**2018 Report to the Florida-Bahamas Synod**

***NovusWay Ministries***

*Mission: “Providing places set apart to inspire and empower all in Christ’s love”*

*Vision: “That all who come experience God’s love in community and creation then go to love and serve”*

In many ways, “change” was the theme of our ministry in 2018. After nearly 25 years of excellent leadership, Keith Johnson retired as Executive Director-CEO and passed that baton to Boyd W. “Bo” Harris IV, who began serving on January 1, 2018. In addition to a change in leadership, 2018 was a year of organizational restructuring and strengthening that included several key new hires, investment in technological updates and improvements, increased marketing capacity, and additional commitments to ministry programs and facilities care in order to ensure the best experience for campers and guests.

In 2018, NovusWay embraced the ELCA National Youth Gathering theme of “This Changes Everything.” Throughout the year, we celebrated the life-changing ministry that takes place at each of our four sites: Lutheridge, Lutherock, Luther Springs, and Lutheranch, and explored how our ministry impacts and helps change lives, churches, communities and thus, the world. In 2018, 3,103 youth campers attended our programs and 1,873 adults participated in our programs, which represents a moderate increase in attendance compared to 2017. Additional guests enjoyed our facilities as Hosted Ministry (retreat rentals) participants, and revenue increased in this category by 29% in 2018 over the previous year (consolidated across all four sites).

**Four Ministry Sites**

Lutheridge. Pastors Tim and Mary Canniff-Kuhn completed 25 years of exemplary service as program directors and continue offering the highest quality summer camp programs and non-summer youth and adult programs and retreats like Wild Women, Faith Alive, and 50 Forward. Long-time Lutheridge friend and supporter, Cliff Ilderton, came on board as food service manager and head chef and has impressed guests and staff alike with excellent food, hospitality, and service. Two elevated tent platforms were completed in St. John’s Tent Village and were a huge hit with summer campers and counselors this past summer. Kevin Clifton was hired as on-site Lutheridge Property Manager and brings strong facilities and operations management experience to the team.

Lutherock. In late 2018, Craig Rieger was installed as Interim Executive Site Director as part of a new model that includes executive level leadership at each of our sites. He will continue in his role as VP of Sites and Facilities for NovusWay. Kara and Jacob Ridenhour completed their 6th year of service as program directors, and we wish them well as they move into another season of service with other outdoor adventure organizations. The winterization of Founders Lodge was completed to enable three seasons of use. A new timber-frame style entrance sign was completed made possible by donations in honor of Pastor Frank Wagner. A second 950+ mile bikeathon by Pastor Wagner from Florida to North Carolina, called Zip-the-Rock-II, was rescheduled from fall 2018 to March 2019 due to Hurricane Florence.

Luther Springs. Sue Mendenhall, ELCA Deacon, completed her fourth year of outstanding service as program director, a joint position with the Florida/Bahamas Synod, and Sarah Anderson continues offering exceptional hospitality and site leadership as the much beloved “Miss Sarah.” In August 2018, supporters and friends of Luther Springs gathered for a weekend celebration led by Rev. Dr. John L. “Jan” Setzler that included both a dedication service for Alberta’s Kitchen, the Pauline Schmertmann Wing, and the Morgan Outdoor Pavilion and a groundbreaking ceremony for the Atonement Chapel and Meeting Room. Both services were presided over by Bishop Pedro Suarez.

Lutheranch. Shane Dathe completed his third year of excellent service as on-site Property Manager. Darlene Bailey joined the team as food service manager and head cook in April 2018, and Christina Yarnold, a member of Redeemer Lutheran Church in mid-town Atlanta and former business executive in the tech sector, was brought on as Executive Site Director in November 2018. The Printz Family Athletic Field was started and nearly completed in 2018 and will be ready for summer camp use this summer (2019). A two-bedroom, two-bathroom apartment in the barn facility was renovated in anticipation of hiring a Program Director for summer camp and future equine programming. Revenues and guest bookings at Lutheranch nearly tripled in 2018 over 2017 due to 12 months of availability and use of the new McKanna-Sandrock Retreat Center. Additionally, a strategic plan was completed for future site use and increased youth and adult programs in 2019 and beyond.

**Support Staff and Financial Management**

NovusWay Home Office Staff: Jessica Steele has been promoted to Registration Director and leads a team of four in a department that has been restructured and strengthened in 2018 with upgrades to registration software and the hiring of a dedicated Lutheridge Registrar, Anjanette Clifton.

Development Staff. We have an outstanding development staff who travel tens of thousands of miles across the southeast. Keith Trout and Pr. Jan Setzler serve as Co-Development Directors in respective roles of development administration and managing deployed staff. Dale Nettnin, Debbie Lundell, and Sandra Holland serve as deployed development team members, and Margo Rabon and Debbie Petre serve on the development team as Executive Assistant and Development Assistant respectively.

Marketing and Sales Staff. Marlene Hoffman completed her first year of exceptional service as Director of Marketing, and Philippe Rosse was hired as Director of Business Development with responsibility for promoting Hosted Ministry (retreat rentals), corporate partnerships, and other strategic ministry and revenue-generating initiatives.

Annual Report Financial Information

***NovusWay Ministries for period ending 12/31/18***

***(Unaudited)***

**Assets:**  **Liabilities and Fund Balances:**

Current Assets $ 4,370,417 Current Liabilities $ 1,139,729

Net Prop, Plnt & Equip 25,482,051 Long-Term Debt 2,800,989

**Total $29,852,468** Fund Balances 25,911,750

 **Total $29,852,468**

**Sources of Revenue:** **Areas of Expenditures:**

Registrations $2,474,318 Program Costs including Salaries $2,535,208

Store and other Sales 79,684 Store/Sales Costs including Salaries 57,386

Contributions Admin/Development Costs w/ Salaries 664,140

 Unrestricted 841,174 Maint/Physical Plant Costs w/ Salaries 1,004,595 \*

 Restricted 425,096 \* Capital Campaign Costs w/ Salaries 106,787 Endowment 36,080 New Site acquisition Costs 21,334

Synod Support 111,154 Debt Service 29,487

Unrealized Gain (Loss) on Invst (143,013) **$4,418,937**

Other Sources 223,473

 **$4,047,966 *Net Combined Income 12/31/18***  ***$ ( 370,971)\*\****

\* *Site costs include prioritized capital improvements*

\* *Total campaigns $316,147*  *\*\* Net operating income for 2018 $(182,519)*

**Thank You!**

NovusWay is grateful for the financial support and partnership of the Florida-Bahamas Synod. In addition to Bishop Pedro Suarez, who rotates participation on the Board of Trustees with three other Bishops, we are grateful to the following persons from the Florida-Bahamas Synod who serve on the board: Rev. Don Erickson, Todd Johnson, Joel Rentz and Rev. Joe Glymph.

There are countless other friends who work tirelessly in support of NovusWay Ministries. Their names are contained in the annual report that will be published later in the year. We continue to covet your prayers and appreciate your willingness to share time and talent, not to mention that you graciously share your treasures. Please know that God is using our mutual efforts to touch and change lives in Christ’s name. It is a joy and privilege to serve with you.

Thank you and God bless you,

 

Boyd W. Harris IV, Executive Director-CEO Larry Moeller, President, Board of Trustees