

Pathfinder Church

Board of Directors

Monthly Meeting

February 2023 – No Meeting

Pathfinder Church
Board of Directors Meeting
February 2023 – No Meeting

Table of Contents

<u>Item</u>	<u>Page Number</u>
Agenda	No Meeting
January Board Meeting Minutes	3 – 4
Staff Reports:	
Pastoral	5 – 8
Weekend Ministry	9 – 13
Whole Life Ministry	14 – 16
Marketing & Creative	17 – 18
Operations & Finance	19 – 20
School	21 – 23
December Financials	24 – 33
Closed Business.....	Appendix A

January Pathfinder Board of Directors Meeting

January 17, 2023, 7:00 PM

Imagineering Room

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

Excused: David Pradhan and Damola Oshin

Guests: Bob Ingle, Michael Frith, Brian Olivio, Don Sternberg, Bruce Litzinger, and Kelly Reinhart

Scott Morris began the meeting at 7:02 p.m. with Marla Maloney leading a devotion and prayer surrounding New Year's resolutions. Beth Rusert made a motion to accept the December board meeting minutes. Matthew Finke seconded the motion. A voice vote was held on the motion and all members present voted affirmative.

Mat Hewitt gave an overview for the end of year giving. While Pathfinder was short of the goal by \$191,000, Matt celebrated where there had been growth in the generosity journey of many church attenders. Some 2023 projects will be put on hold for the time being as well as re-evaluating open positions. Dion gave insight into what he's seeing at other nonprofits he's familiar with and how they also didn't meet their year-end giving goals.

The Ministry Fund ended with a \$353K surplus balance, which was \$173K unfavorable to the budget for the month. The FYTD surplus of \$321K was \$218K favorable to the budget deficit.

- Giving in the current month was unfavorable to budget by \$191K. FYTD giving is \$282K unfavorable to budget. Other Income was \$10K favorable to budget.
- Monthly expenses were favorable to budgeted expenses by \$16K. FYTD expenses are \$495K favorable to budget.

FYTD net results are \$121K unfavorable to the budgeted deficit after factoring in \$168K of committed delayed spending and an additional \$171K of discretionary delayed spending.

The School Fund ended the month with a \$3K favorable variance to the budget.

- Monthly income of \$264K was unfavorable to budgeted income by \$34K.
- Monthly expenses of \$266K were favorable to budget expenses by \$72K.

Dion then spoke about the OKR (Objectives and Key Results) to keep goals clear and concise. These include growing Pathfinder's audience base, increasing engagement of current attenders, and creating a culture of whole life growth. There was great discussion surrounding how these would each be measured, how accountability factors in, and what accomplishing these OKRs would mean for the faith journey of those already within our church and those soon to be!

General business was discussed from the January board reports. This included all the additional services and work done throughout the Christmas season. The entire staff was praised for their efforts and the work they do towards the Pathfinder mission, especially during that busy season. There are also several staffing changes that were discussed including the addition of Kelly Reinhart as the Director of Whole Life Director & People Development and the resignation of Seth Hinz as the Brand, Marketing & Creative Director.

School enrollment has kicked off for the 2023-2024 school year. Families have re-enrollment packets and staff will be monitoring registration rate trends.

The Board of Directors nomination process has also begun. Annmarie Wallis has agreed to continue to serve as Secretary. David Pradhan and Scott Morris will both have their terms ending May 2023. Marla Maloney will chair the nomination committee alongside Scott Morris.

Bob Ingle, Chairman of the Board of Elders, gave an update on behalf of the Elders. This included a discussion on their response and praise for the past church season and where they see movement within the church for spiritual growth and outreach. The Board of Elders will also go through a similar nomination process for those whose terms are ending.

With the upcoming synodical election, Pathfinder can nominate key positions within the Lutheran Church Missouri-Synod. Thinking about how our synod might be most effective in reaching the lost, Pathfinder is nominating Rev. Dr. Patrick Ferry for president, Rev. Richard Snow and Rev. Tim Ahlman as first vice-presidents, and Rev. Dr. Benjamin Haupt and Rev. Jeff Cloeter as regional vice-presidents. Dion Garrett made a motion to nominate these candidates. Beth Rusert seconded the motion. A voice vote was held on the motion and all members present voted affirmative.

A closing prayer was given by Matthew Finke. Scott Morris brought the meeting to a close at 8:17 p.m.

Respectfully submitted,
Annmarie Wallis
Secretary

Senior Pastor Board Report

Dion Garrett
February 2023

Highlights this month:

OBJECTIVES & KEY RESULTS (OKRs):

Our team has arrived at a set of OKRs that will guide us through June 30 (see next page).

They match pretty well with our “Return, Rebuild, Reimagine” language. We’re now committing to actions that will drive these KR. These actions will be solidified at a staff

“OKRs Summit” on Wednesday March 1. Afterward, we’ll tackle changing the way we report to the Board.

Our Four RRR 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.

GIVING AND ATTENDANCE

- Giving FYTD is about even with giving last year. This is important to keep in mind as we look at the big gap between budgeted and actual revenue.
- After benefitting from some COVID subsidy, we had hoped this would be the year we could substantially grow our giving to match expenses, but the economy has not cooperated. This shows me that the fundamental health of our church is good and that we were hoping for more this year than was realistic. We need to be realistic in spending for the next 18 months as we grow our giving base and weather a bad economy.
- Attendance is strong! In-person worship attendance in the New Year is 82% of what it was pre-COVID. Online attendance remains higher than pre-COVID meaning our overall reach is greater.
- Getting Started has seen a swell of participation the last few months. We’ve had to bring in extra seats to accommodate everyone. Equally encouraging is the great diversity (age, life stage, religious background) in these orientations.

STAFFING UPDATES

- While we have several staff vacancies, we’re thinking hard about the wisest way to fill them in light of budget shortfalls. We can’t survive at our present level of staffing, but we can’t afford our full staffing plan. I would welcome any board wisdom and expertise on organizational development & outsourcing in the next two months as we prepare the FY23/24 budget.

Additional Prayer Items:

- Pray for revival in our church and our part of the world! I’ve been convicted that this should be a regular part of my prayers!
- Pray for the right candidates to fill open board positions. We’re losing a couple of uniquely gifted members.

Objectives and Key Results

Q3 & Q4, FY 22/23



1. Grow Audience Base (RETURN)
2. Increase Engagement of Current Attenders (REBUILD)
3. Create a Culture of Whole Life Growth (REIMAGINE)

Objective 1: Grow Audience Base

- KR1: Increase In-Person Worship Attendance 5% Compared to Same Quarter Previous Year
- KR2: Increase unique website traffic
- KR3: Increase Action Team Involvement from non-Pathfinder community
- KR4: Increase School Enrollment for 2023/2024 School Year to 211

Objective 2: Increase Engagement of Current Attenders

- KR1: Increase getting started enrollments over previous year
- KR2: 500 unique participants in action teams for Q3 / Q4 (Jan-Jun)
- KR3: Increase number of people volunteering on a recurring basis
- KR4: Increase the number of households giving
- KR5: Increase favorable sentiment toward Pathfinder

Objective 3: Create a Culture of Whole Life Growth

- KR1: 500 people completing the Whole Life assessment
- KR2: Increase favorable response to Action Teams
- KR3: Increase staff engagement with whole life
- KR4: Increase next-gen engagement with whole life

Pastoral Metrics
January 2023

	Sept 2022	Nov 2022	Dec 2022	Jan 2023	22/23 FYTD	21/22 FYTD	FYTD TREND
CARE							
Personal Visits	27	29	21	26	107	5	102
Phone Contacts	38	31	29	38	211	175	36
Other (Chapel, Bible Study)	0	0	0	0	0	0	0
Care Matters added to Database	22	18	24	25	139	102	37
GROWING DEEPER							
Average Daily emails sent	NA	NA*	NA*	NA*			
Average Daily emails opened	NA	NA*	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
Board of Directors Meeting
February 2023

Membership Changes – January 2023

New Members:

Information Class:

Andy & Joan Bender
Julie Bender
Elliot & Lisa Adams
Karen Hurst

Released Members:

Transferred Out:

Steve & Janice Mudd (Christ Lutheran Church, Overland Park, KS)
Ken & Anne Otto (New Beginnings Lutheran Church, Pacific, MO)

Release by Request:

None

Official Acts:

Baptisms:

Kerri Steele (01-08-2023)
Abby Steele (01-08-2023)
Molly Steele (01-08-2023)
Connor Fitzpatrick (01-22-2023)
Crew Hartwig (01-22-2023)
Charles Mentz (01-29-2023)
Reese Schloss (01-29-2023)
Olivia Schloss (01-29-2023)

Weddings:

None

Funerals:

None

Weekend Ministry Board Report

AJ Mastic
February 2023

Overview:

Highlights:

- AJ Mastic continues his MA coursework, and recently completed an on-campus intensive that was held on 1/16-20;
- On January 22nd, Sanctuary worship was student-led. We celebrate the amazing students in our school and Student ministry, and the leadership of Eva Robinson.
- Pua Parker returned on 1/28. It's great to have her back! We are grateful to Catie Cox for stepping up her leadership over the past few months;
- 45 students are now registered for confirmation this year;
- Planning for Easter is well underway!
- We are working toward enabling the 4k feature of our Sanctuary projectors in the near future;
- Kelly Reinhart has been a huge help getting the student ministry position posted in new places.

Challenges:

- Finding our next Student Ministry Director.

Prayer Requests:

- That God would soon bring us some amazing new candidates for Student Ministry Director!

Pathfinder Kids:

Highlights:

- Summer Blast Leadership Kick-off:
 - Supervisors, Directors and Coordinators all came together to catch the vision for how God wants to MOVE this summer.
- Chili Cook-off (1/29):
 - Pathfinder Kids Volunteers and their families attended;
 - Good old-fashioned chili competition;
 - Games and a service project;
 - Casual relationship-building conversations with families.

Challenges:

- We're looking forward to the movie night on 2/26! However, we have learned that planning for the movie night, Eggstravaganza, and Summer Blast has made for a busy season, so we will move this event back to the fall event line-up in the future.

Prayer Requests:

- Praise and thanksgiving:
 - Volunteer sign-ups for Summer Blast are coming in hard and fast! What a blessing!
- Request:
 - That enough volunteers would sign up for Summer Blast so that we can accept 100 more kids over last year. Last year we had to set a lower attendance cap due to low volunteer engagement.

Student Ministry:

Highlights:

- Confirmation has kicked off! We have several families that were not raised Lutheran that are curious about the confirmation program and are also excited about a structured opportunity for their kids to learn more about faith. Three students are signed up that are not baptized, but are open to it. Pua is having ongoing conversations with them about Baptism and what their students are learning in confirmation;
- Pua is back from Maternity leave!

Challenges:

- In conversations with students during small group time at Summit, Pua and Catie have been realizing that for this generation the ultimate cultural value is “Respecting other people’s truths/perception of reality and NEVER appearing judgmental.” With this being a high value, students have an incredibly hard time understanding the importance/need for sharing Jesus. They also struggle with a desire to do it, as it makes them appear to know what is right and judgmental. This is true even for the kids that really love Jesus and have grown up in the church;
- It feels like we’re starting all over with our High School Mission trip momentum. What was once a trip that would fill up in 2 days, is something that we are having to re-vision cast. We have not been on a trip in 4 years, and getting students/parents to see the value in students spending concentrated time serving is something we’re having to navigate.

Prayer Requests:

- Please pray for our next Student Ministry Director!
- Please pray for Catie/Pua to explore the best means to encourage students in sharing their faith with their friends.

Worship:

Highlights:

- We hosted a successful (new) worship night with Students. This was originally planned to last an hour, but ended up extending far beyond because our students wanted to dive deeper into community with one another;
- We’ve installed and fine-tuned the new drum cage. It’s already proven its worth by improving the recorded sound quality of our drum set and providing a direct line of sight to the drummer;
- We’re continuing to improve our volunteer experience by including house-made vocal tracks for our people to practice with. This should provide a more professional vocal mix after we build up our library of resources.

Challenges:

- This is a busy season for students and school commitments. Volunteer commitments are difficult to secure even with our most dedicated students.

Prayer Requests:

- The High School retreat is at the beginning of March. Please pray for breakthrough and a deepening of relationship with Jesus for everyone in attendance;
- For our staff as they prepare for Easter!

Technical & Production:

Highlights:

- We have been working diligently to improve our worship auditory experience both online and in our sanctuary by fixing old routing and creating better standard practices;
- We installed a new drum cage on the sanctuary stage, with better acoustics, sound absorption, and a more modern and cleaner look;
- The Christmas Experience lighting was taken down in record time.

Challenges:

- We would like to expand our video work on weekends, but more volunteers are needed to properly do so.

Prayer Requests:

- A prayer of thanksgiving: we have seen an uptick in serving consistency and availability from our Production team volunteers!
- Continued prayer for new Production Team recruits.

Metrics attached

Weekend Ministry Metrics

January 2023

All YTDs for fiscal year July 1- June 30

* Average weekly attendance

	October 2022	November 2022	December 2022	January 2023	January 2022	22/23 FYTD	21/22 FYTD	FYTD TREND
CHILDREN'S MINISTRY								
Nursery*	21	23	20	28↑	21	22	16	6
Preschool*	35	34	30	36↑	17	37	23	14
K - 4*	81	86	84	100↑	50	94	61	33
5th Element*	12	12	13	14↑	6	14	10	4
New Children's Min Registrations	15	16	5	29↑	18	142	55	87
Nursery Unique Participants	40	37	33	52↑	38	91	58	33
Preschool Unique Participants	65	56	57	69↑	40	85	58	27
K-4 Unique Participants	180	149	143	193↑	131	278	155	123
5th Element Unique Participants	26	18	20	24↑	22	47	24	23
MIDDLE SCHOOL MINISTRY								
6th grade CORE*	18	11	15	15↓	16	17	15	2
7th grade CORE*	25	16	24	23↑	15	23	12	11
8th grade CORE*	19	12	17	21↓	23	18	20	(2)
New CORE Registrations	7	3	8	11↑	2	138	102	36
CORE Unique Participants	108	85	96	108↑	85	137	106	31
HIGH SCHOOL MINISTRY								
9th Summit*	11	7	7	10↑	5	10	5	5
10th Summit*	5	5	4	6↑	5	4	5	(1)
11th Summit*	3	5	5	6↑	3	5	3	2
12th Summit*	6	5	6	3↓	7	5	6	(1)
Summit Unique Participants	34	28	26	14	28	46	46	0
BAPTISMS								
Infants/Children	7	5	2	7↑	2	29	19	10
Students (6th-12th grade)	0	0	0	1↑	0	5	7	(2)
Adults	1	0	0	0	0	1	0	1
Baptism Class*	4	3	n/a ¹	3↑	0	14	12	2

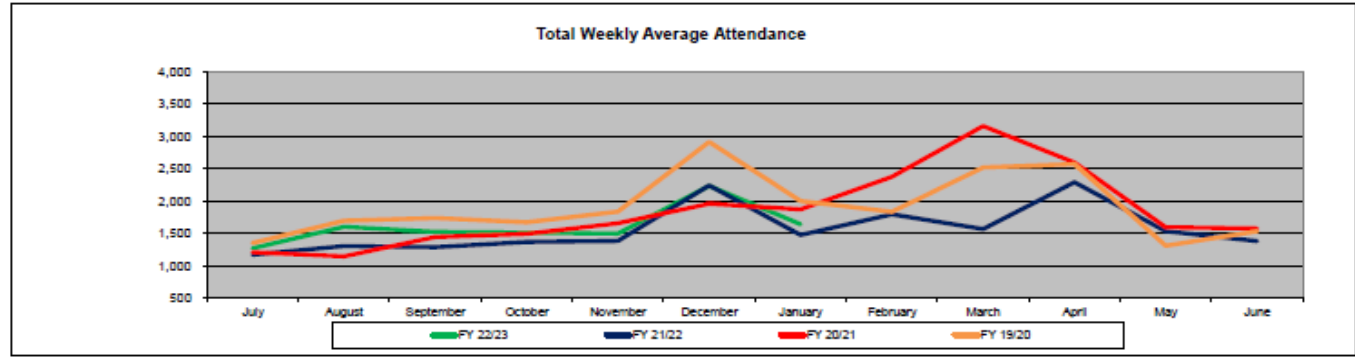
Notes:

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 January 2023



MISC. WORSHIP (Monthly #s & FYTD Cumulative)									
Audio Message Downloads	467	319	390	371	406	(35)	2,688	2,632	56
SCHOOL OF THE ARTS									
Instructors this session	10	10	10	9	10	(1)	10	8	1
Disciplines (Instruments) this session	5	5	5	6	7	(1)	5	6	(1)
Students this session	74	74	74	73	111	(38)	76	95	(19)
ATTENDANCE (Monthly & FYTD Averages)									
Live Stream Hits (avg/weekend)	625	570	631	625	768	(143)	565	648	(83)
5:00 pm Saturday	103	113	121	144	102	42	118	103	15
9:00 am Sunday	274	325	316	345	204	141	300	220	80
10:45 am Sunday	286	307	324	362	256	106	315	252	63
9:00 am Children's	69	77	64	87	59	28	57	49	7
10:45 am Children's	76	78	84	90	63	27	177	52	126



	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	2,236	1,846	1,798	1,571	2,292	1,638	1,384
FY 21/22	1,174	1,308	1,290	1,372	1,388	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	1,878	2,375	3,158	2,596	1,688	1,580
FY 18/20	1,357	1,698	1,740	1,674	1,839	2,818	2,002	1,836	2,618	2,571	1,818	1,535
CY vs. PY	100	296	236	143	112	(6)	167	(1,798)	(1,571)	(2,292)	(1,538)	(1,384)
CY vs. PY %	8.52%	22.61%	18.29%	10.42%	8.07%	-0.27%	11.30%	-100.00%	-100.00%	-100.00%	-100.00%	-100.00%

Whole Life Board Report

Kelly Reinhart

February 2023

Action Teams

Highlights:

- The Winter/Spring Season of Action Teams closed open registration on Sunday, January 15, offering 40 Action Teams in Physical, Spiritual, Vocational, Relational, Mental, and Financial Whole Life growth.
- 374 Unique Participants signed up for an Action Team this season.
- 135 of those who signed up for an Action Team this season are **first-time** Action Team participants.
- Action Team leaders include 10 new leaders.
- Letters, flyers, and emails went out to 110 West County schools and church professionals with info on the Action Team (Care Group) PAL: Parents of Addicted Loved Ones.

Challenges

- Ashley continues to be on maternity leave until March 1.

Prayer Requests:

- That Action Teams (leaders and participants) find fulfillment in their individual and group goals.
- For the recruitment efforts of future Action Team leaders as we look ahead to the next session in summer, especially for Action Teams for men (spiritual, relational).
- For Action Team leader Lisa Aston (leading 3 teams) upon the loss of her mother.

Intensives:

Highlights:

- August 5-12 is confirmed for the Nicaragua Mission trip (Vocational Intensive).
- A Men's Retreat and a Women's Retreat were identified as possibilities for this September (Spiritual Intensives).

Challenges:

- With Ashley on maternity leave until March 1, Rachel (PT) is overseeing both Action Teams and Intensives.

Prayer Requests:

- For God to provide leaders interested in leading Intensives (financial and employment workshops, etc.).
- That God would bless the efforts of all those preparing to go to Nicaragua, our partner, Amigos in Christ, and our brothers and sisters in Christ in Nicaragua.
- For God to provide a male leader to take on the men's retreat in the fall.

Stronghold Building Project

Highlights:

- The estimated date of completion for the build continues to move up. The advisory board shared the fundraising plan and timeline for the building, and God has exceeded our expectations, cutting the entire process in half. We fundraised in 4 months instead of 18 months; we started building in the spring instead of in the fall; and the building will be finished three months ahead of schedule. Praise God for HIS timing!

Challenges:

- Right now, there are no significant challenges.

Prayer Requests:

- Continued safety for the construction crew and that they would have had the seed of faith planted in their hearts.

Hospitality**Highlights:**

- Four confirmation students joined the hospitality or communion prep team to fulfill their service hours.
- Communion moved to the front of the sanctuary, and we have new tables to hold the communion elements; they beautifully complement our aesthetic in the sanctuary and lobby.

Challenges:

- Working on a hospitality training manual for volunteers as we move forward in elevating our welcoming and serving on weekends.

Prayer Requests:

- That we connect with and inspire more people to volunteer to serve.

Pop Ups**Highlights:**

- Visited with a lady looking to get connected but cannot commit to an Action Team because of her life circumstances. She is excited to host a Pop Up to share her passion for baking.

Challenges:

- Continuing to recruit people to host Pop Ups and secure enough commitments to present multiple opportunities to our community.

Prayer Requests:

- For all upcoming leaders that the Holy Spirit would move them to take this step and follow through even when it's scary.

Getting Started

- Getting Started was held on Sunday, January 25. Fifteen people attended (including one current member), and five other attendees became members.

Metrics Attached

Whole Life Metrics January 2023

	Oct 2022	Nov 2022	Dec 2022	Jan. 2023	Jan 2022	22/23 FYTD	21/22 FYTD	FYTD TREND
ACTION TEAMS								
*Total Registrations per month	54	0	0	493	0	1,377	0	1,377
**Total Unique Participants for season	561			374	0	1,113	0	1,113
**Total First-Time Participants for season	135			135	0	135	0	135
# of Teams	51	51	0	40	0	102	0	102
POP UPS								
Total Registrations	27	51	160	0	0	292	0	292
# of Pop Ups	3	1	1	0	0	9	0	9
GETTING STARTED								
Getting Started	10	14	0	14	6	69	36	33
New Members	5	10	0	5	6	40	29	11
Guest Registrations	0	2	2	4	3	24	23	1
PREMARITAL								
Pre-Marital	4	0	0	2	0	8	8	0
MISSIONS								
Mission Trips	0	0	0	0	0	0	0	0
(**) ***Local Missions (# Volunteers)	0	0	13	0	0	221	349	(128)

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 included 21 Prosper the City Teams with 230 registrations. (corrected 11/10/22)
- ** This line was added Jan. 2023 and will be reported in July (summer), Oct. (fall), and Jan/Mar (winter/spring).
- ***This year because of COVID this list focuses on Missions Week Volunteers. Last year Prosper the City was counted under this; this year it's counted as Action Teams.

Branding, Marketing & Creative
Seth Hinz, Director
January 2023

Highlights this month:

- School Enrollment & Re-Enrollment packets created and sent out.
- 18 families attended the January Open House.
- Opportunity to share the Van Buren testimony to highlight how God led this family out of a dark time. It was timely with the Hard Conversations message series. Thank you to the family for their willingness to share their journey with us.

Challenges this month:

- Mixed emotions of Seth Hinz's departure.
- Continuing to maintain clear and sustainable processes for our team.

Prayer List this Month:

- Clear guidance for our team as we enter a new and different season.
- Rest and renewal in the slower moments.
- Prayer for new/incoming staff
- Prayer of peace, focus, protection, and productivity for the schools, school staff, school teachers, students, and parents for the school year.
- Prayers of peace, adjustability, stamina, and grace for those on the journey of obtaining the whole life balance.

Metrics attached

Marketing/Creative Metrics
January 2023

		Oct 2022	Nov 2022	Dec 2022	Jan 2023	22/23 FYTD	21/22 FYTD	FYTD TREND
Website - Pathfinder								
Total Visits (Sessions)	*	6,300	13,929	16,324		61,642	55,087	6,555
% Unique Visits (New Visitors)	*	62%	95%	92%		81%	77%	1
Referral Traffic	*	2%	9%	8%		5%	2%	1
Direct Traffic	*	47%	36%	46%		42%	41%	0
Search Traffic	*	46%	37%	28%		37%	36%	2
Website - School								
Total Visits (Sessions)	*	1,625	1,295	5,626		16,693	15,983	710
% Unique Visits (New Visitors)	*	81%	74%	95%		81%	79%	(1)
Referral Traffic	*	4%	12%	20%		8%	10%	(3)
Direct Traffic	*	41%	49%	39%		47%	42%	7
Search Traffic	*	30%	38%	36%		32%	28%	3
Social Media - Pathfinder								
Facebook Total Followers		2,605	2,624	2,643	2,649	18,260	15,137	3,123
Instagram Followers		1,210	1,207	1,213	1,217	8,402	7,320	1,082
Twitter - Followers		465	462	461	461	3,240	3,211	29
YouTube Subscribers		3,302	3,321	3,357	3,377	23,154	20,603	2,551
YouTube Views		5,203	5,014	5,522	5,508	35,843	45,412	(9,569)
Social Media - School								
Facebook Total Followers		820	824	825	832	5,727	4,045	1,682
Instagram Followers		448	451	447	446	3,134	3,053	81
Twitter - Followers		144	143	143	142	1,008	999	9

*Update to Google Analytics 4 resulted in October issue

Operations & Finance Board Report

Matt Hewitt

February 2023

Celebrations this month:

- While we finished behind budget in giving in January, we're celebrating that giving this year is within 1% of giving last year. This is a blessing given the realities of inflation and the struggling economy.

Challenges:

- Pathfinder had budgeted a large increase in giving for FY 2022-2023. So, while giving is only 1% behind where it was last year, our budget was built with a planned 11% increase, which means we're having to put some vital projects and investments on hold.

Prayer Request:

- Continued generosity of the congregation this fiscal year and wisdom for our team in how to prioritize projects and investments that had been budgeted to live within our means.

Highlights:

Accounting & Human Resources & IT:

- We're putting together a more comprehensive donor engagement plan and strategy that will incorporate additional touches for first time givers, recurring givers, and specifically working to engage project-based givers.
- Our team sent 1,598 end of the year giving statements to Pathfinder donors in January.

Infrastructure Update

	Status	Expense Incurred as 1/31/23	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	\$159,773	\$189,321	117,000
Sanctuary Projectors	Completed	\$243,590	\$243,590	220,000
South Wing/Gym	Completed	\$99,882	\$99,882	75,000
TOTAL		\$1,716,780	\$1,746,328	\$1,687,000

Facilities:

- As reported last month, the extreme cold around Christmas time resulted in boiler issues and frozen pipes in both the South Wing and the Gym. Total cost for all the repairs was just under \$21K. Thankfully, there was not any water or other property damage.
- Pathfinder and Revel Architects met with the City of Ellisville to review the family assist restroom concept. The AHJ agreed with the concept of updating these two male/female restrooms to five family assist restrooms as the total project area is about 1,000 sqft of Pathfinders 217k total sqft.
- We're getting a quote for replacing the carpet on Ministry Center 3rd floor which is original to the building.

Metrics attached

Operations/Finance Metrics
January 2023

	Oct 2022	Nov 2022	Dec 2022	Jan 2023	22/23 FYTD	21/22 FYTD	FYTD TREND
GENERAL FUND DONOR SUPPORT							
Total Unique Giving Units*	645	655	735	630	646	618	28
Donors \$500 to \$1,000*	118	108	124	105	111	125	(14)
Donors \$1,000 plus*	70	86	129	73	77	75	2
New Donors	13	19	17	9	87	64	23
HUMAN RESOURCES *							
Unique online givers *	504	512	535	493	499	465	34
Percentage Given Electronic*	77%	73%	79%	79%	77%	69%	11
Total Electronic Giving \$	238,359	376,259	459,233	284,079	2,229,738	2,024,945	204,793
Electronic Recurring Gifts \$	114,875	124,957	136,878	124,193	892,326	872,279	20,047
Unique Electronic Recurring givers *	324	345	350	323	335	307	28
TECHNOLOGY							
Workstations in service *	110	111	114	110	107	105	2
Helpdesk tickets	12	14	18	13	134	303	(169)
FOOD SERVICE							
Café number of tickets	512	418	376	405	2,718	2,545	173
FACILITIES							
Number of work orders received	103	61	72	70	547	487	60
Number of work orders completed	102	50	85	71	539	483	56
Number of work orders outstanding	28	39	26	25			

* FYTD is an average

School Team Board Report

Doug Mauss, Derek Scott, Rachel Bausch
February 2023

K-8

Highlights:

- Currently our **K-8 Enrollment for the 23-24 school year sits at 189**. We continue to have people reaching out for private tours. We are prayerful that God will continue to bring the right families to our school!
- As of Tuesday, Feb. 14 we have a long-term sub for Wesly Pinkston who will go on maternity leave next week. Theresa Rojas, who is a member of the church and involved with kids ministry, will be stepping in while Mrs. Pinkston is gone. Ms. Rojas is a retired middle school English and History teacher. She is excited to get started and will be in the building each day leading up to her official start date in order to shadow, observe, and get to know the kids.
- This Thursday, February 16, from 6-7:30 P.M. St. John hosts our annual Learning Fair. Students K-8 will have work on display and there will be live presentations by several students. This is a great community night.
- We have hired several much-needed Centered Care Staff to fill gaps.

Challenges:

- The same general challenge is continuing to hire good subs and maintain our sub pool.
- Planning for next year's staffing and space needs

Requests for prayer/involvement:

- For health and rest for our staff.
- For energy and wisdom as we plan for next year.

EC

Highlights:

- We continue to schedule family tours for the 23-24 school year. We currently have **140 students enrolled in EC** and several classes that are waitlisted already.
- We celebrated Dads in EC by inviting them to come to school with their child to participate in some fun activities. It was a great way to share our school/classrooms with dads and build family community.
- We are continuing to build relationships and partner with our current Pre-K families to have them stay on into our K-8 School. **During Kindergarten Commitment Week we enrolled 33 Kindergarten students from our current Pre-K!**
- Here is a family email follow-up/testimonial from a current Pre-K family staying here for Kindergarten:
Thank you both for your time tonight. First, in explaining the upcoming school year and second for allowing me to share what's going on in our family. It is for times like this that we are truly blessed to be part of the STJ community. We came for preschool and you all have truly won our hearts and so happy that God placed us where we needed to be.....it truly is a blessing!

Challenges:

- Hiring/adjusting staff for next year's needs.
- Adjusting spaces to accommodate students/classroom structures moving into the future.

Requests for prayer:

- For continued work/life balance in our community.

Metrics attached

School Ministry
January 2023

	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Jan 2022	TREND
SCHOOL MINISTRY						
Early Childhood Enrollment	182	182	181	182	159	23
Kindergarten - 8th Grade Enrollment	207	207	209	208	181	27
Total Enrollment	389	389	390	390	340	50

Pathfinder Church
Financial Notes
Period Ending January 31, 2023

Ministry Fund

Overview

The Ministry Fund ended with a \$41K deficit balance, which was \$41K favorable to the budget for the month. The FYTD surplus of \$280K was \$258K favorable to the budget deficit.

- Giving in the current month was unfavorable to budget by \$45K. FYTD giving is \$327K unfavorable to budget. Other Income was \$10K favorable to budget.
- Monthly expenses were favorable to budgeted expenses by \$76K. FYTD expenses are \$571K favorable to budget.

FYTD net results are \$120K unfavorable to the budgeted deficit after factoring in \$254K of committed delayed spending, \$123K of discretionary delayed spending, and \$316K in budgeted deficits February through June.

Pastoral Office

- No significant variances of note.

Operations

- \$39K favorable for Facilities due to the net of:
 - \$60K of capital improvements not made
 - \$19K unfavorable HVAC maintenance,
- \$9K favorable for Finance and Administration for salary expense of \$3K and \$5K for a life insurance premium made in December
- \$8K unfavorable for Debt due interest rates being higher than budgeted.
- 4K favorable for Technology as Rock software support being less than budgeted.

Marketing and Creative

- No significant variances of note.

Whole Life Ministry

- \$8K favorable for Whole Life Ministry for salaries and benefits.
- \$6K favorable for Staff Culture and Development due to deferred \$5K cost for employee relocation.

Weekend Ministry

- \$35K favorable for Student Ministry for salaries and benefits due to a budgeting error for January that overstated the salary budget.

School Fund

Overview

The School Fund ended the month with an \$11K favorable variance to the budget.

- Monthly income of \$249K was unfavorable to budgeted income by \$11K.
- Monthly expenses of \$238K were unfavorable to budgeted expenses by \$2K.

Income

- \$8K unfavorable variance for annual fund.
- \$3K unfavorable variance for other income

Expenses

- \$3K unfavorable variance for salary, wages and benefits
- \$3K favorable variance for technology.
- \$2.5K favorable for Centered Care expenses
- \$3K favorable for school lunch expenses.

September Forecast

The School Fund ended the month with a net \$7K unfavorable variance for the month and \$6K favorable FYTD variance compared to the September reforecast. Factoring in \$40K of committed delayed spending, \$29K of discretionary delayed spending, and the reforecast net loss of \$74K, net results are projected to be \$64K unfavorable to the reforecast. Reminder that the September Forecast projected an \$14K 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 decreased by \$291K.
- Accounts Receivable decreased by \$47K due to a \$5K of collected donated stock proceeds and \$42K of school tuition suspense payments collected.
- Prepaid Expenses increased \$30K due to \$23K for HSA Prepaid Benefits and \$8K for PTL school auction prepaid spending.
- Accounts Payable increased \$33K due decreases in accruals for utility expenses, maintenance work and school spending.
- Deferred Tuition and Revenue increased by \$212K due to the collection of bi-annual tuition payments of \$159K and \$59K in 23-24 school year registrations.
- Current Maturities of Long-Term Debt increased by due to the new accrual for the 2024 loan payment of \$525K which is \$40K higher than the most recent payment of \$485K.

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%	2,166.79
Savings	First Community CU	0.00%	10.00
Steward Acct.	LCEF	00.750%	724,272.12
Checking	Fifth Third Bank	0.4000%**	1,457,591.80
			<u>2,184,840.71</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 7 - January
 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	\$358,654	\$403,517	(\$44,863)	\$2,829,580	\$3,156,799	(\$327,219)
MINISTRY FUND INCOME	\$5,000,000	\$358,654	\$403,517	(\$44,863)	\$2,829,580	\$3,156,799	(\$327,219)
PASTORAL OFFICE							
5 Pastoral Office	(\$496,315)	(\$39,265)	(\$36,977)	(\$2,288)	(\$262,106)	(\$277,062)	\$14,956
6 Stewardship	(\$18,290)	(\$207)	(\$410)	\$203	(\$7,687)	(\$10,600)	\$2,913
7 Care Ministries	(\$5,104)	(\$1,916)	(\$522)	(\$1,394)	(\$8,002)	(\$3,049)	(\$4,953)
TOTAL PASTORAL OFFICE	(\$519,709)	(\$41,388)	(\$37,909)	(\$3,479)	(\$277,796)	(\$290,711)	\$12,915
OPERATIONS							
9 Facilities	(\$1,166,597)	(\$85,099)	(\$123,893)	\$38,794	(\$457,434)	(\$757,634)	\$300,200
10 Finance & Administration	(\$689,719)	(\$57,832)	(\$66,815)	\$8,983	(\$324,229)	(\$400,324)	\$76,095
11 Mortgage/Debt	(\$672,406)	(\$63,151)	(\$54,868)	(\$8,283)	(\$387,468)	(\$382,881)	(\$4,587)
12 School Tuition Assistance	(\$150,000)	(\$12,500)	(\$12,500)	\$0	(\$87,500)	(\$87,500)	\$0
13 Technology	(\$116,083)	(\$8,327)	(\$12,535)	\$4,208	(\$64,455)	(\$79,255)	\$14,800
TOTAL OPERATIONS	(\$2,794,805)	(\$226,910)	(\$270,611)	\$43,701	(\$1,321,086)	(\$1,707,594)	\$386,508
MARKETING & CREATIVE							
15 Marketing & Creative	(\$555,770)	(\$45,052)	(\$42,931)	(\$2,121)	(\$315,686)	(\$329,874)	\$14,188
16 Technical - A/V/L	(\$226,777)	(\$13,407)	(\$12,883)	(\$524)	(\$110,480)	(\$121,162)	\$10,682
17 Community Awareness	(\$13,005)	(\$1,089)	(\$50)	(\$1,039)	(\$8,127)	(\$12,465)	\$4,338
TOTAL MARKETING & CREATIVE	(\$795,552)	(\$59,548)	(\$55,864)	(\$3,684)	(\$434,294)	(\$463,501)	\$29,208
WHOLE LIFE MINISTRY							
19 Whole Life Ministry	(\$320,657)	(\$20,090)	(\$28,063)	\$7,973	(\$104,026)	(\$181,203)	\$77,177
20 Missions	(\$153,464)	(\$6,184)	(\$6,065)	(\$119)	(\$46,709)	(\$54,070)	\$7,362
21 Staff Culture & Development	(\$47,030)	(\$759)	(\$6,440)	\$5,681	(\$30,437)	(\$34,080)	\$3,643
22 Cafe'	(\$23,240)	(\$1,170)	(\$2,053)	\$883	(\$10,478)	(\$12,737)	\$2,259
23 Hospitality	(\$8,895)	(\$848)	(\$395)	(\$453)	(\$5,948)	(\$5,255)	(\$693)
TOTAL WHOLE LIFE MINISTRY	(\$553,286)	(\$29,052)	(\$43,016)	\$13,964	(\$197,599)	(\$287,345)	\$89,746
WEEKEND MINISTRY							
25 Kids Ministry	(\$199,021)	(\$13,987)	(\$14,519)	\$532	(\$109,747)	(\$113,571)	\$3,824
26 Student Ministry	(\$200,113)	(\$11,028)	(\$46,329)	\$35,301	(\$71,910)	(\$131,138)	\$59,228
27 Weekend Ministry Leadership	(\$12,989)	(\$547)	(\$297)	(\$250)	(\$3,779)	(\$8,444)	\$4,665
28 Worship	(\$218,230)	(\$17,345)	(\$16,394)	(\$951)	(\$133,107)	(\$132,488)	(\$619)
TOTAL WEEKEND MINISTRY	(\$630,353)	(\$42,907)	(\$77,539)	\$34,632	(\$318,543)	(\$385,641)	\$67,098
TOTAL MINISTRY FUND	(\$293,705)	(\$41,152)	(\$81,422)	\$40,270	\$280,264	\$22,007	\$258,257
SCHOOL FUND							
30 Income	\$3,138,360	\$248,832	\$259,627	(\$10,795)	\$1,871,562	\$1,897,815	(\$26,253)
31 Expenses	(\$3,127,096)	(\$237,775)	(\$236,248)	(\$1,527)	(\$1,778,943)	(\$1,913,031)	\$134,088
TOTAL SCHOOL FUND	\$11,264	\$11,056	\$23,379	(\$12,323)	\$92,619	(\$15,216)	\$107,835

Budgeted Financial Statement for Period 7 - January
 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	\$358,654	\$403,517	(\$44,863)	\$2,829,580	\$3,156,799	(\$327,219)
TOTAL MINISTRY GIVING INCOME	\$5,000,000	\$358,654	\$403,517	(\$44,863)	\$2,829,580	\$3,156,799	(\$327,219)
PASTORAL OFFICE							
TOTAL PASTORAL OFFICE	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OPERATIONS							
7 Facilities	\$13,150	\$5,837	\$0	\$5,837	\$6,637	\$13,150	(\$6,513)
8 Finance & Administration	\$5,326	\$0	\$0	\$0	\$5,326	\$5,326	(\$0)
9 Investment Income	\$1,801	\$768	\$153	\$615	\$3,652	\$1,061	\$2,591
10 Technology	\$0	\$0	\$0	\$0	\$180	\$0	\$180
TOTAL OPERATIONS	\$20,277	\$6,605	\$153	\$6,452	\$15,795	\$19,537	(\$3,742)
MARKETING & CREATIVE							
12 Marketing & Creative	\$28,947	\$2,720	\$2,568	\$152	\$20,515	\$17,464	\$3,051
13 Technical A/V/L	\$1,000	\$4,355	\$0	\$4,355	\$15,990	\$0	\$15,990
14 Community Awareness	\$16,525	\$250	\$0	\$250	\$13,728	\$16,500	(\$2,772)
TOTAL MARKETING & CREATIVE	\$46,472	\$7,326	\$2,568	\$4,758	\$50,233	\$33,964	\$16,269
WHOLE LIFE MINISTRY							
16 Whole Life Ministry	\$34,275	\$1,125	\$2,375	(\$1,250)	\$17,682	\$17,750	(\$68)
17 Missions	\$39,455	\$25	\$0	\$25	\$14,832	\$13,500	\$1,332
18 Cafe'	\$20,855	\$1,711	\$1,825	(\$114)	\$11,919	\$12,025	(\$106)
19 Hospitality	\$880	\$55	\$40	\$15	\$596	\$480	\$116
TOTAL WHOLE LIFE MINISTRY	\$95,465	\$2,916	\$4,240	(\$1,324)	\$45,029	\$43,755	\$1,274
WEEKEND MINISTRY							
21 Kids Ministry	\$41,200	\$280	\$150	\$130	\$1,588	\$750	\$838
22 Student Ministry	\$40,560	\$0	\$400	(\$400)	\$14,035	\$14,330	(\$295)
23 Worship	\$0	\$0	\$0	\$0	\$169	\$0	\$169
TOTAL WEEKEND MINISTRY	\$81,760	\$280	\$550	(\$270)	\$15,793	\$15,080	\$713
TOTAL MINISTRY FUND INCOME	\$5,243,974	\$375,781	\$411,028	(\$35,248)	\$2,956,430	\$3,269,135	(\$312,705)
SCHOOL INCOME							
25 Tuition K-8	\$1,797,761	\$148,997	\$149,873	(\$876)	\$1,048,239	\$1,048,396	(\$157)
26 Tuition ECE	\$961,772	\$79,361	\$80,007	(\$646)	\$559,396	\$561,737	(\$2,341)
27 Tuition - Childcare	\$123,501	\$12,011	\$11,916	\$95	\$76,090	\$76,237	(\$147)
28 Annual Fund	\$100,090	\$2,250	\$10,000	(\$7,750)	\$28,039	\$90,090	(\$62,051)
31 Grant Income	\$7,800	\$0	\$0	\$0	\$7,800	\$7,800	\$0
32 Athletics	\$28,390	\$806	\$3,250	(\$2,444)	\$18,270	\$19,990	(\$1,720)
33 Learning Center Fees	\$4,450	\$850	\$225	\$625	\$4,206	\$2,300	\$1,906
34 Chapel/Mission Offerings	\$3,630	\$563	\$100	\$463	\$1,342	\$2,830	(\$1,488)
35 Field Trips	\$7,000	\$34	\$0	\$34	\$2,775	\$3,500	(\$725)
36 Other Income	\$23,191	\$1,040	\$3,815	(\$2,775)	\$11,319	\$14,141	(\$2,822)
37 Budgeted Adjusted Income	(\$56,227)	\$0	(\$3,519)	\$3,519	\$0	(\$37,878)	\$37,878
38 School Lunch Income	\$62,558	\$2,919	\$3,960	(\$1,041)	\$39,555	\$34,228	\$5,327
39 Online Enrollment/Registrations	(\$74,444)	\$0	\$0	\$0	(\$74,531)	(\$74,444)	(\$87)
TOTAL SCHOOL INCOME	\$3,138,360	\$248,832	\$259,627	(\$10,795)	\$1,871,562	\$1,897,815	(\$26,253)

Budgeted Financial Statement for Period 7 - January
 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)	(\$39,265)	(\$36,977)	(\$2,288)	(\$262,106)	(\$277,062)	\$14,956
4 Stewardship	(\$18,290)	(\$207)	(\$410)	\$203	(\$7,687)	(\$10,600)	\$2,913
5 Care Ministries	(\$5,104)	(\$1,916)	(\$522)	(\$1,394)	(\$8,002)	(\$3,049)	(\$4,953)
TOTAL PASTORAL OFFICE	(\$519,709)	(\$41,388)	(\$37,909)	(\$3,479)	(\$277,796)	(\$290,711)	\$12,915
OPERATIONS							
7 Facilities	(\$1,179,747)	(\$90,936)	(\$123,893)	\$32,957	(\$464,071)	(\$770,784)	\$306,713
8 Finance & Administration	(\$695,045)	(\$57,832)	(\$66,815)	\$8,983	(\$329,555)	(\$405,650)	\$76,095
9 Mortgage/Debt	(\$674,207)	(\$63,920)	(\$55,021)	(\$8,899)	(\$391,121)	(\$383,942)	(\$7,179)
10 School Tuition Assistance	(\$150,000)	(\$12,500)	(\$12,500)	\$0	(\$87,500)	(\$87,500)	\$0
11 Technology	(\$116,083)	(\$8,327)	(\$12,535)	\$4,208	(\$64,635)	(\$79,255)	\$14,620
TOTAL OPERATIONS	(\$2,815,082)	(\$233,515)	(\$270,764)	\$37,249	(\$1,336,881)	(\$1,727,131)	\$390,250
MARKETING & CREATIVE							
13 Marketing & Creative	(\$584,717)	(\$47,772)	(\$45,499)	(\$2,273)	(\$336,201)	(\$347,338)	\$11,137
14 Technical - A/V/L	(\$227,777)	(\$17,763)	(\$12,883)	(\$4,880)	(\$126,470)	(\$121,162)	(\$5,308)
15 Community Awareness	\$29,530	\$1,339	\$50	\$1,289	\$21,855	\$28,965	(\$7,110)
TOTAL MARKETING & CREATIVE	(\$842,024)	(\$66,874)	(\$58,432)	(\$8,442)	(\$484,526)	(\$497,465)	\$12,939
WHOLE LIFE MINISTRY							
17 Whole Life Ministry	(\$354,932)	(\$21,215)	(\$30,438)	\$9,223	(\$121,708)	(\$198,953)	\$77,245
18 Missions	(\$192,919)	(\$6,209)	(\$6,065)	(\$144)	(\$61,540)	(\$67,570)	\$6,030
19 Staff Culture & Development	\$47,030	\$759	\$6,440	(\$5,681)	\$30,437	\$34,080	(\$3,643)
20 Cafe'	(\$44,095)	(\$2,881)	(\$3,878)	\$997	(\$22,397)	(\$24,762)	\$2,365
21 Hospitality	(\$9,775)	(\$903)	(\$435)	(\$468)	(\$6,544)	(\$5,735)	(\$809)
TOTAL WHOLE LIFE MINISTRY	(\$648,751)	(\$31,968)	(\$47,256)	\$15,288	(\$242,628)	(\$331,100)	\$88,472
WEEKEND MINISTRY							
23 Kids Ministry	(\$240,221)	(\$14,267)	(\$14,669)	\$402	(\$111,335)	(\$114,321)	\$2,986
24 Student Ministry	(\$240,673)	(\$11,028)	(\$46,729)	\$35,701	(\$85,945)	(\$145,468)	\$59,523
25 Weekend Ministry Leadership	(\$12,989)	(\$547)	(\$297)	(\$250)	(\$3,779)	(\$8,444)	\$4,665
26 Worship	\$218,230	\$17,345	\$16,394	\$951	\$133,276	\$132,488	\$788
TOTAL WEEKEND MINISTRY	(\$712,113)	(\$43,187)	(\$78,089)	\$34,902	(\$334,336)	(\$400,721)	\$66,385
TOTAL MINISTRY FUND EXPENSES	(\$5,537,679)	(\$416,933)	(\$492,450)	\$75,517	(\$2,676,167)	(\$3,247,128)	\$570,961
SCHOOL EXPENSES							
28 Salary, Wages, Benefits & Outsourced La	(\$2,286,983)	(\$189,568)	(\$186,517)	(\$3,051)	(\$1,310,767)	(\$1,295,001)	(\$15,766)
29 Classroom Supplies, Materials & Equipme	(\$42,297)	(\$771)	(\$2,200)	\$1,429	(\$25,935)	(\$29,797)	\$3,862
30 Conferences, Education & Development	(\$26,323)	(\$2,468)	(\$3,650)	\$1,182	(\$6,833)	(\$18,623)	\$11,790
31 Technology Services, Hardware & Softwa	(\$113,487)	(\$6,772)	(\$9,603)	\$2,831	(\$73,371)	(\$95,072)	\$21,701
32 Centered Care Expenses	(\$115,437)	(\$5,826)	(\$8,312)	\$2,486	(\$61,151)	(\$67,350)	\$6,199
33 Athletic Events	(\$30,775)	(\$1,449)	(\$2,940)	\$1,491	(\$16,992)	(\$22,000)	\$5,008
34 Field Trips	(\$7,000)	(\$462)	\$0	(\$462)	(\$2,573)	(\$3,500)	\$927
35 Copier Expense	(\$10,241)	(\$1,567)	(\$1,000)	(\$567)	(\$8,074)	(\$6,241)	(\$1,833)
36 Bad Debt	(\$5,000)	\$0	\$0	\$0	\$0	\$0	\$0
37 Missions	(\$1,500)	(\$508)	\$0	(\$508)	(\$508)	\$0	(\$508)
38 Fundraising Expense	(\$500)	\$0	\$0	\$0	\$0	(\$500)	\$500
39 Other Expenses	(\$469,495)	(\$26,996)	(\$25,870)	(\$1,126)	(\$228,668)	(\$267,941)	\$39,273
40 Budgeted Adjustment Expenses	\$53,966	\$0	\$8,689	(\$8,689)	\$0	(\$64,512)	\$64,512
41 School Lunch Expenses	(\$72,024)	(\$1,388)	(\$4,845)	\$3,457	(\$44,071)	(\$42,494)	(\$1,577)
TOTAL SCHOOL EXPENSES	(\$3,127,096)	(\$237,775)	(\$236,248)	(\$1,527)	(\$1,778,943)	(\$1,913,031)	\$134,088

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

<u>Account</u>	<u>YTD</u> Current	<u>Prior</u> Period	<u>FYE</u> 21-22	<u>FYE</u> 20-21
Assets				
Current Assets - Unrestricted				
Cash and Investments	\$2,233,575	\$2,524,453	\$1,681,853	\$1,891,968
Accounts Receivable	\$39,006	\$85,971	\$36,474	\$10,596
Inventory	\$3,197	\$3,102	\$2,757	\$3,172
Prepaid Expenses	\$99,890	\$66,613	\$93,979	\$56,807
Total Current Assets - Unrestricted	\$2,375,669	\$2,680,139	\$1,815,063	\$1,962,544
Fixed Assets				
Land	\$2,436,787	\$2,436,787	\$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	\$492,415	\$492,415	\$241,710	\$0
Less Accumulated Depreciation	(\$17,514,750)	(\$17,514,750)	(\$17,514,750)	(\$17,109,665)
Total Fixed Assets	\$12,607,523	\$12,607,523	\$12,342,963	\$11,384,034
Other Assets				
Deferred Financing Costs	\$26,714	\$27,994	\$35,034	\$38,314
Other Assets	\$221,010	\$221,010	\$221,010	\$215,038
Total Other Assets	\$247,724	\$249,004	\$256,044	\$253,352
Total Assets	\$15,230,916	\$15,536,666	\$14,414,071	\$13,599,930
Liabilities and Net Assets				
Liabilities				
Current Liabilities				
Accounts Payable	\$110,959	\$77,673	\$492,385	\$100,334
Accrued Expenses	\$165,687	\$167,715	\$145,213	\$149,560
Deferred Tuition and Revenue	\$454,692	\$241,833	\$114,014	\$75,917
Current Maturities of LT Debt	\$525,000	\$485,000	\$485,000	\$420,000
Total Current Liabilities	\$1,256,338	\$972,221	\$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	\$4,725,000	\$5,250,000	\$4,500,000	\$0
Total Long-Term Liabilities	\$4,725,000	\$5,250,000	\$4,500,000	\$4,312,530
Interfund Payables/Receivables	\$0	\$0	\$0	\$0
Total Liabilities	\$5,981,338	\$6,222,221	\$5,736,612	\$5,058,341
Net Assets				
Ministry Fund Operating	\$1,014,771	\$1,055,923	\$734,507	\$592,137
School Fund Operating	\$16,325	\$5,268	(\$76,294)	(\$113,740)
Building Fund	\$7,864,981	\$7,821,231	\$7,578,231	\$7,616,876
Launch	\$15,000	\$15,000	\$27,500	\$161,944
Unrealized Derivative Gain(Loss)	\$0	\$0	\$0	(\$42,530)
All Others	\$338,501	\$417,023	\$413,514	\$326,902
Total Net Assets	\$9,249,578	\$9,314,445	\$8,677,458	\$8,541,589
Total Liabilities and Net Assets	(\$15,230,916)	(\$15,536,666)	(\$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 January	FY 22/23 December	FY 21/22 June	FY 20/21 June
Cash and Investments				
Total Cash and Investments *	\$ 2,233,575	\$ 2,524,453	\$ 1,681,853	\$ 1,891,968
Temp. Restricted Funds (Internally Managed)				
Launch	15,000	15,000	27,500	161,944
School Scholarship Fund	122,302	125,643	169,941	107,539
Parent Teachers League	96,977	99,468	63,445	67,491
Chris Toomey Student Mission Fund	-	72,360	38,134	
MF Temporarily Restricted	620	620	5,731	3,629
Christ In Action				23,799
School of the Arts	5,939	5,980	6,087	4,047
Endowment Fund	45,478	45,478	43,195	41,007
Other	207	207	207	207
	<u>286,523</u>	<u>364,756</u>	<u>354,240</u>	<u>409,663</u>
Excess/(Underfunded) Balance pre Affiliate Funds	1,947,052	2,159,697	1,327,613	1,482,305
Temp. Restricted Funds (Affiliate Controlled)				
Boy Scout Troop #782	14,313	13,907	17,282	21,410
MOPS	26,237	26,981	32,182	29,676
Soccer Association	16,927	16,927	27,275	18,684
Illuminations - Puppet Ministry	8,705	8,656	8,406	7,806
All Other	797	797	717	717
Total Ongoing Fund Balances	<u>66,979</u>	<u>67,268</u>	<u>85,862</u>	<u>78,293</u>
Excess/(Underfunded) Core Cash Balance	<u>\$ 1,880,073</u>	<u>\$ 2,092,429</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	\$ (212,356)	\$ 323,475	\$ (360,505)	\$ (188,210)
Components Driving Change in Core Cash				
Monthly Surplus / (Deficit) Ministry Fund	(41,152)	352,839	(144,443)	(42,336)
Monthly Surplus / (Deficit) School Fund	11,056	(2,656)	(139,910)	(104,489)
	<u>(30,096)</u>	<u>350,183</u>	<u>(284,353)</u>	<u>(146,825)</u>
Ministry Fund: noncash expense for Debt Principal	40,500	40,500	40,500	38,000
Payment of Annual Debt Principal from Core Cash	(485,000)			
School Grant Received				
School Grant: noncash revenue				
Increase / (Decrease) in Prepaid School Tuition	196,200	(35,486)	(157,307)	(138,815)
*** Decrease / (Increase) in Other Working Capital	66,040	(31,722)	40,655	59,430
Total Incr. / (Decr.) in Month End Core Cash	<u>(212,356)</u>	<u>323,475</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**	375,763	238,076	40,290	15,055
Prior Month Deferred Tuition Liability	238,076	273,562	198,647	155,370
Source of Cash / (Use of Cash): Deferred Tuition	<u>137,687</u>	<u>(35,486)</u>	<u>(158,357)</u>	<u>(140,315)</u>
Current Month Deferred Registration Fees Liability	58,513		59,144	51,006
Prior Month Deferred Registration Fees Liability			58,094	49,506
Source of Cash / (Use of Cash): Deferred Tuition	<u>58,513</u>		<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 January 31, 2023

	Forecasted Quarter Ending		Actuals at				
	June-23	March-23	January-23	June-22	June-21	June-20	June-19
Cash and Investments							
Total Cash and Investments *	\$ 1,165,586	\$ 1,929,969	\$ 2,233,575	\$ 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	1,165,586	1,929,969	2,233,575	1,681,853	1,891,968	921,823	1,450,007
Days Cash on Hand - Total Cash¹	61.9	102.4	118.5	96.9	119.7	56.6	90.9
Temp. Restricted Funds (Internally Managed)							
Launch	7,500	11,250	15,000	27,500	161,944	208,194	305,844
NEXT CapX Available for Expenditure	-	-	-	-	-	28,144	570,160
School Scholarship Fund	88,952	108,962	122,302	169,941	107,539	-	-
Parent Teachers League	16,916	74,720	96,977	63,445	67,491	43,888	5,938
Chris Toomey Student Mission Fund	-	-	-	-	-	-	-
MF Temporarily Restricted	367	653	620	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	6,439	8,350	5,939	6,087	4,047	10,540	6,295
Endowment Fund	45,478	45,478	45,478	43,195	41,007	38,509	36,523
Other	207	207	207	207	207	357	367
	165,858	249,620	286,523	354,240	409,763	387,902	985,118
Excess/(Underfunded) Balance pre Affiliate Funds	999,728	1,680,349	1,947,052	1,327,613	1,482,205	533,921	464,889
Temp. Restricted Funds (Affiliate Controlled)							
Boy Scout Troop #782	15,676	15,737	14,313	17,282	21,410	20,282	18,656
Cub Scout Pack #782	-	-	-	-	-	6,127	6,943
MOPS	29,694	28,995	26,237	32,182	29,676	27,669	25,953
Soccer Association	22,422	22,581	16,927	27,275	18,684	13,998	7,621
Illuminations - Puppet Ministry	8,535	8,486	8,705	8,406	7,806	7,256	6,528
All Other	-	-	797	717	717	617	(147)
Total Ongoing Fund Balances	76,328	75,798	66,979	85,862	78,293	75,949	65,554
Excess/(Underfunded) Core Cash Balance	\$ 923,400	\$ 1,604,551	\$ 1,880,073	\$ 1,241,751	\$ 1,403,912	\$ 457,972	\$ 399,335
Days Cash on Hand - Core Cash¹	49.0	85.1	99.8	71.6	88.9	28.1	25.0
Analysis of Monthly Fluctuations in Core Cash Balance							
Increase / (Decrease) in Month End Core Cash	\$ (681,151)	\$ (487,878)	\$ 638,322	\$ (162,161)	\$ 945,940	\$ 58,637	\$ 179,534
Components Driving Change in Core Cash							
Monthly Surplus / (Deficit) Ministry Fund	(224,913)	(131,951)	280,264	169,177	594,004	(322,941)	553,355
Monthly Surplus / (Deficit) School Fund	(42,554)	(20,039)	92,619	37,447	301,206	(66,386)	42,582
Total Surplus / (Deficit) for the Month	(267,467)	(151,990)	372,883	206,624	895,210	(389,327)	595,937
Deferred Spending - GF	(246,805)	(130,993)	-	(33,542)	-	-	-
Deferred Spending - School	(10,000)	(59,002)	-	-	-	-	-
Ministry Fund: noncash expense for Debt Principal	131,250	131,250	286,250	469,500	438,000	405,000	390,000
Payment of Annual Debt Principal from Core Cash	-	(485,000)	(485,000)	(455,000)	(420,000)	(390,000)	(390,000)
Additional Debt Principal	-	-	750,000	750,000	-	-	-
Campus Stewardship Capital Expenditures	-	(48,484)	(227,706)	(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	(301,491)	195,166	334,842	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	13,362	61,175	(11,747)	(33,041)	44,591	(114,120)	(78,570)
Total Incr. / (Decr.) in Month End Core Cash	(681,151)	(487,878)	638,322	(162,161)	945,940	58,637	179,534
in balance?-->	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Working Capital Change Detail							
Current Month Deferred Tuition Liability	49,960	362,587	375,763	40,290	15,055	13,149	28,392
Prior Month Deferred Tuition Liability	246,322	384,488	238,076	198,647	155,370	86,116	141,275
Source of Cash / (Use of Cash): Deferred Tuition	(196,363)	(21,901)	137,687	(158,357)	(140,315)	(72,967)	(112,883)
Current Month Deferred Registration Fees Liability	81,791	70,654	58,513	59,144	51,006	39,235	41,903
Prior Month Deferred Registration Fees Liability	77,897	67,290	-	58,094	49,506	37,888	40,803
Source of Cash / (Use of Cash): Deferred Tuition	3,895	3,364	58,513	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 January 31, 2023

Ministry Fund

Department	Dept. #	Account	Actual	Budget	Difference	Will More Exp. Occur?	When	Committed	Discretionary
Weekend Worship	100	Professional Development	2,214	5,655	(3,441)	No			
Worship	110	Christmas/Easter Services	966	3,225	(2,259)	Yes	Mar/Apr	2,259	
Tech A/V	114	Tech Equipment Children 's Ministry	4,120	6,360	(2,240)	TBD			2,240
Tech A/V	114	Tech Equipment Installation	2,500	5,600	(3,100)	TBD			3,100
Tech A/V	114	Video Production	2,195	4,940	(2,745)	TBD			2,745
Facilities	120	Flooring Supplies	-	65,000	(65,000)	Yes	May	35,000	30,000
Facilities	120	Snow Removal	2,025	6,500	(4,475)	TBD			4,475
Facilities	120	Roof Maintenance	-	4,000	(4,000)	TBD			4,000
Facilities	120	Capital Improvements	3,195	185,000	(181,805)	Yes	May	181,805	
Facilities	120	Furniture/Fixture Purchases	1,199	56,000	(54,801)	TBD			54,801
Facilities	120	Fire Prevention Services	2,389	4,274	(1,885)	Yes	Var	1,885	
Technology	121	Database Training	-	2,000	(2,000)	No			
Technology	121	Hardware Purchases	12,831	20,500	(7,669)	TBD			3,000
Finance & Admin	130	Salaries	171,234	231,366	(60,132)	No			
Staff Culture & Develop	145	Employee Recruitment	4,575	9,600	(5,025)	Yes	Var		5,025
Pastoral Office	170	Sabbatical Expense	4,000	11,635	(7,635)	Yes	Feb	7,635	
Pastoral Office	170	Bonus Pool	1,000	5,000	(4,000)	TBD			4,000
Pastoral Office	170	District/Synodical Convention	-	2,000	(2,000)	Yes	Feb	2,000	
Marketing & Creative	200	Christmas/Easter Productions	3,383	10,250	(6,867)	Yes	Mar/Apr	6,867	
Marketing & Creative	200	Marketing/Website/ Social Media	23,913	26,745	(2,832)	Yes	Var	2,832	
Marketing & Creative	200	Mobile App	6,035	17,617	(11,582)	Yes	Var	7,500	4,082
Community Awareness	210	December Event	14,300	20,000	(5,700)	No			
Kids Ministry	260	Leadership Development	1,694	3,250	(1,556)	No			
Kids Ministry	260	Family Events	420	4,000	(3,580)	Yes	Feb	3,580	
Whole Life	330	Women Intensive	3,533	7,500	(3,967)	TBD	Var		3,967
Missions	380	Mission Partner Support	3,000	6,000	(3,000)	Yes	Var	3,000	
Missions	380	Scholarships	-	4,000	(4,000)	TBD			2,000
Student Ministry	430	MS Fall Retreat - net	1,109	3,000	(1,891)	No			
			\$ 271,830	\$ 731,017	\$ (459,187)			\$ 254,363	\$ 123,435

School Fund

Department	Dept. #	Account	Actual	Budget	Difference	Will More Exp. Occur?	When	Committed	Discretionary
K-8 Program	110	Curriculum Materials	8,138	11,613	(3,475)	Yes	Var	3,475	
K-8 Program	110	Computer Equipment	35,872	58,216	(22,344)	Yes	May		10,000
K-8 Program	110	Security Systems	7,253	42,056	(34,803)	Yes	Feb	34,803	
Child Care	140	Child Care Equipment	-	3,300	(3,300)	TBD			3,300
Child Care	140	Child Care Supplies	2,523	4,052	(1,529)	TBD			1,529
Personnel	150	Continuing Education	-	3,500	(3,500)	TBD			3,500
Personnel	150	Teacher Conferences	150	2,000	(1,850)	Yes		1,850	
Personnel	150	Staff Development	3,148	5,505	(2,357)	Yes			2,357
School Admin	160	Office Software	1,291	3,579	(2,288)	Yes	Var		2,288
School Admin	160	Conferences	206	3,606	(3,400)	TBD	Var		3,400
ECE	170	Continuing Education	-	2,500	(2,500)	TBD			2,500
			\$ 58,581	\$ 139,927	\$ (81,346)			\$ 40,128	\$ 28,874

Pathfinder Church
Launch Reconciliation
1/31/2023

Total Pledges	\$ 3,044,854.00
Total Participants	2,068
Total Family Units	828

Contributions	
Contributions FY10/11	\$ 803,538.10
Contributions FY11/12	917,273.88
Contributions FY12/13	695,270.32
Contributions FY13/14	<u>255,179.75</u>
Total Contributions	\$ 2,671,262.05

Expenses	
FY09/10	
Campaign Expenses	\$ (24,196.88)
FY10/11	
Campaign Expenses	(101,425.38)
MF Staffing Expenses	(13,646.00)
Cambodia Expenses	(101,678.50)
FY11/12	
MF Staffing Expenses	(26,492.00)
Cambodia Expenses	(110,671.51)
Campaign Expenses	(3,948.06)
Technology Expenses	(121,069.09)
Belize Expenses	(10,000.00)
FY12/13	
Campaign Expenses	(962.42)
MF Staffing Expenses	(19,932.00)
Technology Expenses	(19,509.35)
Debt Reduction	(21,250.00)
Cambodia Expenses	(91,173.89)
St. John Missions	(29,700.00)
FY13/14	
Campaign Expenses	(2,524.45)
MF & SF Staffing Expenses	(6,250.00)
Technology Expenses	(61,595.34)
Debt Reduction	(165,000.00)
Cambodia Expenses	273,171.54
Angel Dormitory Expenses	(6,000.00)
St. John Missions	(27,863.00)
FY14/15	
MF Staffing Expenses	(6,338.01)
Debt Reduction	(20,000.00)
Angel Dormitory Expenses	(1,872.00)
Missions Director Staffing Expense	(13,932.00)
FY15/16	
MF Staffing Expenses	(38,568.00)
FY16/17	
MF Staffing Expenses	(15,648.00)
Stronghold Cambodia Expenses	(29,157.33)
Cambodian Legal Counsel Refund	3,195.00
FY17/18	
Stronghold Cambodia Expenses	(59,050.00)
FY18/19	
Stronghold Cambodia Expenses	(20,812.50)
FY19/20	
Stronghold Cambodia Expenses	(97,650.00)
Correction	(0.02)
FY20/21	
Stronghold Cambodia Expenses	(41,250.00)
MCN Mission Support	(5,000.00)
FY21/22	
Stronghold Cambodia Expenses	(27,500.00)
Stronghold Cambodia Building Fund Match	(106,944.31)
FY22/23	
Stronghold Cambodia Expenses	(12,500.00)
Total Expenses	\$ (1,184,743.50)

Fund Balance	\$ 1,486,518.55
---------------------	------------------------

By Category:	
Staffing	\$ -
Technology	\$ -
Debt	\$ -
Outside Missions	\$ 15,000.00
St. John Missions	\$ 0.00
Total Fund Balance	\$ 15,000.00