

Pathfinder Church

Board of Directors

Monthly Meeting

December 13, 2022

Pathfinder Church
Board of Directors Meeting
December 13, 2022

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Board of Directors
Tuesday, December 13, 2022

**This will be an in-person meeting at 7:00 p.m.
Ministry Center 3rd Floor Board Room**

Opening & Agenda - 7:00 – 7:10 p.m.

- Opening Devotion – Adam Bichsel
- Approval of November BOD Meeting Minutes – Scott Morris

The Impact Collective (Chris Toomey Mission Fund) - 7:10 – 7:25 p.m.

- Introduction – Dion Garrett
- Presentation – Rick Toomey & Kelly Toomey

General Business - 7:25 – 7:45 p.m.

- November 2022 Financial Overview – Matt Hewitt
- Board Report Discussion – Scott Morris

School Tuition Request - 7:45 – 8:30 p.m.

- 23/24 School Tuition Request – Doug Mauss & Matt Hewitt

Closing Prayer & Adjourn 8:30 p.m.

- Closing Prayer – Marla Maloney

November Pathfinder Board of Directors Meeting

November 15, 2022, 7:00 PM

By Teams

Board of Directors Attendees: Pastor Dion Garrett, Matthew Hewitt, Adam Bichsel, Jennifer Albritton, Annmarie Wallis, Matthew Finke, Marla Maloney, and Beth Rusert

Excused: David Pradhan, Damola Oshin, and Scott Morris

Adam Bichsel began the meeting at 7:02 p.m. Jenny Albritton led a devotion around Mary and Martha. Dion Garrett made a motion to accept the October board meeting minutes. Marla Maloney seconded the motion. A voice vote was held on the motion and all members present voted affirmative.

Due to the need to make immediate changes with Matthew Hewitt's transition to the COO position, Annmarie Wallis made a motion on October 10 by email to update the Financial Account Resolution, replacing Tracy Dunn with Matthew Hewitt for the signing of checks or approval of wire transfers and ACH transactions on behalf of Pathfinder. Scott Morris seconded the motion. An email vote was held on the present and all members voted affirmative with a note to include the motion within November's minutes.

Dion Garrett made a motion to accept the Fall Congregational meeting minutes. Beth Rusert seconded the motion. A voice vote was held on the motion and all members present voted affirmative.

Matthew Hewitt and Jenny Albritton gave an overview on the additional debt draw of \$750,000 from 5/3 Bank. Given inflation and general economic times, the Finance Committee recommended taking the full draw with the extra amount for future uncertainties and current generosity trends. Adam Bichsel made a motion to accept the Finance Committee's recommendation for an additional debt draw of \$750,000. Marla Maloney seconded the motion. A voice vote was held on the motion and all members present voted affirmative.

The Ministry Fund ended with a \$81K deficit balance, which was \$68K favorable to the budget for the month. The FYTD deficit of \$196K was \$201K favorable to the budget deficit.

- Giving in the current month was unfavorable to budgeted by \$84K. FYTD giving is \$229K unfavorable to budget. Other Income was \$3K favorable to budget.
- Monthly expenses were favorable to budgeted expenses by \$149K. FYTD expenses are \$430K favorable to budget.

FYTD net results are \$110K unfavorable to the budgeted deficit after factoring in \$311K of delayed spending.

The School Fund ended the month with a deficit of \$14K, which was favorable by \$18K to the budget.

- Monthly income of \$267K was favorable to budgeted income by \$12K.
- Monthly expenses of \$282K were favorable to budget by \$6K.

Dion Garrett gave a senior pastor report to share how they're reaching out to members of the congregation with the assistance of our new member data base. From the conversations that he's had thus far, he's been really encouraged by what he's heard. Generosity continues to be an area of focus and concern as we are behind budget.

There was a review of the Board Reports as well as comments surrounding Confirmation which recently occurred. The staff was recognized for their great work and the way in which Pathfinder continues to provide multiple avenues to connect. Discussion was also had on some projects to initiate before the end of the calendar year and how it could inspire generosity in some givers.

A closing prayer was given by Annmarie Wallis. Adam Bichsel brought the meeting to a close at 7:32 p.m.

Respectfully submitted,
Annmarie Wallis
Secretary

Senior Pastor Board Report

Dion Garrett
December 2022

Highlights this month:

NEW WHOLE LIFE DIRECTOR

In searching for an HR Director, God provided in an unexpected way. Kelly Reinhart, a Pathfinder member and volunteer, applied and interviewed for the HR role but we immediately sensed that she could be our next Whole Life Director. After all the interviews, including our intensive 2 day on-sites, we extended Kelly an offer to join us as our next Whole Life Director. She accepted and will be joining us in the New Year! Thank God with me!

Our Four Mission Targets:

1. Increase outside awareness of our ministry.
2. Continue wise technology investments.
3. Steward our aging campus infrastructure.
4. Focus our ministry on the “whole life” of Jesus.

As a result, we are putting the current HR Director search on hold. Between Kelly’s HR expertise and the abilities of other staff members, we’ll take time to assess what we need in HR support and/or leadership.

CHRIS TOOMEY STUDENT MISSION FUND

It has been six months since we lost our dear friend and leader, Chris Toomey. While grieving, his family and friends have been putting together a not-for-profit organization dedicated to his ongoing passion. *The Impact Collective* is a registered 501(c)(3) that is organized to:

Provide funding for life-changing educational, service, and mission experiences for high school and college age youth. This corporation is inspired by the life and work of Christopher Ryan Toomey who gave his life to providing spiritual transformative experiences for young people.

Our plan for the Chris Toomey Student Mission Fund was always to disburse all funds into an organization who does this kind of work. We are pleased that Chris’s family has felt prompted to go forward. Our fallback option would have been to set up a scholarship fund bearing Chris’s name within an existing mission organization. In December’s meeting, Chris’s sister, Kelly, and father, Rick, will be joining us (virtually) to present on The Impact Collective and I will be making a request to disburse the balance of that fund to the new organization before our self-imposed Dec 31, 2022 deadline.

OKRs

Our Strategic Team is close to a refined list of OKRs that will guide us in the new year. Thanks again to those who invested their time in our October retreat! I plan to have the new OKRs to present in January.

Challenges this month:

STAFF OPENINGS

Since we're reassessing HR, we're still in search of:

- Student Ministry Director (FT)

Please share these within your networks. More info is available at

www.pathfinderstl.org/employment

GIVING/GENEROSITY

November giving is a cause for thanks to God. We have a lofty goal to meet in December.

Please continue to pray for God's provision

Additional Prayer Items:

- For the effectiveness of our Christmas outreach efforts (The Christmas Experience, Christmas Services, etc.).
- For our staff's healing and overall health.
- For Pastor AJs daughter, Sarah, and the Mastic Family as Sarah's treatment continues.

Pastoral Metrics
November 2022

	Aug 2022	Sept 2022	Oct 2022	Nov 2022	22/23 FYTD	21/22 FYTD	FYTD TREND
CARE							
Personal Visits	0	4	27	29	60	1	59
Phone Contacts	25	25	38	31	144	125	19
Other (Chapel, Bible Study)	0	0	0	0	0	0	0
Care Matters added to Database	14	16	22	18	90	71	19
GROWING DEEPER							
Average Daily emails sent	376	379	NA	NA*			
Average Daily emails opened	240	238	NA	NA*			
Printed Copies	0	0	0	0			

On 5/24/21, we began sending the Growing Deeper emails to only those who signed up to continue receiving them.

*With the new format using Pathfinder Guide, we will be reevaluating this metric and the best way to report.

Pathfinder Church
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December 2022

Membership Changes – November 2022

New Members:

Confirmands:

Mya Anspach
Robert Bader
Jacob Barton
Samuel Barton
Alexander Bender
Julia Bender
Parker Bichsel
Abigale Carns
Ally Carns
Olivia Clark
Sam Cook
Jessica Davis
Kaitlyn Davis
Hayden Grimshaw
Leah Gruendler
Joshua Hemke
Makayla Hemmann
Taylor Hemmann
Alex Hyers
Isabella Jones
Gavin Joyner
Mary Kirtley
Lukas Knox
Kellen Koester
Alexander Komorech
Trace Luehmann
Mallory McGee

Brady Micek
Kelsey Morrison
Connor Murray
Jonah Nosovitch
Brooke O'Dell
Thomas I O'Dell
Alyssa Olivio
Conner Osterbur
Jade Owuor
Harold Pendleton
Mia Peters
Alison Renfert
Brayden Rudolph
Alexander Ruppel
Brooke Samuelson
Paige Samuelson
Brooke Scheidler
Tyler Scheidler
Micah Sloane
Jacob Smith
Mirabella Stropnik
Claire Ulrich
Michael Wanamaker
Jacob Ward
Jesse Webb
James Zeck

Information:

Jeremy j& Katherine Aeilts © Rowan & Felicity
Matt & Jill Hewitt © Paxton
Tim & Laura Vivian

Transfer:

Sandy Hoffmann

Reaffirmation:

None

Released Members:

Transferred Out:

None

Release by Request:

None

Official Acts:

Baptisms:

Bohdi Hasenmueller (11-06-2022)

Autumn Bage (11-12-2022)

Santino Luciani (11-13-2022)

Bennett Pomp (11-13-2022)

Catherine Ryan (11-27-2022)

Weddings:

Matthew Fleming & Anna Marie Casey (11-4-2022)

Funerals:

Frank Byars (Death 11-09-2022; Funeral 11-16-2022)

Peggy Duenke (Death 11-17-2022; Funeral 11-17-2022)

Dennis Schmidt (Death 11-10-2022; Funeral 11-18-2022)

Weekend Ministry Board Report

AJ Mastic
December 2022

Overview:

Highlights:

- Pua Parker is currently on maternity leave, and Catie Cox is the point person for student ministry through 2/1;
- Student Ministry celebrated an amazing confirmation service on 11/6 with 55 confirmands! Thanks be to God!
- The week of 11/13, we hosted funerals on Wednesday, Thursday, and Friday. Big shout-out to Julie Lorenz for her tireless work coordinating pastoral ministry and serving families;
- Kids' Ministry has been hard at work with special events like Friday Frenzie (11/18), the Dad Serve on 11/20 (which recruited 2 new volunteers), and they are working hard on the manger scene for the Christmas Experience!
- Our worship and production staff held a Thanksgiving Eve service on 11/23, and began Advent midweeks on 11/30. I am grateful for their dedication to creating extra meaningful worship opportunities during the Christmas season, and their work on the Christmas Experience.

Challenges:

- Finding our next Student Ministry Director. We have researched some new names and are mailing out materials in December.

Prayer Requests:

- For more Kids Ministry and Production volunteers. Our Weekend Team met on 11/15 and we put together some recruitment ideas that we'll be working on in January.

Pathfinder Kids:

Highlights:

- Volunteer Recruitment Incentive:
 - In a continuing effort to be creative in our recruiting, we charged ahead with another unique service opportunity: Pathfinder Kids Serve – Dad's Editions!
 - We encouraged dads or future dads to serve on Nov 20
 - We had special snacks and beverages for them to make it fun including meat sticks and pocket hot sauce!
 - 15 dads served!
 - 2 have joined our team on a monthly commitment level.

Challenges:

- We have two families who have kids with special needs who are waiting to attend. We don't have the volunteers to provide for their needs. There is a video planned for January to recruit for our special needs ministry. I am hopeful this will bring the volunteers we need.
- Volunteer shortage is an ever-present challenge but we are slowly adding to our pool and are operating 8 short each week which is down from 15 short each week.

Prayer Requests:

- Praise and thanksgiving that new volunteers who have joined our team.

- Gratitude for the volunteer leadership for key components of The Christmas Experience Hope section: Steve Wheeler, Ron Schmidt, Jason Kreuzman, Garrett Peters.
- Request for Volunteers for the Christmas Experience (people willing to come and stand in the cold for 2 hours dressed in Biblical costumes), for the Hope section, which visually tells the story of Jesus' birth.
- Asking for Balance for the Kids Min staff during Christmas as this season requires extra time and physical energy.

Student Ministry:

Highlights:

- Pua recently went on maternity leave, and while she has been away, multiple mentors in Summit and CORE have stepped up to give excellent messages. There have also been students from our "student leadership team" and mentors from Summit and CORE who have helped emcee and lead the games weekly. It has been neat to see everyone take on a bigger leadership role.
- Confirmation registration opened up this November and we have started the process of preparing for the next set of Confirmands.

Challenges:

- It has been a challenge to balance the workload for student ministry, along with seeing the need for investing in students relationally, but not currently having the staffing to be able to achieve this in the way we would like. It will be great to identify our new director of student ministry in the coming months.

Prayer Requests:

- For God to bring us the right student ministry director;
- As confirmation registration opens up, that God would lead students to us who are ready to be confirmed and take a deeper step in their faith journey.

Worship:

Highlights:

- We've added to our number – Teah Griffin has joined us as a vocalist. Matt Hewitt has also joined us as a bassist.
- Our CONVERGE process is also seeing success with the following candidates in consideration for the Worship Team:
 - Coreen Zell (Emcee);
 - Ella Jones (Vocals);
 - Reggie Wilson (Drums).
- We had a successful Thanksgiving Eve service with many in attendance. We received feedback that the service was meaningful.

Challenges:

- With Christmas plans in full swing, special projects and events are added on top of an already full weekly schedule for the Worship Department.
- As multiple outside events compete for the attention of families, we're seeing volunteers drop off the schedule across the board – forcing us to be agile with scheduling and communication.

- With the new SOTA session approaching, we're walking the line between over and understaffing instructors given our current attendance.

Prayer Requests:

- Sickness continues to assault our school – prayers for good health for all members serving in Christmas services and events.
- Prayers for good rest amidst the work this season.

Next Gen Worship & SOTA:

- *Please note that going forward, these items are included in the Worship report (above).*

Technical & Production:

Highlights

- Tiff Hemke has joined the Production Team and will begin her volunteer service in January.
- The Christmas Experience Lights section is coming together, taking up most of our time during the week with installing all of the various pieces of technology.
- Su Nallabelli has returned from India and will also be re-joining our volunteer Production Team.
- Our new series, *Only Human*, launched, with an animated title package and a vintage Christmas feel.

Challenges

- The production team is running into some weekends that we do not have enough volunteers to fill all the priority positions, without having some volunteers serve 3 weekends in a row.

Prayer Requests

- That more would be willing to step up and serve on the team, and be a part of what God is doing through the Production Team.

Metrics attached

Weekend Ministry Metrics November 2022

All YTDs for fiscal year July 1- June 30

* Average weekly attendance

	August 2022	September 2022	October 2022	November 2022	November 2021	22/23 FYTD	21/22 FYTD	FYTD TREND
CHILDREN'S MINISTRY								
Nursery*	19	25	21	23↑	20	21	16	5
Preschool*	38	46	35	34↑	21	38	23	15
K - 4*	116	97	81	86↑	64	95	61	34
5th Element*	19	15	12	12↑	10	15	10	5
New Children's Min Registrations	48	29	15	16↑	3	108	55	53
Nursery Unique Participants	40	40	40	37↑	31	65	58	7
Preschool Unique Participants	51	61	65	56↑	37	78	58	20
K-4 Unique Participants	158	165	180	149↑	110	224	155	69
5th Element Unique Participants	28	27	26	21↑	18	42	24	18
MIDDLE SCHOOL MINISTRY								
6th grade CORE*	24	21	18↑	11↓	13	18	13	5
7th grade CORE*	27	22	25↑	16↑	10	22	11	11
8th grade CORE*	24	15	19	12↓	19	18	19	(1)
New CORE Registrations	75	34	7↓	3	3	119	100	19
CORE Unique Participants	75	101	108↑	85↑	67	121	102	19
HIGH SCHOOL MINISTRY								
9th Summit*	12	11	11↑	7↑	4	10	5	5
10th Summit*	4	3	5	5	5	4	6	(2)
11th Summit*	9	3	3	5↑	4	5	3	2
12th Summit*	5	4	6↑	5↑	4	5	5	0
Summit Unique Participants	40	36	34	28↓	30	44	46	(2)
BAPTISMS								
Infants/Children	2	3	7	5↓	6	20	17	3
Students (6th-12th grade)	2	0	0	0	0	4	7	(3)
Adults	0	0	1	0	0	1	0	1
Baptism Class*	2	2	4	3↑	1	11	12	(1)

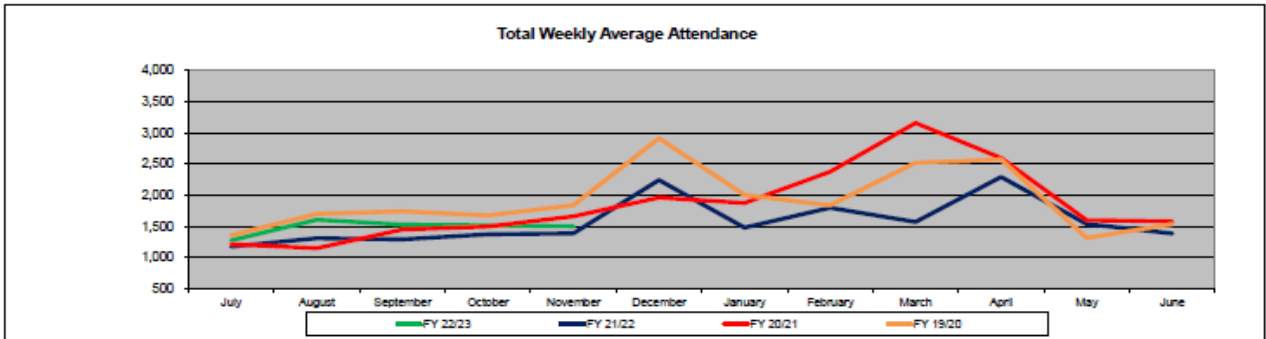
Notes:

1. Baptism Class and Getting Started are not (normally) held in July or December.
2. Kids Min begins August 21; CORE begins August 28. Summit begins August 24.
3. Our new database allows us to report FYTD Unique Participation statistics for Kids Min and Student Min much more easily. You can now expect these to be updated each month.
4. Core and Summit do not meeting in June & July.

Weekend Ministry/Worship Metrics November 2022



MISC. WORSHIP (Monthly #s & FYTD Cumulative)										
Audio Message Downloads	451	311	467	319	324	(5)	1,927	1,882	45	
SCHOOL OF THE ARTS										
Instructors this session	10	10	10	10	8	2	10	8	2	
Disciplines (Instruments) this session	5	5	5	5	6	(1)	5	6	(1)	
Students this session	74	86	74	74	95	(21)	77	91	(15)	
ATTENDANCE (Monthly & FYTD Averages)										
Live Stream Hits (avg/weekend)	353	510	625	570	613	(43)	540	638	(98)	
5:00 pm Saturday	128	106	103	113	111	2	113	102	11	
9:00 am Sunday	309	287	274	325	254	71	287	216	71	
10:45 am Sunday	353	316	286	307	275	32	304	240	65	
9:00 am Children's	92	80	69	77	59	18	49	45	4	
10:45 am Children's	101	85	76	78	56	22	66	45	20	



	July	August	September	October	November	December	January	February	March	April	May	June
FY 22/23	1,274	1,605	1,526	1,616	1,500							
FY 21/22	1,174	1,809	1,290	1,372	1,398	2,242	1,478	1,798	1,571	2,292	1,638	1,384
FY 20/21	1,213	1,148	1,448	1,497	1,659	1,960	1,873	2,375	3,158	2,596	1,689	1,580
FY 19/20	1,357	1,698	1,740	1,674	1,839	2,818	2,002	1,836	2,618	2,571	1,813	1,535
CY vs. PY	100	296	236	143	112	(2,242)	(1,478)	(1,798)	(1,571)	(2,292)	(1,538)	(1,384)
CY vs. PY	8.52%	22.61%	18.29%	10.42%	8.07%	-100.00%	-100.00%	-100.00%	-100.00%	-100.00%	-100.00%	-100.00%

Whole Life Board Report

December 2022

Action Teams:

Highlights:

- The fall season of Action Teams ended in November. First-hand feedback from participants who completed the full season has been very positive. A survey to gauge Action Team success from participants was sent 11/30. Results will be compiled to determine where the Whole Life Team should be adjusting.
- The Whole Life team welcomed a co-director in November – Rachel Hinz! Rachel will oversee the Spiritual, Vocational and Financial areas of Whole Life, as well as our relationships with local and international Missions partners. She will be a great addition to the team.
- The team has been planning the next season of Action Teams that will begin the week of 1/22/23. The goal is to offer ~30 teams again, as we feel this a manageable number and offered participants a wide enough variety of Action Teams to join for one season. So far there are 17 returning leaders leading either the same Action Team or shifting gears to offer something different to fill a need.

Challenges

- Ashley will begin her maternity leave next month and will be returning at the end of February/early March. The team has made a lot of good progress developing processes and strategies for Action Teams despite the state of flux it has remained in since June. However temporarily losing a team member during a busy season is sure to create some setbacks.

Prayer Requests:

- That people would hear the message of Whole Life and Action Teams and be moved to lead and/or register in this next season.

Pop Ups

Highlights:

- There was a casino night for women that was very successful, the women had a blast doing this relational pop-up; there were a number of women who invited multiple friends to join them.

Challenges:

- The holiday season is difficult to encourage pop-up leaders to host a pop-up because of how busy our community is.

Prayer Requests:

- That the new year would bring new ideas for pop ups and new leaders willing to step up!

Missions:

Highlights:

- Stronghold Cambodia had a new missionary (Zane) join their team last month. He is 25, teaching guitar to the students, and doing a photo essay on mission work in Southeast Asia.

Challenges:

- We are working on ironing out mission trip (vocational intensives) dates for 2023, flight costs continue to be sky high (pun wasn't intended, then it was).

Prayer Requests:

- For anyone that is considering a mission trip next year, that God would prepare them and nudge their hearts.
- Stronghold will be hosting a Christmas program and dinner for their entire community, pray that God would create new faith in the parents and students.

Stronghold Building Project

Highlights:

- The roof work, brickwork, electrical and plumbing system, and part of decoration are happening at the same time. Each day brings something visibly new.
- Jesse invited the entire construction crew to the Christmas program and dinner. He is hoping that they will find blessing in hearing the Christmas story and being invited to be part of the Stronghold community.

Challenges:

- Jesse continuing to check in with the construction and juggle students is difficult and he is looking forward to Tim and Diane Esala coming back at the end of December.

Prayer Requests:

- For continued safety and forward progress.

Hospitality:

Highlights:

- We had three new communion volunteers who served before COVID decide to start serving again.

Challenges:

- This season brings so many extra needs for volunteers.

Prayer Requests:

- That going into the Christmas season our team would be extra diligent in identifying those who need any extra TLC while on our campus.

Getting Started:

- Getting Started was held on Nov. 6th. There were 14 that attended and 10 new members.

Metrics Attached

Whole Life Metrics
November 2022

	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Nov 2021	22/23 FYTD	21/22 FYTD	FYTD TREND
ACTION TEAMS								
*Total Registrations	170	514	54	0	0	884	0	884
# of Teams	31	51	51	51	0	62	0	62
POP UPS								
Total Registrations	32	22	27	51	0	132	0	132
# of Pop Ups	1	3	3	1	0	8	0	8
GETTING STARTED								
Getting Started	15	16	10	14	6	55	30	25
New Members	9	11	5	10	5	35	23	12
Guest Registrations	8	3	0	2	5	18	14	4
PREMARITAL								
Pre-Marital	0	0	4	0	0	6	8	(2)
MISSIONS								
Mission Trips	0	0	0	0	0	0	0	0
(**) ***Local Missions (# Volunteers)	0	0	0	0	35	208	342	(134)

Notes:

1. We began reporting metrics for Pop-Ups in May 2022.
 2. We began reporting metrics for Action Teams in June 2022.
 3. We began reporting Care groups and Bible studies as Action Teams in June 2022.
- *In September these numbers include 21 Prosper the City Teams with 230 registrations. (corrected 11/10/22)
- ** Last year Prosper the City was counted under this, this year it's counted as Action Teams.
- ***This year because of COVID this list focuses on Missions Week Volunteers

Branding, Marketing & Creative
Seth Hinz, Director
December 2022

Highlights this month:

- Continued Pathfinder Strong end-of-year giving campaign. Via a new approach to giving talks, mailers, Faith Matters, video production, etc., November Giving came in well above budget! People are taking steps on their Generosity journey.
- Christmas Experience is upon us! Plenty of logistics and digital marketing. I'm optimistic that we'll have our highest turnout yet.
- School Open House welcomed 24 families! One of our highest for the Fall offering.

Challenges this month:

- Christmas events, services, and EOY-giving crunch time! Added in Community Events logistics and planning as part of the marketing team's efforts this year. Learning A LOT.
- Margins are shrinking for team members, which gives little room for planning and creativity. Looking forward to the introduction of OKRs, which should help focus our team.

Prayer List this Month:

- That Christmas and Christmas Experience are both a huge blessing to our community.
- For continued success of the end-of-year giving campaign.

Metrics attached

Marketing/Creative Metrics
November 2022

	AUG 2022	Sept 2022	Oct 2022	Nov 2022	22/23 FYTD	21/22 FYTD	FYTD TREND
Website - Pathfinder							
Total Visits (Sessions)	7,751	7,859	*	6,300	31,389	36,377	(4,988)
% Unique Visits (New Visitors)	78%	78%	*	62%	74%	77%	2
Referral Traffic	4%	3%	*	2%	3%	3%	0
Direct Traffic	43%	42%	*	47%	42%	43%	(3)
Search Traffic	38%	30%	*	46%	39%	37%	0
Website - School							
Total Visits (Sessions)	3,801	3,082	*	1,625	9,772	11,748	(1,976)
% Unique Visits (New Visitors)	77%	83%	*	81%	79%	79%	0
Referral Traffic	4%	4%	*	4%	5%	9%	(6)
Direct Traffic	51%	55%	*	41%	49%	42%	9
Search Traffic	30%	27%	*	30%	29%	28%	3
Social Media - Pathfinder							
Facebook Total Followers	2,584	2,595	2,605	2,624	12,968	10,692	2,276
Instagram Followers	1,186	1,200	1,210	1,207	5,972	5,195	777
Twitter - Followers	464	465	465	462	2,318	2,295	23
YouTube Subscribers	3,275	3	3,302	3,321	16,420	14,557	1,863
YouTube Views	5,143	286	5,203	5,014	24,813	28,757	(3,944)
Social Media - School							
Facebook Total Followers	810	814	820	824	4,070	2,890	1,180
Instagram Followers	450	450	448	451	2,241	2,177	64
Twitter - Followers	146	145'	144	143	723	715	8

*Update to Google Analytics 4 resulted in October issue

Feedback Breakdown Report						
Id	Name	Not Started	In Progress	Completed	Total	
7	*Member Success Team	0	0	0	0	0
12	Adult	0	0	0	0	0
16	Care	0	0	0	0	0
13	Communications	0	0	0	0	0
14	Doctrine/ Messages	0	0	0	0	0
9	Facilities	0	0	0	0	0
17	General	0	1	0	1	1
11	Generosity	0	0	0	0	0
8	Kids Min	0	0	0	0	0
18	Membership	0	0	0	0	0
10	Student Ministry	0	1	0	1	1
15	Worship	0	0	0	0	0

Operations & Finance Board Report

Matt Hewitt

December 2022

Celebrations this month:

- The generosity of the Pathfinder community. November giving was \$138K over our budget.
- Kelly Reinhart has accepted the Director of Whole Life and People Development role. She brings an extensive professional HR background and will help fulfill Pathfinder's HR needs after Tracy's departure.

Challenges:

- Pathfinder continues to run behind budget in giving. As of November 30, 2022, giving is 4.98% behind the YTD Budget. Note that there is a celebration here as this is an improvement of 10.6% compared to the end of October.

Prayer Request:

- Continued generosity of the congregation as December is the largest portion of Pathfinder's annual giving budget.

Highlights:

Accounting & Human Resources & IT:

- Pathfinder received the additional \$750,000 of debt from 5/3 Bank on November 30, 2022.

Infrastructure Update

	Status	Expense Incurred as 11/30/22	Projection for Total Expense	As Presented May 2021
HVAC Units & Controls	Completed	\$1,138,520	\$1,138,520	\$1,200,000
Cornerstone Roof	Completed	\$75,015	\$75,015	75,000
Systems (Fire, Phone, Video Security)	Phone Completed Fire Completed Security In Progress	\$144,093	\$189,321	117,000
Sanctuary Projectors	Completed	\$243,590	\$243,590	220,000
South Wing/Gym	Completed	\$99,882	\$99,882	75,000
TOTAL		\$1,701,100	\$1,746,328	\$1,687,000

Facilities:

- The security camera vendor has begun pulling cable for the cameras. They will complete the project in January 2023.
- Revel Architect delivered a drawing to renovate the sanctuary restrooms turning the two restrooms into 5 Family Assist restrooms. A general contractor is currently developing an estimate for the project.
- Facilities will be looking to budget the lift rental and caulking materials on an annual basis to keep up with caulk seams that are drying out and cracking. Caulking was done this year, which significantly reduced areas of leakage in the Ministry Center lobby.

Metrics attached

Operations/Finance Metrics
November 2022

	Aug 2022	Sept 2022	Oct 2022	Nov 2022	22/23 FYTD	21/22 FYTD	FYTD TREND
GENERAL FUND DONOR SUPPORT							
Total Unique Giving Units*	629	610	645	655	631	598	33
Donors \$500 to \$1,000*	110	98	118	108	110	119	(9)
Donors \$1,000 plus*	60	60	70	86	68	62	6
New Donors	10	8	13	19	61	40	21
HUMAN RESOURCES *							
Unique online givers *	494	480	504	512	493	450	43
Percentage Given Electronic*	83%	73%	77%	73%	76%	65%	11
Total Electronic Giving \$	313,983	206,382	238,359	376,259	1,349,495	1,136,192	213,303
Electronic Recurring Gifts \$	129,927	127,020	114,875	124,957	631,255	608,399	22,856
Unique Electronic Recurring givers *	336	335	324	345	335	306	29
HUMAN RESOURCES *							
Full-time school	24	24	24	24	23	19	4
Part-time school	69	72	72	72	67	62	5
Full-time church	21	23	23	23	22	23	(1)
Part-time church	16	16	16	17	17	15	0
Total employees	130	135	135	129	129	120	9
Total Full-time Equivalent (FTE)*	73.28	79.99	74.19	76.15	71.82	69.14	2.68
TECHNOLOGY							
Workstations in service *	96	111	110	111	105	106	(1)
Helpdesk tickets	15	20	12	14	103	234	(131)
FOOD SERVICE							
Café number of tickets	339	433	512	418	1,937	1,796	141
FACILITIES							
Number of work orders received	126	53	103	61	405	368	37
Number of work orders completed	109	64	102	50	383	358	25
Number of work orders outstanding	38	27	28	39			

* FYTD is an average

School Team Board Report

Doug Mauss, Derek Scott, Rachel Bausch
December 2022

K-8

Highlights:

- Over the past two weeks we have hosted informational town halls for the parents of our K-5. The meetings gave us the opportunity to highlight our programs as well as gather feedback from our current families. The meetings were well received and attended. As an administrative team we gained many valuable insights and feedback which will be utilized as we continue to evaluate our programming.
- Our recent Open House was a success, bringing in 24 families to tour our EC-8th grade. Our staff did an outstanding job of working of welcoming our guests and informing them of all St. John has to offer.

Challenges:

Requests for prayer/involvement:

- That we find the right person to serve as a long-term sub for Wesly Pinkston during her maternity leave.
- For full staffing in our before/after school Centered Care Program

EC

Highlights:

- Teachers and students are practicing/preparing for Christmas Vignettes to share with families to build community among classes and share the true meaning of Christmas.
- The November Open House was a great success with 16 families interested in EC and several with students not eligible for 2 years out! J
- We continue to schedule family tours for the 23-24 school year. (In the month of November, a total of 22 families (including Open House) have toured or connected about next steps to start the process of enrolling their EC student for the fall).
- Here is a family email follow-up/testimonial:
Thank you so much for taking the time to show us around today. I'm so sad we didn't get to start with you this year because I LOVE your school. I would really like to get Hudson and Cooper in next year.

Challenges:

- Continuing to work with families to help find outside support for speech/language, sensory, etc.
- Continuing to recruit substitute teachers/Centered Care teachers to fill roles on a daily basis.

Requests for prayer:

- For continued physical health and work/life balance in our community.

Metrics attached

School Ministry
 November 2022

	Aug 2022	Sept 2022	Oct 2022	Nov 2022	Nov 2021	TREND
SCHOOL MINISTRY						
Early Childhood Enrollment	183	183	182			0
Kindergarten - 8th Grade Enrollment	207	207	207			0
Total Enrollment	390	390	389			0

Pathfinder Church
Financial Notes
Period Ending November 30, 2022

Ministry Fund

Overview

The Ministry Fund ended with a \$164K surplus balance, which was \$190K favorable to the budget for the month. The FYTD deficit of \$31K was \$391K favorable to the budget deficit.

- Giving in the current month was favorable to budget by \$138K. FYTD giving is \$91K unfavorable to budget. Other Income was \$3K favorable to budget.
- Monthly expenses were favorable to budgeted expenses by \$49K. FYTD expenses are \$479K favorable to budget.

FYTD net results are \$51K favorable to the budgeted deficit after factoring in \$238k of certain delayed spending and an additional \$102K of possible delayed spending.

Pastoral Office

- No significant variances of note.

Operations

- \$5K favorable for Facilities due to delayed spending for fire prevention, elevator maintenance and snow removal.
- \$12K favorable for Finance and Administration for salary expense.
- \$9K favorable for Technology due to delayed spending for hardware purchases.

Marketing and Creative

- \$8K favorable for Technical – A/V/L due to delayed spending for tech equipment consumables.

Whole Life Ministry

- \$14K favorable for Whole Life Ministry for salaries and benefits.

Weekend Ministry

- No significant variances of note.

School Fund

Overview

The School Fund ended the month comparable to the budget.

- Monthly income of \$268K was unfavorable to budgeted income by \$8K.
- Monthly expenses of \$269K were comparable to budget.

Income

- \$14K unfavorable variance for annual fund.

Expenses

- \$8K unfavorable variance for salaries and wages
- \$4K unfavorable variance for athletic events

- \$3K unfavorable for other expenses

September Forecast

The School Fund ended the month with a net \$24K unfavorable variance for the month and \$9K favorable FYTD variance compared to the September forecast. Factoring in delayed spending of \$24K, and the reforecast net loss of \$62K, net results are projected to be \$18K unfavorable the reforecast. Reminder that the September Forecast projected an \$13K surplus, which is not a significant variance from the original 22/23 budget.

**Variances of \$3,000 or greater are noted.*

Consolidated Balance Sheet

- Cash and Investments increased by \$802K reflecting the \$750K bank loan draw secured as of month end.
- Accounts Receivable increased by \$14K due donated stock proceeds in process.
- Construction in Progress increased by \$58K due to the installation of church security equipment.
- Accrued Expenses increased \$12K due to an accrual for school lunch expense and employee benefit accruals.
- Deferred Tuition and Revenue decreased by \$47K due to the recognition of school revenue and deferred confirmation revenue.
- Long-Term Loan Payable increased by \$750K due to the additional loan draw.

Summary of Bank Accounts

Balances shown are as of the date of the report and do not account for any deposits in transit or outstanding checks.

Type	Institution	APY	Balance
Cash	Petty Cash	N/A	800.00
Checking	First Community CU	0.099%	2,250.45
Savings	First Community CU	0.00%	10.00
Steward Acct.	LCEF	00.750%	722,736.73
Checking	Fifth Third Bank	0.4000%**	1,397,952.70
			<u>2,123,749.88</u>

*** The Fifth Third Bank Checking Account earns an Interest Credit Rate to offset operating fees charged to the account.*

Budgeted Financial Statement for Period 5 - November
 22-23 Report 1: Income Statement
 Company#: 1 Name: Pathfinder Church
 Fiscal Year Beginning 7/1/2022

<u>Acct #</u> <u>Description</u>	<u>Budget</u> <u>Annual</u>	<u>Actual for</u> <u>Period</u>	<u>Budget for</u> <u>Period</u>	<u>Variance</u> <u>for Period</u>	<u>Actual</u> <u>YTD</u>	<u>Budget</u> <u>YTD</u>	<u>Var. Actual</u> <u>to YTD</u> <u>Budget Dollar</u>
MINISTRY FUND							
3 General Offerings	\$5,000,000	\$505,297	\$367,051	\$138,246	\$1,739,824	\$1,831,067	(\$91,243)
MINISTRY FUND INCOME	\$5,000,000	\$505,297	\$367,051	\$138,246	\$1,739,824	\$1,831,067	(\$91,243)
PASTORAL OFFICE							
5 Pastoral Office	(\$496,315)	(\$35,822)	(\$34,995)	(\$827)	(\$186,885)	(\$200,160)	\$13,275
6 Stewardship	(\$18,290)	(\$2,150)	(\$3,800)	\$1,650	(\$4,488)	(\$7,470)	\$2,982
7 Care Ministries	(\$5,104)	(\$2,019)	(\$477)	(\$1,542)	(\$4,327)	(\$2,055)	(\$2,272)
TOTAL PASTORAL OFFICE	(\$519,709)	(\$39,991)	(\$39,272)	(\$719)	(\$195,700)	(\$209,685)	\$13,985
OPERATIONS							
9 Facilities	(\$1,166,597)	(\$56,562)	(\$61,758)	\$5,196	(\$310,540)	(\$581,367)	\$270,827
10 Finance & Administration	(\$689,719)	(\$48,386)	(\$60,568)	\$12,182	(\$218,100)	(\$272,798)	\$54,698
11 Mortgage/Debt	(\$672,406)	(\$51,724)	(\$55,145)	\$3,421	(\$267,616)	(\$271,851)	\$4,235
12 School Tuition Assistance	(\$150,000)	(\$12,500)	(\$12,500)	\$0	(\$62,500)	(\$62,500)	\$0
13 Technology	(\$116,083)	(\$12,013)	(\$20,870)	\$8,857	(\$50,173)	(\$61,850)	\$11,677
TOTAL OPERATIONS	(\$2,794,805)	(\$181,186)	(\$210,841)	\$29,655	(\$908,929)	(\$1,250,366)	\$341,437
MARKETING & CREATIVE							
15 Marketing & Creative	(\$555,770)	(\$45,096)	(\$45,127)	\$31	(\$219,177)	(\$238,602)	\$19,425
16 Technical - A/V/L	(\$226,777)	(\$10,123)	(\$18,164)	\$8,041	(\$80,459)	(\$94,039)	\$13,580
17 Community Awareness	(\$13,005)	(\$8)	(\$50)	\$42	(\$7,193)	(\$6,815)	(\$378)
TOTAL MARKETING & CREATIVE	(\$795,552)	(\$55,226)	(\$63,341)	\$8,115	(\$306,829)	(\$339,456)	\$32,627
WHOLE LIFE MINISTRY							
19 Whole Life Ministry	(\$320,657)	(\$11,851)	(\$25,439)	\$13,588	(\$66,615)	(\$126,876)	\$60,261
20 Missions	(\$153,464)	(\$5,907)	(\$5,975)	\$68	(\$35,857)	(\$35,545)	(\$312)
21 Staff Culture & Development	(\$47,030)	(\$829)	(\$1,140)	\$311	(\$28,780)	(\$26,500)	(\$2,280)
22 Cafe'	(\$23,240)	(\$2,747)	(\$1,646)	(\$1,101)	(\$7,701)	(\$8,513)	\$812
23 Hospitality	(\$8,895)	(\$1,365)	(\$715)	(\$650)	(\$3,143)	(\$2,400)	(\$743)
TOTAL WHOLE LIFE MINISTRY	(\$553,286)	(\$22,699)	(\$34,915)	\$12,216	(\$142,096)	(\$199,834)	\$57,738
WEEKEND MINISTRY							
25 Kids Ministry	(\$199,021)	(\$15,429)	(\$14,624)	(\$805)	(\$81,173)	(\$80,701)	(\$472)
26 Student Ministry	(\$200,113)	(\$11,266)	(\$13,591)	\$2,325	(\$53,687)	(\$70,963)	\$17,276
27 Weekend Ministry Leadership	(\$12,989)	(\$59)	(\$297)	\$238	(\$2,798)	(\$5,900)	\$3,102
28 Worship	(\$218,230)	(\$15,170)	(\$15,786)	\$616	(\$80,037)	(\$96,281)	\$16,244
TOTAL WEEKEND MINISTRY	(\$630,353)	(\$41,923)	(\$44,298)	\$2,375	(\$217,695)	(\$253,845)	\$36,150
TOTAL MINISTRY FUND	(\$293,705)	\$164,271	(\$25,616)	\$189,887	(\$31,423)	(\$422,119)	\$390,696
SCHOOL FUND							
30 Income	\$3,138,360	\$268,160	\$276,272	(\$8,112)	\$1,359,152	\$1,341,106	\$18,046
31 Expenses	(\$3,127,096)	(\$268,643)	(\$269,329)	\$686	(\$1,274,933)	(\$1,338,375)	\$63,442
TOTAL SCHOOL FUND	\$11,264	(\$483)	\$6,943	(\$7,426)	\$84,219	\$2,731	\$81,488

Budgeted Financial Statement for Period 5 - November
 22-23 Report 2: Income Statement (Income Detail)
 Company#: 1 Name: Pathfinder Church
 Fiscal Year Beginning 7/1/2022

<u>Acct #</u> <u>Description</u>	<u>Budget</u> <u>Annual</u>	<u>Actual for</u> <u>Period</u>	<u>Budget for</u> <u>Period</u>	<u>Variance</u> <u>for Period</u>	<u>Actual</u> <u>YTD</u>	<u>Budget</u> <u>YTD</u>	<u>Var. Actual</u> <u>to YTD</u> <u>Budget Dollar</u>
MINISTRY FUND INCOME							
MINISTRY GIVING INCOME							
3 Ministry Offerings	\$5,000,000	\$505,297	\$367,051	\$138,246	\$1,739,824	\$1,831,067	(\$91,243)
TOTAL MINISTRY GIVING INCOME	\$5,000,000	\$505,297	\$367,051	\$138,246	\$1,739,824	\$1,831,067	(\$91,243)
PASTORAL OFFICE							
TOTAL PASTORAL OFFICE	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OPERATIONS							
7 Facilities	\$13,150	\$400	\$0	\$400	\$800	\$5,000	(\$4,200)
8 Finance & Administration	\$5,326	\$0	\$0	\$0	\$0	\$0	\$0
9 Investment Income	\$1,801	\$446	\$148	\$298	\$2,116	\$755	\$1,361
10 Technology	\$0	\$0	\$0	\$0	\$180	\$0	\$180
TOTAL OPERATIONS	\$20,277	\$846	\$148	\$698	\$3,096	\$5,755	(\$2,659)
MARKETING & CREATIVE							
12 Marketing & Creative	\$28,947	\$1,719	\$2,886	(\$1,167)	\$11,253	\$11,894	(\$641)
13 Technical A/V/L	\$1,000	\$1,558	\$0	\$1,558	\$10,774	\$0	\$10,774
14 Community Awareness	\$16,525	\$0	\$0	\$0	\$728	\$1,500	(\$772)
TOTAL MARKETING & CREATIVE	\$46,472	\$3,278	\$2,886	\$392	\$22,755	\$13,394	\$9,361
WHOLE LIFE MINISTRY							
16 Whole Life Ministry	\$34,275	\$7,521	\$2,000	\$5,521	\$15,332	\$14,375	\$957
17 Missions	\$39,455	\$0	\$4,000	(\$4,000)	\$7,493	\$13,500	(\$6,007)
18 Cafe'	\$20,855	\$1,294	\$1,750	(\$456)	\$8,262	\$8,175	\$87
19 Hospitality	\$880	\$221	\$40	\$181	\$380	\$400	(\$20)
TOTAL WHOLE LIFE MINISTRY	\$95,465	\$9,036	\$7,790	\$1,246	\$31,467	\$36,450	(\$4,983)
WEEKEND MINISTRY							
21 Kids Ministry	\$41,200	\$210	\$150	\$60	\$1,308	\$600	\$708
22 Student Ministry	\$40,560	\$3,340	\$3,200	\$140	\$14,035	\$13,900	\$135
23 Worship	\$0	\$0	\$0	\$0	\$169	\$0	\$169
TOTAL WEEKEND MINISTRY	\$81,760	\$3,550	\$3,350	\$200	\$15,513	\$14,500	\$1,013
TOTAL MINISTRY FUND INCOME	\$5,243,974	\$522,007	\$381,225	\$140,782	\$1,812,655	\$1,901,166	(\$88,511)
SCHOOL INCOME							
25 Tuition K-8	\$1,797,761	\$150,556	\$149,873	\$683	\$749,335	\$748,650	\$685
26 Tuition ECE	\$961,772	\$79,369	\$80,007	(\$638)	\$400,549	\$401,723	(\$1,174)
27 Tuition - Childcare	\$123,501	\$11,854	\$11,816	\$38	\$52,419	\$52,505	(\$86)
28 Annual Fund	\$100,090	\$4,525	\$18,700	(\$14,175)	\$15,910	\$30,090	(\$14,180)
31 Grant Income	\$7,800	\$0	\$0	\$0	\$7,800	\$7,800	\$0
32 Athletics	\$28,390	\$9,982	\$9,250	\$732	\$16,823	\$16,740	\$83
33 Learning Center Fees	\$4,450	\$1,000	\$650	\$350	\$2,550	\$1,425	\$1,125
34 Chapel/Mission Offerings	\$3,630	\$363	\$700	(\$337)	\$746	\$2,030	(\$1,284)
35 Field Trips	\$7,000	\$122	\$0	\$122	\$2,251	\$3,500	(\$1,249)
36 Other Income	\$23,191	\$1,427	\$1,565	(\$138)	\$8,588	\$8,711	(\$123)
37 Budgeted Adjusted Income	(\$56,227)	\$0	(\$3,219)	\$3,219	\$0	(\$30,840)	\$30,840
38 School Lunch Income	\$62,558	\$8,918	\$6,930	\$1,988	\$27,693	\$24,328	\$3,365
39 Online Enrollment/Registrations	(\$74,444)	(\$44)	\$0	(\$44)	(\$74,488)	(\$74,444)	(\$44)
TOTAL SCHOOL INCOME	\$3,138,360	\$268,160	\$276,272	(\$8,112)	\$1,359,152	\$1,341,106	\$18,046

Budgeted Financial Statement for Period 5 - November
 22-23 Report 3: Income Statement (Expense Detail)
 Company#: 1 Name: Pathfinder Church
 Fiscal Year Beginning 7/1/2022

<u>Acct #</u> <u>Description</u>	<u>Budget</u> <u>Annual</u>	<u>Actual for</u> <u>Period</u>	<u>Budget for</u> <u>Period</u>	<u>Variance</u> <u>for Period</u>	<u>Actual</u> <u>YTD</u>	<u>Budget</u> <u>YTD</u>	<u>Var. Actual</u> <u>to YTD</u> <u>Budget Dollar</u>
MINISTRY FUND EXPENSES							
PASTORAL OFFICE							
3 Pastoral Office	(\$496,315)	(\$35,822)	(\$34,995)	(\$827)	(\$186,885)	(\$200,160)	\$13,275
4 Stewardship	(\$18,290)	(\$2,150)	(\$3,800)	\$1,650	(\$4,488)	(\$7,470)	\$2,982
5 Care Ministries	(\$5,104)	(\$2,019)	(\$477)	(\$1,542)	(\$4,327)	(\$2,055)	(\$2,272)
TOTAL PASTORAL OFFICE	(\$519,709)	(\$39,991)	(\$39,272)	(\$719)	(\$195,700)	(\$209,685)	\$13,985
OPERATIONS							
7 Facilities	(\$1,179,747)	(\$56,962)	(\$61,758)	\$4,796	(\$311,340)	(\$586,367)	\$275,027
8 Finance & Administration	(\$695,045)	(\$48,386)	(\$60,568)	\$12,182	(\$218,100)	(\$272,798)	\$54,698
9 Mortgage/Debt	(\$674,207)	(\$52,170)	(\$55,293)	\$3,123	(\$269,732)	(\$272,606)	\$2,874
10 School Tuition Assistance	(\$150,000)	(\$12,500)	(\$12,500)	\$0	(\$62,500)	(\$62,500)	\$0
11 Technology	(\$116,083)	(\$12,013)	(\$20,870)	\$8,857	(\$50,353)	(\$61,850)	\$11,497
TOTAL OPERATIONS	(\$2,815,082)	(\$182,032)	(\$210,989)	\$28,957	(\$912,025)	(\$1,256,121)	\$344,096
MARKETING & CREATIVE							
13 Marketing & Creative	(\$584,717)	(\$46,815)	(\$48,013)	\$1,198	(\$230,429)	(\$250,496)	\$20,067
14 Technical - A/V/L	(\$227,777)	(\$11,681)	(\$18,164)	\$6,483	(\$91,233)	(\$94,039)	\$2,806
15 Community Awareness	\$29,530	\$8	\$50	(\$42)	\$7,920	\$8,315	(\$395)
TOTAL MARKETING & CREATIVE	(\$842,024)	(\$58,504)	(\$66,227)	\$7,723	(\$329,583)	(\$352,850)	\$23,267
WHOLE LIFE MINISTRY							
17 Whole Life Ministry	(\$354,932)	(\$19,373)	(\$27,439)	\$8,066	(\$81,947)	(\$141,251)	\$59,304
18 Missions	(\$192,919)	(\$5,907)	(\$9,975)	\$4,068	(\$43,350)	(\$49,045)	\$5,695
19 Staff Culture & Development	\$47,030	\$829	\$1,140	(\$311)	\$28,780	\$26,500	\$2,280
20 Cafe'	(\$44,095)	(\$4,040)	(\$3,396)	(\$644)	(\$15,963)	(\$16,688)	\$725
21 Hospitality	(\$9,775)	(\$1,586)	(\$755)	(\$831)	(\$3,523)	(\$2,800)	(\$723)
TOTAL WHOLE LIFE MINISTRY	(\$648,751)	(\$31,735)	(\$42,705)	\$10,970	(\$173,563)	(\$236,284)	\$62,721
WEEKEND MINISTRY							
23 Kids Ministry	(\$240,221)	(\$15,639)	(\$14,774)	(\$865)	(\$82,481)	(\$81,301)	(\$1,180)
24 Student Ministry	(\$240,673)	(\$14,606)	(\$16,791)	\$2,185	(\$67,723)	(\$84,863)	\$17,140
25 Weekend Ministry Leadership	(\$12,989)	(\$59)	(\$297)	\$238	(\$2,798)	(\$5,900)	\$3,102
26 Worship	\$218,230	\$15,170	\$15,786	(\$616)	\$80,206	\$96,281	(\$16,075)
TOTAL WEEKEND MINISTRY	(\$712,113)	(\$45,473)	(\$47,648)	\$2,175	(\$233,207)	(\$268,345)	\$35,138
TOTAL MINISTRY FUND EXPENSES	(\$5,537,679)	(\$357,736)	(\$406,841)	\$49,105	(\$1,844,078)	(\$2,323,285)	\$479,207
SCHOOL EXPENSES							
28 Salary, Wages, Benefits & Outsourced L	(\$2,286,983)	(\$212,183)	(\$204,336)	(\$7,847)	(\$916,547)	(\$905,736)	(\$10,811)
29 Classroom Supplies, Materials & Equipr	(\$42,297)	(\$1,125)	(\$850)	(\$275)	(\$23,102)	(\$26,147)	\$3,045
30 Conferences, Education & Developmen!	(\$26,323)	(\$69)	(\$1,050)	\$981	(\$4,365)	(\$12,423)	\$8,058
31 Technology Services, Hardware & Softw	(\$113,487)	(\$2,462)	(\$3,453)	\$991	(\$60,745)	(\$74,516)	\$13,771
32 Centered Care Expenses	(\$115,437)	(\$10,767)	(\$12,185)	\$1,418	(\$45,398)	(\$48,630)	\$3,232
33 Athletic Events	(\$30,775)	(\$4,815)	(\$690)	(\$4,125)	(\$12,537)	(\$16,230)	\$3,693
34 Field Trips	(\$7,000)	\$0	\$0	\$0	(\$2,286)	(\$3,500)	\$1,214
35 Copier Expense	(\$10,241)	(\$1,274)	(\$800)	(\$474)	(\$5,726)	(\$4,441)	(\$1,285)
36 Bad Debt	(\$5,000)	\$0	\$0	\$0	\$0	\$0	\$0
37 Missions	(\$1,500)	\$0	\$0	\$0	\$0	\$0	\$0
38 Fundraising Expense	(\$500)	\$0	\$0	\$0	\$0	\$0	\$0
39 Other Expenses	(\$469,495)	(\$27,873)	(\$25,252)	(\$2,621)	(\$170,551)	(\$173,511)	\$2,960
40 Budgeted Adjustment Expenses	\$53,966	\$0	(\$13,109)	\$13,109	\$0	(\$42,110)	\$42,110
41 School Lunch Expenses	(\$72,024)	(\$8,075)	(\$7,604)	(\$471)	(\$33,677)	(\$31,131)	(\$2,546)
TOTAL SCHOOL EXPENSES	(\$3,127,096)	(\$268,643)	(\$269,329)	\$686	(\$1,274,933)	(\$1,338,375)	\$63,442

Statement of Financial Position for Period 5 - November
Company#: 1 Name: Pathfinder Church
Fiscal Year Beginning 7/1/2022

<u>Account</u>	<u>YTD</u> <u>Current</u>	<u>Prior</u> <u>Period</u>	<u>FYE</u> <u>21-22</u>	<u>FYE</u> <u>20-21</u>
Assets				
Current Assets - Unrestricted				
Cash and Investments	\$2,203,387	\$1,401,476	\$1,681,853	\$1,891,968
Accounts Receivable	\$101,332	\$87,002	\$36,474	\$10,596
Inventory	\$2,601	\$3,475	\$2,757	\$3,172
Prepaid Expenses	\$83,005	\$47,280	\$93,979	\$56,807
Total Current Assets - Unrestricted	\$2,390,325	\$1,539,233	\$1,815,063	\$1,962,544
Fixed Assets				
Land	\$2,436,787	\$2,422,932	\$2,422,932	\$2,440,780
Buildings	\$25,272,205	\$25,272,205	\$25,272,205	\$24,305,568
Furniture/Fixtures/Technology	\$1,874,401	\$1,874,401	\$1,874,401	\$1,700,886
Capitalized Interest	\$46,465	\$46,465	\$46,465	\$46,465
Construction in Progress	\$476,735	\$418,796	\$241,710	\$0
Less Accumulated Depreciation	(\$17,514,750)	(\$17,514,750)	(\$17,514,750)	(\$17,109,665)
Total Fixed Assets	\$12,591,843	\$12,520,049	\$12,342,963	\$11,384,034
Other Assets				
Deferred Financing Costs	\$29,274	\$30,426	\$35,034	\$38,314
Other Assets	\$221,010	\$221,010	\$221,010	\$215,038
Total Other Assets	\$250,284	\$251,436	\$256,044	\$253,352
Total Assets	\$15,232,452	\$14,310,719	\$14,414,071	\$13,599,930
Liabilities and Net Assets				
Liabilities				
Current Liabilities				
Accounts Payable	\$106,454	\$101,132	\$492,385	\$100,334
Accrued Expenses	\$187,904	\$176,073	\$145,213	\$149,560
Deferred Tuition and Revenue	\$276,919	\$323,547	\$114,014	\$75,917
Current Maturities of LT Debt	\$485,000	\$485,000	\$485,000	\$420,000
Total Current Liabilities	\$1,056,278	\$1,085,752	\$1,236,612	\$745,810
Long-Term Liabilities				
Bonds, Less Current Maturities	\$0	\$0	\$0	\$4,270,000
Swap Contract Liability	\$0	\$0	\$0	\$42,530
Long Term Loan Payable	\$5,250,000	\$4,500,000	\$4,500,000	\$0
Total Long-Term Liabilities	\$5,250,000	\$4,500,000	\$4,500,000	\$4,312,530
Total Liabilities	\$6,306,278	\$5,585,752	\$5,736,612	\$5,058,341
Net Assets				
Ministry Fund Operating	\$703,085	\$538,814	\$734,507	\$592,137
School Fund Operating	\$7,925	\$8,408	(\$76,294)	(\$113,740)
Building Fund	\$7,780,731	\$7,740,231	\$7,578,231	\$7,616,876
Launch	\$15,000	\$21,250	\$27,500	\$161,944
Unrealized Derivative Gain(Loss)	\$0	\$0	\$0	(\$42,530)
All Others	\$419,434	\$416,265	\$413,514	\$326,902
Total Net Assets	\$8,926,174	\$8,724,967	\$8,677,458	\$8,541,589
Total Liabilities and Net Assets	(\$15,232,452)	(\$14,310,719)	(\$14,414,071)	(\$13,599,930)

22-23 Detail 5: Cash and Liquidity Position Summary
Company#: 1 Name: Pathfinder Church
Fiscal Year Beginning 7/1/2022

	FY 22/23 November	FY 22/23 October	FY 21/22 June	FY 20/21 June
Cash and Investments				
Total Cash and Investments *	\$ 2,203,387	\$ 1,401,476	\$ 1,681,853	\$ 1,891,968
Temp. Restricted Funds (Internally Managed)				
Launch	15,000	21,250	27,500	161,944
School Scholarship Fund	130,238	135,013	169,941	107,539
Parent Teachers League	89,205	92,236	63,445	67,491
Chris Toomey Student Mission Fund	62,470	60,952	38,134	
MF Temporarily Restricted	13,434	633	5,731	3,629
Christ In Action				23,799
School of the Arts	7,607	6,714	6,087	4,047
Endowment Fund	45,478	45,478	43,195	41,007
Other	207	207	207	207
	<u>363,639</u>	<u>362,483</u>	<u>354,240</u>	<u>409,663</u>
Excess/(Underfunded) Balance pre Affiliate Funds	1,839,748	1,038,993	1,327,613	1,482,305
Temp. Restricted Funds (Affiliate Controlled)				
Boy Scout Troop #782	14,714	16,270	17,282	21,410
MOPS	28,306	29,745	32,182	29,676
Soccer Association	18,451	19,746	27,275	18,684
Illuminations - Puppet Ministry	8,606	8,556	8,406	7,806
All Other	717	717	717	717
Total Ongoing Fund Balances	<u>70,794</u>	<u>75,034</u>	<u>85,862</u>	<u>78,293</u>
Excess/(Underfunded) Core Cash Balance	<u>\$ 1,768,954</u>	<u>\$ 963,959</u>	<u>\$ 1,241,751</u>	<u>\$ 1,404,012</u>
Analysis of Monthly Fluctations in Core Cash Balance				
Increase / (Decrease) in Month End Core Cash	\$ 804,995	\$ (267,155)	\$ (360,505)	\$ (188,210)
Components Driving Change in Core Cash				
Monthly Surplus / (Deficit) Ministry Fund	164,271	(80,980)	(144,443)	(42,336)
Monthly Surplus / (Deficit) School Fund	(483)	(14,341)	(139,910)	(104,489)
	<u>163,788</u>	<u>(95,321)</u>	<u>(284,353)</u>	<u>(146,825)</u>
Ministry Fund: noncash expense for Debt Principal Payment of Annual Debt Principal from Core Cash	40,500	40,500	40,500	38,000
School Grant Received School Grant: noncash revenue				
Increase / (Decrease) in Prepaid School Tuition	(44,301)	(49,625)	(157,307)	(138,815)
*** Decrease / (Increase) in Other Working Capital	645,008	(162,709)	40,655	59,430
Total Incr. / (Decr.) in Month End Core Cash	<u>804,995</u>	<u>(267,155)</u>	<u>(360,505)</u>	<u>(188,210)</u>
*** - This amount is an aggregation of all other increases and decreases not separately identified				
in balance?-->	TRUE	TRUE	TRUE	TRUE
Working Capital Change Detail				
Current Month Deferred Tuition Liability**	273,562	317,863	40,290	15,055
Prior Month Deferred Tuition Liability	317,863	367,488	198,647	155,370
Source of Cash / (Use of Cash): Deferred Tuition	<u>(44,301)</u>	<u>(49,625)</u>	<u>(158,357)</u>	<u>(140,315)</u>
Current Month Deferred Registration Fees Liability		-	59,144	51,006
Prior Month Deferred Registration Fees Liability		-	58,094	49,506
Source of Cash / (Use of Cash): Deferred Tuition			<u>1,050</u>	<u>1,500</u>
Additional Liquidity Information				
Sources:				
Line of Credit Availability	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
Borrowings Outstanding				
Available Liquidity	<u>1,000,000</u>	<u>1,000,000</u>	<u>1,000,000</u>	<u>1,000,000</u>

* Per General Ledger

Cash Liquidity Position - Model Periods
As of November 30, 2022

	Forecasted Quarter Ending			Actuals at				
	June-23	March-23	December-22	November-22	June-22	June-21	June-20	June-19
Cash and Investments								
Total Cash and Investments *	\$ 1,366,571	\$ 1,827,368	\$ 2,283,018	\$ 2,203,387	\$ 1,681,853	\$ 1,891,968	\$ 1,727,223	\$ 1,450,007
Less: Insurance claim proceeds to be expended	-	-	-	-	-	-	-	-
Less: PPP Loan	-	-	-	-	-	-	(805,400)	-
Bond principle pymt consistency adj.	-	-	-	-	-	-	-	-
Adjusted Cash and Investments	1,366,571	1,827,368	2,283,018	2,203,387	1,681,853	1,891,968	921,823	1,450,007
Days Cash on Hand - Total Cash¹	72.5	97.0	121.1	116.9	96.9	119.7	56.6	90.9
Temp. Restricted Funds (Internally Managed)								
Launch	7,500	11,250	15,000	15,000	27,500	161,944	208,194	305,844
NEXT CapX Available for Expenditure	-	-	-	-	-	-	28,144	570,160
School Scholarship Fund	83,548	103,558	123,568	130,238	169,941	107,539	-	-
Parent Teachers League	18,601	76,933	97,499	89,205	63,445	67,491	43,888	5,938
Chris Toomey Student Mission Fund	-	-	62,470	-	-	-	-	-
MF Temporarily Restricted	6,072	10,805	11,012	13,434	5,731	3,729	13,164	20,798
Missions Designated Gifts	-	-	-	-	-	-	-	20,798
Christ In Action	-	-	-	-	-	23,799	45,106	18,395
School of the Arts	6,284	8,150	6,680	7,607	6,087	4,047	10,540	6,295
Endowment Fund	45,478	45,478	45,478	45,478	43,195	41,007	38,509	36,523
Other	207	207	207	207	207	207	357	367
	167,690	256,381	361,914	363,639	354,240	409,763	387,902	985,118
Excess/(Underfunded) Balance pre Affiliate Funds	1,198,881	1,570,987	1,921,104	1,839,748	1,327,613	1,482,205	533,921	464,889
Temp. Restricted Funds (Affiliate Controlled)								
Boy Scout Troop #782	19,373	18,065	19,879	14,714	17,282	21,410	20,282	18,656
Cub Scout Pack #782	-	-	-	-	-	-	6,127	6,943
MOPS	30,190	29,385	28,692	28,306	32,182	29,676	27,669	25,953
Soccer Association	23,524	23,429	20,816	18,451	27,275	18,684	13,998	7,621
Illuminations - Puppet Ministry	8,467	8,432	8,373	8,606	8,406	7,806	7,256	6,528
All Other	-	-	-	717	717	717	617	(147)
Total Ongoing Fund Balances	81,554	79,311	77,760	70,794	85,862	78,293	75,949	65,554
Excess/(Underfunded) Core Cash Balance	\$ 1,117,328	\$ 1,491,676	\$ 1,843,345	\$ 1,768,954	\$ 1,241,751	\$ 1,403,912	\$ 457,972	\$ 399,335
Days Cash on Hand - Core Cash¹	59.3	79.2	97.8	93.9	71.6	88.9	28.1	25.0
Analysis of Monthly Fluctuations in Core Cash Balance								
Increase / (Decrease) in Month End Core Cash	\$ (374,348)	\$ (351,669)	\$ 74,391	\$ 527,203	\$ (162,161)	\$ 945,940	\$ 58,637	\$ 179,534
Components Driving Change in Core Cash								
Monthly Surplus / (Deficit) Ministry Fund	(224,913)	(172,221)	525,548	(31,423)	169,177	594,004	(322,941)	553,355
Monthly Surplus / (Deficit) School Fund	(42,554)	(12,886)	(6,714)	82,071	37,447	301,206	(66,386)	42,582
Total Surplus / (Deficit) for the Month	(267,467)	(185,107)	518,834	50,648	206,624	895,210	(389,327)	595,937
Deferred Spending - GF	-	(271,060)	(68,353)	-	(33,542)	-	-	-
Deferred Spending - School	-	-	(24,198)	-	-	-	-	-
Ministry Fund: noncash expense for Debt Principal	131,250	131,250	40,417	202,083	469,500	438,000	405,000	390,000
Payment of Annual Debt Principal from Core Cash	-	-	(485,000)	-	(455,000)	(420,000)	(390,000)	(390,000)
Additional Debt Principal	-	-	-	750,000	750,000	-	-	-
Campus Stewardship Capital Expenditures	-	(64,164)	-	(212,026)	(1,489,075)	-	-	-
School Grant Received	-	-	-	7,800	-	-	80,000	108,000
School Grant: noncash revenue	-	-	-	-	-	(25,402)	(85,301)	(78,731)
Increase / (Decrease) in AP Accrual for Capex	-	-	-	(389,000)	389,000	(28,280)	28,280	(397,527)
Increase / (Decrease) in Prepaid School Tuition	(307,509)	(29,412)	172,462	174,128	33,373	13,677	(17,911)	(53,360)
NEXT CapX: Monthly (Increase)/Decrease in Kitty	-	-	-	-	-	28,144	542,016	83,785
** Decrease / (Increase) in Other Working Capital	69,377	66,824	(79,771)	(56,430)	(33,041)	44,591	(114,120)	(78,570)
Total Incr. / (Decr.) in Month End Core Cash	(374,348)	(351,669)	74,391	527,203	(162,161)	945,940	58,637	179,534
in balance?-->	\$ -	\$ -	\$ (0.00)	\$ -	\$ -	\$ -	\$ -	\$ -
** - This amount is an aggregation of all other increases and decreases not separately identified								
Working Capital Change Detail								
Current Month Deferred Tuition Liability	49,960	362,587	446,024	273,562	40,290	15,055	13,149	28,392
Prior Month Deferred Tuition Liability	246,322	384,488	273,562	317,863	198,647	155,370	86,116	141,275
Source of Cash / (Use of Cash): Deferred Tuition	(196,363)	(21,901)	172,462	(44,301)	(158,357)	(140,315)	(72,967)	(112,883)
Current Month Deferred Registration Fees Liability	59,144	54,025	-	-	59,144	51,006	39,235	41,903
Prior Month Deferred Registration Fees Liability	58,094	49,875	-	-	58,094	49,506	37,888	40,803
Source of Cash / (Use of Cash): Deferred Tuition	1,050	4,150	-	-	1,050	1,500	1,347	1,101

* Per General Ledger

¹ Days Cash on Hand of \$15,947 for FY19, \$16,300 for FY20, \$15,800 for FY21, \$17,350 for FY22 and \$18,845 for FY23 calculated as budgeted MF net operating expense plus school operating expense less debt principal payment divided by 365 days.

Pathfinder Church
Actual vs. Budget Savings
FY22/23
As of November 30, 2022

Ministry Fund

Department	Dept. #	Account	Actual	Budget	Difference	Will More			Possible
						Exp. Occur?	When	Certain	
Weekend Worship	100	Professional Development	2,060	3,760	(1,700)	No			
Worship	110	Music Equipment Maintenance	315	16,813	(16,498)	Yes	Jan	16,498	
Tech A/V	114	Tech Equipment Children 's Ministry	4,120	6,160	(2,040)	Yes	Nov/Dec	2,040	
Tech A/V	114	Tech Equipment Consumables	3,505	9,500	(5,995)	Yes	Var	5,995	
Facilities	120	Flooring Supplies	-	65,000	(65,000)	Yes	Feb	35,000	30,000
Facilities	120	Property Maintenance	4,386	5,500	(1,114)	Yes	Var	1,114	
Facilities	120	Roof Maintenance	-	2,000	(2,000)	Yes	Var	2,000	
Facilities	120	HVAC Maintenance	3,229	7,000	(3,771)	Yes	Var	3,771	
Facilities	120	Capital Improvements	495	125,000	(124,505)	Yes	Jan/Feb	75,000	49,505
Facilities	120	Furniture/Fixture Purchases	578	56,000	(55,422)	Yes	Jan/Feb	55,422	
Facilities	120	Fire Prevention Services	118	2,774	(2,656)	Yes	Var	2,656	
Technology	121	Database Training	-	2,000	(2,000)	No			
Technology	121	Hardware Purchases	11,440	20,500	(9,060)	??			3,500
Finance & Admin	130	Salaries	110,979	154,961	(43,982)	Yes	Nov/Dec	21,339	
Staff Culture & Develop	145	Employee Recruitment	4,056	8,000	(3,944)	Yes	Var	3,944	
Pastoral Office	170	Sabbatical Expense	4,000	11,635	(7,635)	Yes	Jan	7,635	
Marketing & Creative	200	Marketing/Website/ Social Media	18,269	21,615	(3,346)	Yes	Var	3,346	
Marketing & Creative	200	Mobile App	1,971	17,145	(15,174)	Yes	??		15,174
Kids Ministry	260	Leadership Development	1,676	3,150	(1,474)	??			1,474
Kids Ministry	260	Family Events	-	2,000	(2,000)	Yes	Feb	2,000	
Missions	380	Scholarships	-	2,000	(2,000)	??			2,000
			<u>\$ 171,197</u>	<u>\$ 542,513</u>	<u>\$ (371,316)</u>			<u>\$ 237,760</u>	<u>\$ 101,653</u>

School Fund

Department	Dept. #	Account	Actual	Budget	Difference	Will More			Possible
						Exp. Occur?	When	Certain	
K-8 Program	110	Curriculum Materials	7,896	11,613	(3,717)	Yes	Var	3,717	
K-8 Program	110	Computer Equipment	32,042	43,216	(11,174)	??			11,174
Personnel	150	Teacher Conferences	150	2,000	(1,850)	??			1,850
Personnel	150	Staff Development	3,148	5,505	(2,357)	??			1,850
School Admin	160	Office Software	132	2,339	(2,207)	Yes	Var	2,207	
School Admin	160	Conferences	206	3,606	(3,400)	Yes	Var	3,400	-
			<u>\$ 43,574</u>	<u>\$ 68,279</u>	<u>\$ (24,705)</u>			<u>\$ 9,324</u>	<u>\$ 14,874</u>

**Pathfinder Church
Launch Reconciliation
11/30/2022**

Contributions	
Contributions FY10/11	\$ 136,601.48
Contributions FY11/12	155,936.56
Contributions FY12/13	118,195.95
Contributions FY13/14	43,380.56
Total Contributions	\$ 454,114.55
 Expenses	
Contributions to LCMS Ablaze! For Cambodia FY10/11	\$ (101,678.65)
Funding in Belize FY11/12	(10,000.00)
Contributions to LCMS Ablaze! For Cambodia FY11/12	(110,671.51)
Contributions to LCMS Ablaze! For Cambodia FY12/13	(91,173.89)
Reimbursement of funds from LCMS Ablaze! FY13/14	273,171.54
Angel Dormitory Expenses FY13/14	(6,000.00)
Angel Dormitory Expenses FY14/15	(1,872.00)
Stronghold Cambodia Expenses FY16/17	(29,157.33)
Reimbursement of unused fund from Camb. Legal Counsel	3,195.00
Stronghold Cambodia Expenses FY17/18	(59,050.00)
Stronghold Cambodia Expenses FY18/19	(20,812.50)
Stronghold Cambodia Expenses FY19/20	(97,650.00)
Stronghold Cambodia Expenses FY20/21	(41,250.00)
Balance from St. John Missions FY20/21	778.97
Correction	0.13
Stronghold Cambodia Building Fund Match - 09/21	(106,944.31)
Stronghold Cambodia Expenses FY21/22	(27,500.00)
Stronghold Cambodia Expenses FY22/23	<u>(12,500.00)</u>
Total Expenses	\$ (439,114.55)
 Fund Balance	 <u><u>\$ 15,000.00</u></u>
 Future Commitments	
FY21/22 for Stronghold Cambodia	0.00
FY22/23 for Stronghold Cambodia	(7,500.00)
FY23/24 for Stronghold Cambodia	<u>(7,500.00)</u>
Total Committed	<u><u>(15,000.00)</u></u>

17% of total contributions are designated to this objective.

LCMS Ablaze! will receive quarterly payments from St. John for use in Cambodia. These payments will equal 20% of total Launch contributions during the quarter. LCMS will then refund to St. John 30% of that payment to use for missions that St. John chooses. Of the 30% refunded, half will go to this objective and half will go to the St. John Missions objective.

Original Launch Presentation

\$850k to be distributed to current mission projects in the city of St. Louis and Belize and through the mission efforts of the LCMS Ablaze! Campaign. Pastor Garrett and the Strategic Leaders will work closely with LCMS national leaders to ensure that two to four mission projects are adopted that reflect the mission and values of SJ's congregation. These projects will be specific mission efforts with which we can form an ongoing association over the course of the campaign and hopefully beyond.

Additional Cambodia Funding

In the fall of 2011 an option to give directly to the efforts in Cambodia was created. The primary purpose of this option is to engage our community and other churches in our mission efforts in Cambodia. It also allows people within our ministry to give directly to Cambodia, over and above their commitment to Launch. This money will go directly to our efforts in Cambodia. UPDATE: JAN 2019 \$20K donation for land purchase that was directed to Stronghold in January 2020.