

Welcome to

**Congregational
Meeting**

May 2021



Agenda

- Welcome – Scott Morris
- Board of Directors Nominations – Scott Morris
- Ministry Update – Dion Garrett
- Financial Presentation – Dion Garrett & Tracy Dunn
- Infrastructure Investment – Dion Garrett & Tracy Dunn
- Other Business – Scott Morris
- Closing Prayer – Dion Garrett

Scott Morris

BOD President

Board of Directors Update

2020-21 Board of Directors

Jennifer Albritton

Adam Bichsel

Amy Calvin

Tracy Dunn

Rick Fessler

Matt Finke

Dion Garrett

Marla Maloney

Scott Morris

Damola Oshin

Annmarie Wallis

Treasurer

Vice President

Member at Large

Operations & Finance Director

Member at Large*

Member at Large

Senior Pastor

Member at Large**

President**

Member at Large

Secretary**

**Outgoing **Seeking Additional Term or Position*

*NOTE: Annmarie Wallis appointed to Secretary position mid-term vacated by Chris Arft
and Amy Calvin appointed to Member at Larger position mid-term vacated by Annmarie Wallis*



Nominating Committee

Adam Bichsel

Board of Directors

Matte Finke

Board of Directors

Megan Fitzpatrick

Congregation Member

Julie Lorenz

Congregation Member & Staff Liaison

Ron Steinkamp

Congregation Member

Board Nomination Process

February – Board openings determined

March – Board skills/experience needs determined

March 20 to April 2 – Self nominations from congregation

April & May – Nominating Committee interviews and selection recommendation to Board

Board of Directors Nominees

Scott Morris

President

Annmarie Wallis

Secretary

Marla Maloney

Member at Large

David Pradhan

Member at Large

Motion

To elect the Board of Directors Nominees slate as presented for the upcoming fiscal year.

Scott Morris

President

Annmarie Wallis

Secretary

Marla Maloney

Member at Large

David Pradhan

Member at Large



Dion Garrett
Senior Pastor

Ministry Update

Recent Concerns

- 1) Are we committed to teach the Scriptures?
- 2) Is our ministry approach faithful?

A little background:

-Pathfinder Unscripted Podcast on May 19, 2020

-Weekend Message on July 11/12, 2020

- 15 min for Q&A now
- Microphones in the side aisles
- Limit to one question per speaker
(If multiple questions, please queue in line for another turn.)
- Additional time can be available
for more Q&A at end of the
meeting

Q&A on Recent Concerns

Strategic Planning Process

The Last Ten Months:

- *Driving Questions Exercise* (July 2020)
- Personal and team staff retreats (Aug—Oct 2020)
- Strategic retreat (Board, Elders, Staff) (Oct 2020)
- Investigating and refining the plan (Oct 2020–Feb 2021)
- Develop next ministry plan (Feb 2021—*ongoing*)

2 Year Ministry Plan

1. Focus our ministry on the “Whole Life” of Jesus.

“Begin with the end in mind.” Clarify how our programs and ministries will lead people to find more of the whole life that Jesus came to give us.

- Reorient church programming around a “whole life” orientation, while maintaining strong weekend ministry.
- Recruit community partners to support our focus.
- Call an additional *teaching pastor* to provide additional leadership, preaching, and care.

2 Year Ministry Plan

2. Continue wise technology investments.

Technology has been essential to our expanded reach and is a trademark of our ministry approach.

- Develop an App to assist people on their Whole LIFEjourney.
- Continue investments in live stream & online options.
- Invest in tech in Pathfinder Kids & Students environments.

2 Year Ministry Plan

3. Increase outside awareness of our ministry.

From how we market ourselves or how we serve, we want to be a beacon of what's RIGHT in the world.

- Leverage opportunities like Prosper the City and Missions Week to build positive rapport.
- Market and actively manage our “brand” online.
- Reach diverse audiences in a changing West Co.
- Address the age gap (18-30).
- Continue promoting the unique opportunities at:

ST. JOHN SCHOOL
A PERSONALIZED LEARNING ACADEMY



2 Year Ministry Plan

4. Steward our aging campus infrastructure.

Our campus is our largest financial asset, we must protect it by investing in aging infrastructure as it comes of age

- Sanctuary 1992
- Cornerstone 2001
- Ministry Center 2003
- Next Generation Center 2007

Focus on essential facility infrastructure
(HVAC, Security, Fire Monitoring)

A New Giving Campaign - Fall 2021

- Encourage first time generosity for new attenders (on-ramp).
- Provide the moment for everyone to re-evaluate their current giving & make a commitment to giving level for two years.
- Focus on funding our regular ministry (currently underfunded) with an emphasis on Ministry Plan 1-3.
 1. Focus our ministry on the Whole Life of Jesus.
 2. Continue wise technology investments.
 3. Increase outside awareness of our ministry.

A New Giving Campaign - Fall 2021

- Unite our congregation around a new short-term vision.
- Pay for overdue infrastructure investments (Ministry Plan #4) through financing.

The budget presentation and the infrastructure investment proposal that follows are our financial strategy to support this ministry plan.

Questions?

Dion Garrett

Senior Pastor

Tracy Dunn

Operations & Finance Director

Financial Information

Presentation Notes

- Summary Presentation with amounts in thousands (000)'s
- 20/21 Forecast based upon actual results through April 2021
- Year refers to the end of the Fiscal Year (June 30)

Paycheck Protection Program

SBA approved April 15, 2020 for \$805

- Estimate of potential forgiveness of \$535-\$731 at the time of application
- Budgeted \$697 for FY20/21

Expenses for 24 weeks April 20 to October 5, 2020

- Actual payroll expenses of \$1,404

April 2021 received full forgiveness of \$805 for PPP

PPP Unusual Circumstance

- Expenses were in FY19/20 & FY20/21
- PPP Forgiveness Income in Current Year
- Use PPP Income over 2 fiscal years to assist with the economic uncertainty during an ongoing pandemic

Current Year

Fund	Budget	Forecast	Favorable/ (Unfavorable)
Ministry Fund	\$273	\$506	\$233
School Fund	88	260	172
Total	\$361	\$766	\$404

Impact without PPP Funds:

Ministry Fund deficit of (\$186)

School Fund surplus of \$140



Ministry Fund Current Year

Income changes over Budget

- **\$209** Giving – better only 6% decline instead of 7.7%
- **\$93** PPP full forgiveness

Expense changes over Budget

- **\$32** COVID related program cancellations
- **(\$63)** Property & Maintenance Repairs
- **(\$41)** Weekend offering to OLPH & Circle Concern

Ministry Fund Current Year

	FY 20/21 Budget	FY 20/21 Forecast	Favorable/ (Unfavorable)
General Offerings	\$3,865	\$4,074	\$209
PPP & FF Income	597	692	95
Other Income	275	124	(151)
TOTAL INCOME	\$4,737	\$4,890	\$153
Ministry Expenses	(\$2,478)	(\$2,288)	190
Operating Expenses	(1,986)	(2,096)	(110)
TOTAL EXPENSES	(\$4,463)	(\$4,383)	80
Surplus / (Deficit)	\$273	\$506	\$233

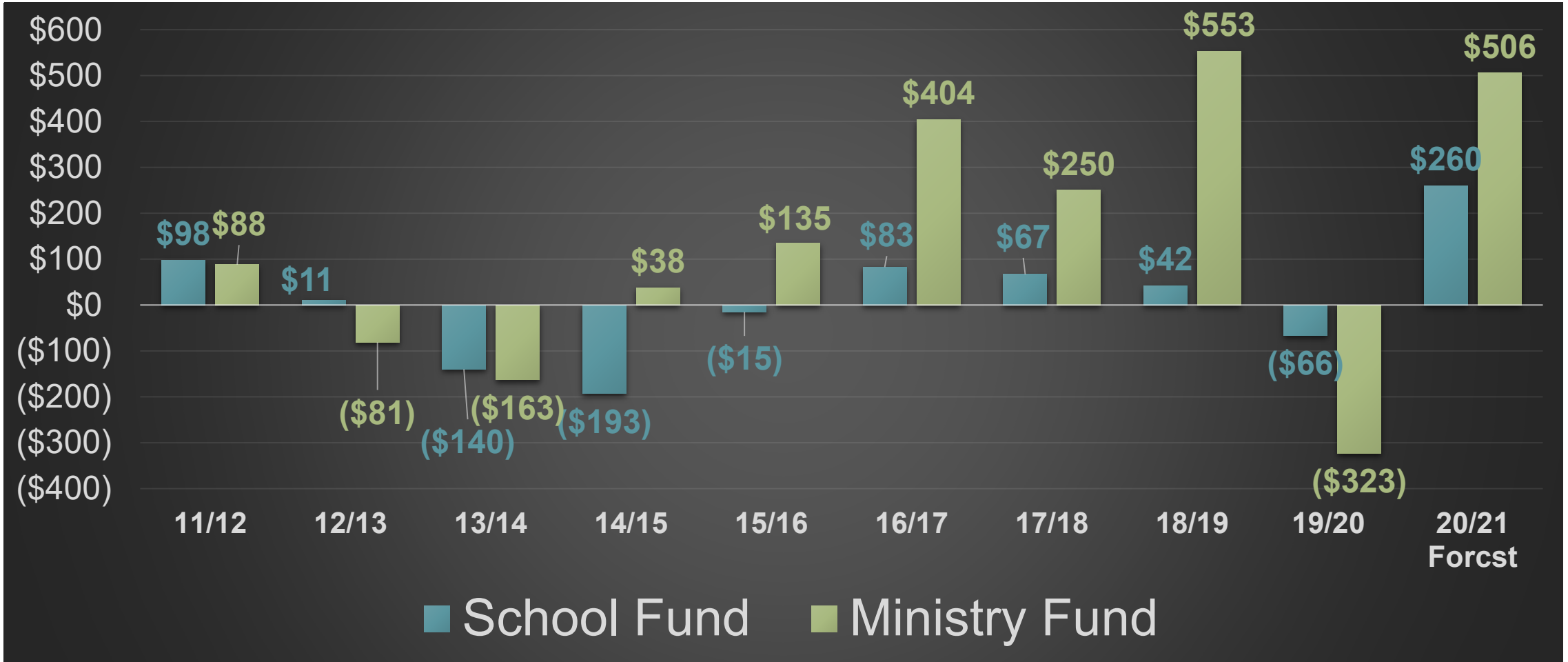
School Fund Current Year

- **\$150** EC – 8th grade enrollment changes (Net)
Early Childhood declined by 12 students
K – 8 increased by 45 students
- **\$20** PPP full forgiveness

School Fund Current Year

	FY 20/21 Budget	FY 20/21 Forecast	Favorable/ (Unfavorable)
Tuition K – 8 th Grade	\$997	\$1,465	\$468
Tuition EC	743	682	(61)
PPP & FF Income	101	121	20
Third Source & Other	254	222	(32)
TOTAL INCOME	\$2,095	\$2,490	\$394
EC-8 th Grade Expenses	(\$1,591)	(\$1,749)	(\$158)
Administrative Expenses	(302)	(382)	(80)
Other Expenses	(114)	(98)	16
TOTAL EXPENSES	(\$2,007)	(\$2,229)	(\$222)
Surplus / (Deficit)	\$88	\$260	\$172

Financial Results



Note: FY17/18 & FY18/19 includes the release of \$578k from Mission 24/7 as restricted funds to the Ministry Fund

Upcoming Year 21/22

Fund	Budget	Forecast	Favorable/ (Unfavorable)
Ministry Fund	(\$215)	\$506	(\$721)
School Fund	(3)	260	(263)
Total	(\$218)	\$766	(\$984)

Ministry Fund Upcoming Year

Income Changes over Forecast

\$426

(\$690)

New Giving Campaign

No PPP Income

Expense Increases over Forecast

\$145

\$27

\$39

\$29

\$30

\$22

\$11

Staffing Changes

Benefit Increase

Website/Social Media for App Development

Livestreaming & Kid/Student Min Audio

Bond Payment Scheduled Increase

Missions (Net) – resuming trips

Bank Fees

Ministry Fund FY 21/22 Budget

	FY 21/22 Budget	FY 21/22 Forecast	Favorable/ (Unfavorable)
General Offerings	\$4,502	\$4,074	\$428
PPP Income	0	692	(692)
Other Income	246	123	123
TOTAL INCOME	\$4,748	\$4,889	(141)
Ministry Expenses	(\$2,786)	(\$2,288)	(498)
Operating Expenses	(2,177)	(2,096)	(81)
TOTAL EXPENSES	(\$4,963)	(\$4,383)	(580)
Surplus / (Deficit)	(\$215)	\$506	(\$721)

School Fund Upcoming Year

Income Changes over Forecast

- (\$11) EC – 8th grade enrollment changes (Net)
Early Childhood increasing by 18 students
K – 8 declining by 40 students
- (\$120) No PPP Income

Expense Increases over Forecast

- (\$170) Salary/Benefit Increase

School Fund 21/22 Budget

	FY 21/22 Budget	FY 20/21 Forecast	Favorable/ (Unfavorable)
Tuition K – 8 th Grade	\$1,265	\$1,465	(\$200)
Tuition EC	809	682	101
PPP & FF Income	0	121	(121)
Third Source & Other	266	222	44
TOTAL INCOME	\$2,340	\$2,490	(\$150)
EC- 8 th Grade Expenses	(\$1,783)	(\$1,749)	(\$34)
Administrative Expenses	(436)	(382)	(54)
Other Expenses	(114)	(98)	(16)
TOTAL EXPENSES	(\$2,342)	(\$2,229)	113
Surplus / (Deficit)	(\$3)	\$260	(\$263)

Additional Information

Check out our website for more information:

www.pathfinderstl.org/church-business

- ◆ Board Reports including Financials Statements
- ◆ Audit Report
- ◆ Congregational Meeting Slides

Scott Morris
BOD President

Motion for Budget

Motion

- To approve the FY21/22 budget as presented with
Ministry Fund deficit of (\$215)
School Fund deficit (\$3)

**Deficits are being offset by the current year surplus from PPP funds.*

Dion Garrett

Senior Pastor

Tracy Dunn

Operations & Finance Director

Campus Infrastructure Investment

Aging Campus

- Buildings were built from 1960's to 2007
- 31 HVAC units – oldest units 29 years old & average is 23 years (average life span is typically 15 – 20yrs)
- HVAC maintenance expense has more than doubled to a peak of \$88 last year
- Cornerstone roof replacement needs to be done with HVAC upgrade

Aging Technology

- Controls systems for HVAC, Cameras, Fire Monitoring are from original build and no longer supported.
- Sanctuary projectors purchased used and have exceeded the average lifespan of ~10 years.
- Replacement parts are becoming rarer and more expensive.

Improvement Benefits



- More efficient HVAC units with carbon dioxide room sensors
- Ability to reduce our usage during peak demand times and receive incentive payments through Ameren Demand Response Program
- Start a Sinking Fund in FY22/23 to financially prepare for other aging infrastructure

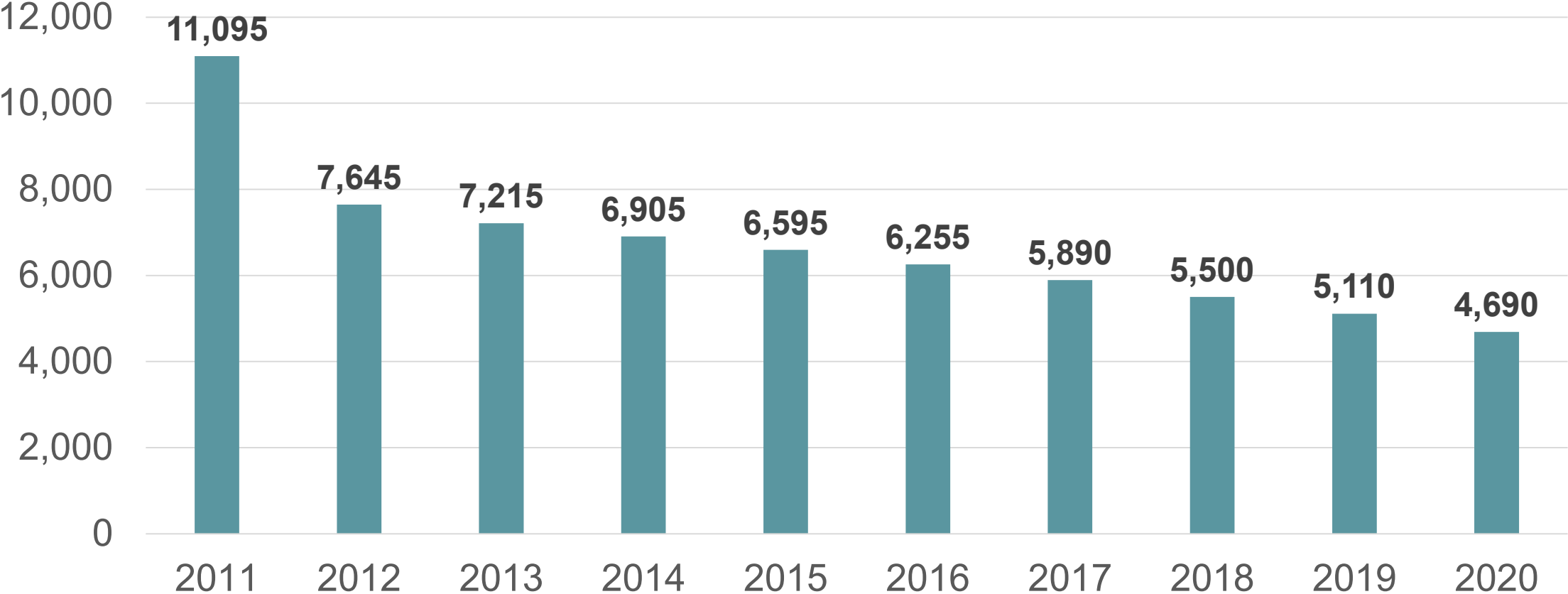
Infrastructure Needs

\$1,200	HVAC Units & Controls System
\$75	Cornerstone Roof
\$117	Systems (Fire, Phone, Video Security)
\$220	Sanctuary Projectors
\$75	School (South Wing/Gym)
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\$1,687	TOTAL IMPROVEMENTS

Payment for Infrastructure

- BOD expertise has indicated this is an urgent priority.
- Investment is needed sooner than “pay-as-you-go” fundraising (i.e. *NEXT*) would allow.
- Will maximize financial efficiencies doing all at once.
- Current economic environment makes borrowing attractive.
- Pathfinder is in a great position with debt.

Bond Debt Outstanding



Balances are as of December 31st each year.
Payment of \$455,000 will be made December 2021



Financing for Infrastructure

Current Debt: \$4,690,000

Additional: \$1,500,000

New Debt: \$6,190,000

- Debt paid off in 10 years
- Maintain same payment plan

Debt Repayment Plan

CURRENT

Date	Payment	Balance
		4,690
01/01/22	455	4,235
01/01/23	485	3,750
01/01/24	525	3,225
01/01/25	560	2,665
01/01/26	600	2,065
01/01/27	635	1,430
01/01/28	655	775
01/01/29	775	0

PROPOSED

Date	Payment	Balance
		6,190
01/31/22	455	5,735
01/31/23	485	5,250
01/31/24	525	4,725
01/31/25	560	4,165
01/31/26	600	3,565
01/31/27	635	2,930
01/31/28	775	2,275
01/31/29	750	1,500
01/31/30	750	750
01/31/31	750	0

Scott Morris
BOD President

Motion for Debt

Motion

- To approve up to \$1,500,000 of additional debt for capital infrastructure expenditures, with the financing of all outstanding debt to be extended to 10 years.

Scott Morris
BOD President

**Other
Business**



Dion Garrett
Senior Pastor

Closing Prayer