

THIS IS
FOURSQUARE



CABINET REPORT



2022



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This report fulfills article 5.3B as per the Foursquare bylaws

At each regular convention, official business reports shall be received from the following:
president, treasurer, general supervisor, director of missions, committees whose reports
require corporate action, and individuals giving Cabinet-recommended reports.

Our Target

More and growing leaders, together on mission.

Our target, defined:

MORE: Increasing, new, generations, diverse, women and men

GROWING: Curious, learning, empathetic, healthy, praying, with Jesus

LEADERS: Ministers, pastors, FMI Workers, FCI Chaplains

TOGETHER: Connected, unified, interdependent, rowing in the same direction

MISSION: Missiology, recruit, develop, send, Great Commission

Our Four Priorities

Prayer, Health, Discipleship, Together



Celebrating what God has done through Foursquare in 2021

U.S. Foursquare Church

- Salvations: 134,439
- Holy Spirit Baptisms: 6,472
- Baptisms by water: 7,445
- Healings: 21,362

Women in Leadership

- Total women leaders: 2,807 (including 132 senior pastors)

National Hispanic District (NHD)

- Number of Churches: 283
- 13 church planters in the Spanish Multiply Cohort
- More than 2,000 attendees at six NHD Foursquare Leader Conferences

Foursquare Leader Conferences across the US

- 6,000 total Foursquare credentialed ministers in attendance

Foursquare Disaster Relief

- Total FDR revenue: \$1,506,498
- Total FDR responses: 59 responses

Bilingual Leaders

- Foursquare licensed ministers speak 30 distinct primary languages and 48 distinct secondary languages

Missionary Workers

- Total missionary workers in the world: 339 missionary workers
- Total missionary workers sent in 2021: 19 adults + 3 children

Global Missions Fund

- Total giving in 2021: \$2,061,414.99

Chaplains

- 293 chaplains
- 327 chaplain congregations

Church Openings

- Church openings: 79
- Churches + congregations in the pipeline: 32
- 1,610 total churches + congregations
 - *Includes district, charter, covenant, ethnic congregations, multi-site campus, pipeline covenant plant + pipeline plant*

Credentialing + Ordination

- 6,844 total credentialed + ordained ministers in 2021

There is Work Left to Do

Reaching the Unreached

- 37% of the U.S. do not identify as Christian
- 41.8% are unreached throughout the world

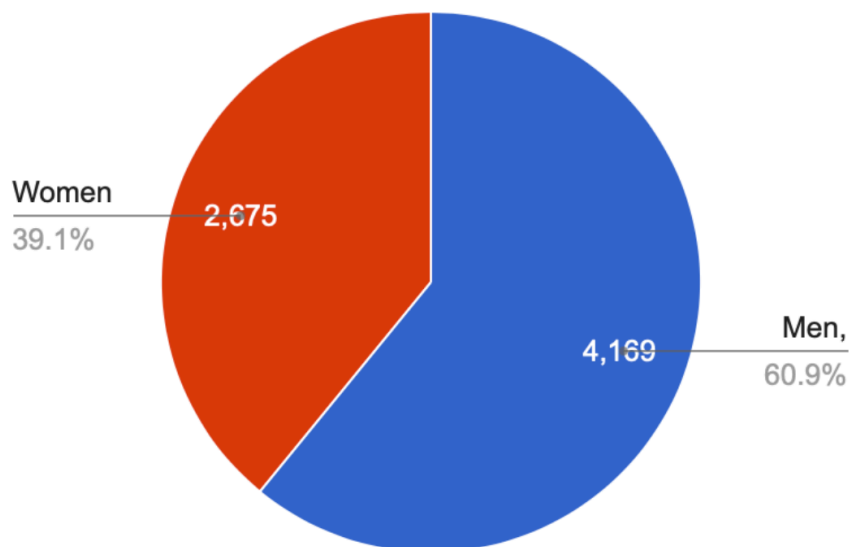
Expanding Foursquare's Leadership

While 39% of our credentialed ministers are women, only 9% of senior ministers are currently women

Total Ministers in Foursquare

6844 total ministers

- 4169 men
- 2675 women

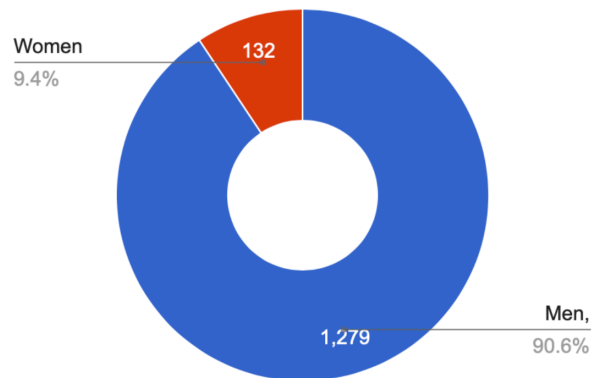


Senior Pastors in Foursquare

1,279 male senior pastors

132 female senior pastors*

**An additional 278 women serve as co-pastors*



District Sponsored NextGen Camps

Camp attendance in 2021 - 3,050 campers*

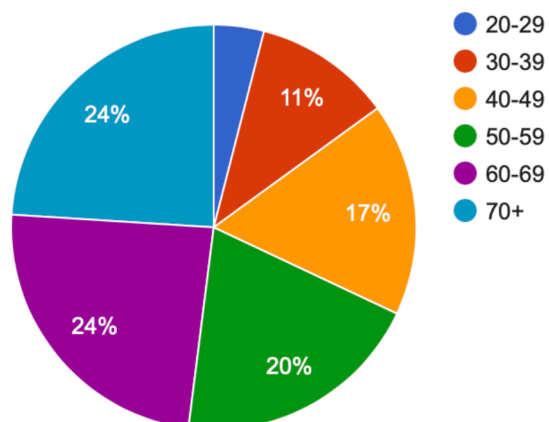
Called to ministry at camp in 2021 - 301 students*

**These are conservative estimates*

CHALLENGE: We need to be bringing in younger leaders.

Currently, 32% of our leaders are under 50 years old. 15% are under 40 and 4% are under 30.

Ages of Foursquare Credentialed Ministers



OPPORTUNITIES: We have churches in the pipeline.

We have 293 coaches actively coaching future leaders that don't yet have a seat at the table with an additional 42 on the list to receive training in the next month.

Licensing leaders in the pipeline

- 1,120 Total Applicants
 - 733 are in the formation phase (course, coaching, interview)
 - Pipeline is comprised of 45% men and 55% women

Licensing leaders in the pipeline (age breakdown)

AGE RANGE	APPLICANTS ENTERING WITHIN THE LAST 6 MONTHS	TOTAL APPLICANTS
20 - 29	101	170
30 - 39	180	279
40 - 49	142	266
50 - 59	106	185
60 - 69	80	134
70 - 79	21	34
80 - 89		3

Of note: 40% of our applicants are under 40.

We are also seeing a significant increase in second-career ministers, starting the credentialing process at age 60 or older, after having served in other careers previously.

Church plants in the pipeline

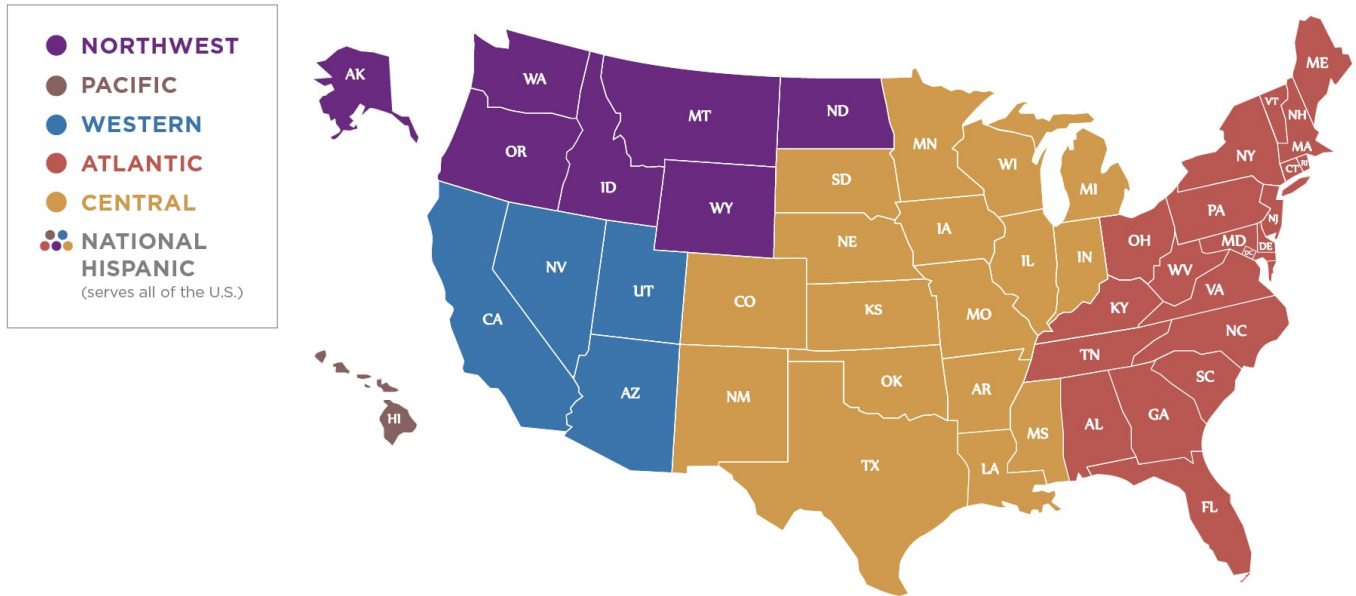
- 29 planting units in Multiply*
- 9 Churches in the district pipeline

**These numbers include 21 hispanic churches*

2021 Churches Opened + Closed

- Churches opened: 79
- Churches closed: 87

Foursquare U.S. Districts



DISTRICT SUPERVISORY TEAMS

Atlantic District

Chanda Crutcher, Supervisor
Carrie Jenkins, Associate Supervisor
Durant Kreider, Associate Supervisor

Central District

Antonio Sims, Associate Supervisor
Beth Hackarth, Associate Supervisor
Pam Wold, Associate Supervisor

National Hispanic District

Martin Ruarte, Supervisor
Rolando Cortes, Associate Supervisor
Marysol Ramos, Associate Supervisor

Northwest District

Dave Edler, Supervisor
David Eddy, Associate Supervisor
Molly DuQue, Associate Supervisor

Pacific District

Sheldon Lacsina, Supervisor

Western District

Billy Calderwood, Supervisor
Grace Kladnik, Associate Supervisor
Mark Slomka, Associate Supervisor

2022 Financial Report

For the year ended December 31, 2021

Presented by Ron Thigpenn, Treasurer

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Email: rthigpenn@foursquare.org

Overview

For the year ended December 31, 2021, net assets of The Foursquare Church increased by \$34 million.

The components of the \$34 million change in net assets are explained in the Consolidated Statement of Activities section below. The most significant components of this change are the following:

- Member Church Contributions of \$46 million, which includes both church extension tithe of \$33.8 million (the highest annual total in Foursquare history) and \$9.9 million of Global Missions giving.
- Investment income of \$42.6 million, which reflected a continuation of strong market returns which began in the latter part of 2020 and continued into 2021.

The Foursquare Church's balance sheet shows over \$1.3 billion in total assets. The most significant assets are Land, Buildings and Equipment (\$787 million), primarily local member church properties, Investments (\$341 million) and Notes Receivable (\$144 million), which consists primarily of loans to member churches.

Total liabilities of \$233 million consist primarily of outside bank debt secured by local church properties (\$90 million), local church deposit accounts (\$58 million) and loan fund certificates payable (\$59 million) leaving total net assets of \$1.1 billion.

The attached Exhibits show the detailed financial reports:

- Consolidated Statement of Activities (pages 2-3)
- Consolidated Statement of Financial Condition (pages 4-5)

Consolidated Statement of Activities

Total revenues and support decreased by \$9.6 million (from \$170.3 million to \$160.7 million), while total expenses increased by \$4.6 million (from \$122 million to \$126.6 million).

Revenues

- Overall member church contributions increased by just under \$2 million compared to the prior year.
- Net investment income of \$42.6 million represented an increase of \$6.9 million compared 2020 and reflects strong financial market activity in 2021. This includes net investment income of \$35.8 million attributable to Foursquare Endowment assets. Of this amount, \$7.6 million was used to support Foursquare strategic and missional objectives in accordance with the Investment Spend Policy, with the remainder being reinvested in the Endowment corpus.
- Member church contributions for loan payments represents principal and interest payments from member churches on loans with outside banks primarily secured by church properties. These revenues are applied to cover outside loan interest expense and reduce the balances of outside loans reflected in notes payable on the balance sheet. The total increased by \$3.6 million in 2021 compared to 2020, reflecting higher loan payoffs.
- Member church contributions of properties represent total of church properties transferred into Foursquare plus the net cash contributed by member churches toward the purchase or construction of local church properties. The decrease of \$9.8 million, from \$29.1 million in 2020 to \$19.3 million in 2021, reflects reduced facility purchases and construction.
- Net gains of \$10.4 million on sales of property and equipment in 2021 compared to \$23.1 million in 2020 relate primarily to local church properties sold during the year. These gains are part of the net proceeds returned to local churches.

Expenses

- Overall expenses remained fairly consistent with 2020, showing an overall increase of \$4.6 million (3.75%).
- Church Planting and Field Program expense increased by \$7 million, reflecting more funds being deployed to local churches for missional purposes, included the 40% return of extension tithe.

Consolidated Statement of Financial Condition

- We ended 2021 with \$17.2 million of cash.
- Notes receivable, which consists primarily of internal loans made to member churches net of loan loss reserves, decreased by \$7.2 million. There were no delinquent loans as of December 31, 2021.

- Total investments showed a net increase of approximately \$34.6 million, from \$306.8 million to \$341.4 million.
- Land, Buildings and Equipment consist primarily of local member church properties. There was a net decrease of \$15.3 million in properties during 2021.
- Assets restricted for split interest agreements represent charitable remainder trusts for which The Foursquare Church is the trustee. There is an offsetting liability representing the distributions to be made to the designated beneficiary or beneficiaries over the term of the trusts.
- Notes payable consists of outside bank loans secured primarily by member church properties. We celebrate the fact that the amount of outside debt encumbering our local churches decreased by over \$17 million during the year.
- Deposits payable, represents funds held for member churches utilized as one the primary funding source for our IFLF loan portfolio.
- Loan Fund Certificates Payable represents funds held in time certificates issued by the FFS Loan Fund utilized to fund loans to Foursquare churches.

Foursquare Identity

Cabinet Points of Action

Connect and integrate across generations, and build empathy

Give the next generation access and places at the table; put them in. Give seasoned leaders opportunities for temporary assignments in transitions, and provide mentoring.

Serve places that need more ethnic leaders—make room for and share power with them

Learn together and be in the same rooms (exposure); laugh together and share power (engagement); and help non-majority leaders to grow (expansion).

Set expectations for welcoming women to lead, preach, and be in the room

Set a standard for pulpit culture so that women in leadership become the norm. Pursue appropriate mentoring relationships between women and men, making way for more women in more places more often.

Release the entire church to be the Church

Refine the definition of what it means to be in ministry (everyone) and where discipleship happens (everywhere). Encourage local churches to become biblically sound spaces and places for experimentation and connection.

Be, Become, and Communicate Foursquare

Leverage our four-stage missiology to keep growing, raising indigenous leaders in every context (i.e., local church, missionary, chaplain, business). Develop metrics and celebrate stories that speak to our Global Distinctives and Identity Keystones.

Global Distinctives

1. Kingdom partnerships
2. Sound doctrine
3. Empowering leadership
4. Family relationships
5. Spirit empowerment
6. Shared mission

Identity Keystones

Overview

The Foursquare Identity Keystones build upon the Foursquare Global Distinctives (Foursquare Identity #1) and articulate key markers of the U.S. Foursquare Church. These keystones were discovered using organization identity methodology by engaging a broad perspective from a large number of U.S. Foursquare credentialed ministers. The keystones that emerged are:

1. Indigenous Empowerment

The practice of finding and preparing leaders to lead in their own context: ethnically, culturally, geographically, & locally.

2. Women in Senior Leadership

The value and belief that women should be celebrated and equipped for every area of ministry leadership.

3. Integrated Mission

The practice of embracing both evangelism and social action/care as one integrated approach to ministry.

4. Moderation

The value of taking a “middle of the road” stance in worship and ministry described as, “in the essentials unity, in the non-essentials liberty, and in all things charity.”

5. Pentecostal Ethos

The unique ways we live out our embrace of the work and power of the Holy Spirit in and through us.