

**NovusWay Ministries 2022 Report to the Florida-Bahamas Synod, North Carolina Synod,
South Carolina Synod and Southeastern Synod 2023 Assemblies**

Mission: The ministries of NovusWay provide experiences for all people in God's creation that inspire faith, build relationships, and transform lives.

Vision: Trusting in God's promises, lives are transformed to love and serve as part of inclusive communities.

We Value: Inclusion, Renewal, Stewardship, Hospitality, Formation, and Discipleship

Throughout 2022, NovusWay Ministries—Lutheridge, Lutherock, Luther Springs and Lutheranch-worked to serve more youth, adults and families after several years of significant financial and operational challenges. We served more than 2400 campers of all ages in our summer camp programs. We visited 26 congregations through our Lutheroad Day Camps. Our facilities were opened over 560 times for guest groups, and we worked alongside 100 college age students who served on our summer staff.

The program, hosted ministry attendance and income increased at all sites, but we were still below the last pre-pandemic year of 2019. Overall, 2022 summer income increased by 20% over 2021, which was a recovery year after the Covid shutdown of 2020.

Operationally, your faithful Board of Trustees continues to refocus the ministry's efforts and provide greater structure and direction through a series of new documents: the Strategic Plan with the Mission, Vision, and Values as quoted above; revised By-Laws; updated Board Policies; and revised Personnel Policies for year-round staff. In all our efforts, the active participation by the four supporting synod Bishops on the Board has been significant and gratefully acknowledged.

A major accomplishment of this past year was the hiring of several executive staff members. In January, new Executive Directors at Lutheranch, Clare-Marie Hannon, and Lutheridge, Van Van Horne, joined long-serving Craig Reiger at Lutherock, and Sarah Anderson and Sue Mendenhall at Luther Springs. In March, Richard D. (Dick) Peterson began his service as Intentional Interim CEO. Dick brings many years of experience in outdoor ministry and non-profit program development. In June, Kristen Williams became the Executive Director for Financial Development. In October, LaToya Ellis was named Director of Human Resources, a new and much needed professional position. While our leadership team and year-round staff are strong, staffing summer programs was a challenge in 2022, with some program sections limited or cancelled due to the inadequate staff numbers. Summer staffing remains a major challenge in 2023, which is a problem for most camps around the country.

We continued to improve our program facilities. The Atonement Chapel was dedicated at Luther Springs which provides significant new programming opportunities. Barn renovations and a new mounting ramp that facilitates accessibility were completed at Lutheranch. A new porch was added to Founders Lodge at Lutherock. At Lutheridge, long overdue refreshing projects were completed. Looking ahead, we are working on a variety of short- and long-term facilities repairs and upgrades necessary to continue to make the camps relevant and attractive for campers, conferences, and special events.

Financially, we continue to enjoy wide support. In 2022, we were blessed with 2,778 individual gifts totaling \$1,070,018. These donations came from people in 27 states throughout the United States. Giving Tuesday proceeds brought in \$35,730 to support the ministry. Total synod benevolence support from the four synods totaled \$115,800.57. We are grateful for all this support that allows us to provide valuable programming for youth and families.

The hard reality of the year was that growing inflation hit our budget very hard, with many areas showing significant price increases, especially food and supplies, equestrian costs, utilities, and insurance. Investments in much needed property repairs and staff salary increases to be competitively attractive also increased costs. We also saw that ongoing Covid concerns kept some groups away from camp early in the year, reducing overall attendance and income from what we budgeted. With all these factors, along with the long-term effects of the pandemic that masked some underlying problems that we have worked to resolve these last 18 months, the combined operations of NovusWay incurred a loss of \$1,119,458.67 in 2022 that was covered by internal borrowing that we expect to begin to repay with interest beginning in 2024. This year, we are very focused on improving our financial operations and reporting accountability while increasing attendance in all programs to help increase our revenues while also expanding giving opportunities.

For 2023, our priority remains on providing faith-filled camps, retreats, and hosted ministry opportunities for young and old. We are offering many tried and true, favorite programs such as our music and art, family, equestrian, and adventure camps. We are also providing new programming, including our Southwest Florida Disaster Relief program in cooperation with the Florida-Bahamas Synod and Luther Springs. Groups from throughout the country will come to spend a summer week in service working out of a congregation either in Sarasota or Ft. Myers. Increased summer and year-round programming will extend our reach to more individuals and families throughout the southeastern United States.

We are grateful of our partnership with our four supporting synods, our many donors, and those congregations that allow us to be a part of God's great work of forming and expanding faith for all ages. To learn more about this exciting and growing ministry that you support with your prayers, your financial gifts, and faithful participation, please visit our website: <https://novusway.org>.



Charles R. Bridgers
President, NovusWay Board of Trustees



Richard D. Peterson, CCD
Intentional Interim CEO