



▶ PATHMAKERS

FOUNDATION

Mission Portfolio 2023

Creating Paths. Changing Communities.



Dear Friend,

Welcome to the Pathmakers Foundation. We believe that philanthropy should be from the ground up, not the top down.

Our vision is to discover, fund, and walk with leaders who create effective, self-funded organizations, revitalizing strategic and marginalized communities one zip-code at a time. There are many unknown creative and innovative leaders that have ideas, models, and collaborative strategies that deserve catalytic funding and support for their pioneering efforts.

We need new economic models in the mission-focused space. In my advising work I see leaders trying to solve problems in their communities with brilliant ideas, but the lack of funding and economic knowledge. These leaders spend so much sideways energy fundraising they become discouraged and quit.

Helping change this landscape is why the Pathmakers Foundation is so important.

I want you to be part of the solution by generously giving to our endowment called the Pathmakers Legacy. We are asking for your investment in the lives of leaders, we can bring all of these ideas and synergies together to get it done and get it done right.

We are in a moment of opportunity to create new paths, and I invite your prayers, wisdom, and generosity.

Creating New Paths,



Jamé Bolds, Ph.D. (C) | CEO
(757) 504-0322 | jame@pathmakersfnd.org | pathmakersfnd.org



At the Pathmakers Foundation we listen to the grassroots because we are intentional about learning and partnering with the strategic and historically marginalized communities.

Thrive

Insights and inspirations

A culture of generosity

Victory Church ponders with Thrivent to offer financial education.

By Donna Hein

Victory Church in Yorktown, Virginia, is what Pastor Jamé Bolds would call an average, small-town church that has stewarded well the resources God has given them.

And it's the principle of stewardship that stands out at Victory. Bolds is a visionary and scholar, who since coming to the church in 2013, has encouraged the congregation to step out of the box and find ways to be generous, especially when the church and its preschool, Victory School, were in the red.

Early on, Bolds floated the idea to sell the parsonage, which was paid for but still incurring debt, and create an endowment for the church. By doing so, the congregation reinvested part of the sale proceeds back into the church and started an endowment fund through Thrivent Charitable Impact & Investing™ with the rest.

"People didn't know what an endowment was, so I explained that it's like a retirement savings vehicle for the church, which never retires," says Bolds, a Thrivent client with membership.

As people donated or left money in their wills to the endowment, it grew quickly and enabled the church to pay off its mortgage of more than \$1 million and eliminate the debt that was a



Pastor Jamé Bolds encourages his congregation to step out of the box to be generous.

burden to the church.

"It revolutionized our church," Bolds says.

More recently, the church decided to offer a \$1,000 scholarship for children who begin Victory School in the infant program and graduate from the Pre-K4 program. The Victory Scholar Program requires in its guidelines that the scholarship be deposited into a legitimate college savings plan.

"The family must meet with a Thrivent financial advisor or

other licensed financial advisor to guide them through the process," Bolds says. "We want to make sure the money is used for future educational purposes.

"This is a way we can invest in children's lives after they leave us. And we can do that because we have an endowment."

Bolds appreciates the relationship between Thrivent and Victory. Pre-COVID, Thrivent financial advisors held a number of

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Thrivent Magazine



Building for the future

How to create a strong financial foundation

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thrivent®

5 ways to care for caregivers
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Clients key in new mobile app
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The living benefits of life insurance
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VISIT LINK FOR FEATURE ARTICLE

www.thrivent.com/insights/magazine/winter-2021/a-culture-of-generosity

PATHMAKERS

FOUNDATION

OUR VISION: is to discover, fund, and walk with leaders who create effective self-funded organizations that revitalize marginalized communities in every state one zip-code at a time.

WHAT WE DO: We are forward-looking philanthropy, listening to innovative leaders, funding, and walking and structuring their organizations so they are economically sustainable.

WHO WE FUND: Pathmakers are dynamic leaders that help heal communities morally and economically.

WHAT WE FUND:

+ **NEW IDEAS.** Support design thinking research, publication, and conversations highlighting sustainable outcomes and doable practices.

+ **NEW MODELS.** Funding innovative experiments for local and regional organizations that work for the common good.

+ **NEW COLLABORATIONS.** Funding leaders and networks creating fresh synergies that expand and multiply impact.

PATHMAKER PRINCIPLES | The intellectual and moral foundations of our work.

MORALS

- We affirm faith is the moral framework for human flourishing.
- We hold the common good is the good we all hold in common.
- We believe there is no weapon against humility.

LEADERS

- We use grounded research because it grounds us in real places.
- We love leaders on the margins because they love the marginalized.
- The diversity of communities demands a diversity of solutions.

ECONOMICS

- We believe economics is an ethical science leading to human flourishing.
- We understand economics as collective human behavior measured in empirical data.
- We believe in value-creating work and wealth-creation for the common good.

THE PROBLEM

Our Pathmakers need funding and expertise that are mission critical to their community development efforts.

THE SOLUTION

Ground floor catalytic grants and professional advising.

THE METHOD(S)

Grant Making: Catalytic and strategic grants starting from \$2,500.

Advising: Every grant is accompanied with professional advising customized for the context.

Idea Creation: Hosting events, publishing articles, journals, books, and speaking.



The Program(s):

Pathmakers Legacy: our endowment and financial backbone of what makes the Pathmakers a philanthropic foundation. We actively engage and seek individuals and institutions who would partner with us to fund this generation and the next generation of community development executives. We believe in the Pathmakers Legacy project and the impact it will have so strongly that 30% of our advising and intellectual ideas revenue is given to the Foundation then released as local grants.

Pathmakers Ideas: our communication initiative, featuring our journal, “New Voices for Renewed Communities”. 30% of all publishing royalties, speaking engagements, and other revenue is donated to the Foundation. All Pathmakers receiving grants and advising become part of the growing Pathmakers Network and are part of and contribute to the growing body of creativity and innovation.

Pathmakers Advisors: fee-based coaching and consulting services structuring organizations for economic sustainability. 30% of all revenue goes to the Foundation for grant-making and advising, split between the Legacy Endowment and the Operations Fund. The aim is flourishing and sustainable initiatives that change communities with sound ethics and economics.

\$5 Million Endowment Creates

- Grant Funding: \$175,000: 20-25 grants.
- Advising: \$60,000: 200-300 hours.
- Idea Creation: \$45,000: Conference hosting and journal publication.
- 2.5 FTE staff and enhanced communications.

\$10 Million Endowment Creates

- Grant Funding: \$350,000: 35-45 grants.
- Advising: \$75,000: 250-325 hours.
- Idea Creation: \$55,000: Expanded events and publications; first eBooks.
- 3.0 FTE staff plus resources for expanded publications.

The Operations Fund

- Immediate impact: as donations come in, they are immediately applied to funding and advising.
- A small percentage helps cover some immediate expenses while the Endowment is being built.
- 30% of all fee-based Pathmakers Advising and revenues for Pathmakers Ideas is poured back into the Foundation.

OUR FINANCIAL MODEL

The Pathmakers Foundation aims to provide innovative services in efficient ways, focusing on getting the most funding and best expertise to the field, with lean overhead. We have two facets of our financial stewardship: our Legacy Endowment and Operations Fund.

Our Legacy Endowment aims for long-term sustainability and lean infrastructure, as seen in the figures below. One of our major goals in serving organizations is fostering their sustainability.

Our Operations Fund is focused on immediate impact with donated monies going directly to new funding and advising of our Pathmakers.

We believe that some donors desire an enduring legacy of community transformation and we invite contributions to the Endowment. Others desire more immediate impact, and our Operations Fund is ready.



PATHMAKERS PROCESS

PERSONAL NETWORK & OPEN APPLICATIONS

1

Our grantees include select invitees from present networks, as well as applications carefully evaluated and supported by Pathmakers Advisors.

APPLICATION PROCESS

2

Phase 1: Executive bio and Letter of Intent

Phase 2: Questionnaire and Grant Proposal

Phase 3: Interview with an executive team member

Phase 4: Pre-Grant Approval

SITE VISIT

3

Site or virtual visit from a member of the Pathmakers team. A day in strategic planning complete with executive leader and board development. Funds are released.

GRANTEE INDUCTION

4

1. Grantee is inducted to the Pathmakers Network and officially becomes a Pathmaker.

2. Invitation extended to the Pathmakers conference.

3. Pathmaker organizations use their best practices as case studies for the Pathmakers Journal.

PATHMAKER ADVISOR

5

Pathmakers leadership team will function as Pathmaker Advisors.

Selected Current Grantees



Terrance & Johanne Wilson, COOL Church, Miami, FL.

COOL Church is a church plant birthed out of Trinity Church and the ad agency COOL Creative. COOL Church is a multicultural, cross-generational, creative ministry built on solid biblical principles, love, and family. COOL (Create Out of Love) is a black-owned boutique branding and advertising agency that helps nonprofits and churches with brand identification and creative media deliverables. Their design clients have been Macy's, P&G Beauty: Clairol, and Under Armor. They recently launched a clothing line called ICON which celebrates black icons such as Martin Luther King, Jr. and Nelson Mandela. Our grant would fund new COOL Community Initiatives, a community development and business incubator ministry of COOL Church.

<https://thecoolchurch.com>

Chuck Proudfit, At Work on Purpose (AWOP), Cincinnati, OH.

At Work on Purpose has emerged as an innovative citywide workplace ministry model that mobilizes the Church at Work across local churches, denominations, zip codes, and ministries. While headquartered in Cincinnati, AWOP is now supporting the development of citywide workplace ministries across the world. AWOP offers consultations, networking, education, business incubation, all in collaboration with churches and ministries. Thousands of business leaders and workers are seeing their daily efforts in a new light and laboring for the common good. Our grant will fund strategic development so AWOP can offer its unique ethos to more cities

<https://atworkonpurpose.org>



Jamé Bolds, Ph.D. (C), CEO

Turnaround 5Yr \$4.5M Managed \$10M.
Developed self funded economic
model for “A Church in A Park in A City”.
Lead Pastor & Economist +15 Yrs.
Co-Author Life in 5D: A Vision for
Discipleship.

M.A., M.A.R., Gordon-Conwell + Harvard
M.P.A.P. Rutgers, Bloustein School
Ph.D. Candidate, Stellenbosch, S.A.

Charlie Self, Ph.D., CIO

Managed +\$M in research grants.
Design thinking & Network architecture.
Public Intellectual & Professor at
Assemblies of God Theological Seminary.
Co-Author Life in 5D: A Vision for
Discipleship.

M.A., GTU Berkeley
M.A., Ph.D. UC Santa Cruz

Crystal Agnew, MBA, COO

Managed +40M in federal grants.
+15 yrs in program implementation
and management.
Deputy Director, Peacemakers, MIA NYC
Led a program from \$550K annually,
3 full-time staff to a \$4.8M project with 45
staff and 6 programs in MIA NYC.
MBA, Huizenga College,
Nova Southeastern University



THE ORIGINAL PATHMAKERS



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