



**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



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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

Church Admin

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

- 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



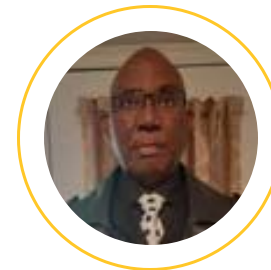
PASTOR
THOMAS KEMP



PASTOR
ROBERT LEWIS



PASTOR
BRIAN WALLACE



PASTOR
CLAY JACKSON

MT. ZION STAFF



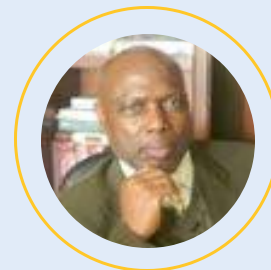
BRIAN E. KENNEDY, SR
SENIOR PASTOR
Staff Since 98'



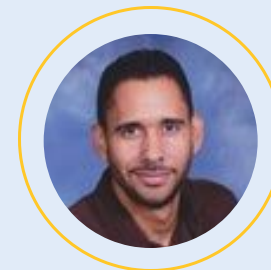
RICHARD YOUNG
EXECUTIVE PASTOR
MINISTRY SERVICES
Staff Since 02'



JERRY BROWNING
CHURCH ADMINISTRATOR
Staff Since 14'



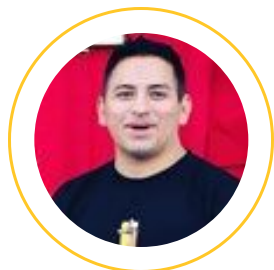
KELVIN AIKENS
SOUTH CAMPUS PASTOR
Staff Since 18'



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'

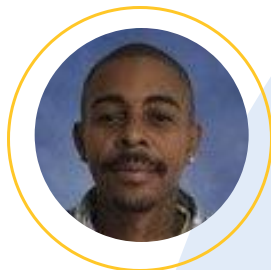
MT. ZION STAFF



ROCHELLE YOUNG
BOOKKEEPER
Staff Since 20'



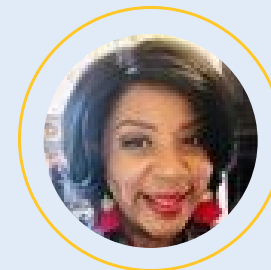
RODERICK ARRANT
A/V DEPARTMENT
Staff Since 18'



RONALD CARR
DRUMMER
Staff Since 07'



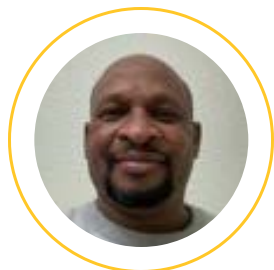
SHARON BAILEY
MINISTRY SERVICES OFFICE
COORDINATOR
Staff Since 13'



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'



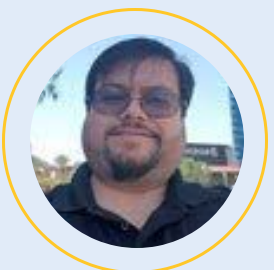
KEWANNA SMITH
A/V DEPARTMENT
Staff Since 18'



JAIRUS COATES
A/V / MARKETING
Staff Since 20'



JAMIEL GEORGE
STAFF ASSISTANT
Staff Since 18'

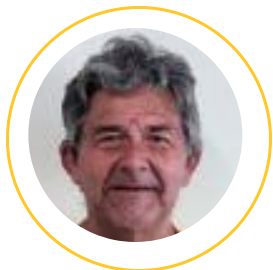


JONATHAN ROJO
HELPING HANDS MINISTRY
Staff Since 20'

MT. ZION STAFF



DIAN SMITH-CAMPBELL
VOLUNTEER
COORDINATOR
Staff Since 20'



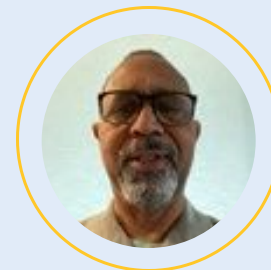
EDMOND LALONDE
GROUNDSKEEPER
Staff Since 20'



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'



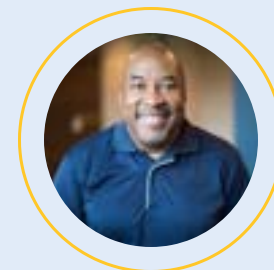
CYNTHIA BEATTY
PASTOR'S OFFICE
COORDINATOR
Staff Since 16'



D'ANTE SMITH
YOUNG ADULT DIRECTOR
Staff Since 22'



DESIREE WEBB
MUSICIAN
Staff Since 18'



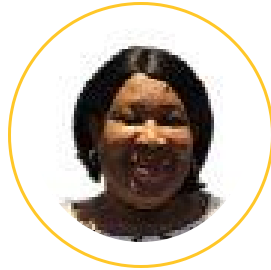
CLIFF JENKINS
SUNDAY SCHOOL
CONSULTANT
Staff Since 22'



AMOND HENDERSON
ORGANIST
Staff Since 20'



ANITA DICKINSON
CHILDREN'S DIRECTOR
ASSISTANT
Staff Since 23'



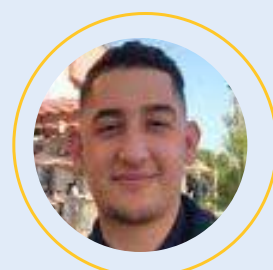
ANN MILNER
PRESCHOOL TEACHER
MZCS
Staff Since 07'



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

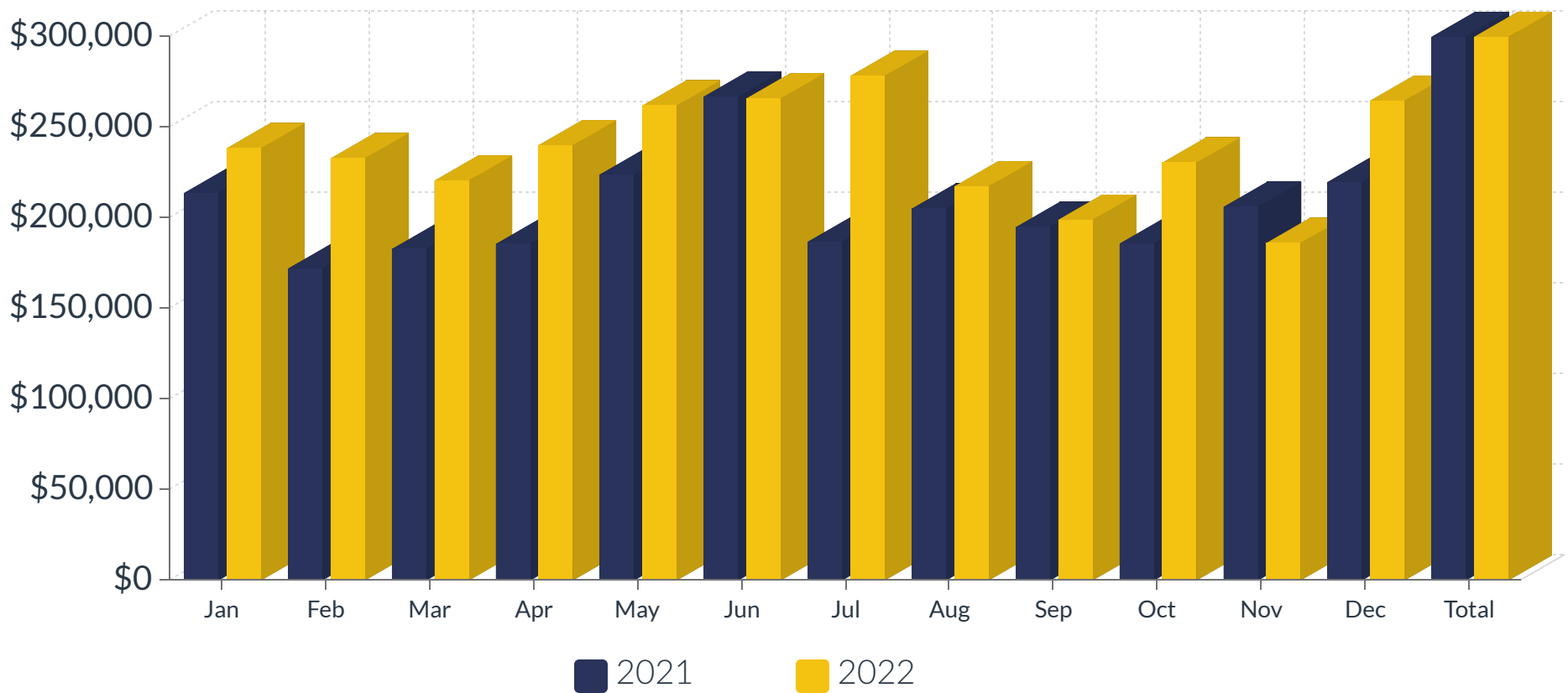


FINANCIAL REPORTS GUIDE

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REVENUE

TITHES & OFFERINGS



GOD'S TRACK RECORD

OF FAITHFULNESS

Budgeted Amount and Amount Received

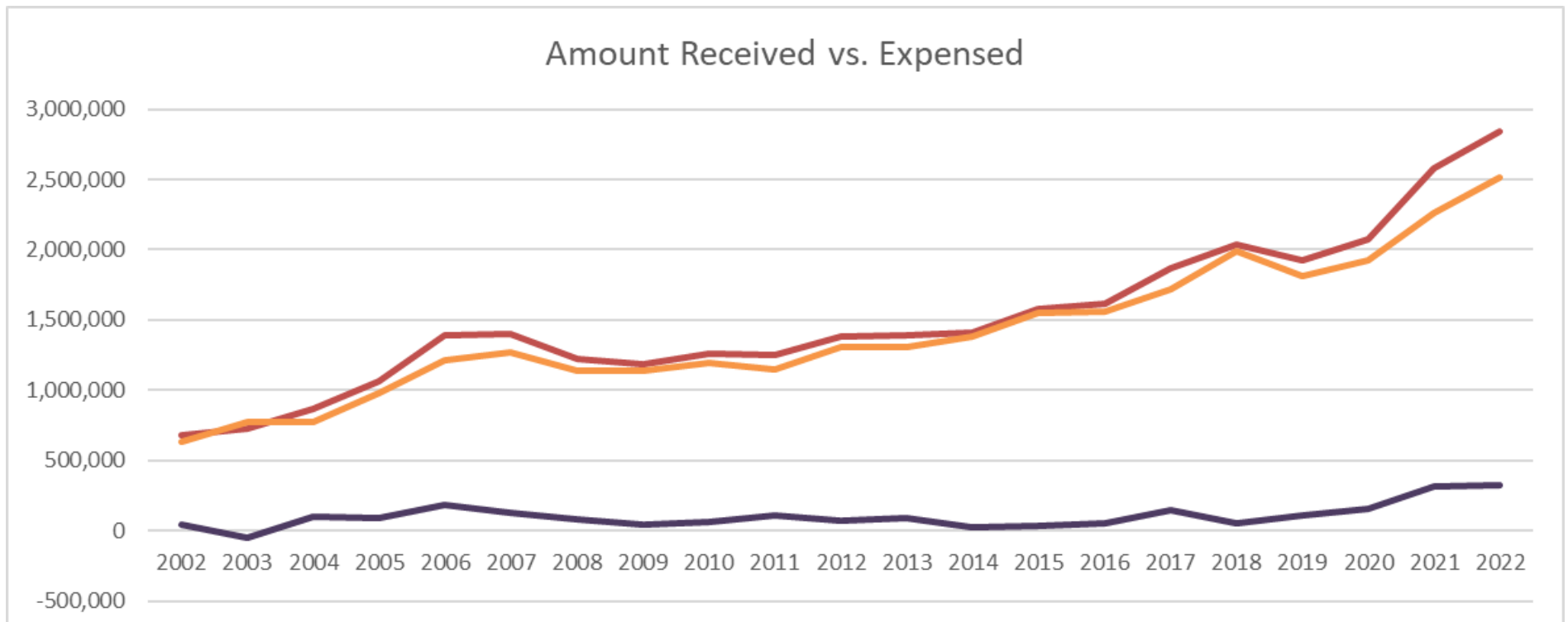
| Budget Years | Budget Amt. | Amt. Rec'd | Variance |
|--------------|-------------|------------|-----------|
| 2002 | 658,500 | 677,882 | 19,382 |
| 2003 | 800,000 | 725,575 | (74,425) |
| 2004 | 888,906 | 871,714 | (17,192) |
| 2005 | 1,000,000 | 1,068,491 | 68,491 |
| 2006 | 1,353,197 | 1,395,258 | 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 |
|--|--|--|------------------------|

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

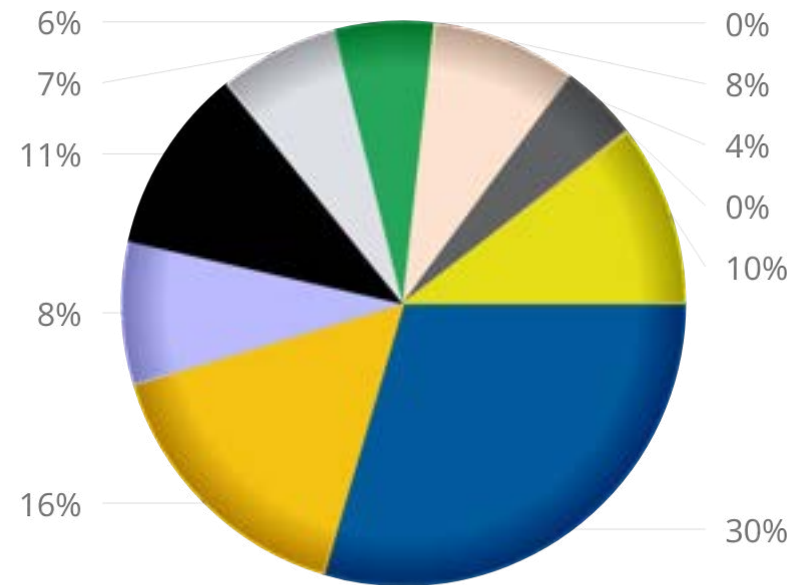
2022 OPERATING BUDGET

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



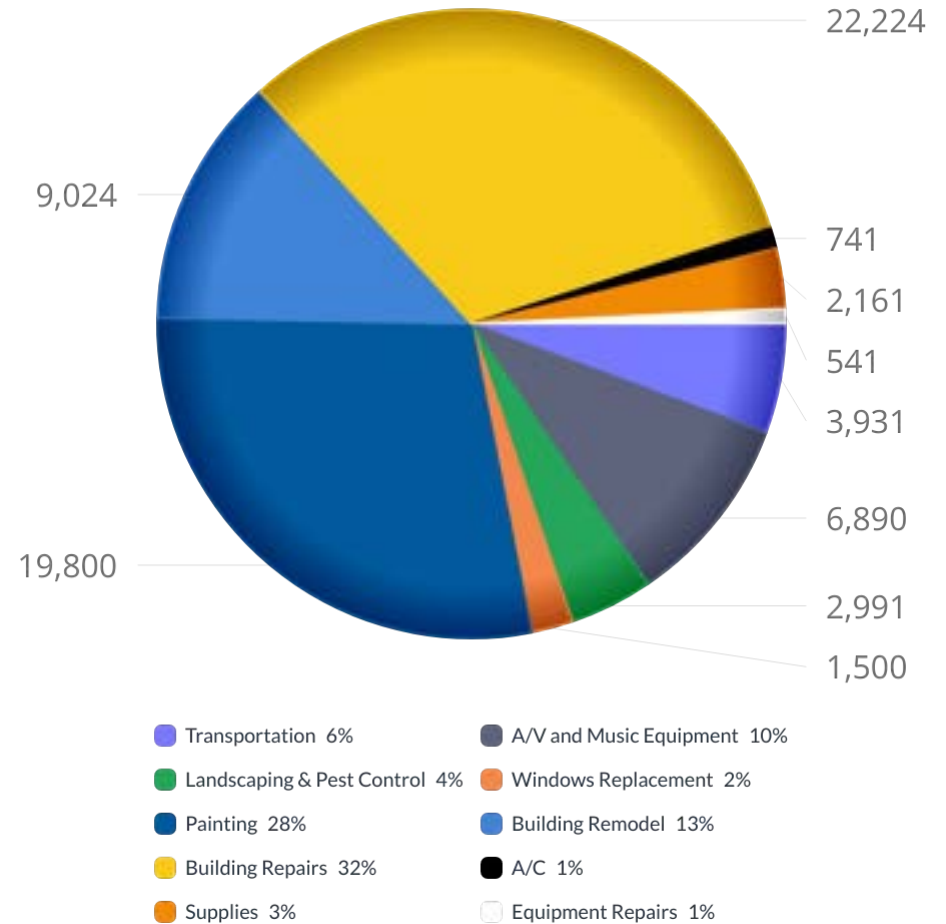
- Administration
- Stewardship
- Pastoral Department
- Christian Education
- Discipleship
- Evangelism
- Prayer
- Music
- Youth
- Deacon/Deaconess
- Missions

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 | \$ 9,872 |
| Total Benevolent Giving | | |
| Donations to Organizations: | | |
| Mt. Zion Christian School | 47,759 | \$ 47,759 |
| Total Donations to Organizations: | | |
| 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

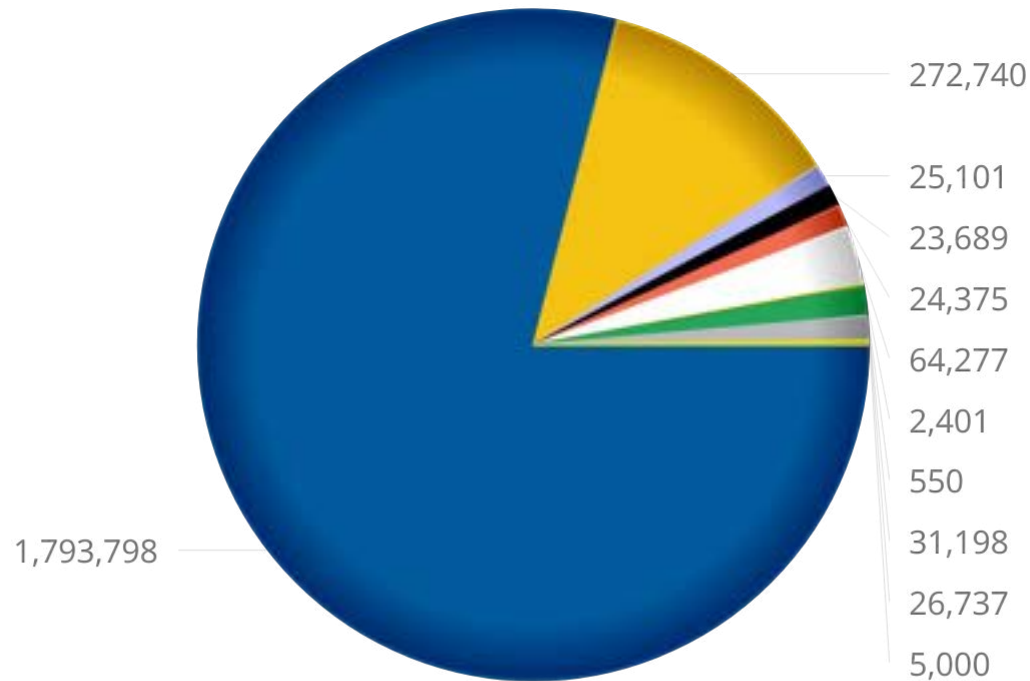
The weekly tithe budget is the total projected revenue minus other forms of revenue divided by 52 weeks per year. For example in 2023 the tithe budget is calculated as follows:

| | | |
|--|-------------|------------------------|
| 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>\$ 43,651</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

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



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

1234567890

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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.

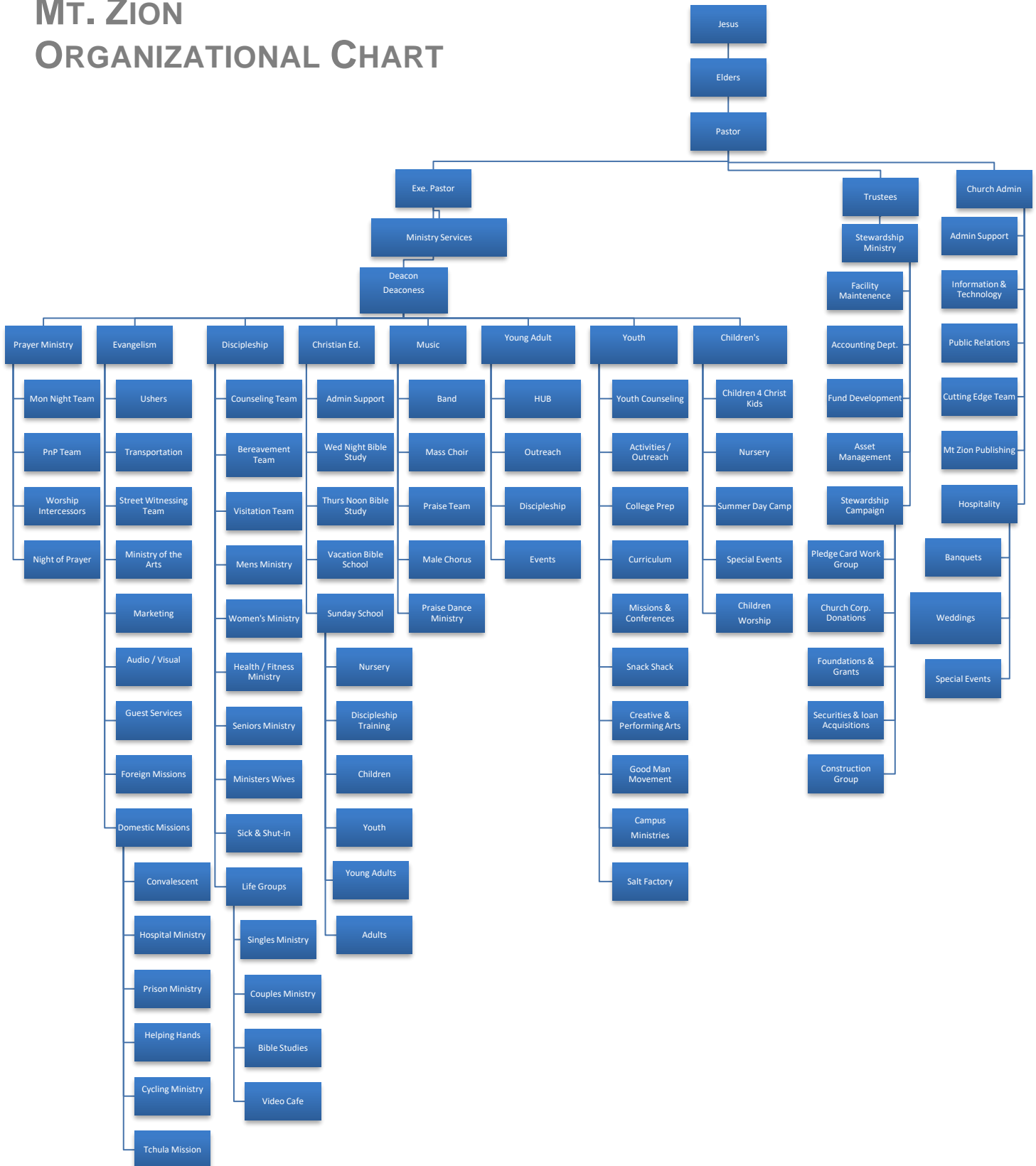
As we run toward the finish line, I look forward to celebrating God giving us the victory as we run this last leg with self-control in all things (I Cor. 9:24-27).

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).

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 10th 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.

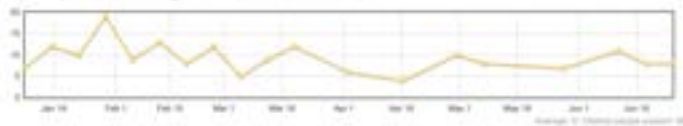
What’s happening weekly:

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

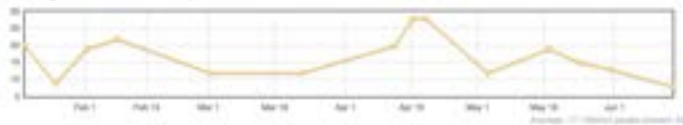
The Emerging Adults launched a check-in line for our younger young adults and college students to come on, talk, get prayer, give life updates, similar to office hours. We usually have 1-2 people join and sometimes join the prayer line. We had one fellowship off Zoom at Haven City Market and had 2 people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



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 4th 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 worshipping 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 25th during church service in combination with our 101st 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.



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)

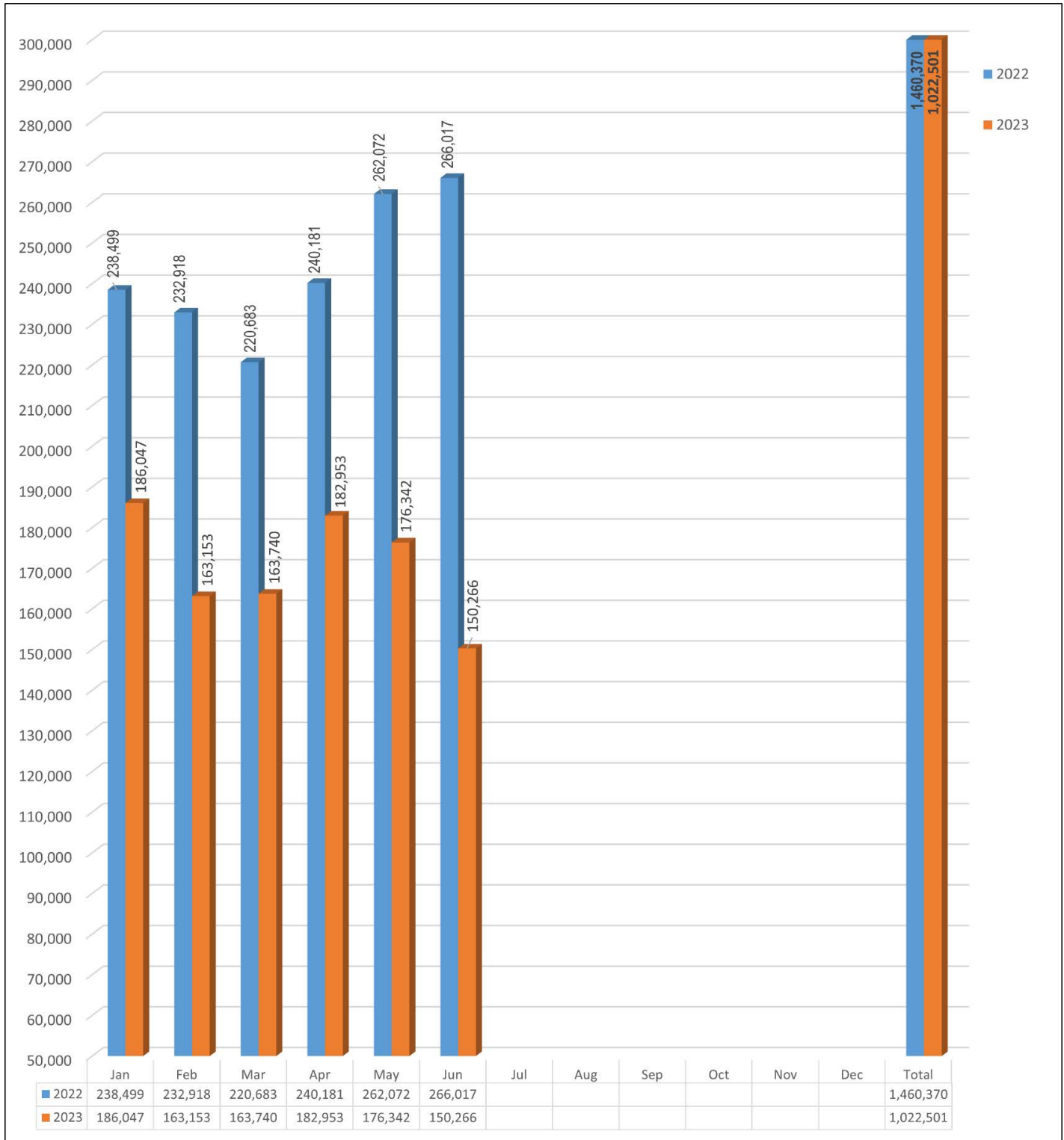
FINANCIAL REPORTS

Revenue Report

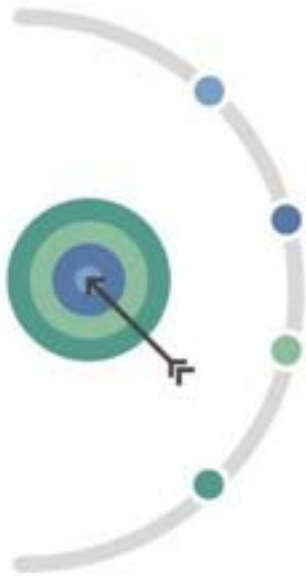
Strategic Alignment

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

| | | |
|--------------------|------------------|----------------------|
| Department | Administration | Adjustments |
| Ministry | Marketing | |
| Description | Supplies | (\$5,000.00) |
| | Capital Campaign | (\$5,000.00) |
| | Event Ads | (\$5,000.00) |
| | Social Media | (\$2,000.00) |
| Total | | (\$17,000.00) |

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

| | | |
|--------------------|-------------------|---------------------|
| Department | Stewardship | Adjustments |
| Ministry | Trustees | |
| Description | Trustee Allowance | (\$3,000.00) |
| Total | | (\$3,000.00) |

| | | |
|--------------------|-----------------------|----------------------|
| Department | Stewardship | Adjustments |
| Ministry | Building Maintenance | |
| Description | Maintenance & Repairs | (\$10,000.00) |
| | Janitorial Contract | (\$5,475.00) |
| Total | | (\$15,475.00) |

| | | |
|--------------------|------------------------------|---------------------|
| Department | Stewardship | Adjustments |
| Ministry | Holy Spirit Guidance Meeting | |
| Description | Printing | (\$3,000.00) |
| Total | | (\$3,000.00) |

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

PRODUCT COMPARISON

PRODUCT COMPARISONS

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



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.

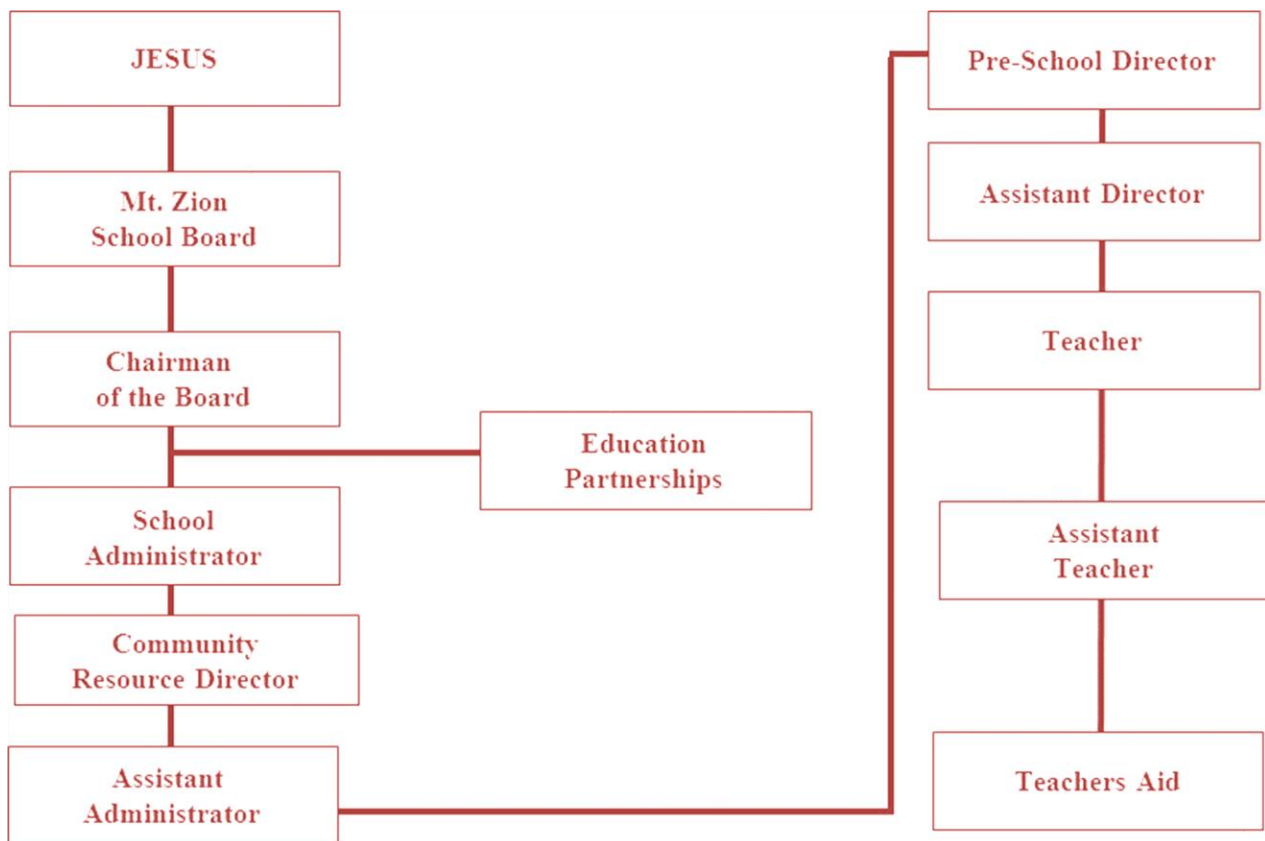
In honor of our Kindergarten graduates, we had our end of the year field trip at Knotts Berry Farm, the children enjoyed their day.

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 3rd 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) | \$ 3,307.41 |

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

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Ontario, CA 91762
(909) 983-2411 *phone*
(909) 983-6244 *fax*

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website: www.mtzionontario.com
livestream: Mt Zion Ontario - YouTube
Stay Connected!

