



2005 Annual Report

Crossways Mission Statement:

"Bringing people together in Christ so that lives are changed and communities enhanced."

President's Report for the 2005 Annual Meeting

Ozz Hagen, President

This summer my wife and I had the opportunity to take our four granddaughters to GrandparentKids Camp at Waypost for the fourth year. Everyone had a great time and when it was time to go home they didn't want to leave. I guess that says a lot about how they felt about the experience. In fact, Hope, our ten year old said, "I hope that when I have children some day, my parents take them to GrandparentKids Camp."

The educational programs offered by Crossways, permanent and summer staff, would not be possible for any individual congregation to provide. By joining together in this mission, all congregations are able to benefit from this experience.

The camper registration fees only cover from two-third's to three-fourth's of the actual cost of the camper's program. We receive nothing in the form of financial support from the local synods or the national ELCA. The additional monies needed to support this educational ministry of your congregation have to come from your congregation and individual donors.

According to recent surveys, 85% - 90% of our church's young people do not stay active in congregational ministries after high school. But the same studies have shown that outdoor ministry camping experiences play a significant role in young people remaining active in their faith life and congregational ministries as adults. Young people are 3-4 times more likely to stay active if Bible camp has been part of their faith development. Seminars report that up to 70% of their current

students look to outdoor ministry as playing an important part in hearing their call to the ministry.

In order to continue this educational ministry of your congregation we need your continued support. While other needs arise that need our attention, we cannot cut back the support of our camping ministry. If anything, we need to increase our support to keep Crossways alive for the benefit of your congregational members and friends' Christian experiences.

THANK YOU to all the wonderful volunteers and staff that serve as His eyes and ears, hands and feet. The giving of their time and talents make this ministry continue—the ministry of sharing Christ's love for all.

Yours in Christ,
Orwoll (Ozz) Hagen



The 2005 Crossways Board of Directors

Robert Abraham.....Oshkosh
John Bennethum Franklin
Pastor Rich BlockRothschild
Sarah BultmanBerlin
Dave Down Sun Prairie
Pastor Martin Ganschow..... Wittenberg
Ozz Hagen, *President* Stevens Point
Mark Herder, *Secretary* Wales
Nancy Jones Appleton
John Kauth.....Green Bay

Art Loos, *Treasurer*..... Oshkosh
Sue Seefeldt..... Reedsville
Ellen Pender Smith..... Port Washington
Roger Thorpe Aniwa
Barb Wolf, *Vice Pres.* Oconto Falls

Year Round Staff

Rev Wayne Harrison, Exec. Director
erika page, Pine Lake Director
Jim Schmidt, Village/Waypost Director

Executive Director's Report - Pastor Wayne Harrison

Our theme for the 2005-2006 Fall/Winter/Spring retreat year is: **Faith With Feet**. It is a good thought for us to consider, because faith must be alive in action. Our Lord did not die on the cross just so that we might live with him after we die. He died and was raised to new life so that we might have new life right now, right here; so that our faith would have feet and not be stuck in the mud like an anchor.

Life is constantly changing. Faith, like life, is a journey. It is not a destination to be achieved, but a living, growing part of being a child of God.

That's why this ministry, Crossways Camping Ministries, is for people of ALL ages. One's faith should not cease growing at confirmation. We have programs for families, adults, workers in congregations, youth, kids, young children, because there is faith growing to be done in all seasons—of the year and of life. Check out all the information available about the programs at Cross-

ways, and find something for yourself and/or your family to help your faith keep walking.

This ministry is so vital to so many people. While 2005 saw a drop in the number of summer youth campers in our resident programs, our Day Camp program and family programs both saw increases. LOTS of good ministry happened. We had a wonderful summer staff of talented, dedicated, enthusiastic, faith-centered young people. God always seems to provide who we need to accomplish the tasks before us.

Again this year, I want to acknowledge all the people—board members, committee members, volunteers, golfers, quilt / craft artisans, and financial donors (individuals, congregations, and organizations) who make this ministry possible. I am

Life is constantly changing. Faith, like life, is a journey.

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Imago Dei Village - Waypost Director's Report 2005

In a nutshell, 2005 was a very positive summer in terms of the ministry we have seen happen at the camps of Waypost and Imago Dei.

- Many of our weeks at Village were full to almost full. Four of the five confirmation weeks were at capacity or close. Two of the four youth weeks were nearly filled.
- The downside was a very weak confirmation session at the end of June and a poorly attended but very successful Jubilee music short week the week of the fourth of July. This has been a serious trend that we are unable to program and fill weeks which surround the Fourth of July holiday. Families and churches simply stay away from that time, whereas 10 years ago these weeks were much better attended.
- Village also saw a strong increase in programs scheduled for high school groups from churches outside of our association. While these programs increased our summer numbers, they are also VERY time intensive in terms of full time staff time needed for the programs to succeed.
- Family Camps at Village increased slightly this year. Both weeklong programs were close to being filled.

At Waypost, programs were consistently strong, but not filled. Waypost handles most of our specialized middle school programs and has found a niche there. The highlight program continues to be GrandparentKIDS, expanding to two filled sessions. We are down to one family week at Waypost for the first time in many decades.

This summer our summer staff did a great job. They showed good leadership, maturity, and energy. This was the second year of our "summer missionary" appeal to congregations, where summer staff were adopted by congregations for care, support, and in many instances, financial stipends. Every staff person was adopted. I feel that for many congregations, this program also makes a closer connection between camping ministries and the congregation. The Prayer curriculum received high marks from confirmation pastors. Gontse Ernst, our summer staff person from South Africa, was able to visit all three camps and DayCamp. He had a positive experience with us and I think we benefited from his presence.

Aaron DeBenedetto, our "new" program director at Waypost did an exceptional job in his first year at Waypost. It is not easy handling the multiple programs we offer each week at that site, and he led staff and programs very well. David Frei has moved on to further his education. We also said goodbye to Andy "MO" Moscinski at the end of the summer at Imago Dei Village. MO had served 5 ½ years as program director at Village. I thank him for his years of service to Crossways. Twinkies and rubber chickens will be missed.

Tim Wilkinson and Lorin Preston, property caretakers at Waypost and Village, do an excellent job of keeping up with our grounds and facilities. Rae Wilkinson and Bonnie Soufal do a great job in the kitchens feeding the multitudes. Also, Robbie Denis excels weekend retreat host at Village. THANK YOU for your hard and diligent work!

Our facilities made it through the year in good order. The women's restroom at Waypost was totally remodeled with the help of a gift from Thrivent and work by several loyal volunteers, and the Men's restroom has just been finished. Restrooms on the main floor of the Woodlands Retreat Center at Village (pictured at right) were rebuilt to meet handicap needs and we added new bathrooms and showers upstairs in the Lakeside unit. A big thanks to Faith in Valders and Don Johnson for funds and workers to make it happen! You are a gift!

Want to help? We need a \$60,000 gift to complete the storm shelter/housing unit on the north side of camp. If you are able, please consider building up your camp in this way.

Thank you for your time.
JIM SCHMIDT, Director of Operations



Highlights from the Annual Meeting—October 15, 2005

Over 100 delegates, staff and guests participated in the Annual Meeting of Crossways Camping Ministries at Pine Lake Camp on October 15, 2005. Reports from the President (pg. 1), Secretary and Treasurer were presented and approved. Reports from the Executive Director and the Directors of Pine Lake, and Imago Dei Village/Waypost are printed in this report. The 2006 Budget in the amount of \$1,329,700 proposed revenues and \$1,352,083 expenses was approved. The Development Committee and the Board will seek to increase the revenue side of the budget to make up the difference. Roger Thorpe (new), and Rev. Martin Ganschow, Ozz Hagen, Mark Herder and Sue Seefeldt (all incumbents) were elected to 3 year terms on the Board

of Directors.

The Board presented a resolution regarding a possible Conservation Easement at the Waypost site. After discussion, the resolution was adopted, allowing the Board and staff to continue the negotiation process. It was noted that since this would be a transfer of a property interest, a vote of the membership would be required when the details had been finalized for consideration. (Note: Following the Annual Meeting, in December the Executive Committee decided not to pursue the possibility further at this time due to the fact the entity that would hold the easement was looking for a significant donation of the value of the easement (50%) than the Executive Committee felt was in the best interests of Crossways. Subsequent dis-

cussions with the Wisconsin DNR have opened the possibility of Crossways receiving a much larger percentage of the value through other grant programs.)

Steve Schultz, Manager of Community Relations (South West Wisconsin Region), Thrivent Financial for Lutherans, highlighted the relationship between Crossways and Thrivent. In 2005, over \$46,500 in Thrivent grants and GivingPlus matches were received by Crossways for 2005 programs and projects. Executive Director Wayne Harrison expressed our sincere thanks for all the support Crossways receives from Thrivent in various forms.

Following the meeting, a wonderful lunch was enjoyed by all and the Fourth Annual Quilt Auction began.

Coming in 2006!

The Annual Meeting for 2006 will be held on October 14 (place to be announced). A Special Meeting of delegates for Crossways was scheduled by the Board to be held on March 26, 2006 at St. Mark's Lutheran Church, Neenah. The purpose of this meeting is to obtain authorization to borrow funds to complete the two buildings (1 each at Pine Lake and Imago Dei Village) housing the storm shelters. Upon approval, construction will begin immediately. At Village the building will house a four cabin unit (year round) and at Pine Lake, an adult retreat center.

The Fifth Annual Quilt Auction will become part of a separate event from the Annual Meeting. September 9th a "Fall Fest" will be held at Pine Lake. The event will include the quilt auction, a 5k Family Fun Run/Walk, a bake sale (fresh baked pies and breads), craft sale and craft supplies, games and activities for the kids, etc. A great day is being planned for all. A goal of \$30,000 has been set, with up to an additional \$10,000 match from Thrivent Financial, South West Wisconsin RFO.

Executive Director's Report

constantly amazed at the number of people it takes in order for Crossways to impact the lives of the thousands who participate in our programs each year. **Thank You** for all you do to bring people together in Christ so lives are changed and communities of faith are enhanced and strengthened for service.

And a special thank you to the year round staff who go above and beyond the call of duty to ensure that the grounds, facilities, meals, programs, hospitality, office work, etc. are done to the best of our ability. Pray for them. Tell them "thanks" for a job well-done when you see them.

It is a privilege for me to serve as the Executive Director of Crossways. I thank you for the opportunity to minister together in this place. I look forward to continuing to work together as we grow in serving our Lord Jesus Christ.

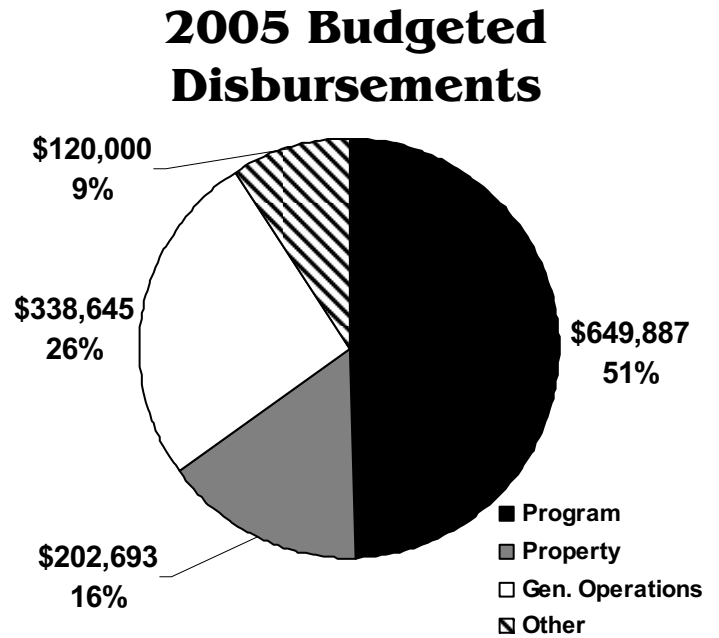
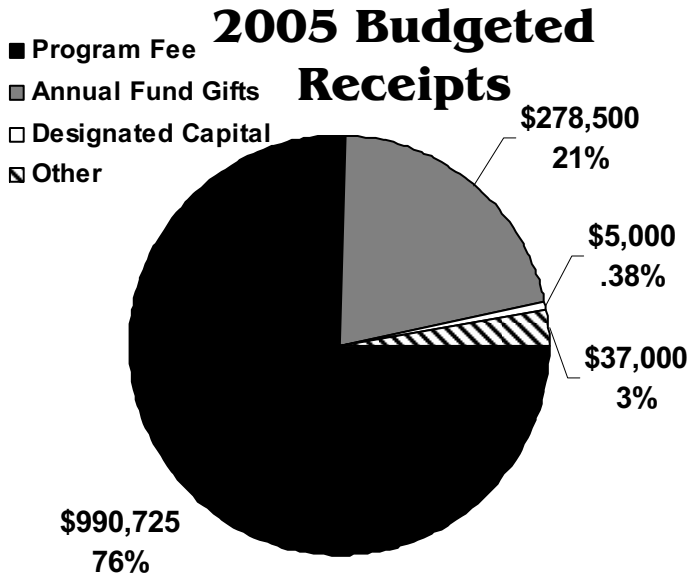
May God Bless and Keep you in His Care,



Executive Director

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Financial Facts



2005 Year-End Financial Summary

Actual Receipts

Program Fees	\$926,652
Annual Fund Gifts	236,215
Designated Capital	74,952
Other	45,028
Total	\$1,282,847

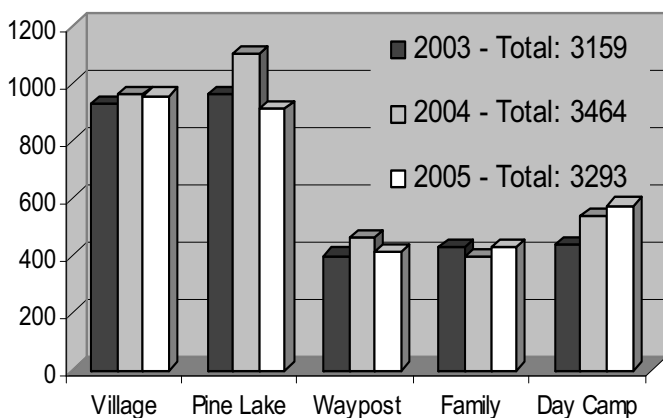
Actual Expenses

Program	\$630,698
Property	204,073
General Operations	333,138
Other	122,494
Total	\$1,280,403

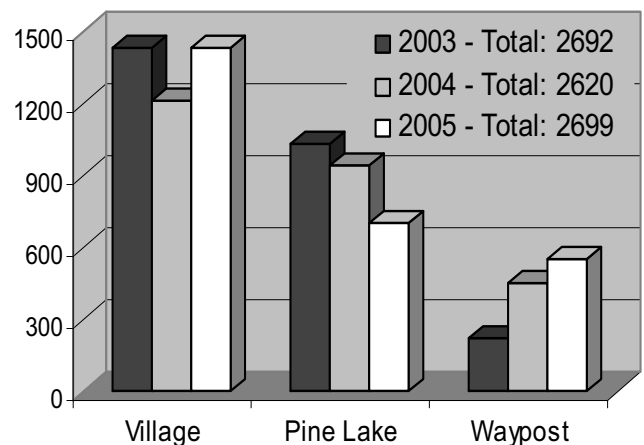
Crossways depends on the faithful support of congregations, organizations, and individuals in order to meet its budget. Without such support, a week at summer camp would cost \$100 MORE per camper. Crossways receives NO financial support from any of the synods or general benevolence sent by congregations to synods. We are thankful for all those who lift up this ministry in their prayers and through their financial support.

Camp Usage Summary

Summer Camp: Youth, Family, Day Camp



Retreats



Pine Lake Camp Director's Report 2005

Master Plan. The winter months were filled with continued conversation about the Pine Lake Master Site Plan. Since my arrival here there has been much conversation about what spaces we need, where we should put new cabins, and how they'll look. Finally, those conversations have resulted in our new Master Plan. It is extensive and costly but so necessary for the future of Pine Lake. Thanks to our Master Plan Team of Dave Eisele, Bob Rispalje, and Chris Manke who joined Wayne and me.

Acting on the Master Plan. Even more exciting is the action taken on the Master Plan. This summer we were blessed by Grace Lutheran Church, Ripon, and Thrivent Financial for Lutherans. Through their generosity we have been able to begin two new cabins in the Corral area. Grace Lutheran, Ripon, raised the necessary funds and the labor to build Cabin #2 in the corral. Their generosity, of time, money and passion, has inspired me. Similarly, Thrivent gave us a grant to build Cabin #1 with our own volunteers. Thank you's abound for our fulltime staff: Wayne Harrison, Tim Wilkinson, and Alan Betz and their many hours in the Corral. Volunteer thank you's abound for Dennis Wendt, Dave Down, Bob Rispalje, Ryan Rispalje, Ozz Hagen, Andrew Gerry, Patrick Kuiper, Adam Harrison, Randy Harrison-Mills, Len Place, and Frank Zuern, Steve Schultz, John Oldham, Dennis Oldham, William Wedde, Rebecca Wedde, Dixie Oldham, the youth and Anne Moore from Abiding Savior, Milwaukee, and folks from Grace Lutheran, Wisconsin Rapids.



Storm Shelter. The storm shelter at Pine Lake was used too often this summer and we're so glad we had it. Summer staff recorded six usage times during our two weeks of staff training alone. It was comforting to know that the cement structure in the middle of camp, although an eye sore, is definitively important. Thank you to our members for recognizing this great need. Now we really need the funds to complete the building to make it useable year-round.

Summer Challenges. Summer camp would not be summer camp without the challenges. During the first week of July we lost our Food Service Coordinator, which necessitated my fulltime work in the kitchen for the remainder of the summer. The most challenging part was the loss of connection with summer staff and especially leadership staff. The silver lining was the staff that I had to rely on. Through Sara Damrow's leadership and the talents of the summer Leadership Staff campers and staff were well taken care of.

Food Service. I am elated to introduce Paula Wigglesworth to you, our new Food Service Coordinator. Her cooking and her personality are in keeping with our fine standards.



Pine Lake Site Team. Our site team continues their commitment to Pine Lake. With their help and leadership Spruce and White received facelifts. Thank you Cheryl Raue, Barb Zimmerman, Jeanne Elvert, Dave Eisele, Bruce Shierstedt, Mark Shierstedt, Bob Rispalje, and Ryan Rispalje for your commitment to this place.

Thank you also to Len Place and Frank Zuern for their environmental additions to Pine Lake. In addition to their monitoring of Bluebird Houses they spearheaded the Eagle's Nest Project. A 40-ft utility pole with a handcrafted platform was erected in the Back 40 this summer to attract our community eagles. After losing two nests in four years we hope this platform will look very attractive to the eagles who have made this area their home.

Chapel stained glass funds raised by the annual Fall Women's Weekend were spent this spring. The stained glass hugs the cross and allows Mother Nature to shine through.

Pine Lake campers and staff began a meditative Cross Walk this summer. The quarter mile meandering walk currently has six crosses and points at which to stop, reflect and pray.

Respectfully submitted,
erika page, Director of Operations



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Online Registration has arrived at www.CrosswaysCamps.org!

Summer 2005



Coming in 2006: Boundless LOVE! John 20:21