

Annual Report

For the 2009 Year



Faith
+

What's camp about?

"We thank God for you, and rightly so, because your faith is growing more and more . . ." 2 Thess.1:3

Faith Formation

For 68 years the camps of Crossways have impacted the lives of thousands of young people and adults. The ministry of Camp is now, always has been, and will continue to be about **faith formation**. Our mission is about "bringing people together in Christ so lives are changed and communities enhanced."

At Crossways, we form Christ-centered community through the nurturing of respectful, caring, life-giving relationships. Our focus is on building trust, mutual respect, listening, honesty, kindness, generosity, hospitality, forgiveness and acceptance of others as they are. It is about helping people connect with the grace and love of God; the fullness of life in Christ; the open-handed way of life to which Christ has called us in his command that we love one another as he has loved us. And while all this is happening, campers of all ages are involved in wholesome fun activities. **Camp is a holy ground and a safe haven** for all who come—a place apart for the growing of faith.

2009 was a challenging year for many of us. The economic recession affected people in many ways, including the ability to get family members to camp and provide essential financial resources to ministries we love. More camperships were provided than in any of the last 10 years. It was challenging because the number of summer and year round staff was reduced due to economic necessity, although the workload didn't decrease.

But even with challenges, we must remember that many lives were blessed through your camps. Over 2,000 lives were impacted through our resident summer camp program, and another 700 campers and volunteers in Day Camp programs. Hundreds more participated in retreats. 180 people participated in the first Global Village Camp. **Lives were changed. Faith was formed.** An awareness of God's call to service was heard. For that we give thanks.

The gifts of so many who share their time and skills with us enable this ministry to continue moving forward. Without that support, it would be financially prohibitive to operate the facilities and provide the programs we are able to offer. The camps of Crossways were set aside by men and women of faith and vision many years ago, and throughout the years men and women of faith have continued to care for them. **TODAY we are the stewards of these resources for ministry** and must be ready to pass them on to the next generation of people of faith to reach out to God's children, regardless of age, to help faith grow and flourish.

We continue to need your support: giving financially, volunteering time and skills, praying for safety and for the wonderful group of staff that touch the lives of thousands of people each year, encouraging others to come experience a Christian community that will help them grow in faith, sharing the good news of Jesus Christ with those in your own communities.



Yours in Christ,

Pastor Wayne Harrison

Pastor Wayne Harrison

"Bringing people together in Christ so lives are changed and communities enhanced."
Crossways Mission Statement

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From the President of the Board _____

2009 was a challenging year for many individuals and organizations, and Crossways Camping Ministry was no exception. As a ministry, we made necessary adjustments to weather the storms and stay the course of offering quality faith-building experiences in outdoor settings.

We are thankful that the Lord continues to lead capable and enthusiastic individuals to the ministry to serve as summer staff each year. Our ministry also depends on willing hearts and hands of many volunteers, the generosity of donors, and the support of member congregations. Thank you!

In April, the Board of Directors instituted a first round of budget-adjusting measures. A Budget Review Task Force was then appointed to explore ways to further reduce our expenses to prepare for the likely impact of the recession on our campers, member congregations, and donors. The task force members helped identify a second round of belt-tightening measures, which were accepted by the board in October. We are grateful for the time and insights of the task force volunteers and staff members: Rev. Paul Mittermaier, Rev. Mike Dismer, Dan Herron, Cory Hamilton, Erika Page, Mike Henning, Sara Damrow, and Rev. Wayne Harrison.

Unfortunately, our hard-working, dedicated, and talented staff members have had to do more with less in their site budgets and their compensation, and we had to eliminate the position of Development Director. As a board, we thank our staff for their faithfulness and perseverance during these tight times, and thank Barb Wolf for her years of service as Development Director.

The unique visions for our three sites, presented at our 2008 annual meeting, are being actively developed. The board commends the creative, cooperative work of our year-round staff—Mike and Dara at Village, Sara at Waypost, and Erika and Dana at Pine Lake.

There were several personnel changes during 2009 in our office staffing. We are grateful for the volunteer service of Donna Havemann in the office in our bookkeeping department. More personnel changes are in store for 2010 as we say good-bye to Tim Wilkinson, who is moving to Alaska in April. We are grateful for Tim's skillful service to Crossways, and wish Tim and his wife, Rae (former cook at Waypost), all the best as they move to be closer to their daughter and son-in-law.

During 2008 and 2009, Crossways had a formal partnership with Mount Carmel in Milwaukee to operate Grace Place as an urban retreat center. Our formal relationship has been dissolved, but Crossways will continue to utilize Grace Place as a location for retreats and a base for urban ministry. We thank Mount Carmel for reaching out to partner with Crossways in new and experimental ways.

As I complete my second term on the board, I want to thank Executive Director, Rev. Wayne Harrison, for his servant-leadership of Crossways and thank board members for their service to the ministry. It has been my privilege to get to know many wonderful brothers and sisters in Christ while serving on the board. This is a busy and challenging time for Crossways. Please continue to keep the ministry in your prayers. Please encourage people of all ages in your congregation to explore what the ministry has to offer and make your own plans to participate. Together, let's support our outdoor ministry, which we know offers places and time for spiritual growth and deepening relationships.

Respectfully submitted,
Nancy Jones, President of the Board



2009 was the inaugural year of the Crossways Circle, a special group of people who, through their faithful leadership giving,

help ensure people of all ages and all walks of life have the amazing opportunity to grow in faith through the camps of Crossways. Individual donors of \$250 or more are eligible to be members of the Circle. Pastor Bruce Hanstedt, who has a real passion for Crossways' ministry, is the President of the Circle. In 2009 70 giving units qualified for membership, giving a total of **\$52,200**.

We invite everyone who believes in the value of this ministry in changing lives to consider becoming a member of the annual giving club—the Crossways Circle.

2009 Board of Directors

Susan Behnke	Green Bay
Pastor Rich Block, Vice President	Rothschild
Randy Cleveland	New London
Dave Down, Treasurer	Sun Prairie
Nancy Jones, President.....	Appleton
Pastor Frank Kauzlarich	Green Bay
Pastor Rebecca Ninke	Cottage Grove
Steve Olson.....	Appleton
Jeff Roznowski, Secretary	Wauwautosa
Terry Schuett	Fond du Lac
Kirsten Swenson	Sussex
Troy Taylor	Oshkosh
Pastor Wayne Harrison, Executive Director.....	Administrative
Sara Damrow, Director	Waypost Camp
Mike Henning, Director	Imago Dei Village
erika page, Director	Pine Lake Camp

— — — — — Crossways' Site Reports

Waypost on Mission Lake

The site of Waypost spent the year of 2009 **moving and shaking** - literally. Waypost was full with retreat groups during the spring, fall, and winter. Our scheduled scrapbook retreats filled quickly, causing us to open a third weekend to accommodate those we did not have room for. The experience at these retreats was overwhelmingly positive. As a result, we have welcomed 5 new groups to camp in 2009 and we have had the opportunity to run new programmed retreats as well (**thus, I am shaking with excitement**). With more retreat groups electing food service than previous years, the majority of my time during the retreat season was spent preparing, hosting, and cooking. I continue to pray that an individual will be moved by God's call to join the staff at Waypost as a retreat cook, or food service manager.

Tim Wilkinson and I were amazed at the amount of work accomplished in 2009. We are so grateful for the generous gifts and donations and the willing hearts and hands of hundreds of volunteers - young, old, skilled, unskilled, new, and returning. They helped Waypost to move forward on projects that were succinct with our vision to become a model of sustainability. The Tuck Shop was primed and painted, old shelving dismantled, and donated shelves were installed. New deck furniture was constructed and stained. The old red shed, was transformed into a garden shed. It was scraped, stained, a new interior passageway was framed, roof boards repaired, and a new steel roof was donated and installed. Flower beds were raked, donated flowers and shrubs were planted, and a rain barrel system was constructed. The garden was tilled, raised beds were constructed, and a compost station was created. A trellis for the Garden of Hope was designed and built. Aprons for bread making were cut, sewn, and embroidered. A recipe for Waypost Wheat was created and that's not all...

A pressure washer was repaired and rooftops covered in lichen were cleaned. Canoe seats were dismantled and replaced. Bathrooms were painted, carpeting was taken up, and cement flooring was sanded down in the Lodge. A steel roof replaced the leaking roof of Jericho/Jerusalem. New high-visibility signs were donated, routed, painted, sealed and installed for every building in camp. The interior of Hebron/Damascus was dismantled and lifted from its cement slab. Cement block was laid, a floor built, the building was lowered, new carpeting installed, bunks re-installed, front stoops constructed, exterior siding was stained, and new curtains sewn. Several trees identified by the Site Team as hazards, were cut down and trimmed (**hence, the shaking of the ground**). Volunteers split, hauled and stacked wood around the entire site

(**hence, the moving**). Two days later, more volunteers arrived to saw logs retrieved from Village and Waypost into lumber - donating the use of their equipment, time, and labor. It is important to note that we used our resources - the trees were grown and cut, the logs were turned into lumber, and the lumber was used to construct benches and our new recycle station. Furthermore, new trees were planted to replace what had been cut around the site. What a great lesson in sustainability!

We are so thankful for the volunteers who spent this past year offering support, resources, labor, and advice, breathing new life into the ministry of Crossways. It has been reassuring and inspiring to witness the vision for Waypost as it moved toward a reality. I am especially thankful for Tim Wilkinson's dedication, craftsmanship, and leadership in the various projects that were completed. His patience and knowledge were invaluable.

And, on the subject of sustainability, summer staff training was packed with sharing new ideas, concepts, and learning activities - with the "new" vision of a sustainable Christian community. Every morning, campers participated in a "Sustainable Living Activity." They described "Sustainable Living" as: Something that helps us last for a long time - maybe forever; It's like a circle - everything goes around and all of it gets re-used; Sharing what God gives us, not taking more than our share; Thinking about what we need rather than taking what we want; Making the world a better place.

These statements are amazing ...inspiring...and even reassuring. Campers of all ages, learned how to make the community of Waypost, their congregation, their hometown, and the world a better place. They were excited to make their own bread, plant, tend, and harvest their own food in the garden, share food with other communities, take care of camp by recycling, and create soil for our garden with compostable food waste. All in all the staff and campers of Waypost were **moving and shaking** all summer long... as they worshipped God, played, and prayed together.

The last news to share from Waypost is that Tim Wilkinson recently announced that he and his wife, Rae, will be **moving** to St. Petersburg, Alaska this spring. After many steadfast years of service with Crossways and caring for Waypost, I am certain his presence, skills, knowledge, and good humor will be missed by many folks. Change is certainly on the horizon for Waypost.

In conclusion, one question remains...how will you keep Crossways **moving and shaking** in 2010?

Respectfully submitted by **Sara Lazarz**
Director of Waypost Camp





Donor & Volunteer Appreciation Dinner A great time was had by all at the Donor & Volunteer Appreciation Dinner held at Imago Dei Village this year.

Pine Lake Camp

Do I say it every year? This was a fantastic summer, particularly our staff. We had a very new staff this summer but they came with so many gifts you'd never know it was their first year. Our leadership team was extremely strong, managing their program areas as well as uniting the staff as a family. I am increasingly thankful for summer staff and their ability and desire to share God's love with all campers.

The fifth of six cabins in the Corral was officially open for summer campers this summer. The fifth cabin was built and financed by First Lutheran, Poy Sippi, and Grace English, Berlin. We are looking forward to the final plumbing hook up in the sixth cabin in the spring of 2010. Through the formation of a tree trimming committee Pine Lake was able to re-assess the needs of our forest. The committee agreed that trees within camp were the first priority both for their threat to people and buildings and arranged professional and volunteer labor to complete the work. We had an electrical fire of unknown cause at our lift station this summer. I am thankful for the timely and prudent reaction by summer staff. The fire started in the phase converter and then damaged the two lift pumps. The phase converter and one pump were replaced immediately. A second, new pump will be installed in the spring of 2010. We made an insurance claim and received just over \$4,200 after our \$2,500 deductible to help with replacement costs. Our Volunteer and Appreciation Dinner this year was eye opening as to all the volunteers who invest their time and energy in camp. It's overwhelming to realize all that volunteers do at each of our sites. Pine Lake particularly was blessed this year with new signs, volunteer artists and scientists, a group from Good Shepherd, Madison, and a group from Zion, Appleton. The men from Christ, DeForest, and Oshkosh also blessed us this spring as we readied the final cabins in the corral.

This summer we delved into a new program, Global Village. About 150 people joined us for four days to explore what living in a Global Village feels like. We had folks from across Wisconsin and around the globe. We shared in worship, a global music festival, meals, workshops, and keynotes. I am thankful for all of the people who worked on the committee which sponsored this new program. A special and huge thank you goes to Chuck Steinbach for his direction and dreaming. My favorite memory was an extended campfire with counselors that included skit after skit after skit. At one point all the youth at GV (of their many colors, cultures, and backgrounds) were dancing across the front singing, "We are the polar bears, marching, marching".

We continue to be blessed by our year round staff. We are reaping the benefit of everyone's longevity. Dana Isaacson, Program Director, and Janice Keil-Robbins, Food Service Manager, have been sharing their gifts with us going on four years. Judy Kusch has been cleaning Evergreen for nearly two years. Alan Betz, Property Manager, has turned the water on and off in cabins going on nine seasons. Thank you!

We had 21 Day Camps scheduled this year, four of which were new. In addition, most individual Day Camps had higher numbers than they did last year. In a year when churches are also struggling financially I was surprised by this increase. In addition to 4 new partnerships, Day Camp also provides some staffing stability at Pine Lake. Thanks to a generous donation by St John, Jackson, we had the necessary second van for all of the Day Camps.

Imago Dei Village

Ministry is all about relationships. Since 2008's transitions in staffing, Dara and I (Mike) have settled in at Village and without the need for a transition period in 2010 we expect to hit the ground running with the first week of campers. Retreat guests continue to be served as we continue to follow the strong tradition of hospitality. Overall, retreat groups have given us positive feedback on facilities, food service, and programming. Village is living out Crossways' mission.

The first Building Youth Groups (BYG) retreat was held in the fall. Twenty 3rd-5th graders from Shepherd of the Bay, Ellison Bay, along with their adult leader, enjoyed a weekend of fun and learning as they began to build the bonds necessary to ensure that many or most of them will continue to be active at church as they enter the traditional youth group age. Another BYG weekend is scheduled for March 16th-18th, and inquiries have been rolling in.

We are grateful for the die-hard volunteers assisting in stewardship of our wonderful resources, but could use more individuals, groups, and congregations who realize ownership in their camps. We have started an "Adopt a Cabin" program at Village, where we are seeking to build relationships with congregations who will commit to assisting in some of the year-round care of specific buildings. St. Paul, Jackson, has adopted the Chalet, "Sumac," and has plans to bring people to work on making Sumac the best it can be for our guests. The largest improvement to come from volunteer hands was the remodeling of the summer Lodge's men's bathroom, completing the modernization of bathroom facilities for the Lodge.

Careful plans have been followed to reduce utility usage, including winterizing of facilities after their last fall use, immediate shut-down of buildings after groups leave, and guest education (like asking they turn down thermostats before cracking open a window). Over \$3,300 was saved in 2009 as compared to 2008.

A tool is now in place that helps track the specific ages of buildings and their individual parts. Being able to see, for example, that the four Chalet roofs are all 15 years old warns us to begin planning for their replacement.

2009 was a good year for Village. We look forward to gaining momentum, continuing to improve facilities, , to be able to even more effective in fulfilling the mission of Crossways embodied in Imago Dei Village.



Respectfully submitted,
Mike Henning, Director of Imago Dei Village

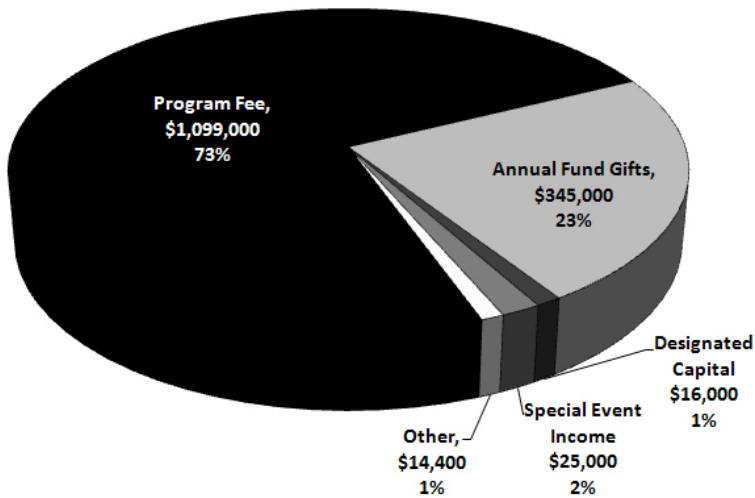


Respectfully submitted,
erika page

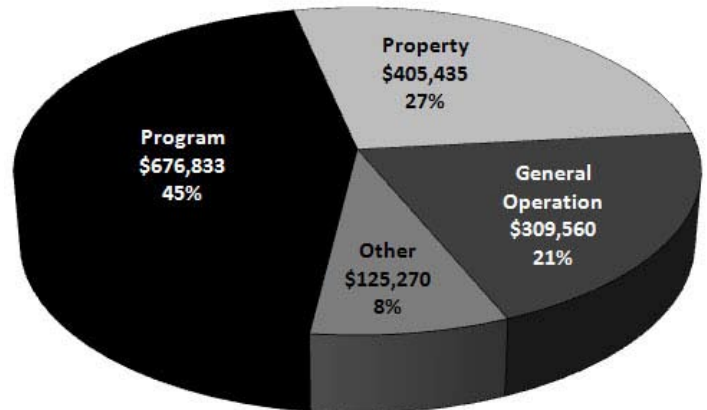
Director, Pine Lake Camp and Day Camp Programs

Financial Facts

2009 Budgeted Receipts



2009 Budgeted Disbursements



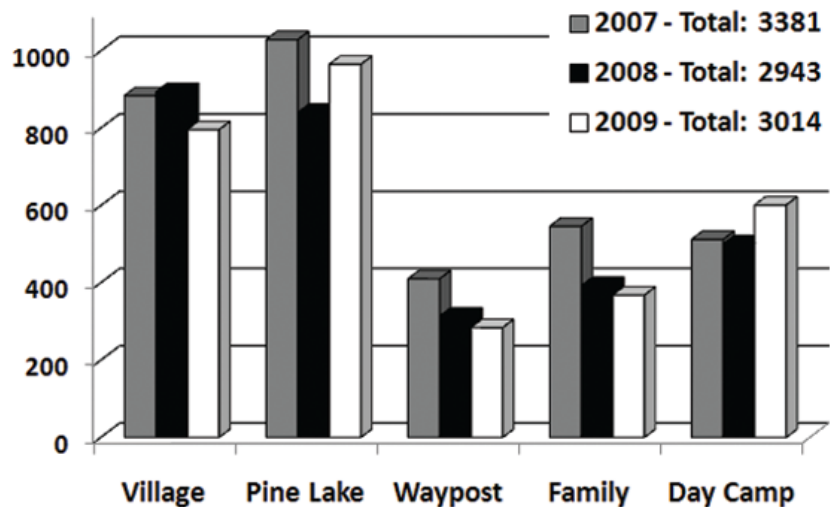
2009 Actual Receipts*

Program Fee	\$929,988	74%
Annual Fund Gifts	\$289,091	23%
Designated Capital	\$14,746	1%
Special Event Income	\$3,739	1%
Other	\$12,147	1%
TOTAL:	\$1,249,711	

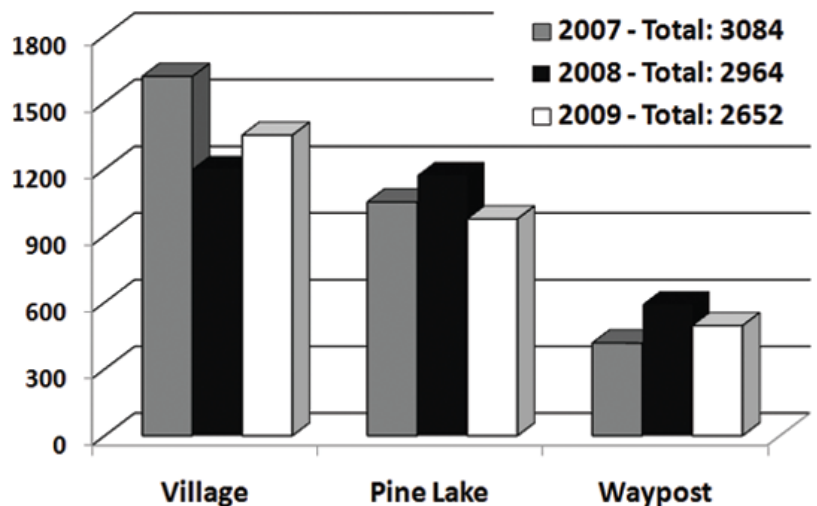
2009 Actual Expenses*

Program	\$568,391	42%
Property	\$396,035	29%
General Operations	\$263,216	20%
Other	\$120,191	9%
TOTAL:	\$1,347,833	

Summer Camp Usage



Retreat Usage



Crossways depends on the faithful support of congregations, organizations, and individuals in order to meet its budget. Without such support, program fees would have to increase by 30%. 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.

*Unaudited

Crossways Camping Ministries Administrative Office
16 Tri-Park Way, Appleton, WI 54914
920-882-0023 info@crosswayscamps.org



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