



2022 Stakeholders Meeting

February 6, 2022

LifePath's Vision Team

The LifePath Vision Team exists to support LifePath's mission through prayer, discernment, and leadership accountability. The team consists of the pastoral leadership team and 3-4 LifePath Covenant Members, who serve alternating two-year terms, which can be renewed once. Each new team member is confirmed by the congregation.

Covenant Members currently part of the Vision Team include:

Lori Kellogg: through 10/2023	lori.kellogg@yahoo.com
Ben Meeder: through 10/2022	bameeder@gmail.com
Ian Yue: through 10/2023	ian.t.yue@gmail.com
1 Current Vacancy	

LifePath's Pastoral Team

Keith Miller	keith@lifepathchurch.org
Duane Cottrell	duane@lifepathchurch.org
Sabrina Justison	sabrina@lifepathchurch.org

We, as the Vision Team, acknowledge that how we use what God has given us tells a story far beyond line items on a spreadsheet. The actors and events in LifePath's story are expressions of the church's mission to *create communities of disciples that:*

Reconnect people to Jesus

Reconnect people to one another

Reconnect people to God's redemptive work in the world

Where did we see we God work LifePath in 2021?

Expanding the impact of MicroChange

Our loose change every week has translated to thousands of dollars sent to provide microbusiness grants to widows in Southeast India. In addition to ongoing support of our 6 women, this year we began providing monthly support for James Vemu, as well as supporting children's needs in two slum neighborhoods that he serves. James is our local Indian liaison who is pastoring these women. He has a missionary heart.



Baptisms and Covenants

We continued to celebrate Jesus transforming lives within our community. We baptized 3 disciples this summer, and we celebrated 31 adults who entered or re-entered into covenant with our community this year, which is more people than ever before.

Showing God's love through Prison Care

Begun just one year ago, LifePath's PrisonCare compassion team has grown into a profound expression of the love of Jesus to a broken world. A dozen of us have formed penpal relationships with 15 incarcerated men at Crowley County Correctional Facility in Olney Springs, CO. Our community as a whole regularly prays for these folks AND the officers, staff and administrators who live alongside them in this prison neighborhood. The model we created is now being shared with other churches around the country, expanding the kingdom to touch prison communities everywhere.



Deepening our Lives of Prayer

For six weeks during Lent, many of us took a deep dive into *Rediscovering Prayer*, a Zoom class we created, offering a chance for discipleship training, challenging our assumptions, and equipping us to become people who pray continually.

Meal Communities: Jesus-centered relationships

What a gift to be able to again gather for a shared meal, conversation about the ways that Jesus is shaping us, and prayer together! COVID concerns eased enough to allow for a new start to our Meal Communities in mid-September, with groups meeting in Central Newark, Hockessin, and Aspira after Celebration Gatherings each week.

What are we looking toward in faith in 2022?

Here are some specific areas that we're excited to expand and invest our resources this year:

Sending Grants

We've introduced this idea before, but Covid has continued to interfere with our plans. We expect this year to finally be different! A question we often ask one another at LifePath is "How is Jesus sending you?" This is the idea behind a sending grant.

We have budgeted \$3,000 this year to give out thirty \$100 grants to jumpstart the actions, activities, and initiatives that reconnect you to God's redemptive work in the world. Let it increase your imagination for how Jesus can use you to reveal his love to the world. Maybe you'll throw a neighborhood party, or take someone out to lunch. Maybe you'll invest in a community compassion project or start something brand new. There aren't any rules... just pray for Jesus to stir your

heart and see what emerges. We're looking forward to telling our stories together as we invest this money in God's kingdom! Details are coming around Easter of 2022.

Racial Justice Task Force

We have begun the journey of exploring how we at LifePath can keep growing toward expressing ourselves in new ways that value racial equity and dismantle inherent racial bias. This year, a team will be conducting interviews and brainstorming sessions, and offering us a proposal to address blind spots we have as a predominately white church, to help express ourselves in new ways that value the beauty of God's diverse kingdom.

Dream Fund

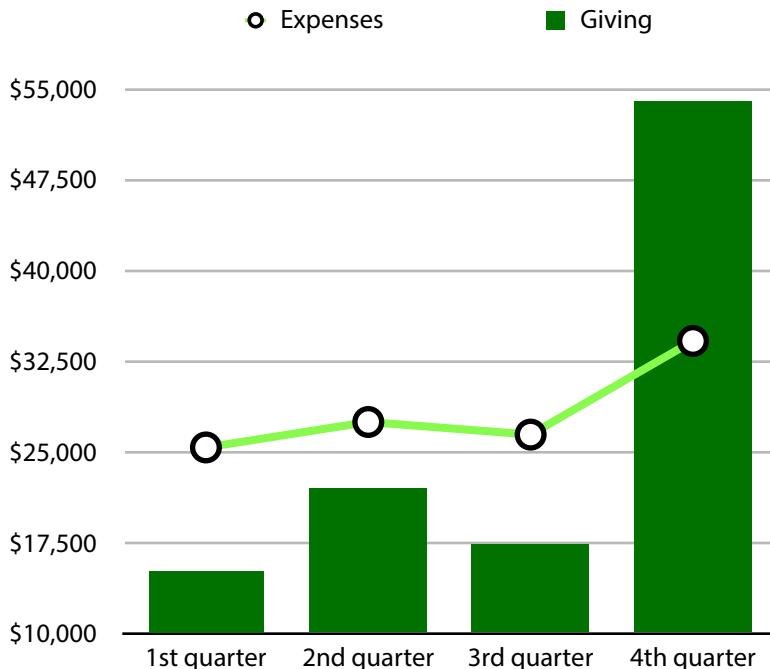
Because our generosity exceeded our giving, we've begun to wonder what doors God is opening for us in the future. We know that for active love to be sustained in the life of a disciple, we must have lives deeply formed by Christ in our personal spirits. We must learn the practices of slowness and communion with Jesus, and we must learn to receive the gift of rest. That's why we'd like to dream a little with you all, about having something for our community to share that is designed for exactly that.

2021 expenses by quarter

1st quarter	2nd quarter	3rd quarter	4th quarter	2021 Total
\$25,443	\$27,546	\$26,503	\$34,239	\$113,731

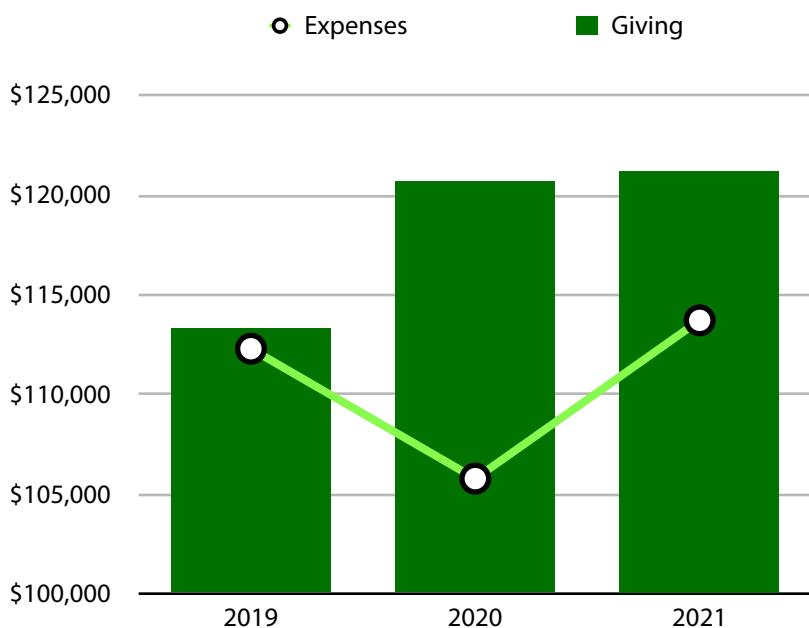
2021 giving by quarter

1st quarter	2nd quarter	3rd quarter	4th quarter	2021 Total
\$19,698	\$25,796	\$21,631	\$54,079	\$121,202



A quick look at the last three years

	2019	2020	2021
Expenses	\$112,309	\$105,803	\$113,731
Giving	\$113,344	\$120,704	\$121,202



2022 Budget

Faith and Community	2022 Budget	% of Total Budget
Leadership Development	\$500	0.37%
Library	\$250	0.19%
Discipleship Resources	\$500	0.37%
Retreats	\$1,000	0.74%
Pastoral Meetings	\$500	0.37%
Next Steps Process	\$100	0.07%
Connection Events	\$120	0.09%
KidsLife	\$400	0.30%
Teens	\$500	0.37%
KidsLife Retreat	\$200	0.15%
Little KidsLife	\$200	0.15%
Guest Speakers	\$300	0.22%
Miscellaneous	\$200	0.15%
Total	\$4,770	3.54%

Compassion and Outreach	2022 Budget	% of Total Budget
Family Promise Support	\$500	0.37%
BIC Common Ministries	\$4,800	3.57%
MicroChange Support for James Vemu	\$630	0.47%
Benevolence/Compassion	\$2,000	1.49%
Swap and Drop	\$100	0.07%
Sending Grants	\$3,000	2.23%
Special Project Supplies/Seed Money	\$550	0.41%
Total	\$11,580	8.60%

Operations and Facilities	2022 Budget	% of Total Budget
Rent	\$9,600	7.13%
Equipment	\$1,200	0.89%
Phone	\$891	0.66%
Online Services	\$1,000	0.74%
Liability Insurance	\$830	0.62%
Office/Printing Supplies	\$800	0.59%
PO Box	\$146	0.11%
Business License	\$75	0.06%
Gathering Consumables	\$1,500	1.11%
Brunch/Holidays	\$300	0.22%
Background Checks	\$100	0.07%
Total	\$16,442	12.22%

Staffing and Stipends	2022 Budget	% of Total Budget
Pastor Salary + Housing	\$66,010	49.04%
Pastor Retirement	\$5,281	3.92%
Administrative Assistant	\$10,045	7.46%
Staff Payroll Taxes	\$5,818	4.32%
Payroll Service	\$1,500	1.11%
Pastoral Team Stipends	\$7,000	5.20%
Nursery Worker	\$1,150	0.85%
Total	\$96,804	75.64%

Total Budgeted Expenses

	2022 Budget
Faith and Community	\$4,770
Compassion and Outreach	\$11,580
Operations and Facilities	\$16,442
Staffing and Stipends	\$96,804
Total	\$129,596

2022 Budget Descriptions

Faith and Community	
Leadership Development	Resources, conferences, materials to strengthen and equip LifePath volunteer leaders (MC hosts, Vision Team members, etc.)
Library	A lending library with curated spiritual development resources, available for the LifePath community to borrow
Discipleship Resources	Resources, conferences, materials to strengthen and equip the LifePath community
Retreats	Community-wide retreats focusing on discipleship and spiritual growth
Pastoral Meetings	Rather than pay for an expensive office space, meetings often take place at local coffee places.
Next Steps Process	Welcome bread for new faces, and refreshments and supplies for our Next Steps meetings

Faith and Community	
Connection Events	Events that help us grow closer as a community (picnics, bonfires, etc.)
KidsLife	Weekly crafts and curriculum
Teens	Curriculum and supplies for our Teens group
KidsLife Retreat	Supplies for a retreat for our KidsLife kids
Little KidsLife	Weekly crafts and curriculum
Guest Speakers	Funds to compensate any guest speakers who share their time with us
Miscellaneous	Any other faith and community expenses that may arise

Compassion and Outreach	
Family Promise Support	Offset costs of hosting at the Family Promise Hospitality Center
BIC Common Ministries	A fund run by our family of churches, the Brethren in Christ, to help fund ministry across the country and around the world.
MicroChange Support for James Vemu	We will provide monthly support for James Vemu, who oversees our MicroChange efforts in India.
Benevolence/Compassion	To be given at the discretion of the pastoral team and the Vision Team to individuals in crisis.
Swap and Drop	Offset costs of supplies and snacks for our Swap and Drop events

Compassion and Outreach	
Sending Grants	See description in our 2022 section
Special Project Supplies/ Seed Money	Covers supplies and provides seed money for events like the Aspira Friendship Breakfast, SundayServe, and Fill the Packs. We also have special offerings for these events when they happen.

Operations and Facilities	
Rent	Paid monthly to Aspira
Equipment	Durable equipment replacements, if necessary
Phone	Phone plan
Online Services	Website/e-mail hosting, Zoom, etc
Liability Insurance	A required policy that protects us
Office/Printing Supplies	Ink, paper, etc.
PO Box	Permanent Mailing address
Business License	This allows us to receive funds legally
Gathering Consumables	Coffee and coffee supplies, communion supplies, etc.
Brunch/Holidays	Paper goods, supplies (candles for candlelight service, etc.)
Background Checks	Everyone who works with children gets a background check. Our current volunteers all have current checks, but new volunteers will be checked.

Staffing and Stipends

Pastor Salary + Housing	For tax reasons, we provide compensation for Keith's house and housing needs, separate from his salary, rather than providing a parsonage. This number includes both his regular salary and housing allowance.
Pastor Retirement	Contributions to 403(b) fund of BIC Foundation
Administrative Assistant	12 hours a week
Staff Payroll Taxes	Employer portion of payroll taxes
Payroll Service	Payment for the company that takes care of all our payroll needs
Pastoral Team Stipends	We provide yearly stipends to our associate pastors, KidsLife pastor, and Teens pastor. This is not payroll, and it doesn't come close to compensating them for the work they put in, but it is our thank you gift.
Nursery Worker	We pay our nursery worker each week to keep an eye on our littlest LifePathers.



making communities of disciples
that reconnect people to Jesus,
to one another, and to God's
redemptive work in the world