



# 2023 MID YEAR REPORT

September 10, 2023  
12:30 p.m.

**Brian E. Kennedy, Sr.**  
Senior Pastor

**Richard Young**  
Executive Pastor

**Jerry Browning**  
Church Administrator

**David Barnett**  
Trustee Chairman

2023

1231Freevector

# Table of Contents

1	Letter from the Pastor	2	Organization Chart
3	Mid-Year Review	4	Ministry Highlights
14	Core Values	15	Mid-Year Revenue Report
16	Revenue (Tithes & Offerings)	17	2023 Summer Realignment Plan
18	Realignment Summary	19	Department Budget Adjustments
21	Product Comparison	22	Mt. Zion Christian School
24	Mt. Zion CDC	25	Capital Campaign

## Purpose Statement

To bring glory to God in all that we do.

(Rom. 15:5-6; Eph. 1:5-6, 12; 3:21; I Cor. 10:31; II Thess. 1:12)

## Mission Statement

To evangelize and disciple the nations.

(Matt. 28:18-20; Acts 1:8)

## Church Vision

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

(Matt 5:16; Phil. 2:12-16)

## Strategic Goals

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

## Seven Core Values

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



## Official Name of Church

Mt. Zion Baptist Church  
(Established June 25, 1922)  
(Incorporated April 24, 1924)  
Official dba: Mt. Zion Church of Ontario  
(Effective March 6, 2017)



## MESSAGE FROM PASTOR KENNEDY

### **The Last Leg** Mid-Year Holy Spirit Guidance Meeting September 10, 2023

In a 4x100m relay race, the last leg (anchor) is run by the fastest and most experienced sprinter on the team. The goal of the anchor is to come from behind or stay in front to win the race for the team.

Mt. Zion, we are in the last leg of the race in 2023 (the fourth quarter). Over the last 101 years, we have had life-altering experiences with God. In the face of numerous challenges, God has kept His hand of favor upon us (property, growth, donations, healings, etc.). Hence, since we are experienced runners in this kingdom-building race, let us focus on Jesus and run this last leg to win (Hebrews 12:1-2).

During the summer months, as we monitored the decrease in projected revenue, we started restructuring our administrative services to optimize our productivity. We are focused on improving our stewardship over churchwide ministries, producing more accurate and sophisticated financial statements, and getting feedback from those we serve (<https://www.investopedia.com/terms/b/balancedscorecard.asp> ).

In this report, we share ministry updates from January through June. Then, we will introduce our summer realignment plan.

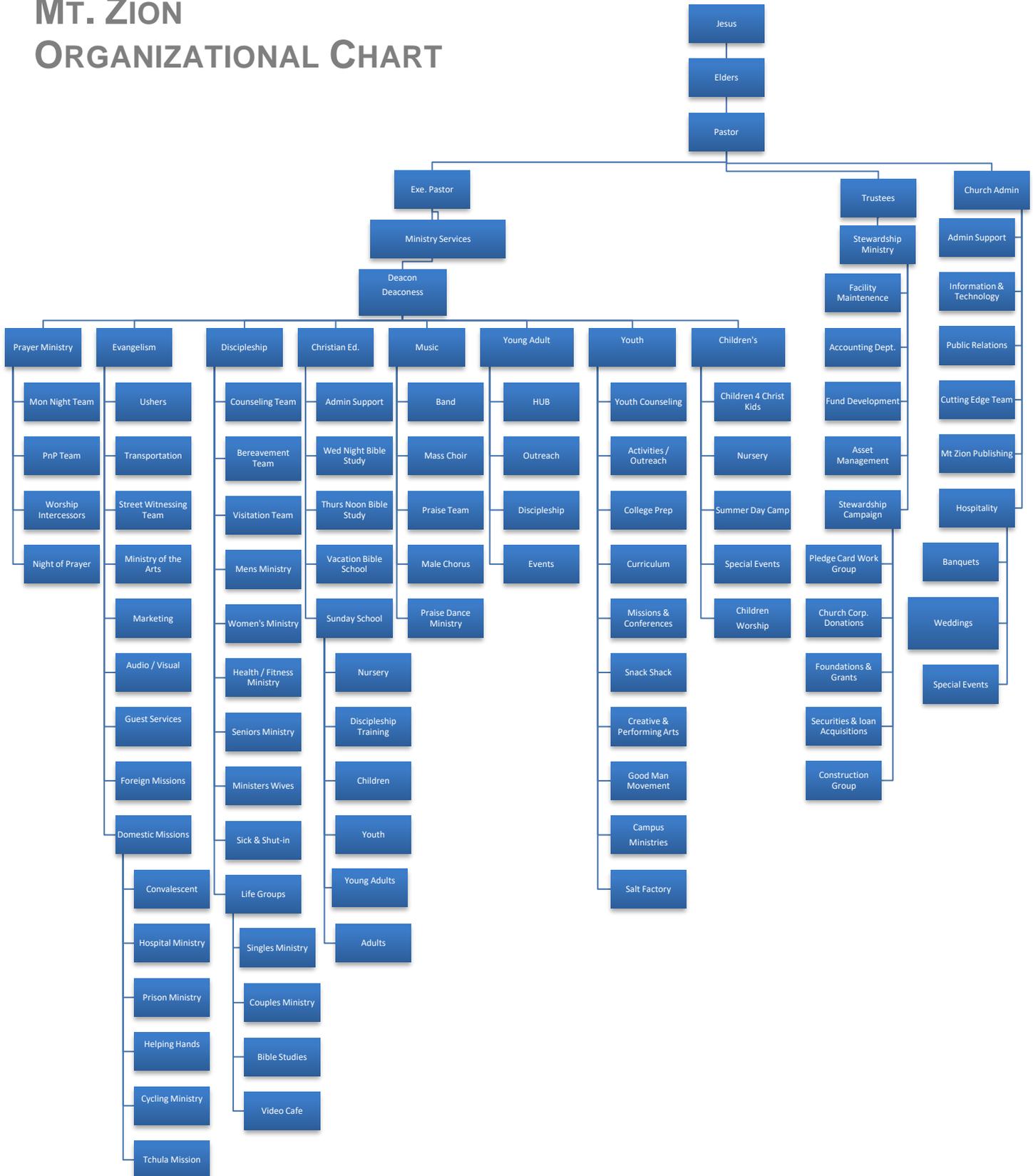
As we run toward the finish line, I look forward to celebrating God giving us the victory as we run this last leg with self-control in all things (I Cor. 9:24-27).

God Bless,

A handwritten signature in black ink, appearing to read "B. E. Kennedy, Sr." with a stylized flourish at the end.

Brian E. Kennedy, Sr.  
Senior Pastor

# MT. ZION ORGANIZATIONAL CHART



# 2023 MID-YEAR REVIEW

Jan-June 2023

## Strategic Opportunities



## Double our Prayer Warriors



Triple Church-wide Evangelism efforts (picking high hanging fruit).



Take bold steps in Phase One of the Capital Campaign  
& 100th Faith Challenge After Land Payoff



Lord, give us wisdom, guidance, and direction (Proverbs 3:5-6; Hosea 14:9).

Capital Campaign Fund

Lord, help all Mt. Zion leaders to be examples in giving (II Thessalonians 3:6-13; II Chronicles 19:5-7; I Corinthians 9:24-27).



## 2023 MINISTRY HIGHLIGHTS

We started the year on our knees in prayer. The **Hybrid Leadership Night of Prayer** - was held on Monday, January 10<sup>th</sup> with over **80** members in attendance.

The **Annual Leadership Seminar** was held on Saturday, January 21st with the theme Stewarding over Expanding Ministry Attendance: In Person **31**.

**Night of Prayer - June - Night of Prayer** is an annual event to maintain our focus and unity in the Lord where every member and nonmember come together in corporate prayer. This was a hybrid Night of Prayer; several people were in attendance held in the sanctuary while others were at their homes or other locations. Several deacons and deaconess were the hosts for the event where they combined their leadership skills to encourage prayer participation each hour from the members.

The goal of this event held at midyear is to encourage the members to remain faithful to the Lord and celebrate His kindness/blessings we have received in the first six months of the year as well as His new blessings we are anticipating receiving the rest of the year. There was an estimated attendance of **144** members in prayer.

*Measurement of Achievements:* The month of June was a very challenging month where only the Lord could help us navigate through it. Several ministries' leaders, volunteers, were asked to serve above and beyond their

normal service to the Lord, but He is able to do exceedingly abundantly above all that we ask or think.

The Lord brought us through it, now that's a great victory of achievement. Remember, "Prayer Works".

The **Monday Night Prayer** ministry continues to make great strides to double our 100 prayer warriors. We have ten active prayer lines including children, youth, and women and we continue to see God move on His people.

*Lest We Forget* was the theme for our **Black History** program held at Grace Yokley Middle School on February 26, 2023. Pastor Joshua Beckley, Ecclesia Christian Fellowship was the keynote speaker who spoke about the significance of 1865 with the passing of the Thirteenth amendment, Juneteenth, and Sis. Eleanor Thomas gave a spoken word. The event was marketed with "Go Back and Fetch It" to symbolize the wisdom of learning from the past to build for the future. Mt. Zion trivia game was a rousing success. Soul food was served. There were approximately **187** in attendance.

**Resurrection Service** – was a hybrid event at the Ontario Town Square shown on YouTube (7:00 am and 10:00 am) with the message, "**Side by Side**" (Phil. 1:27; 2:1-11 (NASB1995). There were **2,372** in attendance/ **462** online).

The **A/V Ministry** – God blessed us with a wonderful 100-year celebration and closing to 2022. As we moved into 2023, some sanctuary improvements and equipment changes started to be implemented. One of our first objectives was to prepare for sunrise service and project enough quality sound at the outdoor arena. The church made a significant investment in acquiring additional speakers to supplement the current speakers we currently have on-hand. The reason it's important is that MZCO hosts several outdoor events. To rent outdoor AV equipment per event cost roughly \$1500-\$1800 times, that's 3-4 events. We have cut this cost by two-thirds by acquiring these professional speakers. The sunrise service event went very well with the additional equipment, and the sound problems from last year were non-existent this year, with people not being able to hear service throughout the Ontario Town Square venue.

The next big change, A/V invoked the additional lighting on stage. We added RGB stage wash lighting, completed the MZCO sign lighting, and added the Hazer we acquired for Harvest Fest in 2022. We had not utilized the Hazer until we refreshed the stage. The Hazer uses non-toxic, water-based fluid for the curious members who wonder about the smoke and chemicals used. It is safe and meets fire code safety. The stage is being transformed into something more dynamic with new software and lighting accessories.

Another successful opportunity I would like to recognize is our AV/Marketing team members. They are consistently delivering high-quality video content for our announcements. Pastor Kennedy had requested announcements to transition

from live to video content. The broadcasting team is responsible for both Sunday broadcasts and video announcements, and I am proud of them. Our broadcasting room, although still a work in progress, is being transformed into a true working studio.

I thank the Elders, Ministers, Admin, and staff for your continued support in uplifting the AV ministry. God is good all the time. We have several new people in our ministry and have added a new stage manager to help Michael Williams. We are blessed to have Jerome Arrant back to support Saturday and Sunday service. He has found a job that allows him to attend church on Sunday. Our broadcasting team is going strong with more volunteers working in that part of the ministry with the Marketing ministry. We are fully utilizing the next generation to help drive both ministries.

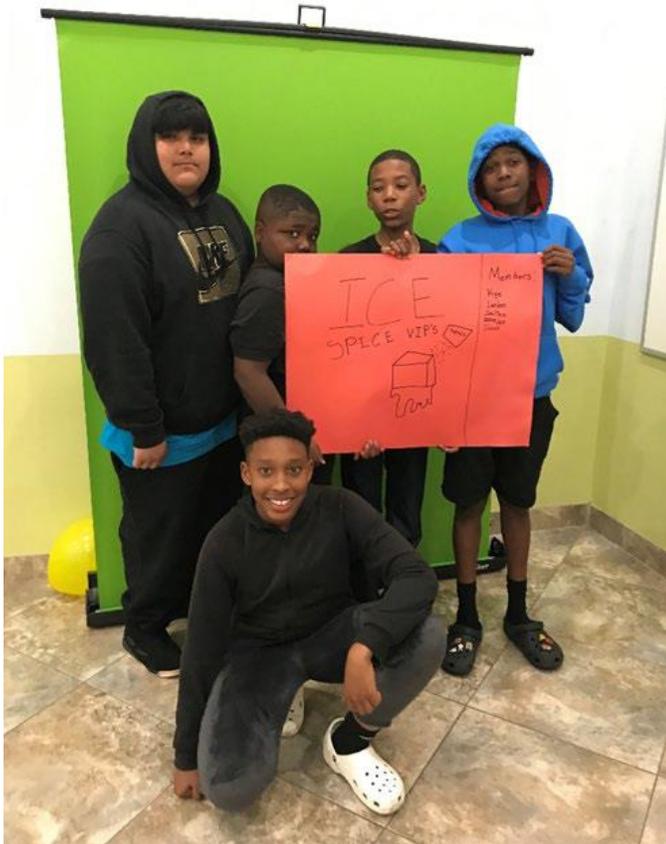
The **Marketing Ministry** continues to support ministry events in multiple ways. Social Media: Facebook, Instagram, TikTok, and YouTube, and Print media: Signage, thousands of flyers, cards and door hangers. Posters to connect to our members and those we would have to join our church community. Mass Media: Radio and print ads.

We focus on showing the love of Christ and spreading the Good News as we continue to prioritize the customer's experience throughout all marketing efforts.

The **Children's Ministry** - As we began 2023, we were hopeful and anticipating that "God was going to do what He does best, which is to work on behalf of His people". As quoted by Pastor Kennedy. As God begins to move

more members and guests alike are starting to return to church.

We kicked off the year with our Annual Parents' Night Out in February in conjunction with the Couple's Valentine's Dinner. **21** children participated in this event.



As Spring sprang forward the much-anticipated Lock-in was back and in full force, in March. **16** children participated in the overnight fellowship.

The children's ministry saw growth in our 10:45 services and decided to bring back our children's choir, to encourage family participation in our general church service.

Our Children's choir sings every 4th Sunday and at special events such as Resurrection Sunday and Church Anniversary. **20** children

participate in the choir. April- we celebrated the Resurrection of Christ in the park. We had an Easter Egg hunt and arts and crafts and gave away gift bags to over 300 children. We also had 2 golden eggs give- away.

Each week in the Children's ministry a positive trend is taking place, our 10:45 children's church attendance is on an incline, and Sunday Bible study averaging **20** children. Wednesday Night Bible Study continues to strive with an average attendance of **10**.

*June - Summer Day Camp* continues to give campers an amazing camp experience, we added a new program this summer. Angel Tree, this new program allows campers who have parents that are incarcerated to attend our program at no cost to them. Angel Tree is funded by donors who support Mariesha's Smile Foundation. Thirteen (**13**) Angel Tree children participated. Our goal for the future is to grow Mariesha's Smile Foundation to provide consistent campership support each year. In our first session, we had **50** campers. We're excited to grow next year to be able to welcome even more campers.

Conclusion - After three years of extraordinary turbulence in the church, 2023 appears to be a year that will be about as 'regular' as any of us church leaders have seen in a few years. For me personally, it's a time to celebrate and position myself to reach Gen Z.

**VBS – Vacation Bible School** –June 26-30, 2023, from 9am-12:30pm. Lunch was provided. Our prayer is that God will

increase His kingdom and give us creative ways to continue to share the Bible through VBS.

**Youth** – S.A.L.T. Factory (Salt And Light Teens) youth worship experiences were held each 2nd and 4th Sunday, ranging between 19 to 31 students. Several youth volunteer as host, AV team members, and servers for our Snack Xpress station.

Sunday Bible Study averages **6** middle school class and **11** high school students. The curriculum for these classes “inTeen” is provided by Urban Ministries International.

Youth Wednesday Bible Study is an interactive hybrid study focusing on current urban issues from a biblical perspective averaged **19** students with a high attendance of **34**.

Teen leader Destiny Wallace assigns teachers and hosts the study each week.



*True Love Waits* is a Wednesday night 7-week study that started in February

organized by Erin Beatty-Johnson and team with general session and small group workshops focused on “The culture of human trafficking, teen suicide, social media, homosexuality, sex, and dating.”

Carlee Powell-Mann teamed up with Mr. J to teach a 4-week “Kid’s Television Workshop” for 5th and 6th grade participants of the Summer Day Camp.



**Emerging Adults Ministry** has been in existence for a full year now! This ministry is a part of the Mt. Zion Young Adults, specifically designed to reach young people 18-25 years old, recent high school graduates, college students and recent college graduates. While we are aware that Covid-19 is still prevalent, we are having in person services and fellowships, yet are being cautious and encouraging anyone who feels sick to stay home.

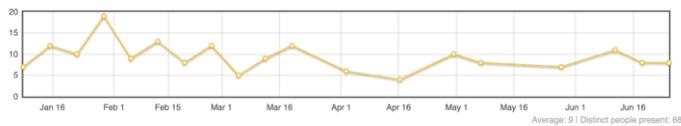
*What’s happening weekly:*

The Young Adult Prayer line is still going strong with an average of **5** participants every Monday.

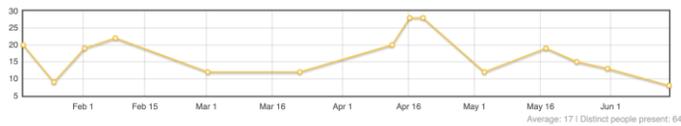
The Emerging Adults launched a check-in line for our younger young adults and college students to come on, talk, get prayer, give life updates, similar to office hours. We usually have 1-2 people join and sometimes join the prayer line. We had one fellowship off Zoom at Haven City Market and had 2 people join us.

**The HUB** is still going strong every Wednesday night, now in a hybrid format, we are back in person in the cafe. We have had an average of **17** participants per week. Sunday school is also back in person and online with teacher, Vince Pratt and has been growing with an average of **9** participants.

Sunday School Young Adults (18 - 25 YEARS)



Young Adult Wednesday HUB



121 people were present across all groups in the select date range. Average: 9 | Distinct people present: 68

## The Deaconess Ministry - The deaconess are



committed to bringing glory to God in all we do. In early 2023, from January to June, they shared Christ with **153** individuals and led **5** of them to salvation. The deaconess is a compassionate and caring group who visited **145** people either in the hospital or at home due to having surgery or a procedure. When visiting individuals, we pray with them, cry with them, feed them or just sit and talk. The goal is to satisfy the needs of the individual at that time.

The deaconess joined the evangelism team and other opportunities to evangelize fifty-eight times. The Helping Hands ministry was blessed by deaconess assistance forty-four times.

Deaconess regularly attend Homegoing services to offer comfort and the gift of presence to those who have lost loved ones. They provided set-up and breaking down of communion provisions and nurtured and assisted female baptismal candidates through the baptism process.

Deaconess regularly reach individuals through prayer, words of encouragement, phone contacts, and texts/cards.

Our **Sunday Bible Study** have 19 classes that meet each week. Our average attendance was **172**. All of our classes are hybrid with

### Fellowships:

The Emerging Adults have joined the HUB in various fellowships, from our field day in January to our Next Generation Services in January and April to bowling in May. We have a summer fellowship planned for the Emerging Adults in July to Dave & Busters.



### Connections:

Our 2 main avenues for connection are text blasts through Shelby and social media. Shelby is a great way to keep people updated on events, services, and changes at church. Social media helps us to connect with people and encourage them throughout the week. To maintain a personal connection, we reach out and check in individually, and meet in and out of church.

The **Deacons Ministry** - Prayer is the first thing in the morning and the last thing at night. We never stopped serving. There was a change in our leadership this year with a new chairman, John Edgar. We continue to pray asking God for guidance as we attend numerous homegoing services at home (Mt. Zion) and away. Ref: Romans 12:1-2.

attendance extending locally and beyond.

The **Senior Ministry** director, Marsha Hayes continues to be a valuable resource to the seniors of Mt. Zion keeping in contact via phone calls to check on them and providing transportation from doctors' visits to the grocery store and outings.

Hybrid Thursday Noon Bible Study continues and in person attendance has increased. There is fellowship with games every week before class. We averaged **15** per week.

### **Convalescent Home Ministry** – We are



currently ministering at the Upland Rehabilitation and Care Center in Upland, CA.

#### *Our Goals:*

1. To seek God's wisdom and direction in reaching those confined to a Convalescent Facility for Christ.
2. To Evangelize the unsaved.
3. To make disciples.
4. To encourage believers in their faith.
5. To pray for believers and unbelievers and their families.
6. To show the Love of Jesus, and to be faithful and consistent in our Service.

*Ministry Activities:* The Convalescent Home Ministry conducts a Worship Service at Upland Rehabilitation Center on the fourth Sunday of each month. The Service includes Praise and Worship (singing), Scripture, Prayer, and Words of Encouragement by one of Mt. Zion Ministers.

We resumed the ministry in January 2023 after the Pandemic. We started off with five (5) team members and added two more to a total of seven (7) team members with the approval of Upland's Rehab Activity Director. The Ministers rotate each month. Team members are expected to participate in conducting Praise and Worship, read Scripture, interact, encourage, and pray for the residents and staff.

Anyone interested in being a part of this ministry can contact Deacon Brewer, Rose Brewer, or Sharon Bailey in the Church Office. Team Members: Mt. Zion Ministers, Deacon Roy Brewer, Rose Brewer, Mary Alice McDaniels-Plummer, June Reece, Carmel Onick, and Bertha Henderson.

The **Men's Ministry** – continues to hold monthly hybrid meetings every 4<sup>th</sup> Saturday @ 8:00am in the Café. It is our prayer that men's fellowship be prioritized by all men in the church—whatever the age, demographic, or life stage—because men's fellowship is vital to a man's spiritual health.

Our *Classic Car Show* was held at Not Your Mama' Kitchen on March 25th. Food, entertainment, a raffle, and prizes were awarded.

**Evangelism Ministry** - The Evangelism team moves forward with the mindset of bringing people closer to God and/or starting a new relationship with Him. We passed outdoor hangers and talked to people. We also canvassed Ontario Ranch Christian Ministry formerly known as South Campus vicinity.

**Our Africa Mission Team** - From April 25th to May 12th, 2023, the East African Mission Team embarked on a journey. The team

consisted of Lynnette Coachman on her 5th journey, Pastor Clay Jackson for his 1st



journey, and led by Johnnell "Mr. J" Williams on his 10th journey.

The purpose of their trip was to conduct a 3-day Bible Study and Leadership Training for pastors, women, and youth/young adult leaders. The training occurred in three different locations: Masaka Redeemed Church, Masaka Christian Fellowship Church in Masaka, Uganda, Willow Creek Community Ministries in Mbarara, Uganda, and Rwanda Assembly of God in Ruhengeri, Rwanda. Throughout the workshops, meals were provided for the **227** trainees in attendance.

Additionally, the team had the opportunity to visit the family of the late Pastor Namaan and deliver supplies. They also visited the Glory of Christ Church orphanage in Kampala, Uganda, which was the church home to Renee Farquharson during her service in Uganda.

**The Mt. Zion Women's Ministry -**  
*Women, Growing through, Stewarding, Praying & Assembling-Acts 2:42*  
*Women of the Word:*

Mt. Zion Women's Ministry values worshiping together. We believe that Spirit-led worships aligns us with the heart of God.

God Inhabits the praises of his people (Psalm 22:3) therefore our time of fellowship is designed to share Christ is the Center of our meetings. Prayerfully, our ministry continues to grow and disciple. As we explore our gifts inside and outside of our local church body through sharing The Gospel.

The **Mt. Zion's Women's Ministry** strives to resemble Christ, support the vision of the local body and minister to women of all ages in reaching their full potential in Christ Jesus. It is our goal to bring glory to God by living in His Presence, radiating His Power by learning to yield to His Providential Purpose through the knowledge and application of God's Word.

A Community Clothing Outreach (Donate Clothing & Shoes) was held on June 24th to connect with our community through providing useful clothing and shoes and share The Gospel of Jesus Christ.

The **Couples Ministry** sponsored an elegant evening of dinner, jazz, and fellowship with an intergenerational group of couples, married, dating, and engaged. We were gracefully served by our own group of young men from our Youth Ministry. A great time was had by all.



## Fitness

**Ministry** - On Saturday, June 18, 2022, Delores (Mama Dee) Flannigan a Line Dance instructor



hosted a two-hour Gospel Line Dance class in the Mt. Zion Church Cafe. Delores Flannigan a Line Dance choreographer arranged Gospel music to present Line Dance movements. We had **46** people in attendance.

On January 10, 2023, with the Leadership of Delores Flannigan, our Gospel Line Dance classes started up again. The in-house class is held in Mt Zion Café on Tuesdays from 6:00 to 7:00pm. The first-class attendance was 8 people. But after 4 classes in January, we had a total of **54** people in attendance.

Our attendance keeps growing. We had **80** people attend in June 2023. Which is an average of **20** people per week in attendance. We may have to rethink another place to host our Ministry.

Ericka Barnett, our Zumba and Abs Aerobics instructor took a leave in March 2022. We are hoping she will return. Our fitness ministry is always looking to recruit Fitness instructors to support the Thursday classes. The Fitness Ministry will pay for their Instructor Certificate. If anyone is interested in getting their Certificate and supporting our ministry, please contact LaRose Edwards at 909-215-1389.

*Please pray for:* Pray for guidance and that we keep our bodies strong and healthy as for the glory of God.

We would like for the church to pray for instructors for our ministry and our attendance to grow.

*Fitness Ministry Goal:* To maintain the quality of life, functional skills and to improve the physical and mental health of each person while glorifying our bodies for God.

**Church Graduation (All Campuses)** June 25<sup>th</sup> during church service in combination with our 101<sup>st</sup> Anniversary Celebration. Our theme: Renewing of your Mind with scripture Romans 12:2, *“Do not conform to the pattern of this world but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, and acceptable and perfect.”* There was a total of **204** people in attendance.

The **Helping Hands Ministry** continued to meet their ministry goal of serving the church body, community residents and others in need of food, clothing, and temporary housing referrals, etc. In addition, we demonstrated and lived out our church vision “to bring light to the community and beyond through evangelism, discipleship and faithful service.”

HHM minister Jonathan Rojo continued to have weekly Thursdays Bible Study meetings with community members with a weekly attendance averaging **11**.

## HIGHLIGHTS:

- We continued our partnership with the following markets: Vons-San Dimas, Smart and Final - Corona and Yorba Linda, and because of their generosity, we received roughly 15,161 food items, consisting of various frozen meats, bread/pastries, fresh fruits/vegetables, and dairy/eggs;
- Various members also continued to donate a variety of store brought food items, clothing items, and household items, etc.;
- With all of the above-mentioned donated items, we blessed numerous families as well as churches in and around our community;
- During this period, HHM provided boxes/bags to approximately 4,737 individuals/families, containing all the trimmings to feed on average four individuals/families for 2-4 days;
- The week leading up to Easter, we provided roughly 200 boxes filled with all the trimmings to feed an average family of 4-5;
- We delivered approximately 38 food bags/boxes to sick and shut-in members/families, as well as those without transportation;
- Revenue received for this period totaled \$11,100.22 to assist with expenses and food items;
- We continued to serve the church body during Homegoing Services by preparing and serving meals to families;
- Monthly we continued to stay in contact with our members by sending Sympathy, Get Well and Praying for You cards; and

- HHM consists of approximately 60 volunteers, donating **1547** hours from Jan – June. In addition, these volunteers also serve in other areas within the church to carry out the Great Commission.

The **Music Ministry** - Praises are unto to God because His mercy endures forever. Music Ministry has been operating as its name states, ministry. From January through July, Music Ministry entries have provided support to the entire church body, which are worth mentioning.

In January, the Glorious Praise Dancers continued ministering one Sunday per/month. The “Show Your Talent” event was a blessing and successful.

March, Glorious hosted their annual praise dance conference, as well as, ministering at the car show that same month. The Children of Glorious (dancers) have been added to the fourth Sunday for Children’s Ministry Day. (What a blessing!) Also, during the month of March 2023, Bro. and Sis. Jerry Morrison, volunteered to lead the Children’s Choir. The children have been revitalized and have truly blessed the congregants in two services, on fourth Sundays.

In April, the Resurrection/Easter celebration was a total blessing to all who attended. All music ministries entities participated in the service. During the joint rehearsals, team members were able to draw closer in ministry.

We’ve experienced phenomenal growth within the NxtGen ministry! We’ve not only experienced this group offering high spiritual music ministry, but we’ve also witnessed

young adults serving in other areas of ministry. This shows generational and church wide growth. Currently, NxtGen ministers on fifth Sundays under the direction of Bro. Morrison and Bro. Jairus Coates.

The month of June was a very busy month which included: the 101st Church Anniversary combined with the annual Promotion/Graduation, the Glorious Praise Dance Concert, the clothing giveaway, as well as other events. We observed and experienced a very well-planned program for the anniversary/graduation event.

Prayer has been implemented at a much higher level. All entities of the ministry have instituted a new protocol at the conclusion of our ministry on Sundays. Prior to exiting the main campus after the 10:45 service, the day's worship team gathers to pray. This protocol has blessed the members to continue the worship, then, send them to begin their week's activities under the covering of prayer. (This has served to be quite a blessing to all.)

We've recruited substitute musicians to offer relief to staff musicians when needed. We look forward to adding two musicians to

the ministry staff soon. We've also added to the number of vocalists in the two praise and worship teams. These additions have contributed to the positive spiritual growth of the ministry.

We look forward to the remainder of the year. With God's direction, we intend to continue preparing the attitude of worship at every ministry opportunity offered, whenever possible. Praise God for his enduring mercy.

The **Administration Department** maintained its management of the business affairs of the church and working with church members and staff to achieve the church's mission objectives. The administration office is very thankful to the Lord who supported and led us through difficult situations this period, yet He blessed us with the victory.

In January our IT Department was subcontracted to a managed IT Services, Accent. Under this contract the Migration 365 process began in May.

**LET US RUN**  
WITH *endurance*  
**THE RACE** that lies  
before us,  
KEEPING OUR  
**EYES ON JESUS**  
*Hebrews 12:1-2*

***Mt. Zion, we must stay on our knees as  
we move into the future and  
remain committed to our Seven Core  
Values.***

# CORE VALUES

## Core Values

### Scripture

We value the scripture as God's word and as the final authority for our faith and practice.  
(II Tim. 3:16-17)

### Christ-Centeredness

We value humble submission to Jesus controlling our lives each day.  
(Luke 14:25-35; Matt. 11:28-30)

### Worship

We value making every thing we do an act of worship because of Who God is and what He has done, what He is doing, and what He is going to do  
(Ps. 42, John 4; Rom. 12:1-2).

### Prayer

We value the ongoing verbal and non-verbal communication from God and toward God anytime, anywhere, and for any reason  
(Col. 4:2; I Sam. ; Matt. 6:5-15).

### Great Commission

We value telling others how they can get right with God through Jesus, and helping them become obedient followers of Jesus  
(Matt. 28:18-20).

### Community

We value demonstrating Christ-like love toward each other and sharing this same love with non-Christians (John 13:34-35; Mark 12: 29-31).

### Faithful Service

We value giving Jesus a life-time of exceptional effort in all that we do  
(Col. 3:23-24; Matt. 25:14-30)

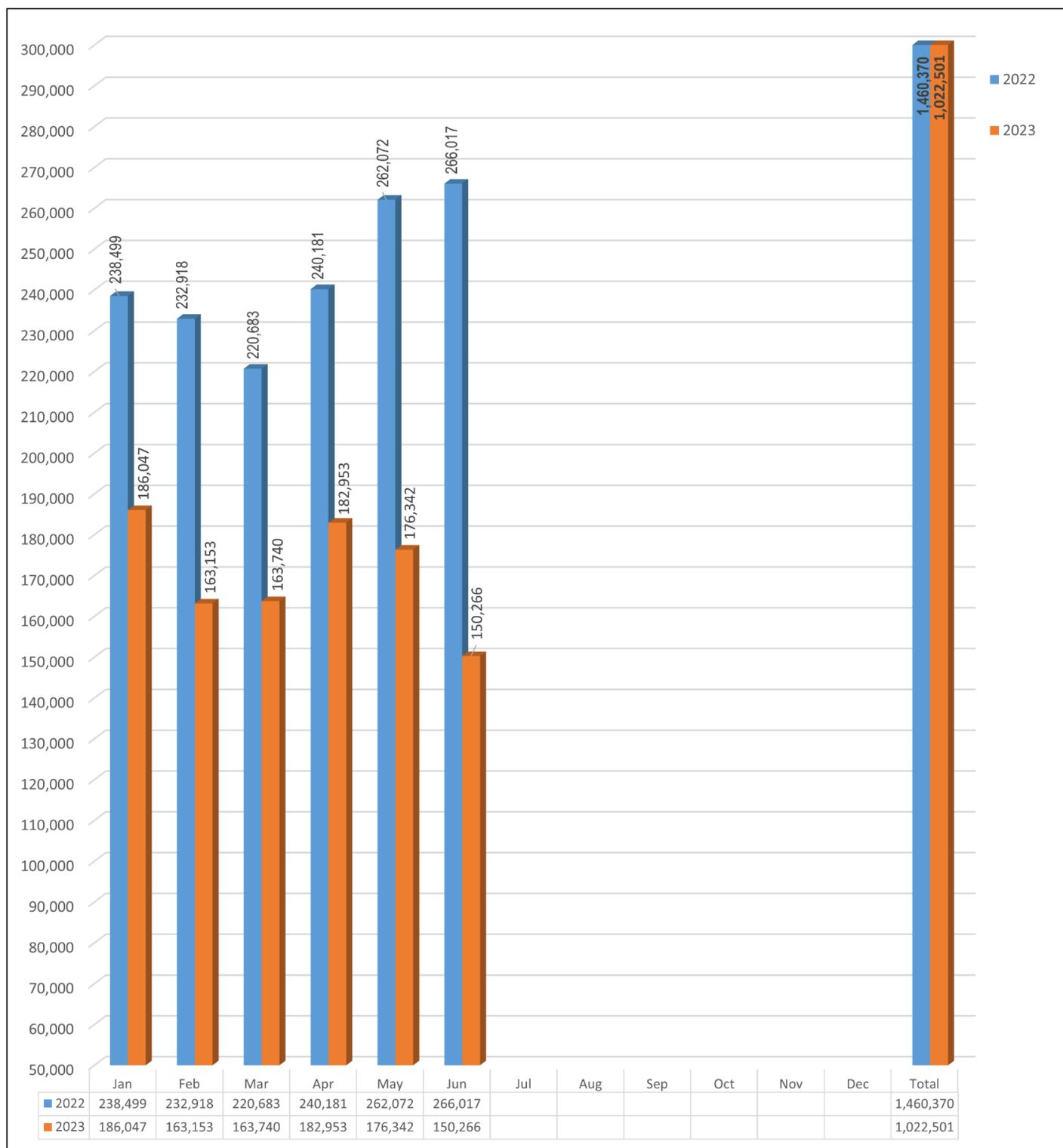
**Revenue Report**

**Strategic  
Alignment**

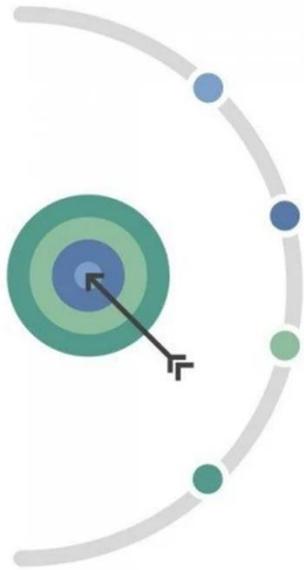


# REVENUE REPORT

## Revenue (Tithes & Offerings only) Revenue January 1 - June 30, 2023



# REALIGNMENT *PLAN*



- 01 Staff**  
Introduce Staff and Contractors
- 02 Budget**
- 03 Realignment**  
Administrative Services  
Human Resources
- 04 Missions**

## REALIGNMENT PLAN SUMMER 2023

- A. Introduce Two Staff and Two Maintenance Contractors.
1. Juan Razo – Maintenance contractor
  2. Carolina Zaldivar - Maintenance contractor
  3. Amber Greer – Title: Volunteer Engagement Coordinator
  4. Odessa Downing – Title: Administrative Assistant to the Senior Pastor
- B. Children and Youth Services
1. Children’s Church provides weekly services at 8:00 am and 10:45 am.
  2. Youth Church provides weekly services at 10:45 am.
- C. Budget Reductions (*see details on pages 19-20*).
- D. We will add a giving platform called Aplos\*.
- E. Realignment of Administrative Services (Mt. Zion is contracting with WatersEdge, a full-service accounting and database management company based in Oklahoma. They are in partnership with The California Baptist Foundation to provide these services to California based churches. They also service churches around the United States). (*see details on page 21*).
1. Aplos\* will replace Shelby Next (accounting services).
  2. Gusto\*\* will replace ADP (payroll and timecard management).
  3. Aplos will replace Airtable (event planning).
  4. Aplos will replace Children’s check-in and attendance.
  5. Aplos will replace Our Blast Text and Emails.
  6. Aplos will replace Shelby Next for database management.
  7. Aplos will replace Shelby Next for attendance (training will be provided).
  8. Aplos will provide Elder and Trustees financial reports.
  9. Aplos will provide giving statements at the end of the year.

\*Aplos is a software program.

\*\*Gusto is a payroll service for small and medium sized business.

- F. Human Resources (*see details on page 21*).
1. HR Services outsourced to Church HR Network 360 (basic HR services such as updated employee manuals, updated federal and state employee and employer regulations, mandated reporter training, sexual harassment training, and various types of trainings. Mt. Zion Staff will continue to onboard new employees.
- G. Estimated Time when Financial Statements will be Ready.
- H. Good News for Missions Ministry
- \$246,000 is now designated for our mission’s ministry. The Elder’s established the following spending policy for this designated missions fund (98% of the interest earned will be used for mission’s ministry, and 2% will be used to grow the principle). This money came from the Employee Retention Credit.



## **BUDGET ADJUSTMENTS**

### **2023 Adjustments to the Budget**

<b>Department</b>	Administration	Adjustments
<b>Ministry</b>	Marketing	
<b>Description</b>	Supplies	(\$5,000.00)
	Capital Campaign	(\$5,000.00)
	Event Ads	(\$5,000.00)
	Social Media	(\$2,000.00)
<b>Total</b>		<b>(\$17,000.00)</b>

<b>Department</b>	Administration	Adjustments
<b>Ministry</b>	Administration	
<b>Description</b>	Staff College Tuition Program	(\$1,000.00)
	Capital Campaign	\$0.00
	Event Ads	\$0.00
	Social Media	\$0.00
<b>Total</b>		<b>(\$1,000.00)</b>

<b>Department</b>	Stewardship	Adjustments
<b>Ministry</b>	Trustees	
<b>Description</b>	Trustee Allowance	(\$3,000.00)
<b>Total</b>		<b>(\$3,000.00)</b>

<b>Department</b>	Stewardship	Adjustments
<b>Ministry</b>	Building Maintenance	
<b>Description</b>	Maintenance & Repairs	(\$10,000.00)
	Janitorial Contract	(\$5,475.00)
<b>Total</b>		<b>(\$15,475.00)</b>

<b>Department</b>	Stewardship	Adjustments
<b>Ministry</b>	Holy Spirit Guidance Meeting	
<b>Description</b>	Printing	(\$3,000.00)
<b>Total</b>		<b>(\$3,000.00)</b>

<b>Department</b>	Christian Education	Adjustments
<b>Ministry</b>	Young Adult	
<b>Description</b>	Health Insurance	(\$14,000.00)
<b>Total</b>		<b>(\$14,000.00)</b>
<b>Department</b>	Deacons/Deaconess	Adjustments
<b>Ministry</b>	Deacons	
<b>Description</b>	Expenses	(\$1,000.00)
<b>Total</b>		<b>(\$1,000.00)</b>
<b>Department</b>	Evangelism	Adjustments
<b>Ministry</b>	Evangelism Team	
<b>Description</b>	Go Sunday	(\$1,000.00)
	Operation Reach Back	(\$3,200.00)
<b>Total</b>		<b>(\$4,200.00)</b>
<b>Department</b>	Evangelism	Adjustments
<b>Ministry</b>	AV	
<b>Description</b>	Equipment Expense	(\$5,000.00)
<b>Total</b>		<b>(\$5,000.00)</b>
<b>Department</b>	Music	Adjustments
<b>Ministry</b>	Ministry of Arts Dancers	
<b>Description</b>	Ministry of Arts Dancers	(\$1,500.00)
<b>Total</b>		<b>(\$1,500.00)</b>
<b>Department</b>	Missions	Adjustments
<b>Ministry</b>	Domestic Missions	
<b>Description</b>	Tchula	(\$5,000.00)
	Church Plants	(\$3,000.00)
<b>Total</b>		<b>(\$8,000.00)</b>
<b>Department</b>	Missions	Adjustments
<b>Ministry</b>	Foreign Missions	
<b>Description</b>	St. Vincent	(\$4,000.00)
	Haiti	(\$500.00)
<b>Total</b>		<b>(\$4,500.00)</b>
	<b>Total Adjustment to the Budget</b>	<b>(\$77,675.00)</b>
	<b>Year-end Monthly Savings</b>	<b>\$19,418.75</b>

# PRODUCT COMPARISON

## PRODUCT COMPARISONS

Names	Annual	Total Savings
<b>HR Services</b>		
HR - Mt Zion Church	\$13,520.00	\$11,720.00
HR - Church HR Network	\$1,800.00	
<b>Contribution Tracking</b>		
Shelby Next	\$10,104.00	\$2,904.00
WatersEdge	\$7,200.00	
<b>General Ledger Accounting</b>		
HR - Mt Zion Church	\$40,560.00	\$11,460.00
WatersEdge	\$29,100.00	
<b>Communication (Text or E-mail)</b>		
Twilio	\$10,872.00	\$10,572.00
WatersEdge	\$300.00	
<b>Payroll</b>		
ADP	\$9,180.00	\$768.00
WatersEdge	\$8,412.00	
<b>Total Savings from Realignment</b>		<b>\$37,424.00</b>
<b>Total Monthly Savings</b>		<b>\$3,779.00</b>



# CHRISTIAN SCHOOL

## MISSIONS & GOALS

### 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.

### PROGRAM 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, which 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 everyday interactions with teachers and other parents.

### HIGHLIGHTS

We have continued the 2022 – 2023 school year.

In February we honored and celebrated Black History with a program during school hours where our children portrayed some prominent and outstanding Afro Americans from history and present day. This event was attended by our staff and parents.

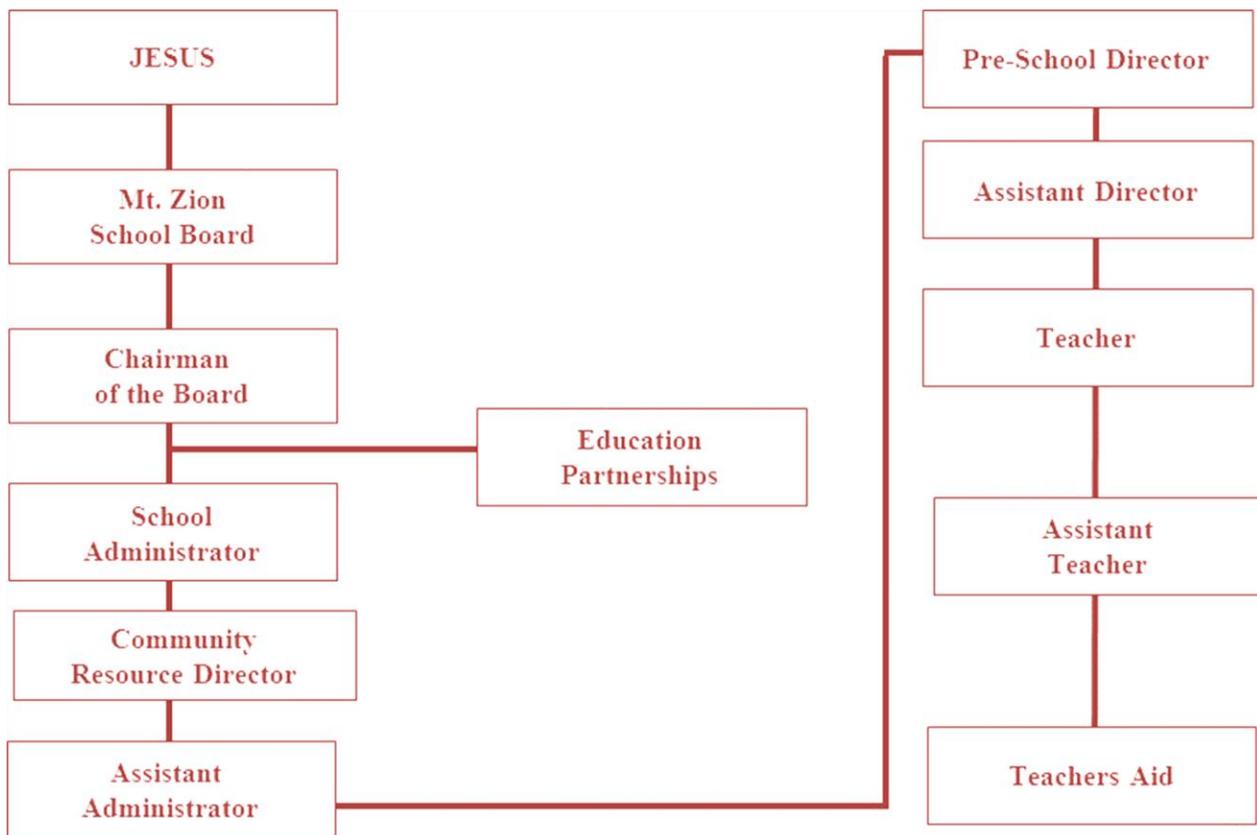
In honor of our Kindergarten graduates, we had our end of the year field trip at Knotts Berry Farm, the children enjoyed their day.

We had five graduates to move on to the first grade and two advancements from Preschool to Kindergarten.



Mt. Zion Christian School will continue to grow with God's blessings.

# ORGANIZATION CHART



## OUR STAFF

**Pastor Richard Young, Administrator**

**Mrs. Vernize Patton, Director**

**Mrs. Barbara Young, K-5 Teacher**

**Mrs. Rita Ford, Preschool Teacher**

**Mrs. Ann Milliner, Preschool Teacher**



# *MT. ZION COMMUNITY DEVELOPMENT CORPORATION*

## **OFFICERS**

Harris Booker, Chairman; Robert Fletcher, Executive Director; Dee Fletcher, Treasurer; Dana Booker, Secretary; Minnie Talton, Director; Brian Kennedy, Sr., Director, Carl Winton, Director.

## **PURPOSE STATEMENT**

The purpose of this corporation is to provide services to improve the ability of low-and moderate-income families to care for themselves and achieve goals of self-sufficiency.

## **MISSION STATEMENT**

The mission of the CDC is to revitalize, train, educate and redevelop communities in the West end of Bernardino County and improve the quality of life for low- and moderate-income residents by providing health care, financial, economic development and literacy programs and developing affordable housing.

CDC partnered with B2B for a Business & Ministry Fair on June 3<sup>rd</sup> in the main parking lot with 3 primary goals: 1) getting existing members exposed and plugged into ministry for the purpose making disciples; 2) to grow numerically existing ministries of Mt Zion and 3) to get more business members engaged in the business Bible study and to explore other possibilities for the B2B ministry. There were thirty ministries represented.

### **CDC**

Beginning Bank Balance (Jan. 1, 2023)	\$ 3,157.41
Income	\$ 1,246.92
Expenses	<u>\$(1,096.92)</u>
Ending Bank Balance (Jun. 30, 2023)	<b>\$ 3,307.41</b>

# **CAPITAL CAMPAIGN**

## **SHARE OUR VISION!**



***Today, the \$2.4 million mortgage is paid off, and we are saving to build.***

***As of 9/10/2023 : \$ 917,911***

***Mt. Zion is committed to building a community development with Great Commission quality. Jesus calls the church and empowers the church to reach unbelievers and develop them into loyal followers of Jesus Christ [Matt. 28:18-20; Acts 1:8].***

***In 1999, God brought 201 members to Mt. Zion. Today, God has blessed Mt. Zion with over 1600 members, which includes numerous children and youth.***

***In witnessing the growth in 1999, the early 2000's, to the present, Mt. Zion leaders recognized the need to plan for the future by purchasing more property and developing ministry that meets the needs of the congregation, the community and beyond.***

## MT. ZION MEMBERSHIP

*Thank you for your continued support, your faithfulness has not gone unnoticed. We are a community of believers who desire to bring light to the community and beyond through discipleship, evangelism, and faithful service. May God continue to bless you and keep you.*



### **Mt. Zion Church of Ontario**

224 W. California St.  
Ontario, CA 91762  
(909) 983-2411 *phone*  
(909) 983-6244 *fax*

### **Brian E. Kennedy, Sr., Senior Pastor**

e-mail address: [info@mtzionontario.com](mailto:info@mtzionontario.com)  
website: [www.mtzionontario.com](http://www.mtzionontario.com)  
livestream: Mt Zion Ontario - YouTube  
Stay Connected!

