

HSG

HOLY SPIRIT GUIDANCE MEETING

2024 ANNUAL REPORT

MT. ZION CHURCH OF ONTARIO

224 W. CALIFORNIA ST.

ONTARIO, CA 91762

909-983-2411 OFFICE • 909-983-6244 FAX

BRIAN E. KENNEDY, SR., SENIOR PASTOR

INFO@MTZIONONTARIO.COM

WWW.MTZIONONTARIO.COM

MT ZION ONTARIO – YOUTUBE

[TWITTER.COM/MTZIONONTARIO](https://twitter.com/MTZIONONTARIO)



Table of Contents

Message From Pastor Kennedy	1
Critical Statements	2
2023 Ministry Highlights	3
Mt. Zion Ministries	5
Organizational Chart	6
Elders and Staff	7
2023 Financial Reports	10
2024 Projections	19
2024 Goals	20
Mt. Zion Christian School	27
Mt. Zion Community Development Corporation	29



Letter from Pastor Kennedy

I Will Do More in 2024 II Cor. 5:17-20 (NASB95)

A personal reflection on serving at a 101-year-old church points me to use divine mathematics. Your service in Christ + my service in Christ = thriving Great Commission Ministry. My commitment to service becomes more personal because I am intricately connected to your commitment to serve as members of the body of Christ. Hence, when each of us declares: “in Christ, I will do more in 2024,” we are saying Mt. Zion will do more. We are committing ourselves to a movement of God’s people thriving in Great Commission ministry.

As you review this report, rejoice as God combined our individual commitments to bring light to the community and beyond through evangelism, discipleship, and faithful service. For instance, in 2023, we baptized fifty-four people. The Sunday youth, children, and nursery worship services have more than doubled. We planted City Connect Church in Fontana with Pastor Wallace and several members. We celebrated their first year on March 3, 2024. In the last five years, Mt. Zion placed Pastors Aikens and Wallace, plus several members at two church plants. We also planted Impacto Church with the Gutierrez Family. Pastor Orontes is pastoring from home. Mt. Zion also sent the Laceys and the Jacksons out for two church revitalizations (Mt. Zion members are also assisting with the Laceys). Praise Jesus! At the end of 2023, all weekly Bible studies were hybrid, and the Monday night “hour of power” on-line prayer meeting averaged 125 prayer warriors. We hired a part-time staff member to coordinate our FOCAS (Fellowship of Christian Adult Singles), and Couples ministries, so all their efforts are connected. The Homeless to Housed (H2H) ministry also kicked off in 2023.

In 2023, God used the generous giving of Mt. Zion members and friends to reach our first million-dollar milestone in savings for the capital campaign. We also outsourced our extensive accounting work to Water’s Edge to ensure we remain compliant with Generally Accepted Accounting Principles. This year we are pleased to present our first set of financial statements from Water’s Edge. Our Helping Hands ministry continues to thrive with God using our seasoned seniors at the helm. Each Saturday and Sunday, our music, and dance ministries inspire us to experience the presence and power of God in our worship.

In 2023, several of our loved ones went to heaven, including two staff members (Cynthia Beatty and Charles Durley). In our grieving, God keeps giving us renewed strength to mount up with wings like an eagle, run and not be weary, and walk and not faint (Isaiah 40:31).

As you review the 2023 report, worship God for what He has done, what He is doing, and what He is going to do. As you review our 2024 goals, pray for God to speak to you regarding what you will do as a member of the body of Christ. In Christ, what is the more God wants you to do in 2024? Individually, let us do the more God wants from each of us, and together let us anticipate God using our service to Christ to do more than we can ask or think.

God Bless,

Pastor Brian E. Kennedy,
Senior Pastor

Critical Statements

Purpose Statement

To bring glory to God in all that we do.

Mission Statement

To evangelize and disciple the nations.

Church Vision

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

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.

Seven Core Values

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

Ministry Highlights

Jan



Daniel Fast 1/4 thru 1/13: We started the new year with our churchwide annual 10-day Daniel fast to spend more time in prayer and seek God's guidance.

City Connect Church: City Connect, a Mt. Zion church plant led by Pastor Brian E. Wallace, was established in North Fontana.

Feb

Black History: The Black History Program theme, "Lest We Forget", reminded us to learn from our past to build the future.

Parents' Night Out: In conjunction with the Couples' Valentines Dinner, the Children's Ministry hosted Parents' Night Out for 21 children.



Mar



Children's Choir: The Children's Choir (comprised of 20 members) returned and ministers every 4th Sunday. This choir encourages multi-generational participation during services. The Mass Choir returned on the First Sunday.

Glorious Praise Dance Conference: Dancers were introduced to scriptures that promote praising in dance. Attendees enjoyed learning about various arts and African drums.

Apr

Good Friday Service: To celebrate the death, burial, and resurrection of Jesus, we explored His 7 last saying on the cross found in the four gospels with a multi-ethnic group of preachers helping us reflect on the extent of God's love.

Resurrection (Easter) Sunday: Held at the Ontario Town Square, our services on Resurrection Sunday reached more than 2,800 attendees, both online and in-person



May



Fitness Ministry: The Gospel Line Dance class continued to grow. Starting with 8 members, the class averaged 20 attendees each week.

2023 African Missions Tour: Returning from a visit to Uganda, the team led a 3-day Bible Study and Leadership training while feeding 227 attendees.

June

Church Anniversary: Our 101st anniversary celebration included a graduation ceremony with 41 participants from preschool thru college.

Night of Prayer: A hybrid event, the mid-year Night of Prayer brought ministry leaders together to celebrate God's kindness and thank Him for our anticipated blessings.



July

Aug



Tchula Missions Trip: Returning to the South for the first time since the pandemic with 36 team members, of which 19 were youth we ministered to over 164 people and 19 children put their faith in Jesus.

Mental Health Ministry: hosted “In Our Own Voice” partnering with NAMI, a 90 min. presentation with lived experiences of those with mental health conditions.

Annual Picnic: Our “Zion in the Park” picnic included a cook-off, a classic car show, jumpers, and games for the entire family. We enjoyed food and fun in the sun.

Evangelism Ministry: The Evangelism team continued to go out each Saturday morning sharing the Word and bringing people closer to Christ.



Sep



Healing Conversations on Race: A panel led a discussion centered on “What does God/Bible say about race?” Participants appreciated a safe space to share personal experiences.

Men’s Retreat: The Kingdom Retreat allowed men to deepen their relationships with God as well one another. The 54 attendees focused on understanding their role as brothers, husbands, fathers, and friends.

Oct

Next Gen Anniversary: Celebrating its first anniversary, the Next Gen service was an opportunity for youth and young adult to be baptized. Brother D’Ante Smith preached his first sermon and became a licensed minister.

Harvest Festival: In its 16th year, the Harvest Festival attracted more than 1,000 attendees, 30 of whom accepted Jesus Christ as their personal Savior.



Nov



Helping Hands Holiday Boxes: Helping Hands volunteers gave 250 food boxes feeding 1050 people. The Ministry also offers Thursday Bible Study each week.

Thanksgiving Day Service: After hearing a great word from our own Brother Ramy Baheeg, Mt. Zion ordained him as a licensed minister on Thanksgiving.

Dec

Christmas Concert: Gospel Artists, Brother Brent Jones and the Best Life Choir, blessed our RISE Service with a Christmas Concert.

Angel Tree: Mt. Zion in partnership with Prison Fellowship, the Mareisha Smiles Foundation showed the love of Christ to 95 Children of inmates. Three Angel Tree recipients (Teliah & Telani Brooks, Savannah Santiago) helped to host the event.

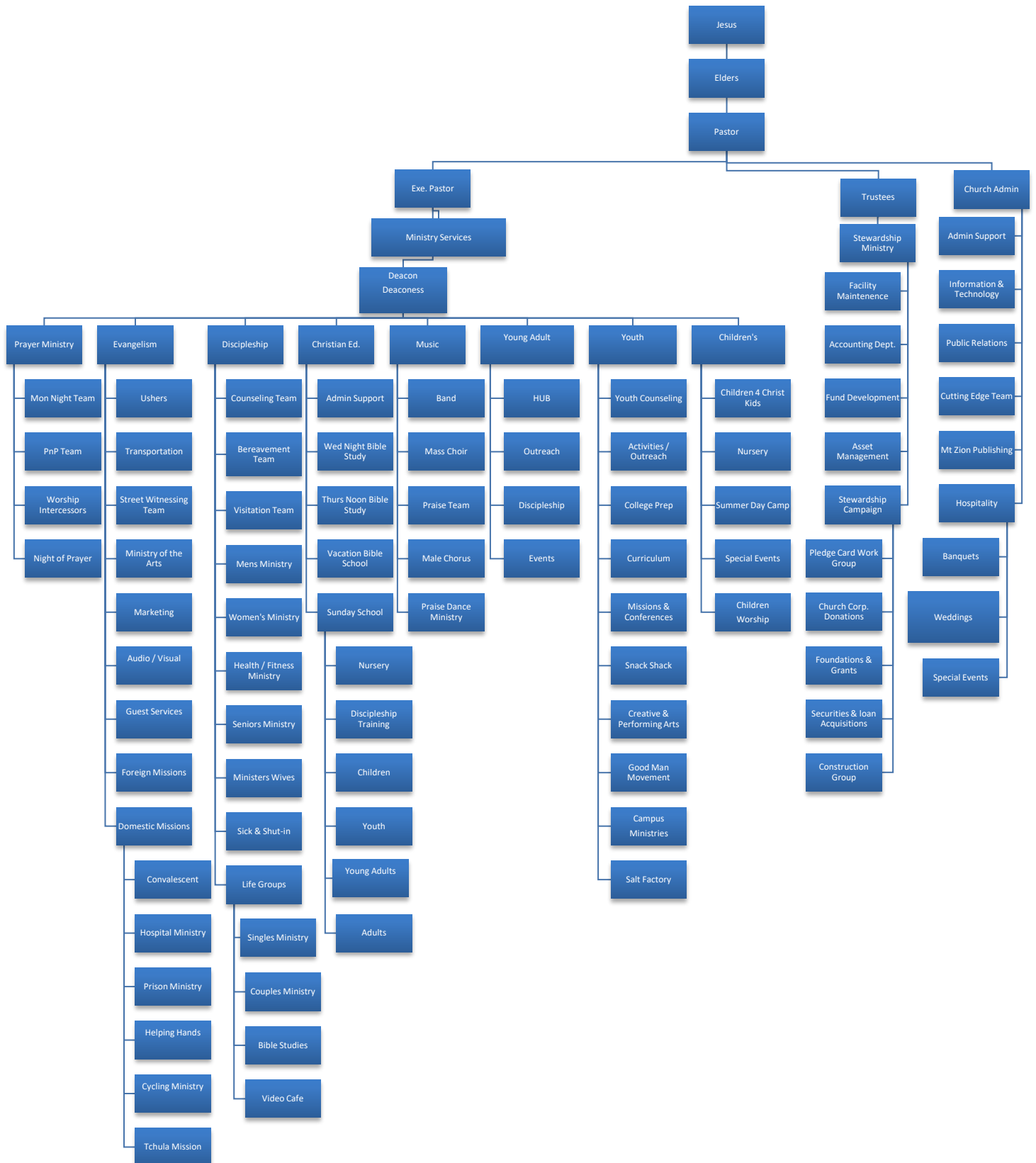


Mt. Zion Ministries

MINISTRY	LEADER	MINISTRY	LEADER
Audio Visual	Jairus Coates	Helping Hands	Bertha Henderson Brenda Hadley
Bereavement	Bertha Henderson	Leadership Development	Pastor Cliff Jenkins
Bible Study	Jack Clay	Marketing	Jairus Coates
Business to Business	Hilda Kennedy Katherine Williams James Martin	Men's Ministry	Edd Malone
Children's Ministry	Yvonne Okonji	Mental Health	LaDonya Milner
Christian Education	Pastor Richard Young	Ministers	Pastor Brian Kennedy
Christian School	Barbara Young	Missions	Lyn Clark
Church Decor	Shirley Holder	Music Ministry*	Robert Cook
Classic Restoration Ministry	Pastor Richard Young	- Glorious Praise Team	Katherine Williams
Convalescent / Nursing Home	Roy and Rose Brewer	Nurturer's Ministry	Rita Ford
Couples Ministry	Fred Youngblood Disa Kinney-Haynes Michael and Toni Stanton	Prayer	David Woods AlPercy Bennett, Jr. Gayle Smith
Culinary	Charles Barnes	Prison Fellowship	Charles Wade
Cycling	Harris Booker Pastor James Bowman	- Angel Tree	Marsha Hayes
Deaconess	Carla Day	Security Ministry	Perry Little
Deacons	John Edgar	Seniors Ministry	Marsha Hayes
Decorations	Verona Johnson	Small Groups	Cliff Jenkins
ESL	Melvina Jones	Transportation	Sharon Bailey
Evangelism	Donald Dunbar	Trustees	David Barnett
Family	James Young	Ushers	James Burris
F.O.C.A.S. (Singles Ministry)	Odessa Downing	Vacation Bible School	Shanda Morgan
Greeters	Marsha Hayes	Weddings	
GriefShare Ministry	Velma Brown	Wellness	Carol Brooks
Guest Services	Sharon Bailey	Women's Ministry	Trimeka Nkere
Health and Fitness	LaRose Edwards	Young Adult	D'ante Smith
H2H	Shirley Smith	Youth Ministry	Johnnell Williams

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

Organizational Chart



ELDERS



PASTOR
BRIAN E. KENNEDY, SR.



PASTOR
RICHARD YOUNG



PASTOR
KELVIN AIKENS



In memory of
PASTOR
THOMAS KEMP



PASTOR
ROBERT LEWIS



PASTOR
BRIAN WALLACE



PASTOR
CLAY JACKSON



PASTOR
JEFF IORG



PASTOR
ALPERCY BENNETT, JR.



PASTOR
MIKE LOPEZ



PASTOR
STEVE GUTIERREZ

STAFF



BRIAN E. KENNEDY
SR. SENIOR PASTOR



RICHARD YOUNG
EXECUTIVE PASTOR/
MINISTRY SERVICES



JERRY BROWNING
CHURCH ADMINISTRATOR



KELVIN AIKENS - PASTOR
(ONTARIO RANCH
CHRISTIAN MINISTRY)



BRIAN WALLACE - PASTOR
(CITY CONNECT CHURCH)



JOSE ORANTES - PASTOR
(IGLESIA BAPTISTA PAN DE VID)



ESTEBAN "STEVE" GUTIERREZ -
PASTOR (IGLESIA IMPACTO)



YVONNE OKONJI
CHILDREN'S MINISTRY
DIRECTOR



ANITA DICKINSON -
CHILDREN'S MINISTRY
ASSISTANT DIRECTOR



JOHNNELL WILLIAMS
YOUTH DIRECTOR



LELIA KENNEDY
EMERGING ADULT COORDINATOR



D'ANTE SMITH
YOUNG ADULT DIRECTOR



MARSHA HAYNES
SENIORS DIRECTOR



MARK PORTER -
MARKETING/INFORMATION
TECHNOLOGY



JAIRUS COATES - DIRECTOR
AV/MARKETING



In memory of
CHARLES DURLEY
A/V DIRECTOR



RODERICK ARARRANT
A/V DEPARTMENT



KEWANNA SMITH
A/V DEPARTMENT



ROBERT COOK - DIRECTOR
MUSIC MINISTRY



TAULA JACKSON
MUSIC DIRECTOR



RONALD CARR
DRUMMER



JOHN NICKENS
MUSICIAN



GREGORY COLEMAN
MUSICIAN



JAMES CLEAVER
MUSICIAN



DESIREE WEBB
MUSICIAN

STAFF



KATHERINE WILLIAMS
PRAISE DANCE MINISTRY



BERTHA HENDERSON - DIRECTOR
HELPING HANDS MINISTRY



JONATHAN ROJO
HELPING HANDS MINISTRY



MARTY LEACH
BIBLE STUDY CONSULTANT



PASTOR CLIFF JENKINS
SUNDAY SCHOOL CONSULTANT



In memory of
CYNTHIA BEATTY
SENIOR PASTOR'S OFFICE
COORDINATOR



ODESSA DOWNING
SENIOR PASTOR'S OFFICE
COORDINATOR



CARLA EVANS
ADMINISTRATIVE OFFICE
COORDINATOR



ROCHELLE YOUNG
ACCOUNTING & PAYROLL
COORDINATOR



SHARON BAILEY - MINISTRY
SERVICES OFFICE COORDINATOR



BARBARA YOUNG - DIRECTOR & K-
5 TEACHER MT. ZION CHRISTIAN
SCHOOL (MZCS)



RITA FORD - ASSISTANT DIRECTOR
& PRESCHOOL TEACHER MT. ZION
CHRISTIAN SCHOOL (MZCS)



TAMIKA ODOM
MT. ZION CHRISTIAN SCHOOL



ANN MILNER
MT. ZION CHRISTIAN SCHOOL



LYN CLARK
MISSIONS COORDINATOR



RICHARD CHATMAN
MAINTENANCE



JUAN RAZO
MAINTENANCE

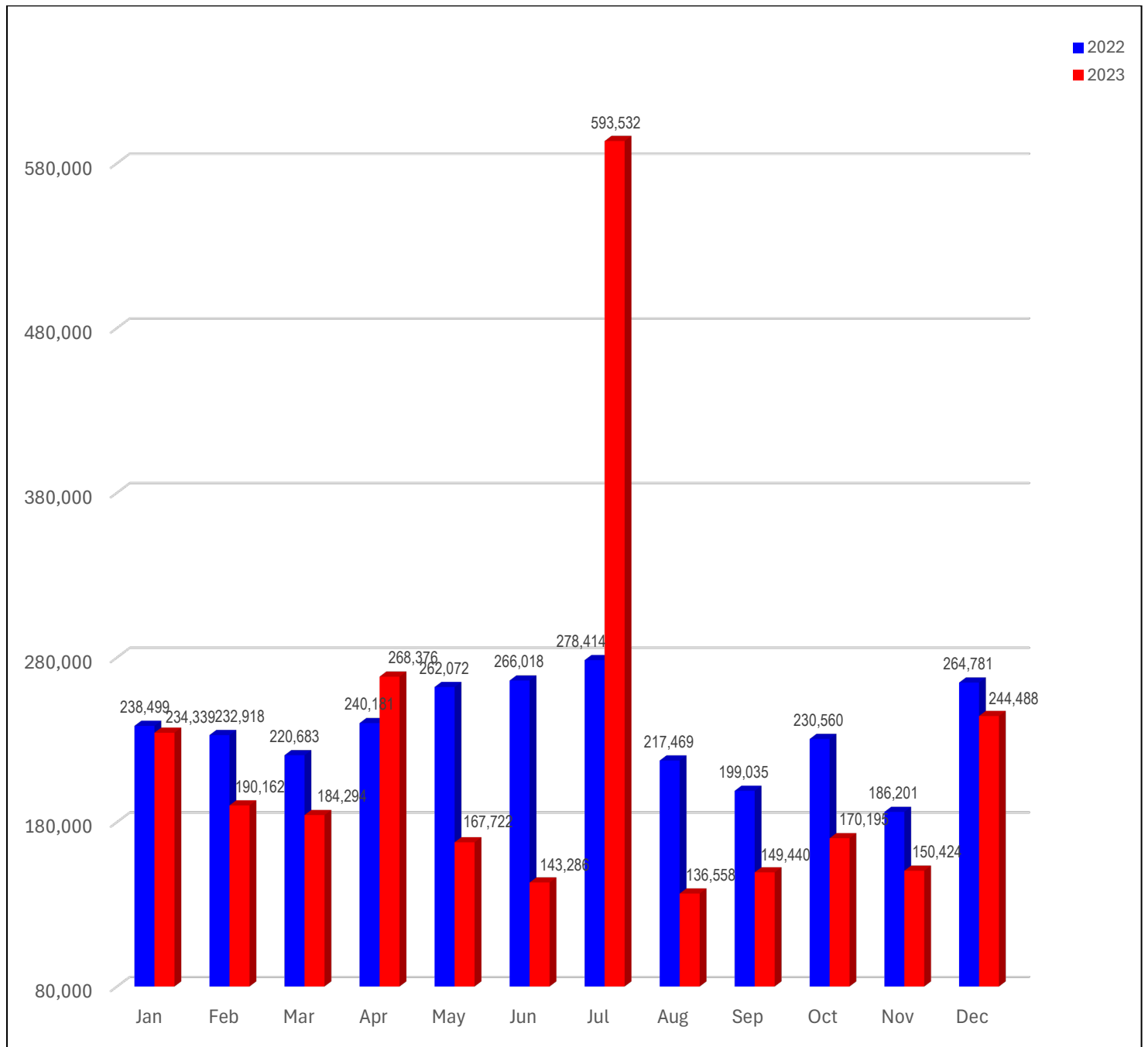


EDMINDE LALONDE
GROUNDSKEEPER

2023 Financial Reports

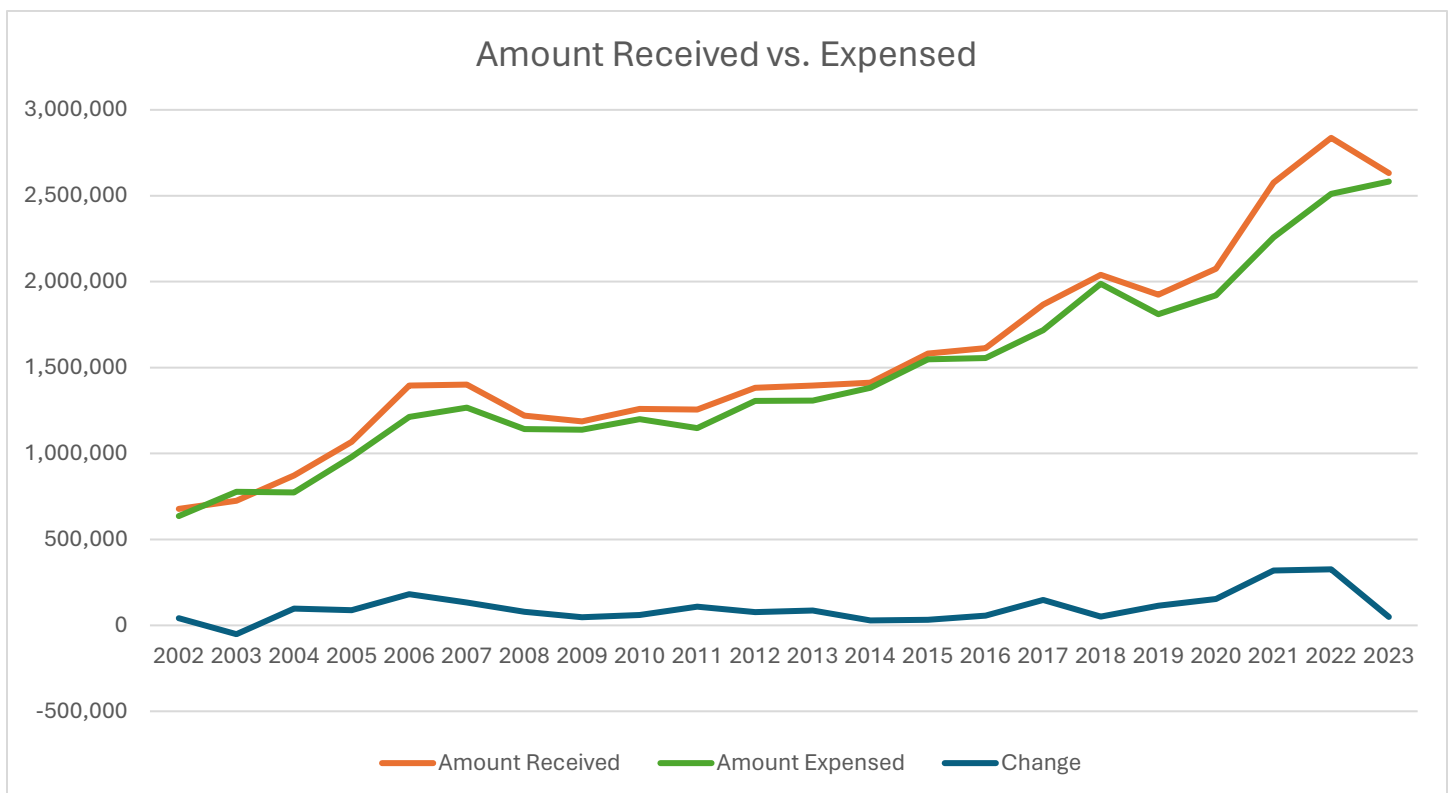


Revenue (Tithes and Offerings)



God's track record of faithfulness

Budget Years	Amount Rec'd	Amount Expensed	Change
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
2023	2,632,816	2,582,778	50,038



2023 Income Statement

OFFERINGS

TITHES	\$ 1,550,082.35
GENERAL OFFERINGS	\$ 277,147.00
SUNDAY SCHOOL	\$ 20,441.19
MISSIONS (FOREIGN/DOMESTIC)	\$ 38,961.00
PROGRAM MINISTRY	\$ 20,461.33
SPECIAL ACTIVITIES	\$ 31,248.00

TOTAL OFFERINGS		\$ 1,938,341
------------------------	--	---------------------

NON-PROGRAM REVENUE

INTEREST INCOME/DIVIDENDS	\$ 6,208.09
OTHER INCOME	\$ 171,426.10
GAIN/LOSS ON INVESTMENTS	\$ 1,079.53
RENTAL INCOME	\$ 62,055.40
EMPLOYEE RETENTION CREDIT	\$ 453,705.54

online giving; eventbrite; paypal; cash app; venmo

TOTAL NON-PROGRAM REVENUE		\$ 694,474.66
----------------------------------	--	----------------------

TOTAL INCOME		\$ 2,632,816
---------------------	--	---------------------

EXPENSE

ADMINISTRATION DEPT.	\$ 1,232,307.61
STEWARDSHIP DEPT.	\$ 297,614.32
PASTOR'S DEPT.	\$ 170,604.87
CHRISTIAN EDUCATION DEPT.	\$ 207,149.72
DISCIPLESHIP DEPT.	\$ 184,950.79
EVANGELISM DEPT.	\$ 93,348.43
PRAYER DEPT.	\$ 300.00
MUSIC DEPT.	\$ 181,403.83
YOUTH DEPT.	\$ 86,126.05
DEACONS/DEAONESS DEPT.	\$ 10,599.63
MISSIONS DEPT.	\$ 118,372.27

TOTAL EXPENSES		\$ 2,582,778
-----------------------	--	---------------------

SUMMARY:

TOTAL INCOME:	\$ 2,632,815.53
LESS TOTAL EXPENSES:	\$(2,582,777.52)
NET INCOME:	\$ 50,038.01

2023 Balance Sheet

Assets

ASSETS:

CASH

GENERAL OPERATING ACCOUNT	\$	61,758.19		
OPERATIONS SUPPORT (CD)	\$	41,641.86		
SAVINGS ACCOUNT	\$	7,128.41		
ONLINE GIVING	\$	720.00		
PAYROLL PROTECTION ACCOUNT	\$	100.00		
BAPTIST FOUNDATION (INVESTMENT ACCOUNT)	\$	11,981.30		
TOTAL CASH			\$	123,329.76

RESTRICTED FUNDS

MISSIONS SUPPORT (CD)	\$	251,086.64		
MINISTRY SAVINGS	\$	34,365.25		
ENDOWMENT SAVINGS	\$	30,589.36		
CERTIFICATE OF ENDOWMENT 12-23 MONTH	\$	22,716.90		
CAPITAL CAMPAIGN FUND CHECKING #1	\$	250,263.88		
CAPITAL CAMPAIGN FUND CHECKING #2	\$	250,263.88		
CAPITAL CAMPAIGN FUND CHECKING #3	\$	250,263.88		
CAPITAL CAMPAIGN FUND CHECKING #4	\$	250,258.56		
CAPITAL CAMPAIGN FUND CHECKING #5	\$	14,516.54		
TOTAL RESTRICTED FUNDS			\$	1,354,324.89

CHURCH PLANTS AND MINISTRIES

CITY CONNECT CHURCH	\$	155,066.21		
ONTARIO RANCH CHRISTIAN MINISTRY	\$	26,611.06		
TOTAL CHURCH PLANTS AND MINISTRIES:			\$	181,677.27

2023 Balance Sheet

Assets (Cont.)

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
TOTAL ASSETS		\$ 4,867,428.47

2023 Balance Sheet

Liabilities

CURRENT LIABILITIES

PAYROLL CLEARING	\$	1,822.01	
DENTAL/VISION	\$	(675.21)	
PRE-PAID LEGAL	\$	424.40	
RETIREMENT (403K)	\$	3,355.00	
TOTAL CURRENT LIABILITIES			\$ 4,926.20

NET ASSETS

UNRESTRICTED NET ASSETS

GENERAL OPERATING ACCOUNT	\$	118,403.56	
UNRESTRICTED FIXED ASSETS	\$	3,208,096.55	
TOTAL UNRESTRICTED NET ASSETS			\$ 3,326,500.11

RESTRICTED ASSETS

MISSIONS SUPPORT	\$	251,086.64	
MINISTRY SAVINGS	\$	34,365.25	
CAPITAL CAMPAIGN	\$	1,015,566.74	
ENDOWMENT FUND LIABILITY	\$	53,306.26	
TOTAL RESTRICTED ASSETS			\$ 1,354,324.89

CHURCH PLANTS AND MINISTRIES

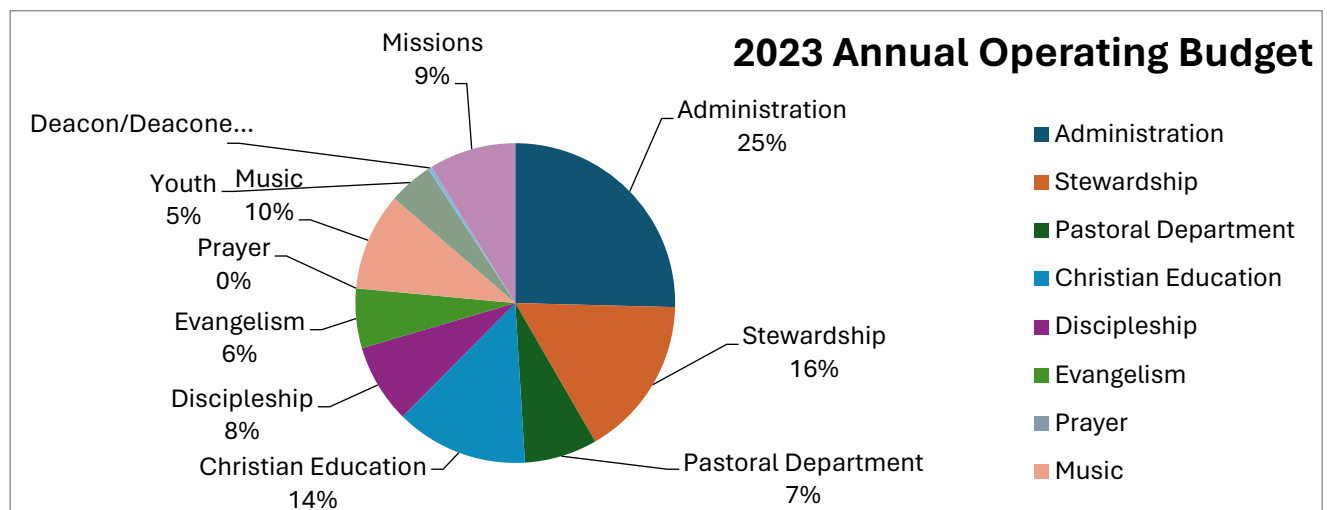
CITY CONNECT	\$	155,066.21	
ONTARIO RANCH	\$	26,611.06	
TOTAL CHURCH PLANTS AND MINISTRIES			\$ 181,677.27

TOTAL NET ASSETS			\$ 4,862,502.27
-------------------------	--	--	------------------------

TOTAL LIABILITIES + TOTAL NET ASSETS			\$ 4,867,428.47
---	--	--	------------------------

2023 Annual Operating Budget

Department	Budget 2023	Actuals 2023
Administration	\$ 662,729	\$ 1,232,308
Stewardship	\$ 424,042	\$ 297,614
Pastoral Department	\$ 192,342	\$ 170,605
Christian Education	\$ 349,817	\$ 207,150
Discipleship	\$ 208,735	\$ 184,951
Evangelism	\$ 156,990	\$ 93,348
Prayer	\$ 600	\$ 300
Music	\$ 257,146	\$ 181,404
Youth	\$ 117,058	\$ 86,126
Deacon/Deaconess	\$ 10,025	\$ 10,600
Missions	\$ 229,050	\$ 118,372
Total	\$ 2,608,533	\$ 2,582,778



2023 Capital Campaign

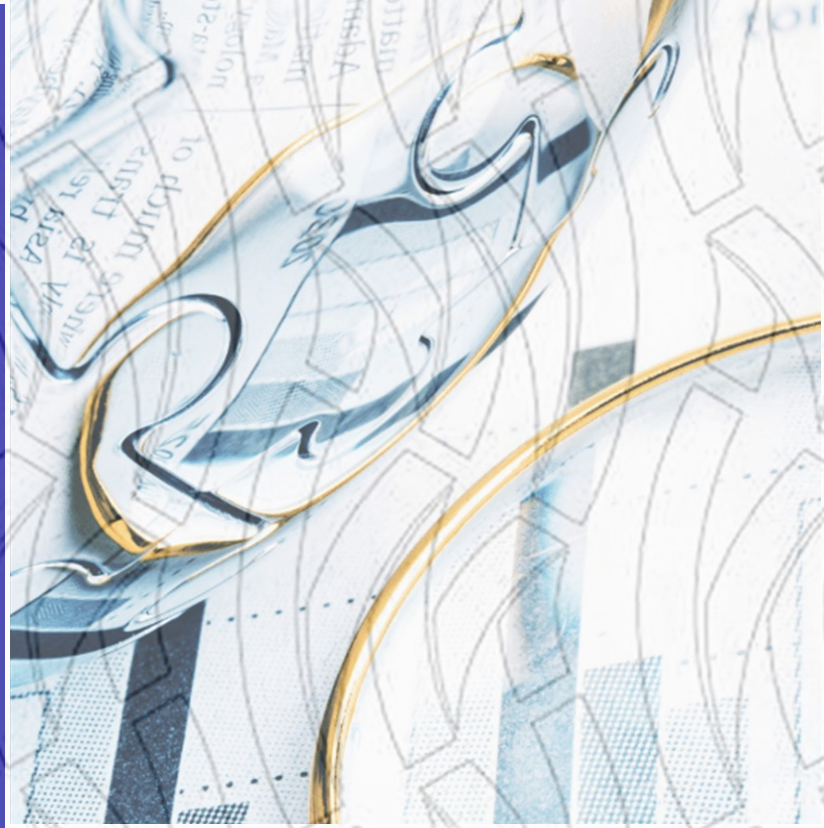
Capital Campaign Fund

January 1 -December 31, 2023

Beginning Balance as of January 1, 2023	\$ 619,986.55
Interest Income (2023)	7,443.43
Funds Raised (2023)	<u>388,017.44</u>
Total Funds as of December 31, 2023	1,015,566.74
Total Expenditures (Jan 1 - Dec 31, 2023)	-
Ending Balance on December 31, 2023	\$ 1,015,566.74
<i>(Funds less expenditures)</i>	

*Capital Campaign Fund Money is recorded as a liability upon receipt. Once payment is made the amount paid is recorded as revenue.

2024 Goals & Projections



Mt. Zion Church of Ontario
2024 Goals

I. Making Disciples:

A. Goal: To increase **Saturday and Sunday worship** attendance (hybrid).

						2023	2022
<u>2023 Worship Actuals:</u>	<u>Feb.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Avg.</u>	<u>Avg.</u>
Sunday Worship:	862	705	823	829	836	811	875 - 64
Saturday Worship:	57	140	56	52	73	75	63 +14
<u>2024 Worship Goal:</u>	<u>Jan</u>	<u>Mar.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Dec.</u>
Sunday Worship:	824	855	885	920	945	975	1000
Saturday Worship:	60	70	80	90	100	110	120

B. Goal: To increase weekly **Bible Study** attendance (hybrid).

						2023	2022
<u>2023 Bible Study Actuals:</u>	<u>Feb.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Avg.</u>	<u>Avg.</u>
Sun, Wed, Thur., Sat. B/S:	386	263	232	211	304	279	329 - 50
<u>2024 Bible Study Goal:</u>	<u>Jan</u>	<u>Mar.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Dec.</u>
Sun, Wed, Thur., Sat. B/S:	209	350	375	400	425	450	500

C. Goal: To increase weekly **Monday Night Prayer** attendance:

						2023	2022
<u>2023 Prayer Actuals:</u>	<u>Feb.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Avg.</u>	<u>Avg.</u>
11 Prayer groups	126	103	120	135	143	125	110 + 15
Prayer Meeting Closing	74	63	78	84	85	78	65 + 13.
<u>2024 Prayer Goal:</u>	<u>Jan</u>	<u>Mar.</u>	<u>June</u>	<u>Sept.</u>	<u>Oct.</u>	<u>Nov.</u>	<u>Dec.</u>
11 Prayer groups	143	150	175	200	225	250	250
Prayer Meeting Closing	84	90	90	90	90	100	100

D. Seventy-five percent of the members of the “Read Your Three” Team, read the entire bible in 2024.

E. Pastors articulate what we believe by promoting Core Values.

1. Pastor Kennedy and other Mt. Zion ministers incorporate key bible doctrines into weekly sermons. Pastor Kennedy plans to review the 7-Core values quarterly during sermon time.

F. Leadership Development Preparation Classes.

1. 2023 Leadership Development Training Classes: one class.
2. 2023 Leadership Development Leaders Trained: nine students.
3. 2024 Leadership Development Leaders Goals: two classes, with at least twenty graduates.

II. Evangelism Outreach:

A. Weekly Outreach by evangelism team.

B. Every ministry group does at least two outreach ministries per year.

C. Every member participates in at least two church outreach efforts per year.

D. Engage the Tchula Missions Team to assist with the 2024 VBS in lieu of traveling to Mississippi in 2024. We are praying for one hundred salvation and rededication decisions.

We will measure this at the two 2024 “Go Sunday” Celebrations (4/21 & 10/13).

E. Church Planting.

1. Strengthen existing four (4) church Plants.

- a. Iglesia Bautista
- b. Iglesia Impacto
- c. Ontario Ranch Christian Ministry
- d. City Connect Church

2. Become a financial sponsor of a church plant in Moreno Valley. Hope Church, Moreno Valley.

F. Church Revitalization.

1. Continue walking with three Church revitalization Pastors.

- a. Etienne Lacey (Holy Missionary Baptist Church, Pomona)
- b. Clay Jackson (Westside Baptist Church, Fontana)
- c. Terry Aikens (Greater New Vision MBC, Los Angeles)

III. Administration/Stewardship

- A. Get accounting, database, and giving platforms transitioned to Water's Edge so that we have financials according to Generally Accepted Accounting Principles, and an updated database in 2024.
- B. Mt. Zion meets the weekly budget requirements each month.
- C. Update the database once per year (update scheduled for April 2024).
- D. New Members Department update attendance and graduation tracking system. Present graduates once per quarter before the congregation.

IV. The Capital Campaign:

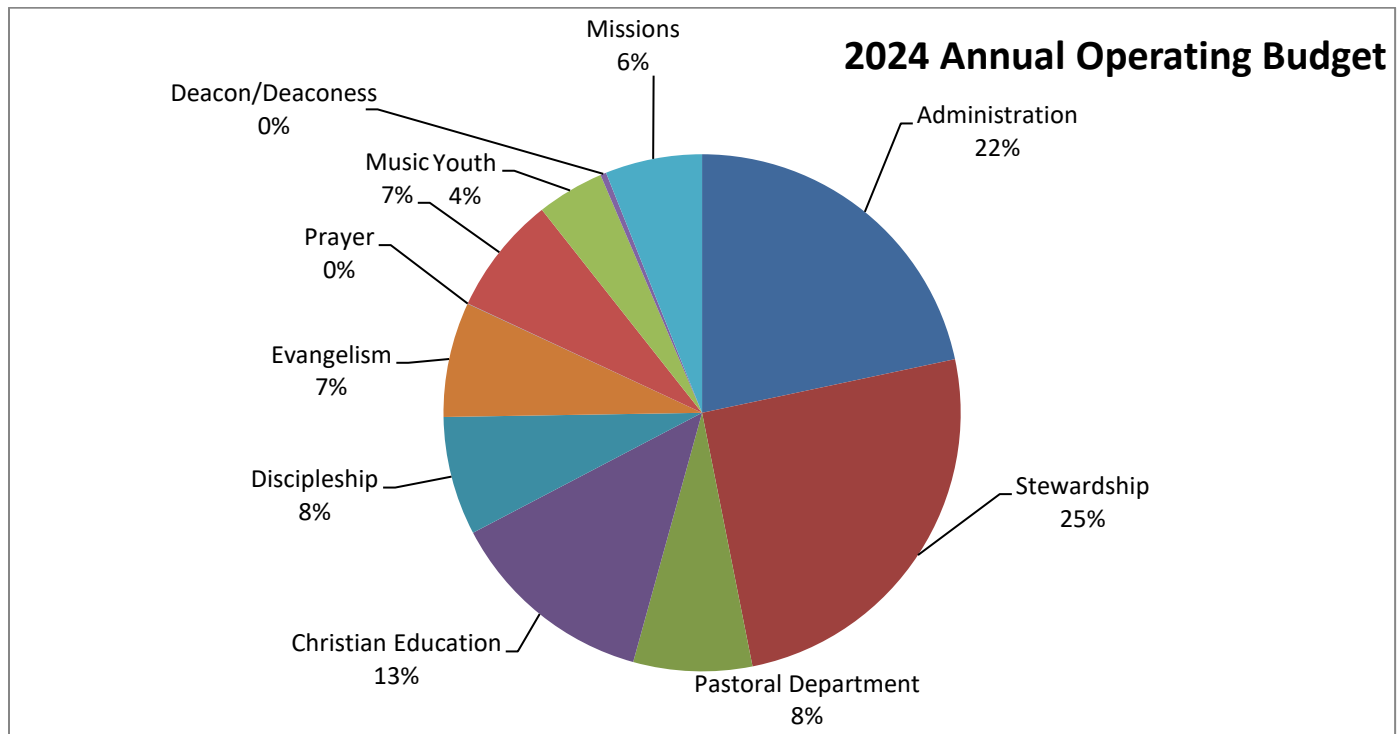
- A. Raise \$400,000.00 for the capital campaign by the end of 2024.
The church raised \$395,580.00 in 2023.
- B. The Site-Development Team obtain the pre-plan approval by the City of Ontario by the end of 2024.
- C. The Site-Development Team have an updated rendering and virtual tour for the rendering by the end of 2024.

V. More Consensus Based Leadership and Less Top-Down Leadership.

- A. Consensus leadership to develop 2024 goals and strategies.
 - 1. The Pastor facilitated consensus leadership at the 2024 Leadership Conference.
 - a. Your current ministry size.
 - b. Your growth goal for 2024.
 - c. Your strategy for how you will accomplish your growth goal.

2024 Operating Budget by Department

DEPARTMENT	BUDGET 2024
ADMINISTRATION	\$ 555,497
STEWARDSHIP	\$ 645,879
PASTORAL DEPARTMENT	\$ 190,206
CHRISTIAN EDUCATION	\$ 333,924
DISCIPLESHIP	\$ 190,223
EVANGELISM	\$ 184,233
PRAYER	\$ 500
MUSIC	\$ 190,156
YOUTH	\$ 107,866
DEACON/DEACONESS	\$ 9,362
MISSIONS	\$ 155,246
TOTAL	\$ 2,563,092



Projection of Revenue 2024

GENERAL FUND REVENUE:

TITHES & OFFERINGS	\$ 1,622,197	
GENERAL OFFERING	307,013	
SUNDAY SCHOOL OFFERING	22,660	
SPECIAL OFFERING	6,492	
MISSION OFFERING	50,776	
TOTAL TITHES & OFFERINGS		\$ 2,009,138

PROGRAM MINISTRY REVENUE:

HEALTH & FITNESS	\$ 1,500	
FUNERALS	1,000	
YOUTH MINISTRY	2,500	
MENS MINISTRY	11,500	
DEACON/DEACONESS MINISTRY	670	
CHILDRENS MINISTRY	7,000	
WOMENS MINISTRY	1,200	
WOMENS RETREAT REVENUE	2,000	
YOUNG ADULT/EMERGING MINISTRY	1,600	
HELPING HANDS MINISTRY	22,000	
WEDDINGS	500	
SINGLES MINISTRY	600	
COUPLES MINISTRY	5,800	
HOMELESS TO HOUSED	600	
ANGEL TREE	2,100	
HARVEST FESTIVAL	10,000	
TOTAL PROGRAM MINISTRY REVENUE		\$ 70,570

SPECIAL ACTIVITIES REVENUE:

CHURCH ANNIVERSARY	\$ 2,000	
MUSIC	1,200	
BLACK HISTORY	600	
GRADUATION	500	
SCHOOL OF THEOLOGY	1,000	
SENIOR'S MINISTRY	100	
NEW YEAR'S EVE'S PROGRAM	1,000	
TOTAL SPECIAL ACTIVITIES REVENUE		\$ 6,400

GENERAL FUND REVENUE:

TITHES & OFFERINGS	\$ 1,622,197
GENERAL OFFERING	307,013
SUNDAY SCHOOL OFFERING	22,660
SPECIAL OFFERING	6,492
MISSION OFFERING	50,776

TOTAL TITHES & OFFERINGS**\$ 2,009,138****PROGRAM MINISTRY REVENUE:**

HEALTH & FITNESS	\$ 1,500
FUNERALS	1,000
YOUTH MINISTRY	2,500
MENS MINISTRY	11,500
DEACON/DEACONESS MINISTRY	670
CHILDRENS MINISTRY	7,000
WOMENS MINISTRY	1,200
WOMENS RETREAT REVENUE	2,000
YOUNG ADULT/EMERGING MINISTRY	1,600
HELPING HANDS MINISTRY	22,000
WEDDINGS	500
SINGLES MINISTRY	600
COUPLES MINISTRY	5,800
HOMELESS TO HOUSED	600
ANGEL TREE	2,100
HARVEST FESTIVAL	10,000

TOTAL PROGRAM MINISTRY REVENUE**\$ 70,570****SPECIAL ACTIVITIES REVENUE:**

CHURCH ANNIVERSARY	\$ 2,000
MUSIC	1,200
BLACK HISTORY	600
GRADUATION	500
SCHOOL OF THEOLOGY	1,000
SENIOR'S MINISTRY	100
NEW YEAR'S EVE'S PROGRAM	1,000

TOTAL SPECIAL ACTIVITIES REVENUE**\$ 6,400****NON-PROGRAM REVENUE:**

RENTAL INCOME	\$ 76,385
INTEREST INCOME	600
CAPITAL CAMPAIGN REVENUE	400,000

TOTAL NON-PROGRAM REVENUE**\$ 476,985****TOTAL PROJECTED REVENUE:****\$ 2,563,093**

Projection of Revenue 2024 (cont.)

NON-PROGRAM REVENUE:		
RENTAL INCOME	\$ 76,385	
INTEREST INCOME	600	
CAPITAL CAMPAIGN REVENUE	400,000	
TOTAL NON-PROGRAM REVENUE		\$ 489,685
TOTAL PROJECTED REVENUE:		\$ 2,563,093



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.

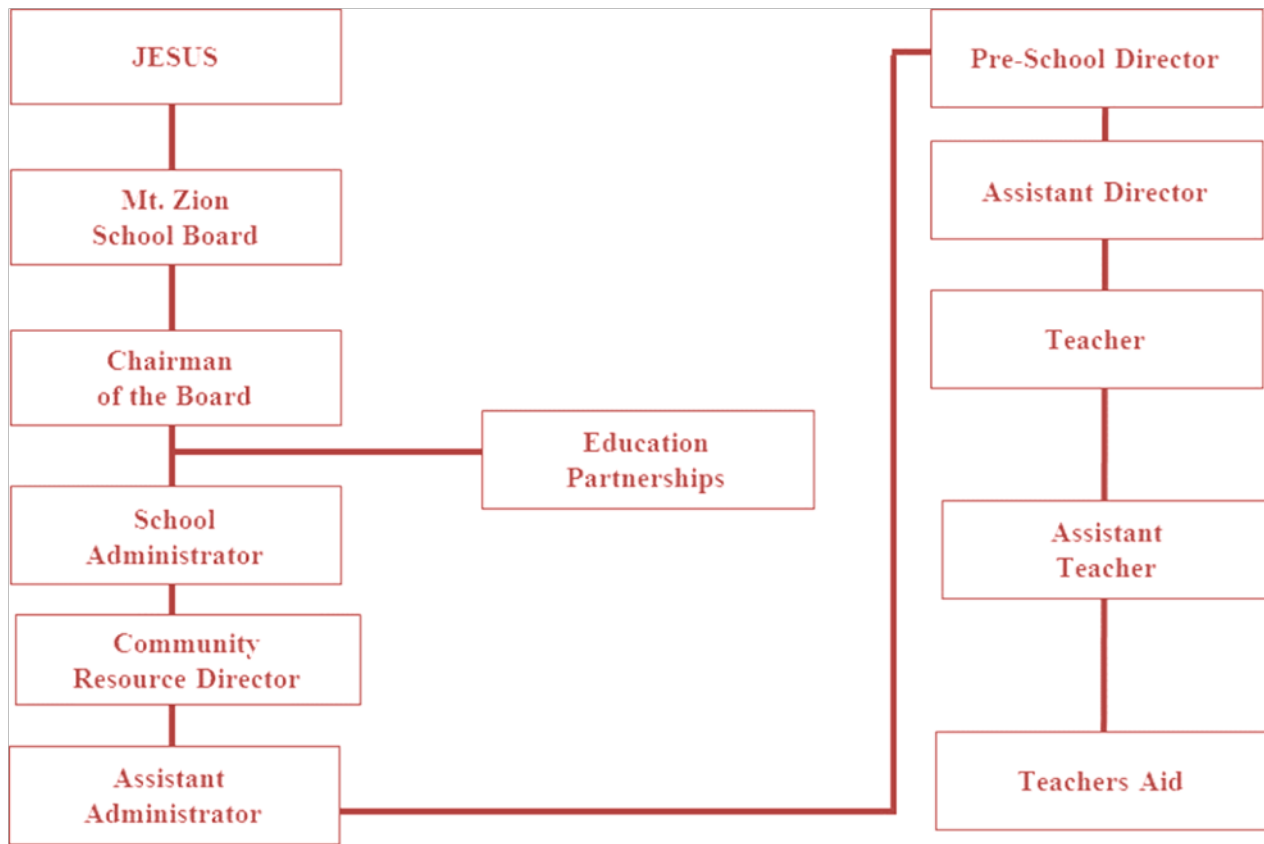
To provide a stimulating program that will ensure parents that their child is receiving quality care, which will help them grow spiritually, socially, intellectually, physically, and emotionally.

To strengthen and support families by providing an opportunity for them to enhance their parenting skills through parent conferences, meetings and every day interactions with teachers and other parents.

HIGHLIGHTS FROM THE YEAR

The Mt Zion Christian School started the school year with seventeen preschoolers, five K-5's, five K-4's and seven two's and three's. The School ended the year with twenty students. We had a great year of academic/spiritual learning, building social skills, developing physical and behavior skills. We had the opportunity to go on several field trips to Knott's Berry Farm, Pumpkin Patch, Johns Incredible Pizza and Chucky Cheese. The kids put on a black history play by impersonating black history leaders. We graduated 5 students to the first grade. We had alumni of Mt. Zion Christian School ranging from 10- 20 years to attend our 20th-year graduation. Lelia Kennedy, a graduate of Mt. Zion Christian School and a graduate of UCLA was the 20th year keynote speaker.

ORGANIZATION CHART



OUR STAFF

Pastor Richard Young, Administrator

Mrs. Barbara Young, Director / K-5 Teacher

Mrs. Rita Ford, Preschool Teacher

Mrs. Ann Milliner, Preschool Teacher

Mrs. Tijhana Coates, Teacher

Miss Tamika Odom

*Accounting for Pre-school are being outsourced to Water's Edge.

MT. ZION COMMUNITY DEVELOPMENT MISSIONS & GOALS

BOARD MEMBERS:

Robert Fletcher, President
Harris Booker, Chairman
Dee Fletcher, Board Member

Dana Booker, Secretary
Carl Winton, Board Member
Brian Kennedy, Sr., Board Member

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.

The M. Zion Community Development Corporation is currently in a second-year partnership with the Ontario Montclair School District to provide a unique after-school program through our boxing program. This program is extremely popular among the students.

Each Thursday approximately 20 middle school students are bused to Mt. Zion for non-contact boxing training, conditioning, and a positive environment. The students are provided boxing gloves, hand warps, and jump ropes.

Mt. Zion CDC 2023 Income Statement

MZCDC OPERATING RESERVE	\$325.00
BUSINESS 2 BUSINESS FUNDS	\$457.00
SCE GRANT FUNDS	<u>\$2,829.18</u>
TOTAL ENDING BALANCE	\$3,611.18

Mt. Zion Church of Ontario

Brian E. Kennedy, Sr., Senior Pastor

224 W. California St., Ontario, CA 91762

Phone: (909) 983-2411 • Fax: (909) 983-6244

E-mail: info@mtzionontario.com

Website: www.mtzionontario.com YouTube: Mt Zion Ontario