



**ANNUAL
REPORT
2022**

**Mt. Zion Church
of Ontario**

Since 1922

100 YEARS!



Celebrating 100 Years of Ministry

Official Name: Mt. Zion Baptist Church

Established June 25, 1922

Incorporated: April 24, 1924

Official DBA: Mt. Zion Church of Ontario

Effective March 6, 2017



TABLE OF CONTENTS

4	PASTOR'S LETTER
7	CRITICAL STATEMENTS
9	MINISTRY HIGHLIGHTS
18	MT. ZION ORG CHART
20	ELDERS & STAFF
24	FINANCIAL STATEMENTS
38	PROJECTIONS
49	MT. ZION CHRISTIAN SCHOOL
54	MT. ZION COMMUNITY DEVELOPMENT CORPORATION

PASTOR KENNEDY'S LETTER



STEWARDING

Over

**EXPANDING MINISTRY
OPPORTUNITIES**

As a church Mt. Zion is operating in our new normal. We are doing ministry with increasing interest rate hikes and increasing gas prices. Even eggs cost 60 cents each. Sacramento legislators have passed laws in the past few years that increase the cost of doing ministry. We are doing ministry in a world with increasing violence, abuse against children, emboldened acts of racism, and long lists of unknowns and unanswered questions.

Over our 100-years of ministry, the members of Mt. Zion faithfully served local families, the community, and beyond with the assurance of God's presence, power, and provision. One of the great lessons we have learned in ministry is, God did not put us here to fix the world's problems, but faithfully share the message about Jesus, be salt and light, and to do good (Matt. 28:18-20; 5:13-16; Gal. 6:10).

Stewarding over expanding ministry opportunities is not just ministry activity. It is a deeply embedded conviction that has driven Mt. Zion members throughout our history. This conviction does not automatically transfer to us, or to our future generations. It is transmitted by our high view of God's Word, our faithful preaching and teaching God's Word, and our obedience to God's Word.

Hence, continuing our efforts to steward over expanding ministry opportunities, which is carrying out the Great Commission, is our motivation and drives us to do more for Christ. For instance, we just planted our fourth church on January 1, 2023. We started English as a Second Language (ESL) in 2022. We are sending a team back to Africa in 2023 and a team back to Tchula, Mississippi, in 2023. There will be more children at our 2023 summer camp and youth creative and performing arts workshop. Hence, the unknowns, the increasing cost to do ministry, the greed, and the chaos in the world around us, will not freeze our forward motion with the paralysis of analysis. We will continue to walk by faith and not by sight (II Cor. 5:7).

As we follow the Lord's command to make disciples of all the nations, we will continue to embrace a growing multi-ethnic, and multi-generation congregation that enjoys God's presence, power, and provisions (Matt. 28: 18-20).

Last year, as we entered a new era with a 5-star celebration of 100-years of ministry, we realize we are still making history with every step we take.

STEWARDING

Over

EXPANDING MINISTRY
OPPORTUNITIES

Every new church we plant, every other evangelism effort, every discipleship effort, and every loving gathering expands God's kingdom and is historic. After 100 years, we realize we must be more thoughtful, and continually kingdom-focused.

We have to model what it looks like to remain a Christ-centered community that is vibrant, relevant, and Great Commission oriented.

As you review this report, reflect on what you see God doing at this historic church. God is causing us to thrive and not simply survive. As you review this report, ask yourself, does the activity reflect what it takes to be Christ-centered, vibrant, relevant, and Great Commission oriented? With the activity from the past year, do you see a clear connection between the financial resources God brought to Mt. Zion, and the kingdom-building efforts achieved?

As you see the connections, join us in worshiping God for Who He is, what He did, what He is doing, and what He will do in and through Mt. Zion.

To God be the glory for the things He has done, is doing, and will do.

God Bless,

Brian E. Kennedy, Sr.
Senior Pastor

CRITICAL STATEMENTS



CRITICAL STATEMENTS

PURPOSE STATEMENT

To bring glory to God in
all that we do.

MISSION STATEMENT

To evangelize and
disciple the nations.



STRATEGIC GOALS

To be intentional in building an army of prayer warriors.
To be intentional in reaching non-Christians for Christ.
To be intentional in making Christians loyal followers of
Jesus Christ.

CHURCH VISION

To bring light to the community and beyond
through evangelism, discipleship, and
faithful service.



7 CORE VALUES

Scripture, Christ-Centeredness, Worship, Prayer,
Great Commission, Community, and Faithful Service.

MINISTRY HIGHLIGHTS



MT. ZION MINISTRIES

MINISTRY

Audio Visual
Bereavement
Bible Study
Business to Business
Children's Ministry
Christian Education
Christian School
Church Decor
Classic Restoration Ministry
Convalescent/Nursing Home
Counseling
Couples Ministry
Culinary
Cycling
Deaconess
Deacons
Decorations
Emerging Adults
ESL (English Second Language)
Evangelism
Family
Greeters

GriefShare Ministry
Guest Services
Health and Fitness

LEADER

Charles Durley
Bertha Henderson
Jack Clay
Dana Booker
Yvonne Okonji
Pastor Richard Young
Barbara Young
Shirley Holder
Pastor Richard Young
Roy and Rose Brewer
Pastor Brian Kennedy, Sr.
Fred Youngblood, Kinney-Haynes
Charles Barnes
Harris Booker
Lucrecia King
Bedford Matthews
Verona Johnson
Lelia Kennedy
Melvina Jones
Clay Jackson
James Young
Sharon Bailey, Eugene Hampton,
and Mattie George
Velma Brown
Sharon Bailey
LaRose Edwards

MINISTRY

Helping Hands

Marketing
Men's Ministry
Mental Health
Ministers
Missions
Music Ministry*
- Glorious Praise Team
Nurturer's Ministry
Prayer
Prison Fellowship
-Angel Tree
Security Ministry
Seniors Ministry
Small Groups
Transportation
Trustees
Ushers
Vacation Bible School
Weddings
Wellness
Women's Ministry
Young Adult
Youth Ministry

LEADER

Bertha Henderson,
Brenda Hadley
Mark Porter
Edd Malone
LaDonya Milner
Pastor Brian Kennedy
Lyn Clark
Robert Cook
Katherine Williams
Sharon Bailey
David Wood, Thomas Kemp
Charles Wade
Marsha Hayes
Edward Benjamin
Marsha Hayes
Marty Leach
Sharon Bailey
David Barnett
James Burris
Shanda Morgan
Cynthia Beatty
Carol Brooks
Trimeka Nkere
Pastor Brian Wallace
Johnnell Williams

*Male Chorus, Praise Team, Choir, Youth Choir, Children's

I. The Evangelism Goal for 2022: Through all evangelism efforts listed below, we will have 100 new Discipleship Training graduates or participants by the end of 2022:

A. Thirty out of Forty-Five ministries go out with the Saturday Evangelism Team at least once in 2022.

B. Thirteen of the Thirteen Youth, and Adult Saturday and Sunday Bible Study classes go out with the Saturday Evangelism Team.

C. Continue Moving All Members to Evangelize.

1. Pastor will help congregation develop their three-point testimony from the pulpit.

a. Development phase in January and February (public testimonies included).

b. Sharing with someone outside of church mid-February (public testimonies included).

2. Order shirts entitled: "Ask me my story"

3. Three Circle Evangelism training

4. Flood community with flyers for Easter.

5. Flood community with flyers for 100th Anniversary.

6. Distribute updated invitation cards.

7. Distribute witnessing tracks.

D. Maximize the All Church Evangelism Efforts of "Go Sunday", Picnic, and 100th Anniversary.

1. "Go Sunday" June 12: Goal is 150 members involved.

2. "Go Sunday" November 13: Goal is 200 members involved.

3. Picnic June: Goal is 400 members involved.

4. Church Anniversary July 24th: 2022 Goals and Strategies

a. 10:00 am Worship: Goal is 2,000 (800 guests).

b. 1:00 pm Luncheon: Goal is 500 (100 guests).

c. 4:00 pm Concert: Goal is 4,000 (3,000 guests).

E. Maximize our Website and Social Media Presence.

1. Continue with interactive website designs

2. Improve our YouTube Presence.

3. Marketing to increase viewership by 30%.

4. Marketing Team to use content from Sunday Sermon to develop an "Instagram type" post each week to invite the public to join our on-line services.

5. Mt. Zion to assign a minister as the On-line Pastor.

II. The Discipleship Goal for 2022: All discipleship ministries grow by 25%.

- A. All church “Call and Check Campaign.”
- B. Bible Study and Small Group Leaders, put a “Get them Back” campaign in place.
- C. “Read Your Three” Challenge. This is an all church challenge. The goal is to have 75% of the congregation grow in their knowledge of God’s Word by reading two O.T. chapters and one N.T. chapter every day. Each participant is to also grow spiritually by applying one principle from what they read each day.
- D. Prayer ministry grows to an average 200 prayer warriors each week.

II. Asset Growth Goals for 2022:

- A. Capital Campaign building account goal is \$100,000,000.00
- B. Current Assets increase 3% from 2021.

III. Leadership Development Goals for 2022:

- A. Present 3 new Elders to the Church at the 100th Anniversary.
- B. Identify 2 ministers God is calling to the ordination process.
- C. Present 10 Next Line of Leaders to church at the 100th Anniversary.
- D. Present 1 Church Planter to the church at the 100th Anniversary.
- E. Present 2 New Deacons at the 100th Anniversary.
- F. Present 7 New Deaconess at the 100th Anniversary.
- G. Present 2 New Trustees at the 100th Anniversary.
- H. Encourage all Leaders at the Annual Leadership Retreat, and recognize all Ministry Leaders at the 100th Anniversary.
- I. Encourage all Staff Members at a staff luncheon in April, and recognize all staff at the 100th Anniversary



2022 MINISTRY ACTIVITIES TIMELINE



JANUARY

LEADERSHIP NIGHT OF PRAYER

Ministry leaders and workers came together for prayer to receive God's blessing upon their ministries at the beginning of the year.

IGNITION YOUTH CONFERENCE

The Youth participated in the Ignition Student Conference at the Magnolia Church in Riverside with 25 students and 4 chaperones. This year's theme was "Discover what is Possible"

MT. ZION SCHOOL OF THEOLOGY OPENING

The Mt Zion School of Theology in partnership with Gateway Seminary was instituted to provide community members an opportunity to go deeper in their biblical studies and sharpen key skills for ministry.

FEBRUARY

TRUE LOVE WAITS KICK-OFF HYBRID

A 7 week study on Teen Purity & Relationships for grades 7-12.

BLACK HISTORY

Theme; We are Black History Ryan Roque, Guest Speaker. To highlight the achievements of African Americans and to educate.

MARCH

ENGLISH AS A SECOND LANGUAGE (ESL)

Introduced during Wednesday Bible Study hour. To be an instrument within our immediate community to help facilitate the beginning process on the path to our Spanish Speaking Community

GLORIOUS MINISTRY CONFERENCE

To educate and motivate new dancers, beginner dancers, intermediate dancers, and seasoned dancers.

"GLORIOUS" PRESENTS "PRAISE THE LORD IN DANCE" PRAISE DANCE CONCERT

Theme Scripture: Psalms 150:1-6 Concert held to encourage, motivate and inspire the Church family, Community and Evangelize the Unsaved

2022 MINISTRY ACTIVITIES TIMELINE



APRIL

RESURRECTION (EASTER) SERVICE

Pastor Kennedy brought the message and Iglesias Impacto joined the Music Ministry at Ontario Town Square. Easter EGGstreme Hunt with 2 golden eggs.

MAY

CRISIS INTERVENTION (CIT) TRAINING

The goal is to get the appropriate assistance for your loved one, and placement if needed.

NEW MEMBERS APPRECIATION FELLOWSHIP LUNCH

Due to COVID, we have new members (2019 thru 2022) that had not been properly welcomed to Mt. Zion. 144 were in attendance.

SUMMER DAY CAMP PROGRAM

45 children in attendance. Ontario-Montclair School District supplied breakfast and lunch of the campers.

JUNE

GO SUNDAY

To show the love of Jesus throughout the community with tracts, water and plant giveaways.

100TH ANNIVERSARY CHURCH WALK

150 members walked, bicycled and caravanned from the original church site (501 E. Nevada Street) to our current location, where the celebration continued with music and praise.

2022 CHURCH GRADUATION CELEBRATION

Guest Speaker Aaron Bratton Esq. with the Theme: "The Lord Will Guide You Always".

VBS

A 2 night Intergenerational that included both campuses with a focus on Psalms 100.

2022 MINISTRY ACTIVITIES TIMELINE



JULY

100TH CHURCH ANNIVERSARY CONCERT

Mt. Zion celebrated our 100th Anniversary at The Ontario Convention Center with morning worship with musical guest Brent Jones and Glorious Praise Dance Ministry followed by a luncheon and concert featuring musical artists: The Walls Group, Doe, Faithful Central Choir, and Kim Burrell. Hosted by MC Cizzle C

AUGUST

CHURCH PICNIC WITH CLASSIC CAR SHOW

There was Food, Fun and Fellowship had by all.

CHURCH PLANT INFORMATION MEETING

Mt. Zion shared the vision of the newest church plant coming in January of 2023.

SEPTEMBER

UC INFORMATION FAIR

The Youth ministry partnership with UCLA co-sponsored a College Financial Aid Workshop. There were 9 UC university representatives from Berkley, Davis, Irvine, Merced, Riverside, San Diego, Santa Cruz, Santa Barbara and UCLA with over 400 participants.

MEN'S MINISTRY CONFERENCE

Rise Up, O' Men of God with guest speakers Pastors Alex Montoya and Anthony Kid.

OCTOBER

MINISTRY CONNECTION

There were 11 conferences taught by Gateway, Cal Baptist, California Southern Baptist Convention and Life Way professors. Pastor Gregory Perkins from The View Church was the guest speaker.

YOUNG ADULT TAKEOVER SERVICES

The Young Adults led both worship services and ministered in song with guest speaker Pastor D.A. Horton.

2022 MINISTRY ACTIVITIES TIMELINE



OCTOBER

CONTINUED

NOV.

DECEMBER

WOMEN'S MINISTRY CONFERENCE

The women held a one day conference at the Double Tree with the theme: In His Strength, Not My Own: II Corinthians 12:9. With guest speaker Jewel Diamond Taylor. 137 women attended.

HARVEST FESTIVAL

2000 attended and 2 accepted Christ. We had Jolly Express Deluxe Trackless Train with Engineer, Laser Maze Challenge with Operator, a petting zoo, games and the Gospel was preached and Glorious performed.

THANKSGIVING SERVICE

Intergenerational members shared their testimonies. The message was delivered by guest speaker: Ramy Beheeg Yousef.

BOXING ACADEMY / ONTARIO MONTCLAIR PARTNERSHIP

Mt Zion partnered with Ontario-Montclair School district to provide at-risk youth alternatives through the discipline of boxing.

CHRISTMAS BAKE ACADEMY

The Christmas Bake Academy, an outreach fellowship event that taught the fundamentals of baking to boys and girls ages 5-11. 23 kids attended.

PASTOR APPRECIATION

Pastor Brian and First Lady Hilda Kennedy were celebrated for their dedicated service. Dr. Kelvin Aikens from South Campus brought the message.

ANGEL TREE MINISTRY

Mt. Zion and the Mariesha Collins Smile Foundation, with support from the LA Probation Department, joined together to assist children of incarcerated parents. This year there was snow in the main parking lot, a Christmas Story read and Praise Dancers. Everyone enjoyed the Jolly Express Deluxe Trackless Train with Engineer, Taco Truck and the bike giveaway throughout the event. 130 kids were ministered to, total of 157 people in attendance.

NEW YEAR'S CELEBRATION

Mr. J put on the dramatic stage play SPLIT Second...The Revelation - a church stage play based around the lives of several individuals left behind after the second coming of Christ. There were 369 attendees.

MT. ZION FAMILY



ORGANIZATIONAL CHART



Jesus
Elders
Pastor

Trustees

Stewardship Ministry

- Facility Maintenance
- Accounting Dept
- Fund Development
- Asset Management
- Stewardship Campaign
 - Pledge Card Work group
 - Church Corp. Donations
 - Foundations and Grants
 - Securities and Loan Acquisitions
 - Construction Group

Church Admin

- Admin Support
- Information and Technology
- Public Relations
- Cutting Edge Team
- Mt. Zion Publishing
- Hospitality
 - Banquets
 - Weddings
 - Special Events

Young Adult

- HUB
- Outreach
- Discipleship
- Events

Youth

- Youth Counseling
- Activities/Outreach
- College Prep
- Curriculum
- Missions and Conferences
- Snack Shack
- Creative and Performing Arts
- Good Man Movement
- Campus Ministries
- SALT Factory

Children

- Children 4 Christ
- Nursery
- Summer Day Camp
- Special Events
- Children's Worship

MT. ZION ELDERS



PASTOR
BRIAN E. KENNEDY, SR.



PASTOR
RICHARD YOUNG



PASTOR
KELVIN AIKENS



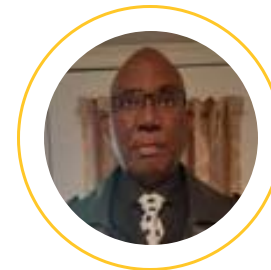
PASTOR
THOMAS KEMP



PASTOR
ROBERT LEWIS



PASTOR
BRIAN WALLACE



PASTOR
CLAY JACKSON

MT. ZION STAFF



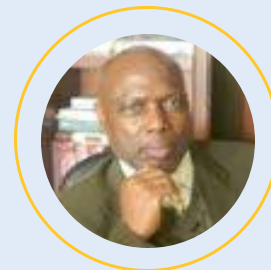
BRIAN E. KENNEDY, SR
SENIOR PASTOR
Staff Since 98'



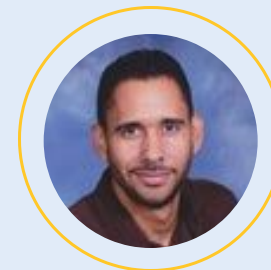
RICHARD YOUNG
EXECUTIVE PASTOR
MINISTRY SERVICES
Staff Since 02'



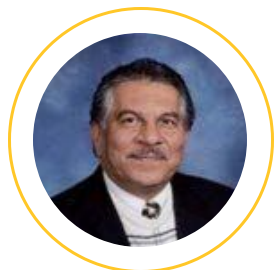
JERRY BROWNING
CHURCH ADMINISTRATOR
Staff Since 14'



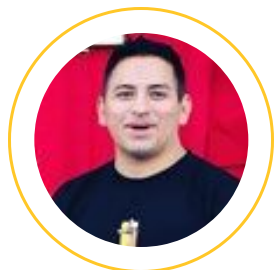
KELVIN AIKENS
SOUTH CAMPUS PASTOR
Staff Since 18'



BRIAN WALLACE
YOUNG ADULT DIRECTOR
Staff Since 06'



JOSE ORANTES
PASTOR IGLESIA BAPTISTA
"PAN DE VIDA"
Staff Since 12'



ESTEBAN GUTIERREZ
IGLESIA IMPACTO
Staff Since 20'



LELIA I. KENNEDY
EMERGING YOUNG ADULTS
DIRECTOR
Staff Since 22'



ROBERT COOK
MUSIC DIRECTOR
Staff Since 20'



JOHNNELL WILLIAMS
YOUTH DIRECTOR
Staff Since 03'



MARTY LEACH
BIBLE STUDY CONSULTANT
Staff Since 15'



YVONNE OKONJI
CHILDREN'S DIRECTOR
Staff Since 08'



MARSHA HAYES
SENIORS MINISTRY
DIRECTOR
Staff Since 17'



CARLA EVANS
ADMINISTRATIVE OFFICE
COORDINATOR
Staff Since 18'



TAULA JACKSON
CHOIR DIRECTOR
Staff Since 17'



CHARLES DURLEY
A/V DIRECTOR
Staff Since 18'



MARK PORTER
MARKETING DIRECTOR
Staff Since 18'

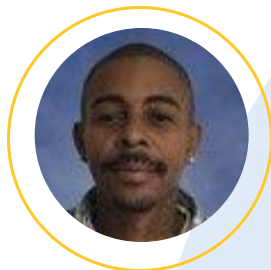
MT. ZION STAFF



ROCHELLE YOUNG
BOOKKEEPER
Staff Since 20'



RODERICK ARRANT
A/V DEPARTMENT
Staff Since 18'



RONALD CARR
DRUMMER
Staff Since 07'



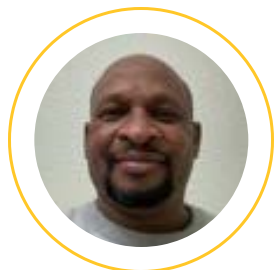
SHARON BAILEY
MINISTRY SERVICES OFFICE
COORDINATOR
Staff Since 13'



TAMIKA ODOM
TEACHER'S AID
Staff Since 19'



VERNIZE PATTON
DIRECTOR MT. ZION
CHRISTIAN SCHOOL
Staff Since 22'



RICHARD CHATMAN
MAINTENANCE
Staff Since 20'



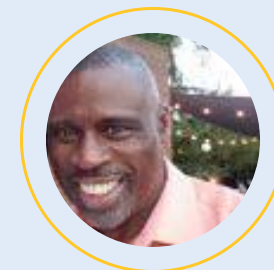
RITA FORD
ASST. DIRECTOR &
PRESCHOOL TEACHER MZCS
Staff Since 04'



LINDA JENNINGS
EVENT PLANNING
COORDINATOR
Staff Since 20'



LYN CLARK
MISSION COORDINATOR
Staff Since 30'



MICHAEL WILLIAMS
CONNECTION
COORDINATOR
Staff Since 20'



KAMRON LEONARD
FACILITY MAINTENANCE
Staff Since 22'



KATHERINE WILLIAMS
PRAISE DANCE MINISTRY
Staff Since 17'



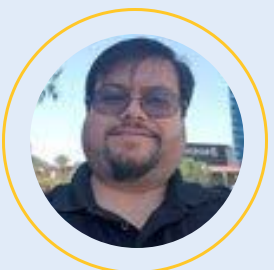
KEWANNA SMITH
A/V DEPARTMENT
Staff Since 18'



JAIRUS COATES
A/V / MARKETING
Staff Since 20'



JAMIEL GEORGE
STAFF ASSISTANT
Staff Since 18'

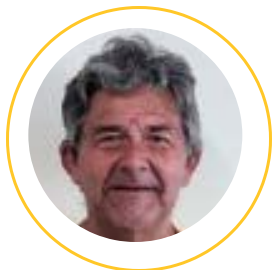


JONATHAN ROJO
HELPING HANDS MINISTRY
Staff Since 20'

MT. ZION STAFF



DIAN SMITH-CAMPBELL
VOLUNTEER
COORDINATOR
Staff Since 20'



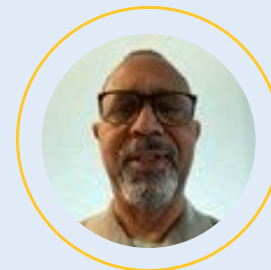
EDMOND LALONDE
GROUNDSKEEPER
Staff Since 20'



EDNA WEST-STANLEY
SECURITY
Staff Since 15'



GENESIS WILLIAMS
BOOKKEEPER / HR
COORDINATOR
Staff Since 22'



GREGORY COLEMAN
MUSICIAN
Staff Since 20'



CARLEE POWELL-MANN
SOCIAL MEDIA
COORDINATOR
Staff Since 23'



CRYSTAL LEWIS
DATABASE COORDINATOR
Staff Since 20'



CYNTHIA BEATTY
PASTOR'S OFFICE
COORDINATOR
Staff Since 16'



D'ANTE SMITH
YOUNG ADULT DIRECTOR
Staff Since 22'



DESIREE WEBB
MUSICIAN
Staff Since 18'



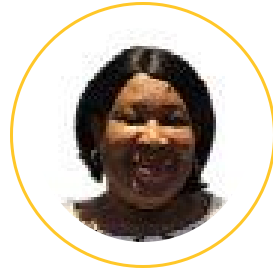
CLIFF JENKINS
SUNDAY SCHOOL
CONSULTANT
Staff Since 22'



AMOND HENDERSON
ORGANIST
Staff Since 20'



ANITA DICKINSON
CHILDREN'S DIRECTOR
ASSISTANT
Staff Since 23'



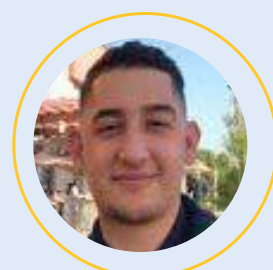
ANN MILNER
PRESCHOOL TEACHER
MZCS
Staff Since 07'



BARBARA YOUNG
DIRECTOR &
K-5 TEACHER MZCS
Staff Since 03'



BERTHA HENDERSON
HELPING HANDS MINISTRY
DIRECTOR
Staff Since 07'



HUGO SANCHEZ
MUSICIAN
Staff Since 20'

2022 FINANCIAL REPORTS

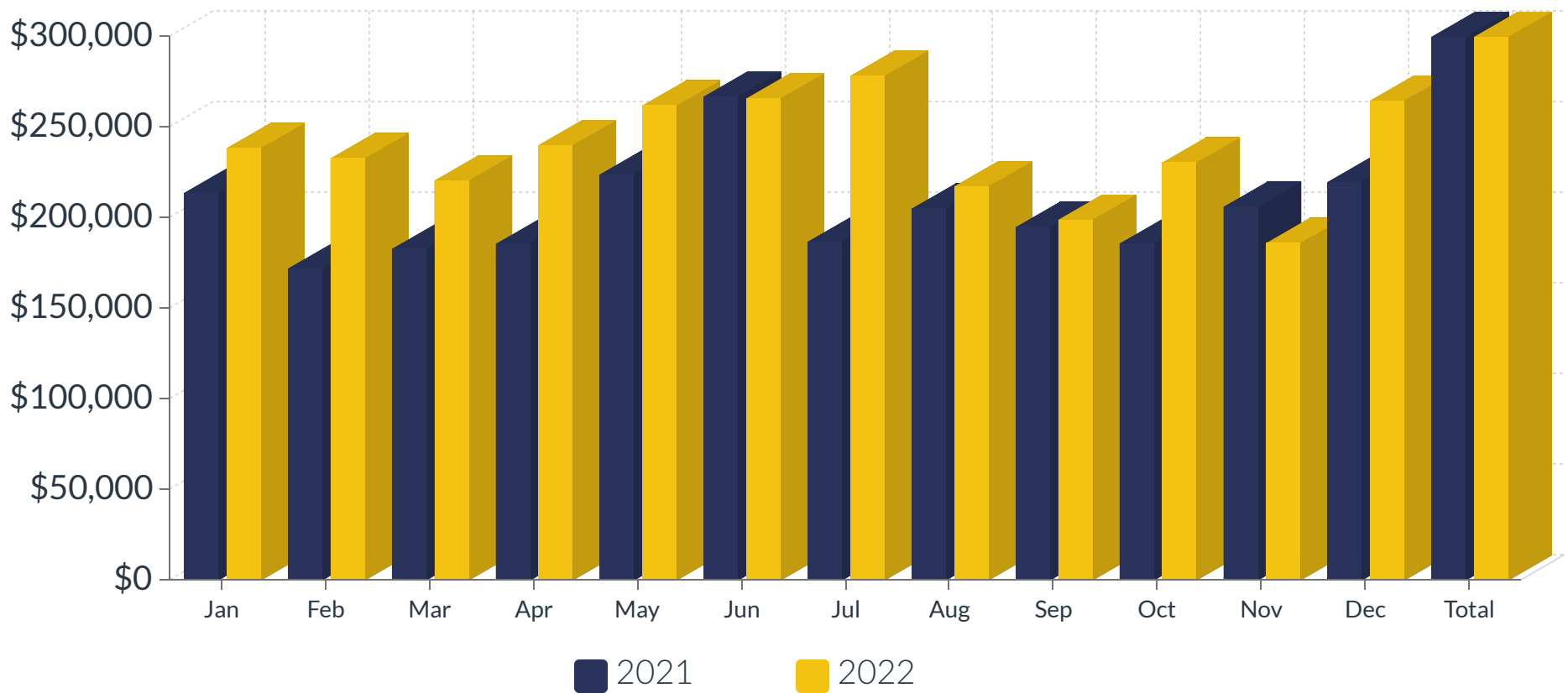


FINANCIAL REPORTS GUIDE

26	REVENUE (TITHES & OFFERING)
27	GOD'S TRACK RECORD OF FAITHFULNESS
29	2022 INCOME STATEMENT
32	2022 BALANCE SHEET
34	2022 OPERATING BUDGET
35	2022 BUILDING EQUIPMENT & REPAIRS
36	2022 MISSIONS OUTREACH & GIVING
37	CAPITAL CAMPAIGN FUND
38	2023 PROJECTIONS

REVENUE

TITHES & OFFERINGS



GOD'S TRACK RECORD

OF FAITHFULNESS

Budgeted Amount and Amount Received

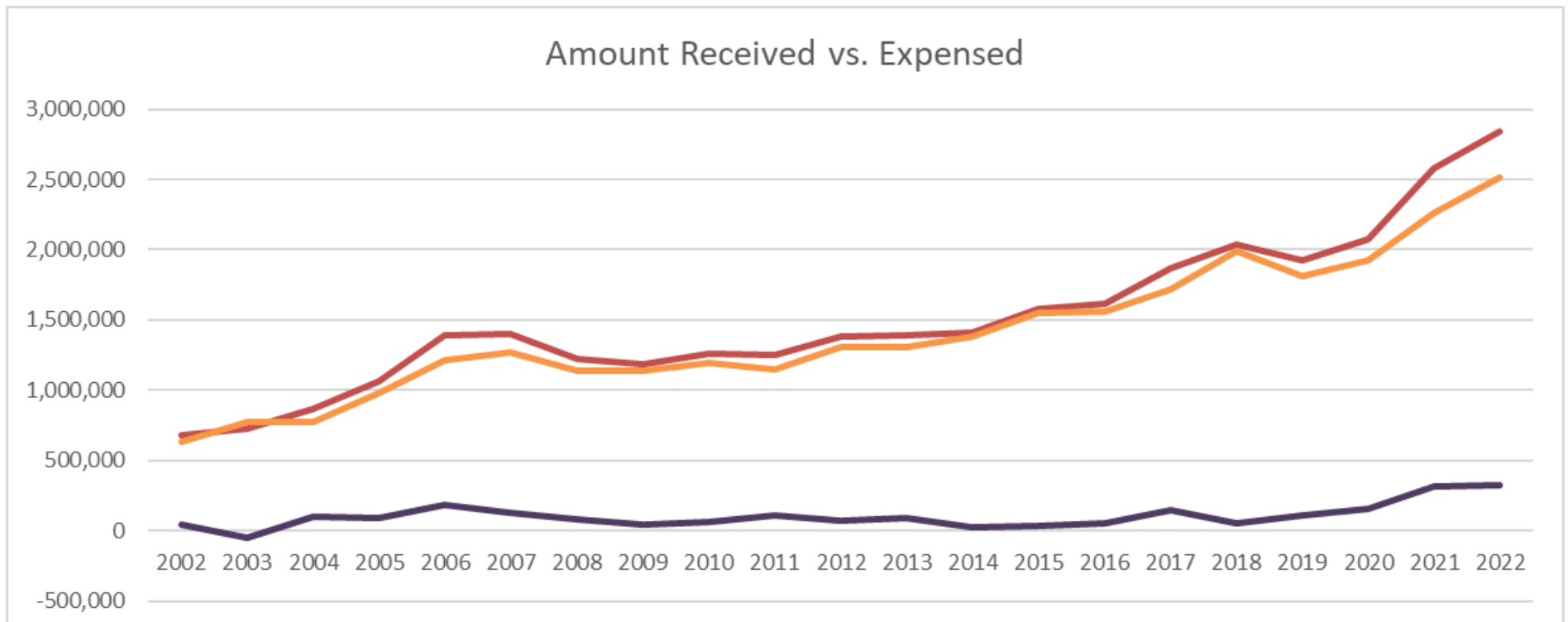
Budget Years	Budget Amt.	Amt. Rec'd	Variance
2002	658,500	677,882	19,382
2003	800,000	725,575	(74,425)
2004	888,906	871,714	(17,192)
2005	1,000,000	1,068,491	68,491
2006	1,353,197	1,395,258	42,061
2007	1,623,718	1,400,791	(222,927)
2008	1,390,924	1,221,286	(169,638)
2009	1,206,278	1,187,013	(19,265)
2010	1,314,420	1,259,962	(54,458)
2011	1,268,994	1,255,866	(13,128)
2012	1,298,920	1,382,818	83,898
2013	1,469,203	1,395,035	(74,168)
2014	1,312,090	1,412,761	100,671
2015	1,552,567	1,561,764	9,197
2016	1,581,759	1,612,997	31,238
2017	1,711,130	1,865,958	154,828
2018	1,849,693	2,039,153	189,460
2019	1,904,309	1,925,002	20,693
2020	1,785,804	2,074,565	288,761
2021	1,934,599	2,576,578	641,979
2022	2,174,451	2,837,106	662,655

Amount Received and Amount Spent

Budget Years	Amount Rec'd	Amount Expensed	Variance
2002	677,882	635,980	41,902
2003	725,575	776,875	(51,300)
2004	871,714	773,730	97,984
2005	1,068,491	979,408	89,083
2006	1,395,258	1,213,147	182,111
2007	1,400,791	1,266,959	133,832
2008	1,221,286	1,142,075	79,211
2009	1,187,013	1,139,306	47,707
2010	1,259,962	1,199,700	60,262
2011	1,255,866	1,147,702	108,164
2012	1,382,818	1,305,584	77,234
2013	1,395,035	1,307,848	87,187
2014	1,412,761	1,383,135	29,626
2015	1,581,764	1,548,648	33,116
2016	1,612,997	1,556,459	56,538
2017	1,865,958	1,718,342	147,616
2018	2,039,153	1,987,198	51,955
2019	1,925,002	1,811,405	113,597
2020	2,074,565	1,920,436	154,130
2021	2,576,578	2,257,700	318,877
2022	2,837,106	2,510,942	326,165

GOD'S TRACK RECORD

OF FAITHFULNESS



2022 INCOME STATEMENT

REVENUE

TITHES & OFFERINGS

TITHES & OFFERINGS	\$ 1,686,300.30
GENERAL OFFERING	267,497.17
SUNDAY SCHOOL OFFERING	23,590.86
SPECIAL GIFT - NON TAXABLE	300.00
MISSION OFFERING	24,092.60
SOUTH CAMPUS TITHES & OFFERINGS	63,183.00
CITY CONNECT TITHES & OFFERINGS	25,168.46

TOTAL TITHES & OFFERINGS:

\$ 2,090,132.39

PROGRAM MINISTRY

HEALTH & FITNESS	\$ 2,780.00
FUNERAL REVENUE	\$ 150.00
YOUTH MINISTRY	2,307.60
MENS MINISTRY	5,136.44
DEACONS	544.00
CHILDRENS MINISTRY	11,607.55
WOMENS RETREAT	1,689.23
WOMENS MINISTRY	6,304.79
YOUNG ADULT MINISTRY	250.60
HELPING HANDS MINISTRY	24,301.96
FAMILY DAY REVENUE	178.50

TOTAL PROGRAM MINISTRY:

\$ 55,250.67

2022 INCOME STATEMENT

REVENUE

SPECIAL ACTIVITIES REVENUE

CHURCH ANNIVERSARY	\$	81,029.13	
BLACK HISTORY	\$	30.00	
ANGEL TREE	\$	13,455.00	
HARVEST FESTIVAL	\$	330.00	
PASTOR'S APPRECIATION		8,711.45	
TOTAL SPECIAL ACTIVITIES REVENUE:			\$ 103,555.58

NON-PROGRAM REVENUE

MARKETING INCOME	\$	59.00	
RENTAL INCOME		79,371.20	
INTEREST INCOME		249.65	
CAPITAL CAMPAIGN FUND		427,873.03	
CAPITAL CAMPAIGN INTEREST INCOME		1,560.19	
OTHER INCOME		36,250.00	

NON-PROGRAM REVENUE (NAMB)

SOUTH CAMPUS	\$	18,000.00	
CITY CONNECT CHURCH	\$	57,850.00	\$ 621,213.07

NON-PROGRAM REVENUE (NAMB):

TOTAL REVENUE INCLUDING CAPITAL CAMPAIGN FUND			\$ 2,870,151.71
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2022 INCOME STATEMENT

EXPENSES

INCOME STATEMENT

EXPENSES

ADMINISTRATION DEPT	\$ 729,791.00	
STEWARDSHIP DEPT	389,150.00	
PASTOR DEPT	202,864.00	
CHRISTIAN EDUCATION DEPT	262,432.00	
DISCIPLESHIP DEPT	169,856.00	
EVANGELISM DEPT	140,080.00	
PRAYER DEPT	748.00	
MUSIC DEPT	205,173.00	
YOUTH DEPT	108,786.00	
DEACONS/DEACONESS DEPT	3,407.00	
MISSIONS DEPT	255,249.00	
TOTAL EXPENSES:		\$ 2,467,536.00

SUMMARY:

TOTAL REVENUE:	\$ 2,870,151.71
LESS TOTAL EXPENSE:	<u>(2,467,536.00)</u>
NET INCOME:	<u>\$ 402,615.71</u>

2022 BALANCE SHEET

ASSETS

CURRENT ASSETS

GENERAL CHECKING ACCOUNT	33,109.11	
GENERAL CHECKING ACCOUNT-DESIGNATED FUNDS	9,245.50	
CAPITAL CAMPAIGN FUND CHECKING	250,113.45	
CAPITAL CAMPAIGN FUND CHECKING #2	250,113.45	
CAPITAL CAMPAIGN FUND CHECKING #3	119,759.65	
ENDOWMENT SAVINGS	30,558.73	
CERTIFICATE OF ENDOWMENT	22,460.27	
SAVINGS ACCOUNT	2,000.26	
BAPTIST FOUNDATION STOCK FUND	11,078.67	
HERITAGE-ORCAS	31,313.73	
CERTIFICATE OF DEPOSITS (CD'S)		
INTERNET CHURCH (ONLINE GIVING)	200.00	
PAYROLL PROTECTION ACCOUNT	100.00	
CITY CONNECT CHURCH	50,538.85	
TOTAL CURRENT ASSETS:		\$ 810,591.67

FIXED ASSETS (PROPERTY & EQUIPMENT)

BUILDING 224 W CALIF ST	\$ 250,000.00	
BUIDLING 221 W CALIF ST	150,000.00	
BUILDING 227 W CALIF ST	135,000.00	
LAND - 8113/8717 CHINO	2,400,000.00	
BUILDING IMPROVEMENTS	532,534.11	
EQUIPMENT	23,453.36	
FURNITURE & FIXTURE	41,095.23	
AUTOMOBILES	74,872.54	
COMPUTERS	15,455.43	
COMPUTER PRINTERS	752.49	
ACCUM DEPREC BLDG IMPROVEMENTS	(273,580.56)	
ACCUM DEPREC EQUIPMENT	(23,453.36)	
ACCUM DEPREC FURNITURE & FIXTURES	(41,095.23)	
ACCUM DEPREC AUTOMOBILES	(60,729.54)	
ACCUM DEPREC COMPUTERS	(15,455.43)	
ACCUM DEPREC CMPUTER PRINTERS	(752.49)	
TOTAL PROPERTY & EQUIPMENT:		\$ 3,208,096.55

2022 BALANCE SHEET

LIABILITIES

LIABILITIES & CAPITAL

CURRENT LIABILITIES

ACCOUNTS PAYABLE	\$	2,812.04
PRE-PAID LEGAL	\$	771.30
HEALTH INSURANCE		11,565.90
DENTAL INSURANCE		1,815.72
EMPLOYEE RETIREMENT		120.00
AFLAC		(221.87)
CCCU CREDIT CARD PAYABLE		8,883.84
CITI CREDIT CARD PAYABLE		23,198.46
STAPLES CREDIT CARD PAYABLE		849.83
ARCO CREDIT CARD PAYABLE		1,448.12
FEDERAL PAYROLL TAXES PAYABLE		912.81
FICA PAYABLE		246.58

TOTAL CURRENT LIABILITIES \$ 52,402.73

TOTAL LONG-TERM LIABILITIES \$ -

TOTAL LIABILITIES: \$ 52,402.73

NET ASSETS

UNRESTRICTED NET ASSETS \$ 3,285,606.93

RESTRICTED ASSETS \$ 680,678.56

TOTAL LIABILITIES & NET ASSETS \$ 4,018,688.22

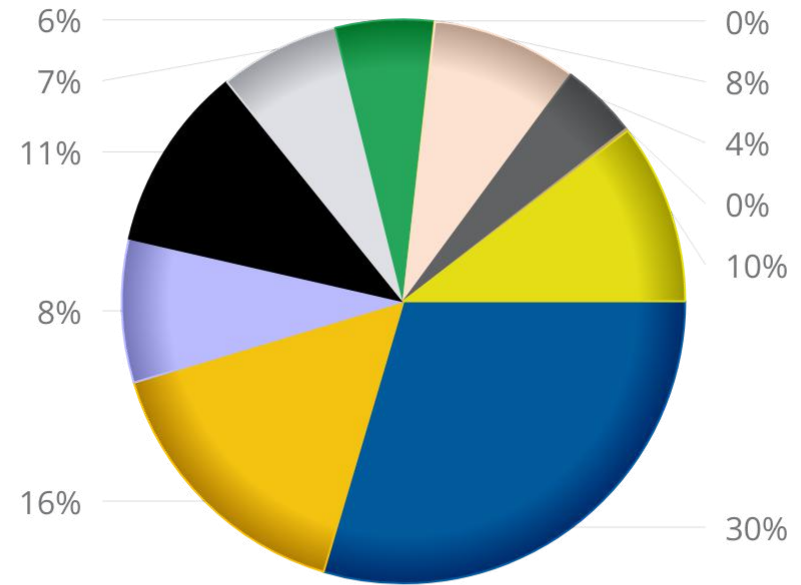
2022 OPERATING BUDGET

2022 ANNUAL OPERATING BUDGET

Department	Budget 2022	Actuals 2022
Administration	\$ 662,594	\$ 729,791
Stewardship	\$ 406,411	\$ 389,150
Pastoral Department	\$ 191,638	\$ 202,864
Christian Education	\$ 334,795	\$ 262,432
Discipleship	\$ 201,509	\$ 169,856
Evangelism	\$ 136,435	\$ 140,080
Prayer	\$ 675	\$ 748
Music	\$ 227,346	\$ 205,173
Youth	\$ 108,910	\$ 108,786
Deacon/Deaconess	\$ 9,845	\$ 3,407
Missions	\$ 224,570	\$ 255,249
Total	\$ 2,504,728	\$ 2,467,536

2022 Budget:	\$ 2,504,728
2021 Budget:	(2,467,536)
Variance:	\$ 37,192

This is a 2.3% increase over last year



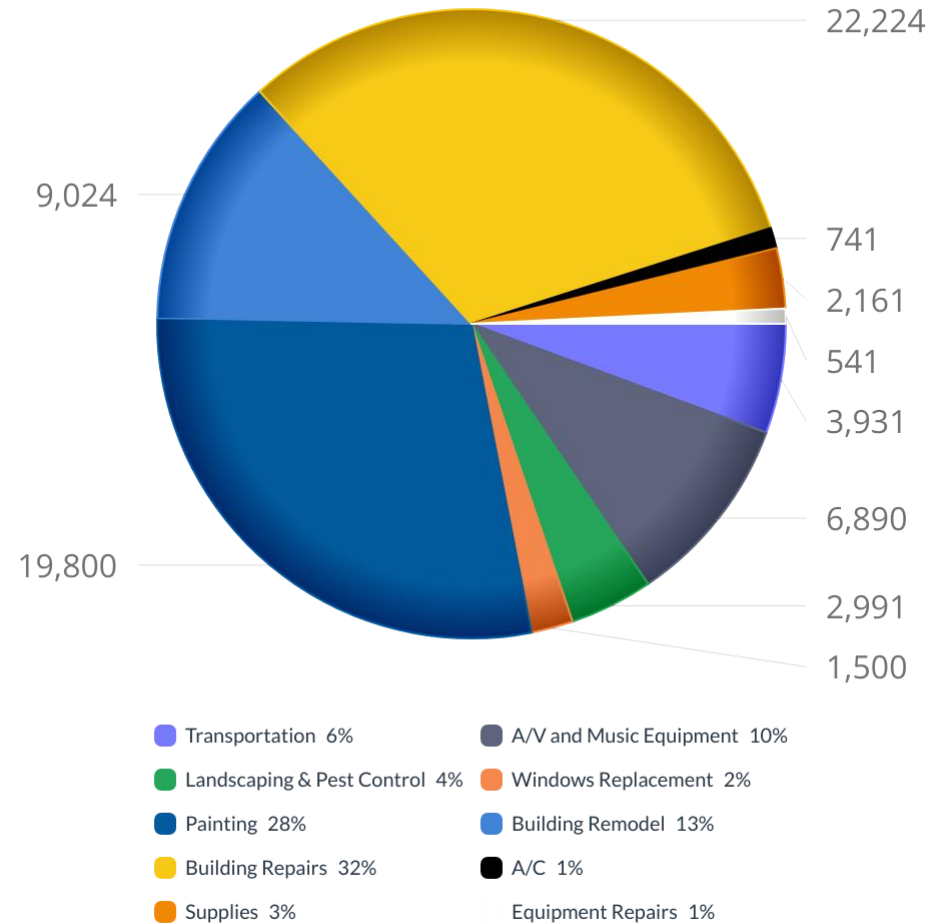
- Administration
- Christian Education
- Prayer
- Deacon/Deaconess
- Stewardship
- Discipleship
- Music
- Missions
- Pastoral Department
- Evangelism
- Youth

2022 BUILDING & EQUIPMENT REPAIRS & MAINTENANCE

Building & Equipment (Repairs and Maintenance)

Transportation	\$	3,931
A/V and Music Equipment		6,890
Landscaping & Pest Control		2,991
Windows Replacement		1,500
Painting		19,800
Building Remodel		9,024
Building Repairs		22,224
A/C		741
Supplies		2,161
Equipment Repairs		541

Total Building & Equipment Repair/Mainten \$ 69,802



2022 MISSIONS & OUTREACH GIVING

Benevolent Giving

Benevolent Gifts \$ 9,872

Total Benevolent Giving

\$ 9,872

Donations to Organizations:

Mt. Zion Christian School 47,759

Total Donations to Organizations:

\$ 47,759

Donations to Missions:

Domestic Missions

Retired Missionary Support 6,500
 South Campus 127,069
 City Connect Church 11,846
 Mt. Zion School of Theology 9,285
 Southern Baptist Convention (Cooperative Program) 22,914
 California State Baptist Convention 1,500
 Baptist Foundation of California 500
 Nat'l African American Fellowship 4,100
 Antioch Baptist Church 200
 Holy Missionary Baptist Church 500
 Los Angeles Mission 1,000
 Decently and in Order 350
 Manuel Scott Ministries 1,000
 Perkins Foundation 1,000
 Evening Star 300
 Ampac 550
 Sanctuary Church of Refuge 500
 Church Plants 243
 Other Groups 1,900
 ESL 2,560
 Gateway Tuition Assistance 735

Total Domestic Missions

\$ 194,553

Foreign Missions

African Missions 3,065

Total Foreign Missions

3,065

Total Donations & Contributions:

\$ 255,249



2022 CAPITAL CAMPAIGN

Beginning Balance as of January 1, 2022	\$190,553.34
Interest Income (2022)	\$ 1,560.19
Funds Raised (2022)	\$411,045.22
Church Contributions 2022	\$16,827.80
Total Funds as of December 31, 2022	\$619,986.55
Ending Balance on December 31, 2022 <i>(Funds less expenditures)</i>	\$619,986.55

Capital Campaign money is recorded as a liability upon receipt. Once payment is made, the amount paid is recorded as revenue.

2023 PROJECTIONS



Theme: Stewarding Over Expanding Ministry
(Remember, we are still celebrating 100 years)

Goal # 1: Commission Pastor Wallace and the City Connect Church Congregation to plant a new church in North Fontana. Done on: 1/1/2023.

Goal # 2: In-Reach and nurture 300 local and abled body members back to in-person services and active membership. This is the “Get them Back Campaign.”

We define active membership as members connected to at least one ongoing ministry, and participate in at least one outreach effort per year.

Strategy to accomplish this goal:

- A. Average attendance for Sunday worship at main campus in 2022: 875
Average attendance for Saturday night in 2022: 63
Average attendance for Sunday Bible Study in 2022: 190
Average attendance for Wednesday in 2022: 96
Average attendance for Monday Night Prayer in 2022: 146
- B. Each leader ask the Lord to show you 10 people who are missing in the ministry in which you serve (you may add others members as the Lord brings them to your heart). Write the 10 names down in your phone or somewhere so you can regularly review the names and pray over them.
- C. Call individuals every other week (see telephone script listed below).
 1. Ask how they are doing and let them know you miss them at church.
 2. Ask them what is keeping them from attending worship services.
 3. If they are still a member of Mt. Zion, pray with them about returning to in-person worship service, and other matters (keep track of their prayer requests so you can follow-up with them the next time you speak to them).
 4. Once they return to church, call them and thank them for retuning to in-person fellowship. If they are not connected to an ongoing ministry. Push for them to get into a bible study or the Monday night prayer meeting and pray with them about it until they connect. Check on their attendance each time you call them and pray with them until they start attending consistently.
 5. If they are not connected to an ongoing ministry. Push for them to get into a bible study or the Monday night prayer meeting and pray with them about it until they connect. Check on their attendance each time you call them and pray with them until they start attending consistently.

6. If they are not connected to at least one outreach effort per year, review the list below, then encourage them, and pray with them about God's direction. Try to encourage them to join an effort in which you are already involved so you can serve together.
 - o "Go Sunday, Easter Services, Africa Missions, Tchula Missions, St. Vincent Missions, Church Picnic, Harvest Festival, Angel Tree, New Year's Eve Service, Saturday Street Witnessing Team (try to get them out 12 times for this one), Helping Hands, etc.).
 7. If they have not attended the New Members Orientation, please encourage them to make that their starting point as they get into an ongoing ministry. The class is hybrid.
 8. All teacher's and leaders take attendance through Shelby Next.
- D. Report progress at the monthly leadership meeting in a summary report.

Report Format:

Name of Person called: _____

How many contacts during the month:

Has the person returned to physical worship: Yes or No

If not, is the person watching on-line: Yes or No

If not, does person have Website to begin watching?

Has the person connected to an ongoing ministry: Yes or No

Which outreach ministry did they commit to:

Goal # 3: Implement our multi-touch outreach strategy. We touch specific neighborhoods, or multi-housing unit at least twice per month for maximum impact.

Strategy to accomplish this goal:

- A. Start with selecting two multi-unit housing developments from the list below our other units in the city. The team will alternate between units during a month.
- B. Each week, the team will outreach in both neighborhoods and open multi-housing.
 - o The Hallmark at Mission (840 S. Magnolia Ave, Ontario) approval pending.
 - o Three Multiple housing units south of Philadelphia on Fern (one block west of Euclid, turn left after the recycling center).
- C. Pass out the door hangers and a witnessing tract.
- D. Engage individual community members as the opportunity arises.

Goal # 4: Grow existing ministries by 50% (a 10-member group will grow to 15 members).

Strategy to accomplish this goal.

- A. All ministry leaders implement the strategy for goal number two above in the ministry in which you serve.
- B. Each ministry leader report the number of people in their respective ministry each month in their monthly report.

Note: Ministers, Deacons, Deaconess, and Trustees, are examples of groups that take longer than one year to grow.

Goal # 5: Baptize 30 people by the end of the 2023. (14 were baptized in 2022, and 7 were baptized so far in January 2023).

Strategy to accomplish this goal.

- A. The evangelism team work goal # 3.
- B. Do three open baptisms in 2023 (First Sunday in January, the Sunday after Easter, and the Sunday after Harvest Festival).

Goal # 6: With 10 Mississippi Partner Pastor's, return to Tchula Mississippi in July with at least 20 people for our summer connecting people to Jesus mission's trip.

Strategy to accomplish this goal.

- A. Meet with Mississippi Pastor's via zoom and gain commitments in January and February.
- B. Contact Tchula Team Members, and open opportunity to others and schedule training meetings in March, April, May, and June.
- C. Schedule flights and housing in March.
- D. Bring team before the church the Sunday before the trip for the commissioning prayer.

Goal # 7: 2022 Capital Campaign Goal of one million dollars extended to June 2023 (as of 1/9/2023 we have \$679,390.00 in the bank).

Strategy to accomplish this goal.

- A. Continue with the quarterly information luncheons (March, June, September, December).
- B. Youngblood and Pastor Kennedy to develop a major donor development team.
- C. The Campaign Committee complete the strategy planning process with the consultant, Mission Increase.
- D. The Campaign follow-up team send letters to all pledge donors to encourage all donors to continue their pledge commitment.
- E. The Campaign follow-up team encourage donors to renew completed pledges.
- F. The Campaign follow-up team keep all donors updated on the progress of the project.
- G. The staff add a thermometer to the bulletin to get people excited about rallying to accomplish the \$1,000,000.00 goal.
- H. The Pastor, put creative emphasis with pictures and the thermometer on overhead during offering periods.
- I. Campaign committee work to increase campaign giving from \$17,247 to \$25,000.00 per month in 2023 (this can also be included in the Pastor's comments during the offering).
- J. Pastor send out messages regarding weekly prayer request for campaign, and give updates regarding partnerships to help build and operate our senior housing, preschool, and sports complex, the Mt. Zion Center, and Education Center.

Goal # 8: Encourage All Church Spiritual Formation.

Strategy to accomplish this goal.

- A. Encourage "Read Your Three" throughout the year.
- B. Encourage daily meditation and journaling of the one thing God says from "Read Your Three."
- C. Encourage members to participate in the Daniel Fast in January.

Goal # 9: Encourage All Church Evangelism.

Strategy to accomplish this goal.

- A. Pastor Kennedy encourages congregation to pass out a witnessing track once per month (first Sunday of the month).
- B. Staff has ample supply of tracts and insert into the bulletin for the first weekend each month.
- C. Marketing ads passing out the tract in the video announcements each first Sunday.
- D. Postscripts has a plug for passing out the tract on the first Sunday.

2023 REVENUE PROJECTIONS

GENERAL FUND REVENUE

GENERAL FUND REVENUE:

TITHES & OFFERINGS	\$ 1,793,798
GENERAL OFFERING	272,740
SUNDAY SCHOOL OFFERING	25,101
SPECIAL OFFERING	23,689
MISSION OFFERING	24,375
SOUTH CAMPUS TITHES	64,277
SOUTH CAMPUS GENERAL OFFERING	2,401
SOUTH CAMPUS SUNDAY SCHOOL	550
CITY CONNECT - TITHES & OFFERINGS	31,198
CITY CONNECT - PARTNERSHIP SUPPORT	26,737
CITY CONNECT - ASSOCIATE PASTOR	5,000

TOTAL TITHES & OFFERINGS

\$ 2,269,866

PROGRAM MINISTRY REVENUE:

HEALTH & FITNESS	\$ 1,500
FUNERALS	1,000.00
YOUTH MINISTRY	2,500
MENS MINISTRY	17,595
DEACON/DEACONESS MINISTRY	800
CHILDRENS MINISTRY	17,000
WOMENS MINISTRY	1,200
WOMENS RETREAT REVENUE	18,000
YOUNG ADULT/EMERGING MINISTRY	1,600
HELPING HANDS MINISTRY	20,000
WEDDINGS	700
COUPLES MINISTRY	8,875

TOTAL PROGRAM MINISTRY REVENUE

\$ 90,770

2023 REVENUE PROJECTIONS

SPECIAL ACTIVITIES REVENUE

SPECIAL ACTIVITIES REVENUE:

CHURCH ANNIVERSARY	\$	1,000	
MUSIC		1,200	
BLACK HISTORY		500	
GRADUATION		500	
SCHOOL OF THEOLOGY		8,000	
SENIOR'S MINISTRY		100	
NEW YEAR'S EVE'S PROGRAM		1,000	
TOTAL SPECIAL ACTIVITIES REVENUE			\$ 12,300

NON-PROGRAM REVENUE:

RENTAL INCOME	\$	72,000	
INTEREST INCOME		400	
TAPE MINISTRY REVENUE		200	
CAPITAL CAMPAIGN REVENUE		100,000	
TOTAL NON-PROGRAM REVENUE			\$ 172,600

CHURCH PLANT REVENUE

SOUTH CAMPUS		18000	
CITY CONNECT	\$	45,000	
			\$ 63,000
TOTAL PROJECTED REVENUE:			\$ 2,608,536

2023 PROJECTED WEEKLY TITHES & OFFERING BUDGET

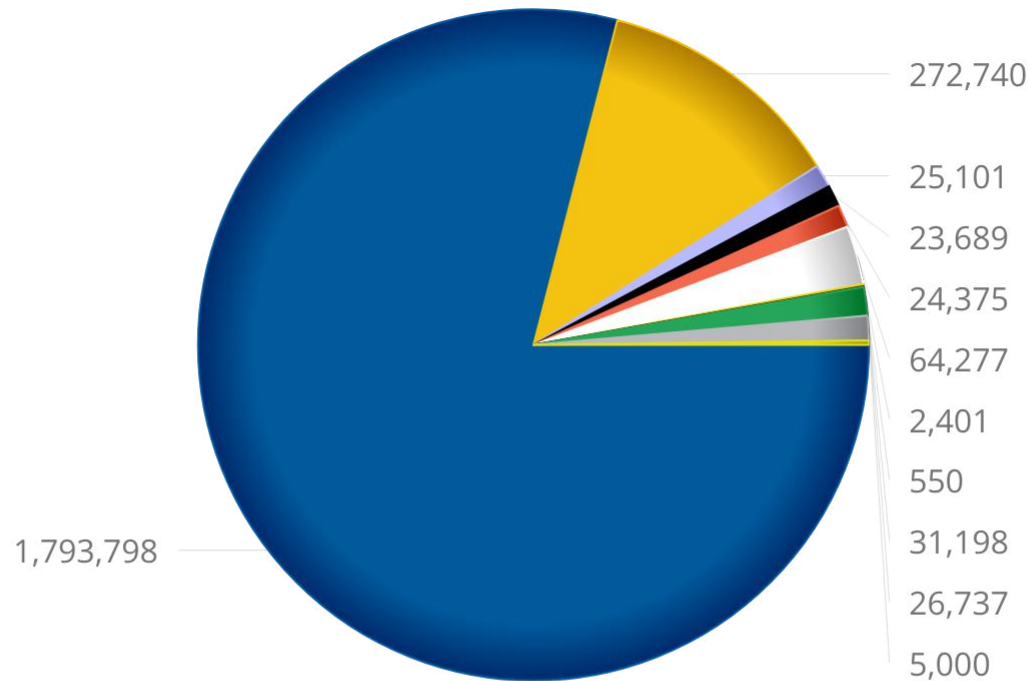
The weekly tithe budget is the total projected revenue minus other forms of revenue divided by 52 weeks per year. For example in 2023 the tithe budget is calculated as follows:

Tithes	\$1,793,798	
		\$1,793,798
General Offering	272,740	
Sunday School Offering	25,101	
Special Offering	23,689	
Mission Offering	24,375	
South Campus Tithes	64,277	
South Campus General Offering	2,401	
South Campus Sunday School	550	
City Connect Tithes & Offering	31,198	
City Connect Partnership Support	26,737	
City Connect Associate Pastor	5,000	
Total Non-Tithe Revenue		<u>\$ 476,068</u>
Total Tithe & General Offering Budget		<u>\$ 2,269,866.00</u>
Weekly Tithe and General Offering Budget		<u><u>\$ 43,651</u></u>

To get the weekly tithe budget: Take the total tithe budget and divide it by 52 weeks in the year ($\$2,269,866/52 = \$43,651$)

2023 PROJECTED WEEKLY TITHES & OFFERING BUDGET

Tithes & Offering Budget



- Tithes 79%
- General Offering 12%
- Sunday School Offering 1%
- Special Offering 1%
- Mission Offering 1%
- South Campus Tithes 3%
- South Campus General Offering 0%
- South Campus Sunday School 0%
- City Connect Tithes & Offering 1%
- City Connect Partnership Support 1%
- City Connect Associate Pastor 0%

2023 PROJECTED OUTREACH & MISSIONS GIVING

DOMESTIC MISSIONS

Benevolent Gifts	\$ 8,000.00
Missionary Retirement Support	6,000.00
Southern Baptist Convention (Cooperative Prog.)	18,750.00
California State Baptist Convention	1,000.00
Tchula	33,900.00
L.A. Bible Training School	1,500.00
Church Plants	9,000.00
South Campus	40,000.00
City Connect Church	40,000.00
Mt. Zion Christian School	20,000.00
School of Theology	11,400.00
Other Groups	20,000.00

\$ 209,550.00

FOREIGN MISSIONS

Africa Missions (Uganda & Nigeria)	13,500.00
Africa Missions (Kenya - CCR)	2,000.00
St. Vincent	6,500.00
Haiti Missions	1,500.00

23,500.00

Total Projected Missions & Outreach Giving:

\$ 233,050.00

MT. ZION CHRISTIAN SCHOOL



2023 MISSION & GOALS



Our Mission

Our mission is to meet the needs of the families in Ontario and surrounding areas by providing affordable, quality service where children can grow spiritually and intellectually.

GOALS AND PURPOSE:

- To serve the growing need for care for children ages eighteen months to five years old in the City of Ontario and surrounding areas.
- To provide a stimulating program that will ensure parents that their child is receiving quality care that will help them grow spiritually, socially, intellectually, physically, and emotionally.
- To strengthen and support families by providing an opportunity for them to enhance their parenting skills through parent conferences, meetings and every day interactions with teachers and other parents.

Highlights From The Year

The Mt. Zion Christian School had a productive 2022 school year.

We kicked the year off with our Back to School Night on September 15th.

We have a total enrollment of fourteen students with 5 K5 Graduates.

We were able to go on one Field Trip, the Pumpkin Patch, in October.

MT. ZION CHRISTIAN SCHOOL STAFF & ORGANIZATIONAL CHART



MT. ZION CHRISTIAN SCHOOL INCOME STATEMENT



Revenue

School Revenue:	\$	66,993.85
Other Revenue:	\$	47,759.35

Total Revenue: **\$ 114,753.20**

Expenses

Salaries Expense	\$	106,154.44
FICA Taxes Expense	\$	8,120.93
EDD Taxes Expense	\$	-
Employee Retirement	\$	-
Workers Compensation	\$	-
Medical Insurance	\$	-
Bank Service Charges	\$	1,306.00
	\$	-
	\$	-

Total Expenses: **\$ 115,581.37**

Total Revenue Less Expenses: **\$ (828.17)**

MT. ZION CHRISTIAN SCHOOL

BALANCE SHEET

ASSETS

Cash	\$	946.71
Equipment	\$	16,487.95
Furniture and Fixture	\$	1,003.03
Computer	\$	520.00
Accum Deprec - Equip	\$	(16,487.95)
Accum Deprec - Furn & Fixtures	\$	(1,003.03)
Accum Deprec - Computers	\$	(520.00)

TOTAL ASSETS

\$ 946.71

LIABILITIES & CAPITAL

LIABILITIES

Accounts Payable	\$	751.92
Dental Insurance	\$	1,352.48
Employee Retirement Fund	\$	2,327.66
Federal Payroll Taxes Payable	\$	177.74
FICA Taxes Payable	\$	200.32
State Payroll Taxes Payable	\$	315.60

TOTAL LIABILITIES

\$ 5,125.72

CAPITAL

Retained Earnings	\$	(3,350.84)
Retained Earnings-Current	\$	(828.17)

TOTAL RETAINED EARNINGS

\$ (4,179.01)

TOTAL LIABILITIES & CAPITAL

\$ 946.71

MT. ZION COMMUNITY DEVELOPMENT CORPORATION



MT. ZION COMMUNITY DEVELOPMENT MISSION & GOALS

MISSION & GOALS

The Mt. Zion Community Development Corporation (MZCDC) is committed to improving the local community and quality of life for residents in our geographical service areas.

Mt. Zion CDC 2022 Income Statement

MZCDC OPERATING RESERVE	\$325.00
BUSINESS 2 BUSINESS FUNDS	\$457.00
SCE GRANT FUNDS	\$2,829.18
TOTAL ENDING BALANCE	\$3,611.18S



Mt. Zion Church of Ontario

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