



A LETTER FROM OUR GOVERNING BOARD CHAIR



Marketplace Chaplains has a slogan I love, “Our work is caring. Our care is working.” Yes! Every single person serving at Marketplace Chaplains cares about people. Why do we care? Much of the adult population does not attend church, but they all go to work. We bring the church to the workplace.

Here is one example of why we care, from a chaplain serving in a manufacturing plant: “I have an employee who has experienced addiction, felony theft, morality issues, and prison. She has now been set free through Jesus Christ. She is being mentored through the Book of John by her chaplain and is living a new life. In a worship service, she looked at her chaplain and said that no one had ever given her this kind of compassion and care before, and she sees Jesus through her chaplain.”

As the pandemic begins to subside, we are fielding more inquiry calls from businesses than ever before. Two long years of sickness, suffering, and isolation in quarantine has created awareness in the workplace of deep spiritual and mental health needs among their employees. They are turning to us for help, and we are ready to serve. It is a joy and a privilege to bring the hope of Jesus Christ to a world that so desperately needs that hope.

“Though the mountains be shaken and the hills be removed, yet my unfailing love for you will not be shaken nor my covenant of peace be removed,” says the Lord, who has compassion on you” (Isaiah 54:10).

Respectfully submitted,

Robin Lewis

2021 MMI GOVERNING BOARD

ROBIN LEWIS,
Governing Board Chair

DAN TURNER,
FAC Chair & Treasurer

ANN ASHLEY,
Secretary

CHRIS CARR,
Director

PHIL SWATZELL,
Director

CAMPBELL WILLIAMS,
Director



PHOTO OF 2021 GOVERNING BOARD

2021 FOUNDATION BOARD

MARK LOVVORN,
Foundation Chair

ED BONNEAU,
Vice President

DAN FARELL,
Treasurer

KYLE HEARON,
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ROBIN LEWIS,
Director

DAN TURNER,
Director

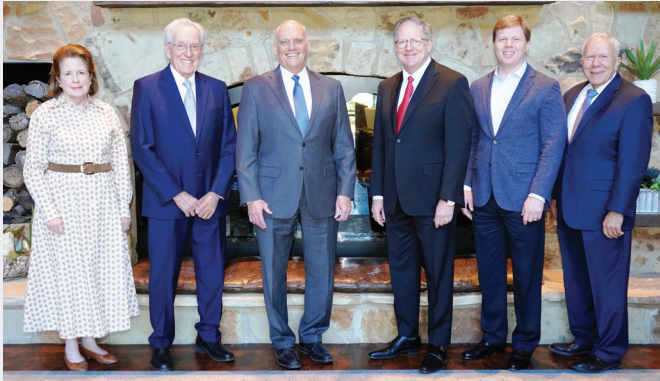



PHOTO OF 2021 FOUNDATION BOARD



ANNUAL FOUNDATION UPDATE

The investment portfolio of Marketplace Ministries Foundation had a decent performance in 2021, holding \$7.71 million in Endowments and their accumulated earnings by the end of the year. While the world still wrestled with the uncertainty of the pandemic, the financial markets were largely positive, and the Foundation experienced an overall rate of return on the investment portfolio of 9.4%.

The Foundation's portfolio experienced a total investment net income of \$1,080,530 during 2021, including unrealized market losses on the portfolio of (\$465,654) and realized capital gains \$1,400,125, as well as other investment revenues net of expenses of \$146,060. Thus, the Foundation's net income from all sources was \$691,452, including contributions to the Foundation totaling \$65,620. Grants issued, scholarships awarded, and other operating expenses totaled \$454,699.

The investment portfolio of the Foundation is professionally and carefully managed by Westwood Trust, with an asset allocation based on an Enhanced Balanced Strategy, which has an exposure to the rewards and risks of the equity markets of about 55%, fixed income investments and cash of 21%, and opportunistic and specialty investments of 24%.

Our ministry leaders and chaplains rejoice over the good and godly people who give financial assets to the Foundation in endowments or general gifts to Friends of the Foundation. Because of these investments, the earnings in the Foundation stand ready to fund strategic projects and initiatives that directly impact the growth and expansion, or improvement and enhancement, of Marketplace Ministries' employee care service.

Larry R. King, MMF Chief Financial Officer



**MARKETPLACE MINISTRIES
FOUNDATION®**
Endowing Ministry at Work™

AT THE END OF 2021:

314,308 Employees Served

Includes **5,385** International Employees:

Canada,
Puerto Rico

1,238

Companies

5,074

Locations Served

MISSION:

To share the love of God in the workplace by providing an employee care service through Chaplain Teams.

1,866

ASSIGNED EDOs*
& CHAPLAINS

41

Staff (NCC* & EDEs*)

*EDO = Executive Director of Operations *EDE = Executive Director of Expansion *NCC = National Care Center (HO)

4 R'S FOR 2 C'S

Relationship
Recruiting
Retention
Revival

... for Chaplains and Clients.

RESULTS TO THE GLORY OF GOD

2021 SPIRITUAL RESULTS

	U.S.	INTERNATIONAL
GOSPEL PRESENTATIONS	50,387	8
KNOWN DECISIONS FOR CHRIST	2,243	0
BEGAN ATTENDING A LOCAL CHURCH	2,996	2
CONFIDENTIAL DISCUSSIONS	1,179,433	2,862
CHAPLAINS HOURS SERVED AT WORKSITES	366,093	2,696



 +59,568
MORE

EMPLOYEES +165,599
FAMILY MEMBERS

 +200
COMPANIES
NEW

 +454
CHAPLAINS
NEW

THE VISION:

Every employee in America having access to a chaplain

BEACONS OF LIGHT

On Friday, December 10, 2021, a deadly storm system raged across the Midwestern and Southern parts of the United States. Tornadoes caused catastrophic damage in many areas — none more so than in the town of Mayfield, Kentucky. EDO Tony Adams and his family hunkered down in their home and dreaded what first light might bring. Friends and relatives lost their homes, the power was out, and the roads were nearly impassable. Tony is a longtime resident of this community and has led many crisis-response campaigns in the past; none rival what he and other community leaders dealt with after this storm. Tony engaged with his local Marketplace Chaplains team and first checked their well-being. All were okay, but some sustained home damage and one lost his church. However, once this chaplain



team emerged, they were not focused on themselves, but how to get to work helping client company employees, neighbors, and friends. One chaplain shared, as they arrived at our client company Mayfield Consumer Products (aka. the candle factory), reportedly ground zero for the worst of the storm, "Despite the gruesome reality of what I saw, I just went to work trying to find as many people as I could. I guess at that point, you

just go off your instincts." This was the same sentiment expressed by most of our chaplain team in the area as they worked with their hands to recover people from the wreckage. Chaplains Mike Baker, Jenifer Willis, Stephen Boyken, Howard Coffey, Ben Harp, Tony Adams, and Emily Burge coordinated care throughout this crisis. These chaplains were a beacon of light and a critical source of information for the immediate needs of employees, their families, and the community.





COMPANY LEADER STORY



The past few years have been particularly difficult for healthcare organizations and their employees due to the pandemic. Healthcare is historically a stressful, long-hours, "give your all" type of career; however, the added stress of caring for others while trying to protect yourself and your family has been overwhelming.

The care and support provided to our team, residents, and their families by Marketplace Chaplains over the past two years has been invaluable. I am amazed by the individual care offered to our team, even to their extended family members. Our chaplains know our staff by name and personal details, support them in their professional and personal challenges, attend weddings and funerals, and regularly pray for them. They engage with our residents through Bible study, music, and prayer. They are supportive to new families dealing with guilt and grief. Their services are making a difference in the lives of our team, our residents, and families. James L West is a faith inspired, not-for-profit healthcare organization caring for those impacted by dementia, and the partnership with Marketplace Chaplains is an important extension of the James L West mission.

Cheryl Harding,
PhD, President/CEO
James L West Center for Dementia Care



TRANSFORMATION STORY



Marketplace Chaplains has helped us at Tri-Win for over ten years. Prior to having the Marketplace Chaplains at Tri-Win, we were often frustrated by our unmet desire to help our employees, share the love of Christ with them, and encourage them in their times of need while juggling leadership responsibilities and maintaining a healthy working relationship with

our employees. The addition of our three chaplains has been such a positive asset to our company and a blessing to our employees. They can call on the chaplains when they need help during sickness, times of stress, following the death of a loved one, or even when they just need to talk to someone. The chaplains are encouraging, and they genuinely care about our employees. They even come to our corporate parties and functions and frequently lead us in group prayer at these events. We could not be more pleased with the impact of Marketplace Chaplains on our company. We thank the Lord for each of them and for the entire Marketplace Chaplains ministry.

Robin Fish,
Vice President
Tri-Win Print and Mail

EDO UPDATE



2021 launched with excitement and eagerness for a refreshing new year, especially with COVID and its prior impact. "A Call to the Bible" could not have been a more apt encouragement for guidance and wisdom as we optimistically looked to the year in faith!

In the Book of Genesis, God identifies Himself as the God of generations: the God of Abraham, Isaac, and Jacob. This theme is found throughout the scriptures. It reveals the very heart of God the Father who longs to see generations reconciled to Him in Christ! 2021 gave us a glimpse that the gospel of Jesus is living and active for His glory!

Recently, one of our chaplains met an employee who suffered with PTSD from a tragic mass shooting incident in 2019. He was one of the first Police Officers on the scene, and he has walked in hopelessness and trauma ever since. A two-hour conversation led the chaplain to share that what he was searching for could only be found in God by trusting in Jesus to see



purpose, hope, and renewed life. This Chaplain was the first to share the living Gospel with him in the 50 years of his life! He gave his life to the Lord, is currently growing in discipleship, and was baptized on Christmas Day, 2021. What brings this story to a miraculous moment is that this same chaplain also led this same employee's mother (another employee) to the Lord in 2020!

As scriptures say in Psalm 100:5, "For the LORD is good; his steadfast love endures forever, and his faithfulness to all generations." He is a God of generations, and His impact among generations is witnessed through chaplaincy every day in the marketplace! To God be the Glory!

Michael John,
EDO NE North Carolina/SE Virginia

Marketplace Chaplains

Statements of Financial Position as of December 31, 2021

ASSETS:

Current assets:

Cash and cash equivalents.....	\$2,208,842
Accounts receivable–net.....	632,274
Prepaid expenses and other assets.....	<u>95,547</u>

Total current assets..... \$2,936,663

Property and equipment–net.....	719,488
Assets held for long-term purposes.....	<u>285,541</u>

Total Assets..... \$3,941,692

LIABILITIES AND NET ASSETS:

Current liabilities:

Accounts payable & other liabilities.....	\$105,551
Accrued liabilities.....	1,317,534
Due to the Foundation.....	17,786
Deferred revenue.....	<u>249,499</u>

Total current liabilities..... \$1,690,370

Long-term liabilities:

Deferred compensation.....	<u>285,541</u>
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Total long-term liabilities..... \$285,541

Total liabilities..... \$1,975,911

Net assets:

Net assets held by Foundation.....	(2,100,152)
Net Assets Without Donor Restrictions.....	3,724,642
Net Assets With Donor Restrictions:	
Restricted by purpose or time.....	<u>341,291</u>

Total net assets..... \$1,965,781

Total Liabilities and Net Assets..... \$3,941,692

The financial statements are unaudited reports.

Marketplace Chaplains

Statements of Activities Year Ended December 31, 2021

	NET ASSETS WITHOUT DONOR RESTRICTIONS	NET ASSETS WITH DONOR RESTRICTIONS	TOTAL
SUPPORT AND REVENUE:			
Contract income.....	\$21,322,071	-	\$21,322,071
Grants from the Foundation.....	304,956	-	304,956
Contributions.....	45,472	140,375	185,847
Investment income-net.....	19,803	-	19,803
Other income	<u>3,407</u>	-	<u>3,407</u>
Total Support and Revenue.....	\$21,695,709	\$140,375	\$21,836,084

RECLASSIFICATIONS:

Net assets released by satisfaction of purpose.....	373,287	(373,287)	-
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EXPENSES:

Program services:

Chaplain services	18,242,34	-	18,242,34
Grants and scholarships	<u>45,771</u>	-	<u>45,771</u>
.....	18,288,117	-	18,288,117

Supporting activities:

Management and general.....	3,748,957	-	3,748,957
Fund-raising.....	<u>68,154</u>	-	<u>68,154</u>
.....	3,817,111	-	3,817,111

Total Expenses.....	\$22,105,228	-	\$22,105,228
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Change in Net Assets.....	(36,232)	(232,912)	(269,144)
Transfer to Foundation.....	(45,472)	-	(45,472)
Net Assets, Beginning of Year.....	<u>1,706,193</u>	<u>574,204</u>	<u>2,280,397</u>
Net Assets, End of Year	\$1,624,489	\$341,292	\$1,965,781

The financial statements are unaudited reports.

Marketplace Ministries Foundation

Statements of Financial Position as of December 31, 2021

ASSETS:

Current assets:

Cash and cash equivalents..... \$29,526

Due from the Ministry..... 17,786

Total current assets..... \$47,312

Assets held in perpetuity and for long-term purposes..... 11,826,632

Total Assets..... \$11,873,944

LIABILITIES AND NET ASSETS:

Liabilities

Accounts payable..... \$14,100

Total liabilities \$14,100

Net Assets:

Net assets held for Ministry..... 2,100,152

Net Assets Without Donor Restrictions..... 2,052,206

Net Assets With Donor Restrictions:

Restricted by purpose or time 3,248,074

Restricted in perpetuity..... 4,459,412

Total net assets..... 11,859,844

Total Liabilities and Net Assets \$11,873,944

The financial statements are unaudited reports.

Marketplace Ministries Foundation

Statements of Activities Year Ended December 31, 2021

	NET ASSETS WITHOUT DONOR RESTRICTIONS	NET ASSETS WITH DONOR RESTRICTIONS	TOTAL
INCOME:			
Public support:			
Contributions.....		\$65,620	\$65,620
Revenue:			
Investment income-net.....	402,978	677,553	1,080,531
Released from donor restrictions.....	<u>18,452</u>	<u>(18,452)</u>	-
	421,430	724,721	1,146,151
EXPENSES:			
Program services:			
Grants and scholarships.....	92,404	-	92,404
Grants to the Ministry.....	<u>304,956</u>	-	<u>304,956</u>
	397,360	-	397,360
Supporting activities:			
Management and general.....	57,339	-	57,339
Fund-raising.....	-	-	-
	<u>57,339</u>	-	<u>57,339</u>
	<u>454,699</u>	-	<u>454,699</u>
Change in Net Assets.....	(33,269)	724,721	691,452
Net Assets, Beginning of Year.....	<u>2,085,475</u>	<u>6,982,765</u>	<u>9,068,240</u>
Net Assets, End of Year.....	<u>\$2,052,206</u>	<u>\$7,707,486</u>	<u>\$9,759,692</u>

To request additional financial information, including a copy of the 2020 Audit Report or IRS Form 990, please contact Larry R. King, Chief Financial Officer, at larryking@mchapusa.com or 972-941-4400

CELEBRATE THESE MISSIONAL STEPS ACHIEVED IN 2021

Our mission in 2021 focused on relationship ... with our Lord, each other, and each client company and employee we serve. The isolation, separateness, and loneliness that prevailed throughout the year demanded our chaplain response of selfless and unending care ... mission accomplished.



Relationships enhanced and renewed ... to seek out employees in a fresh, new way with encouragement; reestablishing those "touches" safely and with enthusiastic hope and expectation for the year ... these were more than just words; it was the confident assurance provided by a trusted friend ... a Marketplace Chaplain.

Former President & CEO Dick De Witt (retired) revitalized the acronym "4R42C" ... translated as "4 R's for 2 C's ... Relationship, Recruiting, Retention, Revival for Chaplains and Clients." Each "R" word is a positive action step that has two direct beneficiaries. As we have marched forward, emphasizing each, we have in part pushed behind some travails of the day while pressing forward with this new focus.

Marketplace began 38 years ago when Gil and Ann Stricklin were called to walk into corporate America with the idea of chaplains in the workplace. As the first and only Marketplace Chaplain, Gil brought one company onboard, a sunglass business, owned by a special man of God who still serves on our Foundation Board today. Ed Bonneau helped us "see clearly" how significant even just one Chaplain caring could be for employees. Now, in 2021, the Lord has brought us 1,866 Chaplains, serving 1,238 companies across the US and Canada, all bathed in prayer to be the Heart, Hands and Feet of Jesus.

Isaiah 43:1 tells us, "Fear not, for I have redeemed you; I have called you by name, you are mine." We have been called to walk into the workplace with the hope and help of our Lord and Savior. We will do that until He comes or calls for us all.

ACHIEVING THE MISSION – ELT 2021 REFLECTIONS & 2022 OUTLOOK STATEMENT

Our Executive Leadership Team has fully and faithfully carried out their responsibilities as leaders, as chaplains, as men and women who see big picture needs while attending to the small parts that make the body whole and complete. It is humbling to see their giftedness in action for the Gospel. They believe 2022 will be our most significant year of accomplishment for the Kingdom. The Marketplace Family is ready. Romans 15:5-6 reminds us, “May the God of endurance and encouragement grant you to live in such harmony with one another in accord with Christ Jesus, that together you may with one voice glorify the God and Father of our Lord Jesus Christ.”

Jason Brown, Chief Marketing Officer

The Marketing Team prayed and asked the Lord to open the doors to larger companies. Through planting and watering many seeds, teamwork and great A+ service from operations, God answered and in 2021 Marketplace Chaplains secured 200 new companies across North America representing an additional 59,568 employees for our Chaplain Care Teams to serve! Our Marketing team continues to grow as we welcomed Danica Raye Golden to serve the Southwest portion of the United States.

Our vision, however, cannot be reached without your help! Please pray about and introduce Marketplace Chaplains to business leaders you know who want to ensure they attract, retain, and care for great employees!

CG Maclin, Chief Academic Officer and EVP Canada

In 2021, we rolled out three versions of the Marketplace App, including the new video chat feature, Spanish and French translations, and other resources. The Academy produced new training videos and materials for chaplain continuing education. In Canada, we signed Gordon Food Service to serve their 9 locations and 4,500 employees. Looking towards 2022, the Academy will produce Team Meeting continuing education on: Mental Health; Addiction; Self Identity; Grief Ministry; Evangelism; and Chaplain Team Functions.

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Gary Ellis, Chief Information Officer

IT did not slow down during the pandemic; in fact, it increased. We were able to leverage technology to stay connected and support the fast-paced growth and change of our organization. This past year, we emphasized Cyber Security, verifying our internal testing and procedures were keeping chaplains and staff safe, along with those we serve. In 2022, we will continue to utilize resources for efficiency in technology, giving our staff more time to care for the companies and employees we serve.

Heather Yarbrough, Chief Human Resource Officer

In 2021, while managing the ever-evolving pandemic requirements, the HR Department expanded to include five Chaplain Recruiters. This advancement included a broader use of technology, with the integration of DocuSign for all new hire documents, and a high touch recruiting experience which positively impacted the field and the applicants. As a result, our annual hire count increased by 25% and the hire cycle process time decreased by 16%. God continues to bless this ministry, and we look forward to seeing what He will do in 2022!

Larry R. King, Chief Financial Officer

2021 was another challenging year, but also a year in which God demonstrated His great power with heightened ministry opportunities and bountiful financial blessings. Our Finance Team achieved our goals of ensuring chaplains and staff are paid fairly and timely, our companies are provided accurate invoices for chaplain services, and our vendors are paid quickly. We will continue to be good stewards of the resources He provides.

EVPs:

Dr. Roger D. Haber, EVP Division Operations – Northeast Region

The Lord has truly blessed the Atlantic Region in 2021. The joy of serving 30,000 employees and their family members is truly a privilege. Over 2,700 gospel presentations were recorded along with 56 professions of faith and nearly 200 people connecting to a church. We rejoice with all heaven! With our expanded Northeast Region, we look forward to even greater kingdom impact in 2022 for the glory of God. Let's all be in prayer.



Shane Satterfield, EVP Division Operations – Southeast Region

In 2021, the Southeast Region continued to serve with excellence as the pandemic restrictions slowly lifted and chaplains returned to those critical in-person interactions. With unprecedented growth, the Southeast Region expanded its team, adding 2 EDOs. Our chaplains continue to be the all-stars, providing unwavering care, determination, and commitment to the ongoing mission of Marketplace Chaplains. We are so thankful for our team and our incredible support staff who pray without ceasing, serve without wavering, and love without conditions.

Charlie Sizemore, EVP Division Operations – South Central

In 2021, the South Central Region walked alongside many individuals through glorious times and heartbreaking times, from company leaders to our own family. We gained nearly 15K employees, ending the year at 80,890, a growth of just over 22%. We had over 15K gospel presentations with 1,525 professions of faith! God continues to bless our area with more companies; the Marketing team signed a company they had been pursuing over 18 years, and we are expanding service within their organization. What a blessing! We are very excited to see what God has in store for us in 2022!

Jim Tereschuk, EVP Division Operations - Midwest Region

2021 was a year of great blessing and fruitfulness for the Midwest Region. We birthed two new divisions, bringing us to a total of ten. Companies served increased by 11.5%, with the number of service locations increasing to 925. Even through the continuing challenges of the pandemic, our chaplains remained fully engaged. They conducted over 17,000 faith discussions, the Gospel was presented 5,600 times, with 269 professions of faith and 309 connecting with a local church. We are moving into 2022 with continued passion and purpose.

Rachia Green, (Former) EVP Division Operations - PacWest

2021 was a year of triumphs amidst loss. We witnessed God do miraculous things, and we have seen loved one's transition into Glory. Life is a big transition, but relationships make it worth living ... relationships with Abba, our friends and family, and those ordained by Him to administer a tangible demonstration of His love and care for us. In 2021, the PacWest region served 47K employees, responded to over 1K crisis events, shared the gospel over 6,200 times, and ushered 168 souls into the saving knowledge of Jesus. May His Kingdom work continue through us and in us.

MARKETPLACE MINISTRIES, INC.
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