

PASTOR

SERVE

IMPACT REPORT

**20
25**

Strengthening the Church by providing both preventative and crisis care to pastors and ministry leaders so they can thrive in life and leadership

LEADERSHIP DEVELOPMENT

7,535

UNITED STATES (US)

1,336

Latin America (LatAm)

COACHING

2,311

US

251

LatAm

SOUL CARE

2,167

US

213

LatAm

CONSULTING

1,558

US

47

LatAm

CRISIS SUPPORT

849

US

10

LatAm

IN HAITI

You served **315** ministry couples (husband and wife, total of **630** ministry leaders) on a monthly basis throughout 2025

FRONTSTAGE BACKSTAGE PODCAST

Eclipsed **150,000** downloads in **100+** countries

FROM THE PRESIDENT

The Kindness of the Lord Is Amazing!

Only by His grace, mercy, generosity and Holy Spirit guidance, 2025 will be remembered as a year of unprecedented growth (both internal and external) at PastorServe. Glory to God!! It is good to celebrate and thank the Lord for the good He accomplished through the PastorServe team in 2025.

In this annual report, you will read about many of the 2025 highlights, each of which was made possible by generous partners who stepped out in faith to invest in the health of pastors and ministry leaders in the USA, Haiti, Latin America and Europe!

When we walk in Christ's footsteps, we strive to serve as he did, with humility, care and love. We are intent on bringing pastors and ministry leaders blessings possible through a deep, abiding relationship with the Lord Jesus Christ.

I was reminded again in 2025 that PastorServe is called to serve both pastors and ministry leaders. In 2025 we served hundreds of ministry leaders leading non-profit ministries including Christian musicians and leaders of Christian schools. We poured into hundreds of marriages and mediated scores of conflicts. And in everything we did, the Gospel was at the center.

We are grateful for the opportunity to share this report with our ministry partners. We know you share in our desire to spread the Gospel by strengthening pastors and ministry leaders, both in their frontstage and their backstage, so that they would thrive in both life and leadership.

As Jesus and his disciples traveled from village to village, those with means provided financial support so he could share the good news of the kingdom of God (Luke 8:1-3). In the same way, you and other Gospel-minded followers of Jesus are helping PastorServe serve Christian leaders around the globe. We are grateful.



It takes all of us working together, with the Lord's grace and guiding hand, to make the impact you'll read about. And these are only a handful of the stories that can be shared. Remember, there will come a day when we will see the full impact of our work in the eternal kingdom of God.

Thank you, and praise be to our Almighty God, for another blessed year of ministry.

Grace and Peace in Jesus,

Jimmy Dodd
Founder and CEO

COACHING



We provide opportunities for pastors and other ministry leaders to interact with trusted coaches to help them make progress on both the frontstage and backstage of their lives and cultivate healthy rhythms for life and leadership.

Empowering Vision, Sustaining Leadership

Soul Care is about helping a pastor stand back up, Coaching is about helping them walk forward with purpose. In the modern ministry landscape, the challenges are shifting faster than ever. Pastors are expected to be visionary leaders, empathetic counselors, master communicators, and savvy administrators all at once. Without a partner to help navigate these demands, even the most gifted leaders can find themselves paralyzed by the “loneliness at the top.”

At PastorServe, our coaching is more than just strategic consulting; it is a relational partnership. We believe that every leader deserves a coach who understands the unique nuances of ministry life, someone who can offer an objective perspective, challenge assumptions, and provide the accountability needed to turn vision into reality.

Navigating the Complexities

In 2025, our coaching initiatives centered on moving leaders from a place of “stuckness” to strategic momentum. We focused on the practical hurdles that keep pastors awake at night:

Leadership Clarity

Helping pastors identify their core strengths and align their daily schedules with their highest calling.

Conflict Navigation

Providing the tools to lead through congregational tension and staff transitions with grace and wisdom.

Vision Implementation

Bridging the gap between a God-given dream and the practical steps required to lead a church toward a healthy future.

The Ripple Effect of a Guided Leader

A coached pastor is a confident pastor. When a leader has clarity, the entire organization breathes easier. This year, we saw coaching sessions transform stagnant boards into unified teams and help overwhelmed pastors rediscover their “front-line” passion. By investing in the person behind the pulpit, we are strengthening the foundations of the local church for years to come.

As we look back on 2025, the impact is clear: coaching isn’t just about better performance, it’s about better health, better longevity, and a more vibrant expression of the Body of Christ.

CRISIS SUPPORT

In times of leadership crisis, our team of experienced caring professionals listens extensively, provides empathetic care, and crafts a customized plan for individuals and organizations to pursue healing and health.

A Steady Hand in the Darkest Hours

Every ministry leader hopes they will never need to make the call. But when the unthinkable happens—a moral failure, a sudden termination, a financial crisis, or a mental health emergency—the isolation can be paralyzing. In those moments, the weight of the crisis is often compounded by a devastating realization: most pastors have nowhere to go where they are not also the “boss” or the “spiritual authority.”

At PastorServe, we step into the wreckage. Our Crisis Support services provide immediate, intensive, and confidential intervention for leaders and churches in the midst of the storm. We don’t arrive with judgment; we arrive with a bucket and a shovel, ready to help clear the debris and find a path toward healing.

The First Responders for the Soul

In 2025, our crisis team was on the front lines of some of the most difficult situations a ministry can face. We provided a non-anxious presence when everything else felt chaotic. Our intervention strategy focuses on three immediate needs:

Immediate Stabilization

Providing a safe harbor for the leader and their family to breathe, process, and receive care away from the public eye.

Mediation and Navigation

Helping churches and leaders navigate the complex legal, relational, and spiritual implications of a crisis with integrity and transparency.

Redemptive Pathways

While not every crisis ends with a return to a specific pulpit, we believe every leader is worth the work of restoration. We help map out what “what’s next” looks like, prioritizing the person over the position.

The Hope of the Morning

The goal of Crisis Support is to ensure that a “bad chapter” does not become the “end of the story.” This year, we have seen marriages survive the impossible and leaders find a new sense of identity rooted in grace rather than performance. By being the first call in a crisis, PastorServe ensures that no leader has to walk through the valley of the shadow of death alone.

We serve a God of the resurrection, and our crisis work is the practical application of that truth. Even in the ruins, there is a foundation that cannot be shaken.

CONSULTING

Warning Lights & Windshields:

A Ministry Leader's Dashboard for L

Wayne Walters



Our seasoned advisors come alongside ministry leaders and organizations to assess current reality, identify concerns and opportunities, and discern next steps to make progress on the challenges at hand.

Building Healthy Cultures for Local Churches

A healthy pastor is the foundation of a healthy church, but even the most vibrant leaders can find themselves hindered by fractured systems, unclear structures, or toxic staff cultures. In the complex ecosystem of the local church, issues rarely stay contained; a lack of clarity in the boardroom eventually felt in the back row of the sanctuary. Our Consulting services are designed to step into that complexity, helping churches align their systems with their mission.

At PastorServe, we don't believe in "one-size-fits-all" templates. We recognize that every congregation has its own unique DNA, history, and calling. Our consultants enter as listeners first, identifying the hidden friction points that keep a ministry from reaching its full potential and providing the objective, biblically-grounded wisdom needed to navigate change.

Strengthening the Body

Throughout 2025, our consulting team focused on helping churches move past gridlock and into a season of unified momentum. We walked alongside leadership teams to address the structural health of the church through:

Cultural Alignment

Helping staff teams move from silos to synergy by defining shared values and healthy rhythms of communication.

Succession & Transition

Guiding churches through the delicate process of leadership hand-offs, ensuring that the legacy of the past fuels the vision of the future.

Governance & Health

Assisting elder boards and vestries in developing structures that provide both high accountability and high support for their pastoral teams.

The Impact of a Healthy System

When a church's systems are healthy, the ministry thrives. We have seen consulting sessions break years of congregational stagnation, heal deep-seated staff divisions, and provide the structural "bones" necessary to support rapid growth. By strengthening the organization, we ensure that the local church remains a place where the Gospel is not just preached, but lived out in a culture of peace and clarity.

As we reflect on 2025, we see a global church that is becoming more resilient. Consulting isn't just about "fixing problems", it's about building a firm foundation where the next generation of ministry can stand secure.

LEADERSHIP DEVELOPMENT



We create, curate, and deliver a breadth of resources and experiences to strengthen and preserve pastoral effectiveness.

The Heart of the Leader: Sustaining the Sacred Call

Ministry is a labor of love, but it is also a labor of immense weight. It is found in the quiet hospital corridors, the difficult conversations behind closed doors, and the relentless pursuit of hope in a weary world. We believe that

no pastor should walk alone. We recognize that behind every thriving community is a pastor who needs to be seen, heard, and replenished. Our leadership development programs are built on a simple yet profound promise: **we create, curate, and deliver a breadth of resources and experiences to strengthen and preserve pastoral effectiveness.**

To **strengthen** a leader is to honor the courage it takes to serve. This year, we moved beyond professional development to focus on the resilience of the soul. By creating original spaces for deep reflection and spiritual growth, we helped leaders rediscover the "why" behind their calling. We provided the tools to navigate modern complexities not just with skill, but with a grounded sense of peace. When we strengthen a pastor, we aren't just improving a skill set; we are fortifying the foundation of a life dedicated to others.

We understand that in the rush of service, finding the right path can feel overwhelming. That

is why we **curate**. We act as a trusted companion, searching for the most nourishing insights and wisdom so that our leaders don't have to search in the dark. By delivering these curated experiences—whether through a soul-restoring retreat or a life-giving peer circle—we offer a sanctuary for the spirit.

Ultimately, our work is about **preservation**. A flame can only burn as long as it is shielded and fueled. Our "breadth of resources" is designed to be the wind at their back, ensuring that their light does not flicker out under the pressures of the day. In 2025, we remain committed to preserving the heart of the leader, ensuring they remain as vibrant and effective in their twentieth year of ministry as they were on their first. Because when a leader is whole, the whole community heals.

SOULCARE



We develop meaningful experiences focused on nurturing spiritual renewal and rhythms in the lives of pastors and ministry leaders. Soul Care provides leaders with an opportunity for rest, reflection and refreshment.

Tending to the Heart of the Leader

Ministry is a labor of love, but it is also a labor of immense weight. For many pastors, the “inner life” is often the first thing sacrificed on the altar of productivity and congregational care. We see leaders every day who are running on empty—carrying the trauma, grief, and expectations of their communities while their own spiritual reserves have run dry. At PastorServe, we believe that the health of the church is inextricably linked to the soul-health of the leader.

Our Soul Care services are not a luxury; they are a lifeline. In 2025, we focused on moving leaders from a state of survival to a place of true spiritual flourishing. We don't just provide a service; we provide a sanctuary—a confidential, non-judgmental space where a pastor can finally stop “performing” and simply be a child of God.

A Space for Restoration

Soul Care at PastorServe is a guided journey toward wholeness. It is where a weary church planter finds the permission to rest, where a seasoned leader processes the hidden wounds of ministry betrayal, and where the isolated feel truly seen. This year, our sessions focused on three core pillars:

Safe Vulnerability

Creating an environment where leaders can unburden themselves without fear of professional repercussion.

Spiritual Rhythms

Moving beyond “to-do” lists to help pastors rediscover the joy of their original calling through sustainable spiritual disciplines.

Emotional Resilience

Equipping leaders with the tools to navigate the unique emotional stressors of the modern ministry landscape.

The Impact of a Healthy Soul

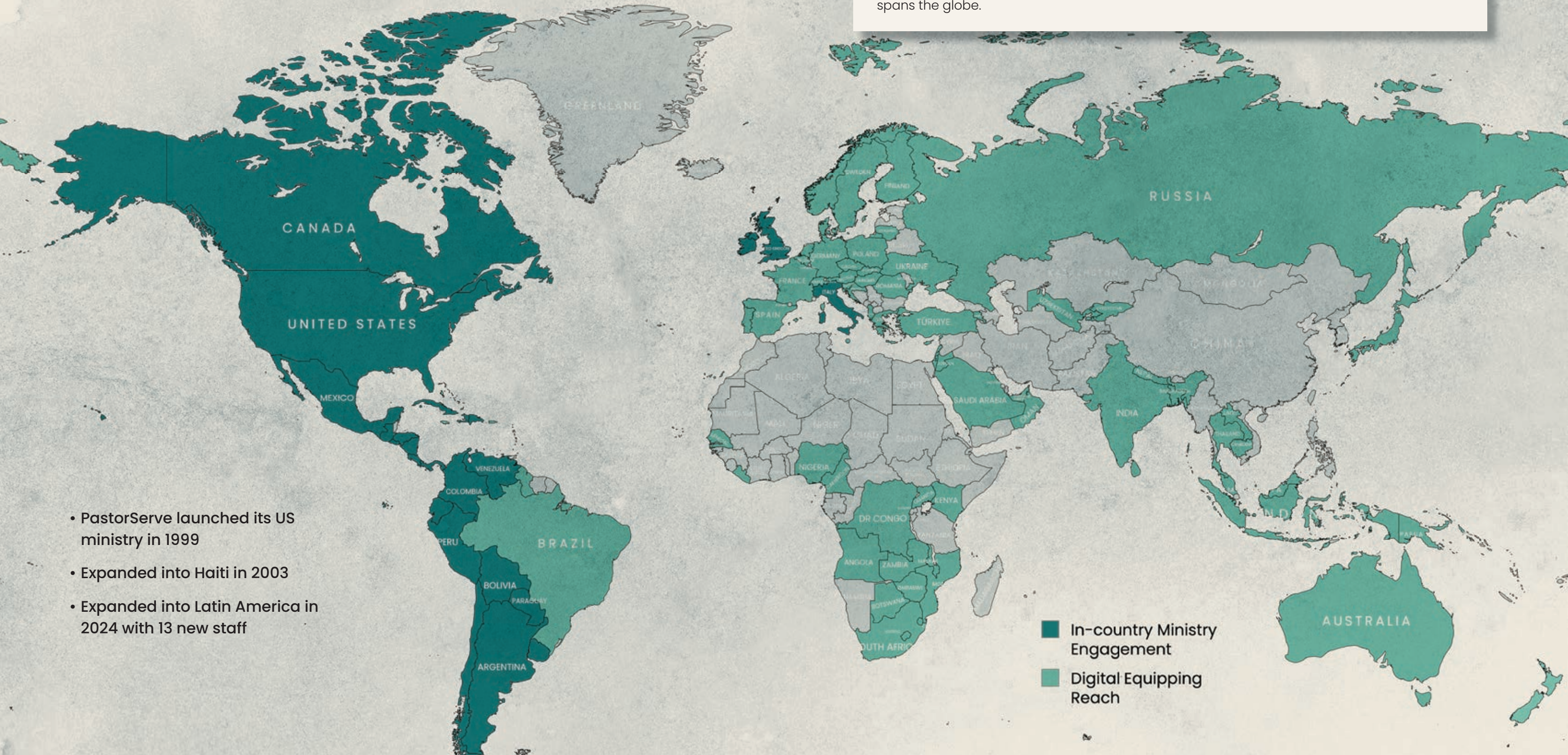
When a pastor's soul is cared for, the ripple effect is profound. Marriages are saved, staff cultures are transformed, and congregations are led by someone who is leading out of overflow rather than exhaustion. Soul Care is an investment in the longevity of the Gospel's reach. As we look back on 2025, we celebrate the hundreds of “yesses” from leaders who chose to prioritize their own spiritual health so they could continue to serve yours.

Marriage Enrichment

In the life of a pastor, the parsonage is never truly private. The unique pressures of ministry, the interrupted dinners, the weight of others' expectations, and the emotional exhaustion of the “Sunday-to-Sunday” cycle, can create a slow, silent erosion in a marriage. Far too often, we see couples who are successfully leading a congregation together while growing increasingly isolated from one another. At PastorServe, we believe that a pastor's most important ministry is the one that happens within the walls of their own home.

WHERE WE SERVE

From the bustling cities of North America to the resilient villages of Haiti, the mission of PastorServe is truly global. We believe that God's love transcends all social and geographic barriers. This map represents more than just locations; it represents a network of grace that spans the globe.



- PastorServe launched its US ministry in 1999
- Expanded into Haiti in 2003
- Expanded into Latin America in 2024 with 13 new staff

NORTH AMERICA



Leading with Resilience in a Changing Culture

In North America, the landscape of ministry has shifted from a “chaplaincy” model to a true missionary frontier. Pastors today are navigating a post-Christian culture where the old maps no longer apply. The “FrontStage” of American ministry is often marked by a drive for production and scale, but “BackStage,” leaders are

wrestling with unprecedented levels of isolation and secondary trauma.

In 2025, PastorServe stepped into this gap across the United States and Canada. We have moved beyond traditional care to address the modern “minefield” of pastoral ministry, from the unique pressures of election-year tensions to the

hidden exhaustion of rural and small-town leaders. Our North American teams have focused on rooting pastoral identity in being “beloved” rather than just “useful,” helping leaders move from a place of performance-driven burnout to grounded, healthy service.



HAITI



Resilience Amidst the Storm

Ministry in Haiti requires a level of courage and grit that is difficult to put into words. While the headlines often focus on the nation's political and economic instability, PastorServe focuses on the men and women who remain—the pastors who are the anchors of hope in their communities. These leaders aren't just spiritual guides; they are the primary first responders

for their neighborhoods' physical and emotional needs. Our commitment to Haiti in 2025 remained unshakable. We focused on providing a "non-anxious presence" for leaders who are constantly surrounded by chaos. Through our direct care and partnership networks, we've provided

the critical emotional support and spiritual fortification necessary for these pastors to stay at their posts. In a land that has seen so much destruction, our mission is to ensure that the Church remains a beacon of restoration.



LATIN AMERICA



Restoration in the Mountains

Our commitment to Latin America reached a peak in 2025 with the hosting of **our first Latin America Soul Care Retreat**. In one of the most powerful gatherings in our 26-year history, three of our team members met forty Venezuelan pastors at the Colombian border.

We took these weary leaders into the mountains of Colombia for three days of intense encouragement, refreshment, and care. For pastors serving in some of the most difficult contexts on earth, this retreat was a

vital lifeline that reminded them they are not forgotten by God or the global Church.



EUROPE AND UK



Bridging Traditions for Spiritual Renewal

The launch of **PastorServe Europe** in 2025 represents a landmark expansion into a region hungry for spiritual vitality. With initial team members now serving in **Italy and England**, we are uniquely positioned to support leaders in secularized and spiritually complex environments.

A major highlight of the year was our ecumenical soul care retreat in Amalfi, Italy, led by Jimmy Dodd and Jason Daye. This historic event brought together leaders from different traditions who shared a common longing for rest and clarity. By providing these leaders with intentional spiritual practices and relational connection, we

are helping them return to their pulpits with renewed strength and joy.



Balance Sheet

As of December 31, 2025

ASSETS

Cash & Cash Equivalents	\$875,684.43
Other Assets	\$22,639.86
Fixed Assets (less depreciation)	\$46,527.00
TOTAL ASSETS	\$944,851.29

LIABILITIES

Accounts Payable	\$4,463.91
Current Liabilities	\$46,879.20
TOTAL LIABILITIES	\$51,343.11

NET ASSETS

Without donor restrictions	\$417,655.45
With donor restrictions	\$475,852.73
TOTAL NET ASSETS	\$893,508.18

TOTAL LIABILITIES AND NET ASSETS \$944,851.29

Statement of Activities

Year Ended December 31, 2025

REVENUE

Cash Contributions without donor restrictions	\$1,943,155.02
Cash Contributions with donor restrictions	\$674,351.89
Other revenue, net	\$471,179.95
TOTAL REVENUE	\$3,088,686.86

EXPENSES

Management Expenses	
Advertising	\$2,719.42
Office Administration	\$58,202.70
Payroll Expenses	\$1,182,386.47
Professional Development	\$7,885.79
Program Expenses	\$728.34
Travel & Hospitality	\$89,734.28
Professional Services	\$247,708.60
Other Expenses	\$32,798.43
TOTAL MANAGEMENT EXPENSES	\$1,622,164.03

PROGRAM EXPENSES

Advertising	\$70.11
Office Administration	\$8,303.96
Payroll Expenses	\$812,238.37
Professional Development	\$3,492.66
Program Expenses	\$7,470.94
Travel & Hospitality	\$41,013.69
Professional Services	\$26,589.57
Other Expenses	\$10,453.34
TOTAL PROGRAM EXPENSES	\$909,632.64

DESIGNATED INITIATIVES

Advertising	\$448.15
Office Administration	\$39,214.30
Payroll Expenses	\$73,571.92
Professional Development	\$5,872.00
Program Expenses	\$158,449.28
Travel & Hospitality	\$44,043.02
Professional Services	\$23,946.19
Other Expenses	\$16,302.26
TOTAL DESIGNATED INITIATIVES	\$361,847.12

TOTAL EXPENSES \$2,893,643.79

REVENUE LESS EXPENSES \$195,043.07



EQUIP

FrontStage BackStage Podcast

FrontStage BackStage Podcast

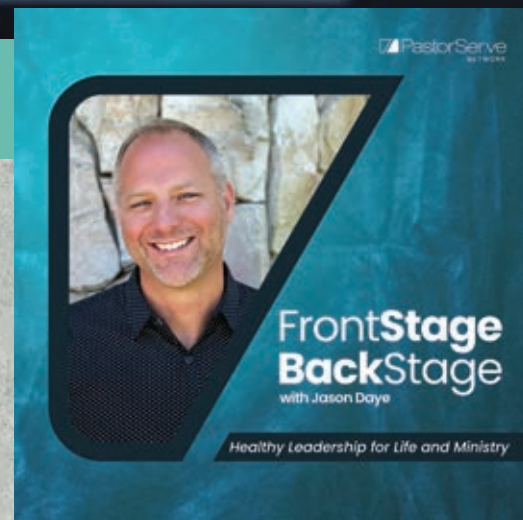
Healthy leadership isn't just a destination; it's a rhythm. Our weekly podcast, FrontStage BackStage, has become a premier resource for thousands of ministry leaders. By exploring the intersection of spiritual formation and practical leadership, we provide the "Weekly Toolkit" that pastors need to grow alongside their teams.

Training & Equipping

Beyond our direct services, 2025 saw a massive expansion in our digital and in-person training resources. From emotional health cohorts to succession planning workshops, we are equipping the Church to be proactive rather than just reactive. Our goal is to provide every leader with the tools they need to flourish; not just for a season, but for a lifetime.

The FrontStage BackStage podcast continues to be a vital companion for pastors worldwide. When including our podcast reach, our ministry now impacts leaders in more than one hundred countries!

- **A Milestone Reached:** We are celebrating our 200th episode on February 17, 2026.
- **The Toolkit:** Every interview is paired with a specific toolkit designed to help leaders implement the tools and ideas shared in each episode.
- **Accessibility:** Leaders can subscribe via their favorite podcast platforms or watch on YouTube.



BOARD & STAFF



Credit: Aden Henry Photography



From the Chairperson

As Chairperson, I can confidently attest to the integrity and healthy leadership of this organization.

We have seen tremendous growth during my tenure. In 2025, it became clear that God was calling us to expand beyond the Western hemisphere. Following an invitation from Rome to hold a Soul Care retreat for both Protestant pastors and Catholic priests, we extended our reach into the UK and Italy. God continues to go before us, opening doors and placing familiar leaders in these new regions.

I am equally energized by our internal development. We are refining our structures and policies to ensure the

"PastorServe Way" is imprinted on every new staff member, fueling sustainable growth while remaining true to our mission: helping leaders thrive in life and leadership.

The need for coaching and care is profound. We deeply appreciate our partners who invest in this mission and serve their own pastors. You are true friends of PastorServe. Please continue to pray, invest, and invite others to join us as we grow to keep pace with what the Lord is doing to care for His shepherds.

Together, we will strengthen the Church.

Cathryn Moyes
Board Chairperson

Our staff and board radiate the character of Jesus in a captivating way. Though we represent diverse backgrounds and denominations, we share a singular, burning desire: to strengthen the Church by caring for pastors and ministry leaders. Having served on the PastorServe Board for several years, I have witnessed firsthand the humble, authentic care provided by men and women who intimately understand the unique demands, joys, and pressures of ministry.



**Trusted by Pastors, Ministry Leaders,
and Churches since 1999**

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877-918-4746 • donorcare@pastorserve.org