

PATH *F* *RWAR*

2-YEAR MINISTRY PLAN
FOR PATHFINDER CHURCH



FUELING THE FUTURE OF WEST COUNTY

DION GARRETT | Senior Pastor

My son Corbin LOVES gas stations. It's a running joke with his friends and teachers just how much he loves them. So, he was elated when the new gas station opened on Clarkson Road, just around the corner from Pathfinder. It has everything you could want, from roller dogs and fried chicken—to a fancy car wash with rows of free vacuums. I have to admit, initially I was impressed. Yet, more than anything, I found myself in a flashback moment because this shiny new gas station was once a CHURCH! A *thriving* church in our community, where families gathered for connection, worship, etc... and now it's a gas station!

Don't get me wrong. We need gas. And I guess... Corbin needs his energy drinks? But nothing can replace the impact of a CHURCH in a community. There's nothing like it. Only churches can have a ripple effect reverberating through communities and generations—for eternity. When I drive past that gas station, it's a cautionary reminder: *What's stopping us here at Pathfinder from following the same trajectory?*

I shudder to ask you this, but imagine it... a few short decades from now, your kids and grandchildren are raising their kids, and they have more fancy gas stations, coffee shops, and fast-food-drive-thrus... but fewer churches... No churches? Can you imagine the loss? To them? To our communities? To society at large?

At Pathfinder, we have an opportunity. We have been placed as a city on a hill, *quite literally*, here in West St. Louis County. And we're here to bring imperfect people together to pursue a Whole Life in Christ... but we know a church is always only one generation away from extinction.

With God's direction and your help, we have dreams—BIG DREAMS for Pathfinder and for the West County community. These dreams are guiding our Ministry Plan for the next two years. When we fulfill them, they will bring life to LOTS of people. But these dreams take a lot more than an incremental increase. We're talking about people who will decide this work is going to be their legacy!

I'm asking the Pathfinder community to seek God and ask Him how He will call YOU to take a step forward on this path to sustainability and growth. We know it will look different for everyone, yet it will require EVERYONE who calls Pathfinder "home" to do their part.

It's our Path Forward—journey with us.



THE PATH FORWARD

Pathfinder has a long legacy of ministry in our community, a ministry that predates the Civil War by a decade. Even with such a rich history, we're always letting God do a new thing in us. In the next two years, the Path Forward ministry plan centers around the following:

LEVEL 1

THE PATH TO SUSTAINED EXCELLENCE

\$11,100,000 • 2-Year Goal

At the current annual giving rate, the ministry at Pathfinder Church is simply not sustainable. However, we can act now to sustain the exceptional ministry that Pathfinder has come to be known for.

- Base operating costs
- Appropriate staffing levels
- Obligatory Capital: Addressing on-going maintenance needed for a 20+ year old campus

LEVEL 2

THE PATH TO NEXT GENERATION IMPACT

\$800,000 • 2-Year Goal

Pathfinder has seen tremendous growth in our Next Gen Ministries, we will strategically invest to see greater reach and discipleship of the Next Generation.

- Remodel and reappropriate Student Ministry spaces in Cornerstone
- Reconfigure restrooms in Sanctuary hallway into Family Assist standards
- Update outdoor playground (our school community is funding this project)

LEVEL 3

THE PATH TO A WHOLE LIFE HUB

\$2,750,000 • 2-Year Goal

Pursue our mission to reach people who don't know Jesus through weekend ministry and Whole Life programming.

- Re-envision Cornerstone 1st Floor to be more open and available for Whole Life Action Teams and community use
- Arrange spaces in Cornerstone 2nd floor that could support specialized Whole Life support services
- Design and install a new sanctuary altar and baptismal font



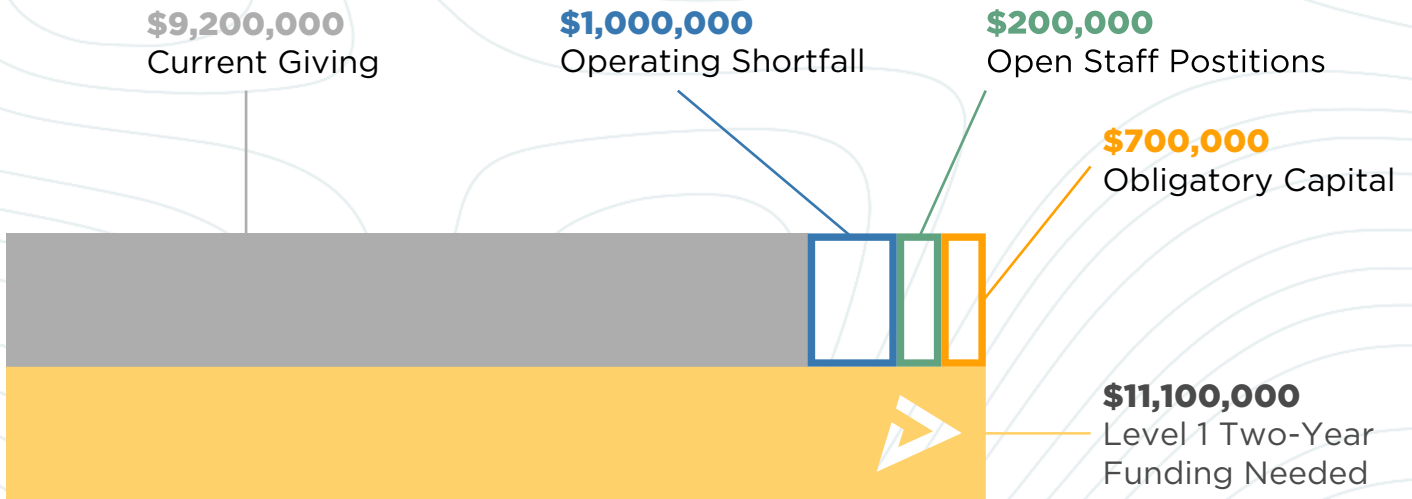
LEVEL 1

THE PATH TO SUSTAINED EXCELLENCE

Pathfinder Church is a place of continued growth! People are finding community and pursuing wholeness in Jesus here. Yet, as new members become integrated into our church family, we are seeing a slower incline in giving than our operational needs. Simply put, we find ourselves in a financial shortfall.

This primarily impacts our base operating expenses, affecting our dedicated church staff who have admirably extended their efforts to sustain and expand our ministry—even while we have increased our debt principal payments. Since COVID, we have balanced budgets by leaving vacant staff positions open and deferring overdue capital projects. Eventually, this will catch up with us. Staff will burn out, our ministries will slip, and our campus will show signs of neglect and fatigue. It is imperative we make key hires to reach appropriate staffing levels for the needs at hand and address the ongoing obligatory capital investment needed for this aging campus that serves as a hub of Whole Life and outreach to West County.

Even though our ministry has grown, we're operating with a smaller budget than 10-years ago, when adjusted for inflation. We need increased giving to continue the excellence of ministry at Pathfinder. Achieving this level of the plan is only possible through the collective contributions of every individual and household. A 20% increase in giving by current givers and an increase of first-time givers would enable us to sustain our excellence in ministry.





LEVEL 2

THE PATH TO NEXT GENERATION IMPACT

Pathfinder has seen tremendous growth in our Next Gen Ministries! In fact, this is a major area where our staff has stretched themselves. Beyond staffing, we need to strategically invest in key spaces to see greater reach and discipleship of the Next Generation.

Specifically, we are planning to reimagine the 3rd-floor area in the Cornerstone building, creating a dynamic environment for youth to gather, have fun, connect with one another, and ultimately pursue a Whole Life together.

Additionally, to ensure our existing facilities are accessible for young families, individuals with special needs, and those requiring assistance, we intend to update the sanctuary restrooms and establish Family Assist Restrooms benefitting both our church and school.

Finally, our school community is taking on extensive outdoor playground renovations to create a safe and fun place for kids and families to enjoy.



Renderings may not be fully representative of final plans



LEVEL 3

THE PATH TO A WHOLE LIFE HUB

We want more people to seek Whole Life growth! Our vision is to expand and create a ministry hub for Whole Life, serving our greater community. To help facilitate these connections, we need a more open, available campus.

As wise stewards, we intend to tailor the existing 1st and 2nd floors of Cornerstone to better accommodate events, community groups, and Whole Life Action Teams. We will refresh our spaces to support Whole Life in all six areas, which includes updating our layout for physical Whole Life growth, as well as creating safe places for mental health pursuits, such as outsourced counseling. Improvements also include updating the 2nd floor student ministry worship space and creating gathering spaces for larger groups such as Bible Studies.

In remaining attentive to God's guidance to reach our community, we anticipate an increasing number of individuals across all ages seeking baptism. As part of our Path Forward initiative, we plan to create a new dedicated baptismal area to provide a sacramental experience designed to accommodate infants, children, teenagers, and adults.



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Funding Our Path Forward

2 Year Total Commitment	Annual Commitment	Number of Households	Cumulative Total	Cumulative Percentage
\$1,000,000	\$500,000	1	\$1,000,000	7%
\$500,000	\$250,000	2	\$2,000,000	14%
\$250,000	\$125,000	3	\$2,750,000	19%
\$100,000	\$50,000	5	\$3,250,000	22%
\$75,000	\$37,500	6	\$3,700,000	25%
\$50,000	\$25,000	41	\$5,750,000	39%
\$25,000	\$12,500	100	\$8,250,000	56%
\$15,000	\$7,500	200	\$11,250,000	77%
\$10,000	\$5,000	340	\$14,650,000	100%

FAQs

What is a ministry plan and why is this necessary?

For years, we've used 2-3 year ministry plans to help direct our work. Ministry plans keep us aligned, inspired and accountable to what we believe God is calling us to do.

Is the amount we need to raise on top of existing support or does it include current giving?

\$14.65 million would fund the entire work our ministry will do over the next two years, which includes the ongoing operating of our day to day ministry AND the aspirational projects we have listed. If current giving remained the same, we'd be at \$9.2 million for the next two years, still short of meeting our level one goals of sustained excellence.

What if we don't reach our goal, will we take on debt to complete it?

No, we do not intend to take on debt at this time. We will fund what we're able to, starting first with making sure we sustain our excellence by fully funding ministry operations. Additional giving, as God provides, will enable us to take on the aspirational goals of levels two and three.

Scan for an expanded FAQ section





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PATH *FORWARD*

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learn more about our 2-year ministry plan



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