hall; the effects of Covid on the Campaign. It was noted that \$622,625 had been raised in cash and pledges.

The focus of the Campaign moving forward was dining hall rebuild, electrical upgrade, and potential expansion of upper, upper campground. A goal of raising \$500,000 was offered. In May 2022 the LV Board requested an outline fee structure for the Velnes Group, which was provided to the Board. The committee reiterated that having professionals guide the process had been of a huge benefit and money well spent. A directive from the Board also outlined the concerns the Board had and the roles and responsibilities of the relationship between the Campaign and the management team.

The LV Board had an update for 2022 on strategic direction for the camp. It addressed the kitchen/dining hall project and emphasized that they are making decisions that support the long-term viability of Luther Village.

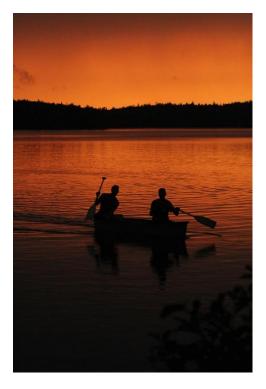


The committee continued its work with Velnes Group until early 2023 when they terminated their contract. A clear building plan and unknown electrical costs hampered the solicitation of donors. Tom Brook was hired to provide assistance to the committee, which had shrunk to two active members. A number of church visits in spring and fall of 2023 were completed. (6) The goal is still to raise monies to cover dining hall/kitchen conversion of Wolf's Ridge and the electrical upgrade.

To summarize, the committee has faced numerous challenges, but have also attained something that had not been done before. Our hope has always been to give Luther Village a strong foothold for the future.

In closing, I would like to thank those who contributed to the Campaign. Those on the committee and the hundreds of supporters who donated.

I feel sad that Pastor Bruce is not able to see the results of the work done by Luther Village supporters. I miss his gentle guidance.



And finally, thank you to Agnes Smith whose stamina, enthusiasm and commitment has been a source of strength and inspiration for me.

Submitted by,

Wayne Schultz

Chair of the Capital Campaign Committee

FINANCIAL REVIEW

The below reports show our draft financials for the 2023-year end.

Budget 2024 is in progress, to be presented and approved at next board meeting

We had presented a balanced budget for 2023 and are encouraged that we not only met the budget, but we were able to finish the 2023 year strong, with a positive cash flow of \$20,000+

The Capital Campaign funds focused on much needed bigger projects (kitchen/ dining hall, hydro etc.) ones which we need to move camp into the future. The budget and general funds are needed to keep camp alive in the present. Many projects, renovations, repairs etc. fall under the budget, and we wish we could do more every year. We try our best to do as much as possible within the yearly limits, being mindful of things such as emergency repairs, new sewer pumps and replacing a hydro line that use 1/3 of our maintenance budget before we even open camp.



Throughout the year we are diligent in trying to identify opportunities to increase revenue and cash flow and being mindful of expenses. We will continue to rely on donations of funds, Gift in Kind donations and fundraising, we ask for your trust and support that the LV board and Executive Team are working in the best interest of Luther Village.

Some highlights of 2023 included:

- \$10,000+ of donations were received in "Memory of"- majority in memory of Pastor Bruce Gelhorn
- \$25,000+ was raised Bike a thon in Memory of Pastor Bruce Gelhorn
- Group use revenue was up school groups, Adult and Teen Challenge and Fall wedding.
- Full camp programming: kid's camps, retreats, meals in Dining Hall
- Additional Seasonal campsites

Luther Village Endowment Fund (held at The Winnipeg Foundation)

Every year we receive the interest from the fund to be used on specific projects Capital, Programming and Campership. The projects are presented to and approved by the Board.

Interest for 2023 was \$18,659

Elk Haus Renovation- Capital

New swimming dock- Programming

Deck and stairs to summer shop- Capital

Siding for Wolf's Ridge and new kitchen - Capital

Submitted by, **Lisa van Dijk** Co-Executive Director

