



2019 One Year History Update

Prepared by: Pastor Brian E. Kennedy

We praise God once again for giving us a mind to start the New Year on our knees. **Our New Year's Eve Service** was a creative step outside "the box" and highlighted our intentional effort toward being a multi-racial, and multi-generational congregation.

The 2018 **New Year's Eve Celebration (A Taste of Zion)** consisted of a movie geared toward children and youth, an international food festival with 7 countries represented (Jamaica, Africa, Mexico, Austria, The Philippines, Cuba, and the United States). Not sure what happened with people's diets that night. Concurrent with the food festival was a game room full of highly competitive participants displaying their skills. Don't tell anyone, but a highly skilled undercover female domino player beat the top male domino players in the church (even church picnic domino kings). We discovered new talent in the youth center as fun and laughter filled the room around karaoke. The "ballers" were on the basketball courts (you would think these people had NBA contracts). Just for fun several people stopped by the photo booth and made lasting memories. Finally, the video gamers enjoyed the "Game Truck" filled with the latest games and large video screens.

After great food, fun, fellowship, and new friendships, we entered the sanctuary for a time of reflection on the past year, and to pray in the New Year with God-Sized expectations.

On Monday night, January 7th we had over 60 members in attendance for our **Pre-Day of Prayer**. Then the **Day of Prayer was held** on Saturday, January 12th in conjunction with the **Annual Leadership Seminar** with over 100 in attendance.

Mt. Zion participated in the **Daniel Fast** Saturday, January 19th – Monday, January 28th. The **Night of Prayer** was held on Friday, June 7th with Freddy Alfaro & Friends leading us in Praise and Worship with 80 members in attendance. Our focus was on the "Assurance of Answered Prayer" (Matthew 7:7-8).

To keep us moving forward on our knees, we continued the all church fast on Monday's at 12 noon, and ended after the hour of power **Prayer Meeting** at 8:00 pm.

At 97 years old, Mt. Zion carried the theme, "**Living for God-sized Results**" into 2019. As we prayerfully moved closer to 100 years, God gave us more tools to keep us healthy and growing. We started counting and monitoring specific areas. In 2019, we signed up for the Count the Cost Church Revitalization Program, which is a ministry of the California Southern Baptist Convention. We also took a page from the playbook of The Baptist Foundation of California, in regards to identifying specific indicators to help us monitor our progress. Here is what we started intentionally counting, and monitoring in 2019:

Count the Cost Goals for 2019

<u>Church Goals:</u>	<u>2018</u>	<u>2019</u>
	(Actual)	(Goal)
Average weekly worship attendance:	600	750
Minimum number of contacts per week:	Not sure	1231
Number of baptisms for the year:	20	50
Weekly Visitors goal	No goal	8-10
Weekly Revenue goal	\$30,413.00	\$32,548.00

Seven key indicators to monitor our progress in 2019:

- Increase average weekly attendance (from 600 to 750)
- Increase in average number of guests (from approx. 3 to 8-10 each weekend)
- Increase number of baptisms (from 16 to 50)
- Increase Saturday, Sunday, and Wednesday Bible Study attendance (from 450 to 550)
- Consistent staff and leadership recruitment, training, and placement
- Increase capital campaign and pipeline gifts (from \$108,000 to \$300,000 and from \$10,000 to \$100,000 respectively)
- Increase Doing Life Together Groups (from 10 to 15)

Five standards that must remain consistent:

1. Maintain Mt. Zion's seven core values church-wide.
2. Report finances according to Generally Accepted Accounting Principles.
3. Maintain weekly offerings (\$32,989 minimum each week).
4. 3% minimum increase of net assets.
5. 5% minimum increase of net annual church growth.

Following our theme of **“Living for God-Sized Results,”** we focused on all church evangelism (all members and friends were challenged to share the message about Jesus and invite people to church). This was done primarily through the sermon series in Acts, passing out “the invitation cards” (an ideal was given to Mt. Zion by Retired Vietnam veteran Drill Sargent, Herman Barnett, Sr.) and passing out the Lasting Relationship witnessing tract. As a result of the congregation embracing all church evangelism, God moved Mt. Zion from a place of decline to refreshing growth. Here is what happened.

At the January 2018, Leadership Conference, Pastor Kennedy announced to Mt. Zion Leaders how Mt. Zion had plateaued and was slipping into decline. While doing the good thing of strengthening our discipleship oriented ministries, we allowed our all church evangelism efforts to slip to the back burner (slipping into decline was slow, deceptive, and unnoticeable at first).

Despite the decline, God was gracious to us, and helped us experience slow and steady growth. In 2018, 83 new people joined the church, and by September 9, 2019 45 new members joined the

church.

In 2018, 16 people were baptized, and by September 1, 2019 25 people were baptized (5 people were signed up for the 97th anniversary, “**Open Baptism**”).

In 2018, we had 235 in Saturday and Sunday Bible Study, and 244 as of September 1, 2019.

In 2019, Mt. Zion members and friends invited an average of 9 guest to church each week.

In 2018, the average weekly attendance was under 600, during the last four weeks prior to the 97th anniversary celebration our average attendance was 625.

All the indicators point to slow but steady growth as of September 2019. We have to put a lot of work into growing, but praise Jesus, we are growing and not on the decline. Praise Him!

As church members spend time and energy doing outreach efforts that lead to growth, church members must also keep discipleship oriented ministries operating at a 5 Star Level. Outreach and evangelism are inseparable.

Summary of New Ministries and enhancements to existing ministries in 2019:

- A New Master Life Class, for women only, started at Wednesday Night Bible Study.
- The Women’s Wednesday Night Bible Study recruited, and raised up several younger Bible Study Leaders to lead the class throughout the summer for a seamless all year Bible Study.
- A New Women’s only Sunday Morning Bible Study was launched in the Mt. Zion Café.
- The Mission Ministry has a new leader to oversee all are missions trips. A new St. Vincent, WI, Team Leader was recruited and began planning the 2020 trip to resume our ministry in St. Vincent (Mt. Zion has teams doing missions in Uganda & Rwanda, Africa, St. Vincent, WI, Haiti, and Tchula, Mississippi). The Senior Pastor was invited to Malawi, Africa to do a Pastor’s conference and bring a team to minister to orphans in the community (the trip will be planned for 2020 or 2021).
- The Cycling Team started riding again on Sunday evenings.
- The Business to Business Ministry updated its ministry model by having quarterly versus monthly meetings for greater impact. They also launched a Sunday Morning Business to Business Bible Study that challenges business leaders to incorporate biblical principles into their business practices during the week. They also hosted their first ministry fair in partnership with Mt. Zion CDC. Forty one (41) businesses attended with booths and a day full of business mingling. Mt. Zion business leaders envisioned God-sized results.
- The Guest Services Ministry, put in place an improved system to great guest in worship services by spending time with them after service, and following up with them for six weeks. Ministry Services made plans to recruit more volunteers and fine tune this ministry.

- The Couples Ministry which meets each Sunday morning at 9:30 to 10:30 in the east wing of the youth building, planned to be more visible by introducing larger scale couples' event in 2020.
- Our retired military leaders stepped up to advise and lead Mt. Zion in recruiting, training, and commissioning Deacons into service. Twelve (12) trainees were in process and completed their second quarterly seminar as of September 1st. They used Henry Webb's book, entitled: *Deacons - Servant Models in the Church*. The U.S. military leads the world in recruiting, training, and assigning young adults into meaningful military service. Every U.S. soldier in the world knows how to do their job.
- The Children's Choir hosted a back to school concert featuring Dex Davis, Child of God, who shared one of his Cartoon Series that incorporates character development for our children. It was an evening of fun and positive reinforcement for our children.
- The Children's Ministry started their Special Needs Ministry in 2019.
- The Mt. Zion Christian Pre-School started the year with a record enrollment 21 (last year was 17), and were poised to grow to their capacity of 49.
- The Youth brought back **the Lock-In**, an all-night, fun filled time of unlimited food, peer development and challenge to stay up all night. Fifty (50) youth attended including 4 guest. The Young Adults volunteered as chaperones, which built on a growing connection between youth and young adults at Mt. Zion.
- The Youth and Young Adults hosted the Wednesday night Three on Three Basketball Tournament which brought the church together in an evening of rich fellowship, food, and outreach to the community.
- Our Youth Ministry was invited by UCLA, to attend College Signing Day, with hostess Former First Lady, Michelle Obama. We partnered with several sister churches and took a bus to UCLA for the historic experience for our high school students. UCLA continued the strategic partnership with Mt. Zion to educate students and parents with critical tools for college admissions, financial aid, survival skills in collage, and motivation to finish strong in college. UCLA hosted another college workshop at Mt. Zion in 2019. The youth hosted a UC information fair with UCLA, UC Riverside, UC Irvine, UC Berkley, UC San Diego, and UC Santa Cruz.
- The Nurturing Ministry, which follows new members for their first two months, expanded their leadership model.
- The Vacation Bible School Team challenged the church to do an open baptism on Thursday afternoon. Four children and one adult were baptized. Praise Him!
- The Church Administrative Team upgraded to a digital phone system to save \$300.00 per month. The team also reduced the size of the weekly bulletin, and promoted online access to the bulletin to save printing cost.

New carpet was donated and installed in the preschool (donated by Johnson Floor Company). The landscaping around the church was upgraded, and new chips put in the playground (all donated by Beneficial Ag Services, a recycling company in South Ontario).

The halls in the education building were painted (paint donated by Mt. Zion members), and the seats in the sanctuary were changed to theater style for the increased comfort of worshipers. We contracted with Anthesis, a company which empowers adults with disabilities to blossom, for our weekly gardening services and daily cleaning in the sanctuary saving the church \$500.00 per month.

- Mt. Zion received several grants in 2019 to expand our outreach efforts (\$3,500 for the Summer Camp, and \$2500.00 for the Harvest Festival, both from the Baptist Foundation, and \$5,738.00 for our South campus from NAMB & IESBA, totaling \$11,738). Jesus!
- The Mt. Zion Marketing Team improved our on-line presence by transitioning us to YouTube. This was a significant improvement in screen quality and reliability. They also produced a new logo for the church.
- God expanded the Tchula, Mississippi Mission's Teams territory in 2019 to 15 participating pastors for the largest evangelistic outreach in Holmes County.
- The Trustees approved a contract to secure extra parking across the street from the main church parking lot. Adequate parking is critical for ongoing growth.
- The Capital Campaign Team, met several times to reinvigorate our efforts to pay off the Land Loan and put money in the bank to break ground to build. Since commercial developers are bringing \$150 million dollars of infrastructure to the west side of the Ontario Ranch where Mt. Zion's 18 buildable acres are, we can realistically project that Mt. Zion can break ground to build the year we turn 100 years old. God Can Do It!

In 2019, our first six month's income was significantly lower than projected. Hence, the staff took a 10% cut in June to avoid layoffs. On September 15th, the 10% was reduced to 5%. Despite financial challenges, God provided and we were able to continue doing 5 Star ministry with less. Consider the rest of our 2019 historic summary just to see what happens when God's people live for God-sized results.

The **Black History** program celebrated the Great Migration on February 24th. Dr. Gilbert Holmes was our keynote speaker who engaged the audience by having a question and answer period. Elementary to high school students were encouraged to participate in an essay contest in which they interviewed a member of their family that migrated from the South. The three winners were, De'Jon Benjamin Little (9th grade), DeMari Jackson-Little (3rd grade), and Jordan Moreen (2nd grade). Two hundred and eighty four (284) people attended.

Resurrection Service – The 6:00 am, 8:00 am, and 10:00 am, resurrection services were held at the Ontario Town Square on Euclid Avenue for the fourth year. We are convinced that God was glorified as we worshiped around the resurrection of Jesus from the dead, people putting their faith in Jesus, Mt. Zion providing the community “a pleasant delight” on Resurrection Sunday (over 1,500 people attended).

South Campus – Glory to God, on June 2nd we celebrated the one year anniversary of the South Campus, our first church plant. Under the leadership of Pastor Kelvin Aikens, at Grace Yokley Middle School in Ontario, 64 adults and 6 children attended the morning service and 100 adults

and 1 child attended the Anniversary Celebration. During the 1st year the average attendance at the South Campus was 47, and 3 visitors per week.

VBS Program – We put on the Armor of God during the week of June 24-28. On average, we ministered to 62 children daily. Seventy-one (71) children attended the educational trip to the space museum. Ten (10) children put their faith in Jesus, and four (4) children and one (1) adult participated in the open baptism service. Activities included: Chess, Bible Drill, Career Development, STEM rotations, Cooking/ Food preparation, and Crafts.

The **Graduation** Program theme was: With a Hopeful Spirit, Pursue God’s Plan for Your Life (Philippians 3:14). We encouraged graduates to follow the path that God has for their lives. We had a total of 45 graduates and promotions, which included 15 college graduates, 15 high school graduates, 6 middle school promotions, 5 elementary promotions, 1 kindergarten promotion, and 3 pre-school promotions. Words of Encouragement, Inspiration, and Wisdom were given by Mt. Zion’s very own Brian E. Kennedy, Jr (M.Ed.) Dr. Raquel Rall (PhD). This year’s special guests were California State Senator Connie Leyva, County School Superintendent, Dr. Ted Alejandre, Deputy Chief Mike Lorenz from the Ontario Police Department, and Superintendent Dr. James Hammond, from the Ontario Montclair School District.

The **A/V Ministry** – continues to invest in their new members and new pieces of equipment to cover the campus. The new hardware for the broadcasting studio has improved our livestream presence and launch our YouTube channel. We are still waiting for the final completion of the studio / broadcasting room. This room is vital to our ability to control sound, video and camera crews remotely across the campus.

The **Children’s Ministry** grew in the area of discipleship by helping children develop a deeper understanding of who God is and how much He loves them. The children continue to be visible in the total church program and this helps them to feel a greater sense of belonging.

The Children’s choir membership has grown to 35 active members between the ages of 4-11, and they sing regularly on 2nd and 4th Sundays.

- February - Parents Day Out – had ten (10) children to sign up, but due to the rain only three (3) showed up on that day.
- March - Children’s Lock-in – had twenty-two (22) children to participate and three (3) of the children were from Saturday church.
- April - Resurrection Sunday Program back by popular demand the children’s reenacted the “*Resurrection of Christ*”.
- Summer Adventure Camp - Camp Session I went 4 weeks with a total attendance of 35 attendees. The second 4 week session had 30 in attendance. This year every Monday, the campers went to storybook studio in Upland, where they had arts & crafts and science projects.

Check out Parenting Christian Kids Magazine in the fall. This magazine is designed to help educate parents. Our prayer is that you’ll make informed decisions about what your children watch, read, listen to, and play.

Youth – Our youth continued to be called upon to serve in other areas of church ministry and committees including; the nursery, children’s ministry, praise dance, ushers, choir, Helping Hands, and other adult ministries.

- True Love Waits – Program kick-off at Magic Mountain February 16th. A 7-week study promoting purity security culminating with a concert March 31st featuring music from Phillip Leary and Freddy Alfaro along with local guest artist.
 - Youth Ministry and UCLA sponsored College Financial Aid Workshop for the community with approximately 40 in attendance February 23rd.
 - S.A.L.T. Factory (Salt and Light Teens) Youth Sunday Worship Experience celebrated 1 year with games, worship, a message, and all-you-can-eat tacos February 24th.
 - Youth workers attended the Neaten Ministry Conference at Gateway Seminary January 26th and Youth Pastors Summit April 1-2 at Saddleback Church.
- 3 on 3 Basketball Outreach Tournament April 24th sponsored by Youth and the HUB.
- On May 1st fifty-four Mt. Zion High School Seniors and juniors, and youth from neighboring churches attended College Signing Day at UCLA featuring former FLOTUS Michelle Obama.
 - Youth Skate Night May 8th with approximately 20 participants.
 - Mr. J concluded 16th year on-campus bible club ministry as students prepare for summer break on average, we ministered to 25 students.
 - The Good Man Movement 10-month mentorship program was attended by eleven (11) boys under the direction of Justin Jerry and Aaron Williams and culminated with its 5th Gala May 11th Eight (8) young men attended.
 - For 4 weeks in June, The Youth Creative and Performing Arts Workshop focused on The Art of Storytelling with sessions taught by Author, Dana Marie Booker. Seven (7) youth participated.
 - Fourteen teens participated during Go Sunday distributing door hangers to 516 homes in Chino.
 - Youth Wednesday Interactive Bible study focuses on current urban issues from a biblical perspective with an average of twenty-five participants.

The **HUB Young Adult ministry**

- At our HUB Wednesday night service we have seen a 30% increase in attendance with an average from 21 to 32.
- In January we kicked off the year with a Vision Board Party.
- In March we hosted a Poetry Night with over 80 people in attendance. 40% of those who attended were guests. 6 people recommitted their life to Christ.
- In April we partnered with the Youth ministry to host a basketball 3 on 3 Outreach. We had several guests and over 70 in attendance with 3 dedications.
- In May we hosted a relationship conference. The theme dealt with the season of life- Storms, Droughts and Harvest. We had great reviews and over 60 people attended.

The **Deacons Ministry** worked on updating the family ministry. The Deacons kicked off their Deacons Trainee Seminars on May 4, 2019 with 18 participants. They ministered to the Mt. Zion congregation through prayer and service. They served the Lord's Supper to 36 members at home or facilities, assisted in baptizing 25 candidates and made 61 hospital and home visits. The Deacons participate in the Men and Women's combined fellowship. During "Go Sunday" in

June, we distributed 45 homeless bags. The Deacons traveled with and assisted the Pastor throughout the year.

The **Deaconess Ministry** continues to reach others for Christ by staying connected to the body of believers and others. They assisted the Deacons with baptisms and communion; consistently reached out to church families and others; and maximized their talents and gifts in various other ministries for kingdom building.

Our **Sunday School** had a high attendance effort on the weekend of March 16-17 when 40 guests joined us in Bible Study. Our overall attendance for the weekend was 273. Our average attendance between January and June was 239. By September 1, it was 244. On April 7th we began two new classes, one for women and one for Business Owners and Entrepreneurs. As of 9/1, the average attendance in the Business to Business class was 12, and women's only class averaged 25.

Five people completed our Potential Workers Training class. Twenty-three of our workers attended our mid-year training event in February. Between that and Ministry Connection last October we had 64 who participated in training. In addition, we have two other teachers who have been trained and are ready to begin new classes. The Workers Meeting continues to meet with over 50 in attendance each month. We hosted a Worker Appreciation luncheon for over 100 of our workers. Robb Zinn brought us an inspirational message.

Doing Life Together - Bible Study groups, held either on campus or hosted at a member's home, had nine groups that meet on a regular basis as of September 1st. A new group started in Fontana. Two members were preparing to launch in September in Rancho Cucamonga.

The **Seniors Ministry** continues to grow with an average of 28 attending Thursday Bible Study. They continue to participate in weekly Bible Study and gather to celebrate birthdays and other special events in each other's lives. They are involved in different activities to help reduce isolation, foster friendships, stimulate empathy, and provide a mental 'time out'.

The **Nursing Home Ministry** provided room-to-room visitation at two Nursing Facilities in Pomona; Country Oaks and Park Avenue Healthcare on the second Sunday of each month. They conduct a Church Service at Upland Rehabilitation Center on the fourth Sunday of each month. The Nursing Home Ministry ministered to over 643 people during through September 2019.

The **Men's Ministry** continued to focus on reaching a God desired effect for both generations to come together on one accord, growing together in God, and taking a leadership role in God's Kingdom. The main goal was to reach a greater percentage of men.

The **Classic Restoration Ministry** met every 4th Saturday to spread the message that "God restores His people." We had successful cars shows with a high of 40 cars, trucks, and special interest vehicles. As a result of this ministry several inactive members of the church have recommitted, and the unchurched started visiting the church.

The **Mt. Zion's Women's Ministry** focused on *Growth through Engagement*, promoting spiritual growth and submission to the authority and application of God's Word. We are serious about maturing in our walk with the Lord.

Our 4th Saturday study, “*Experiencing God – Knowing and Doing the Will of God*”, by Henry and Richard Blackaby was introduced to more than 60 women.

Wednesday night Bible Study of “*The Purpose Driven Life – What On Earth Am I Here For*” by Rick Warren was a rewarding study. The Summer Wednesday night session started on June 12th with the study of Hagar. We welcomed 10 new members.

The **Fitness Ministry** held classes throughout the week. We have Zumba on Tuesdays and Step Aerobics/Abs on Thursdays. Both classes are held from 7:00 to 8:00 pm in the Mt. Zion Café, and Karate is held on Tuesday and Thursday nights from 7:00 to 8:30 pm.

Gospel Line Dance Class, was held on Tuesdays, 6:00pm to 7:00pm in Room 9. We advocate the healthy benefits for **Adults**, which is low impact, helps strengthen and tone the entire body, fellowship, encouragement, and many more benefits.

The **Nurturers Ministry** hosted the New Members luncheon on March 3rd; there were a total of 12 new members in attendance. Members were served lunch and given the opportunity to share something about themselves and their families. Several ministry leaders explained their function and invited new members to connect in a ministry. After the luncheon, the members were invited to attend the Holy Spirit Guidance Meeting held in the Mt. Zion Café.

The **Mental Health Ministry** (Minds Moving in a New Direction) provided mental health resources to Mt. Zion members and the community. In March we hosted “In Our Own Voice,” sponsored by NAMI. In May we kicked off Mental Health Month where resources were provided to congregants and community members. We continue to strive in cooperation with NAMI (National Alliance on Mental Illness) to increase Mental Health Awareness throughout our communities.

The **Helping Hands Ministry of Mt. Zion** provided approximately 3,883 meals to individuals by September. We had an on-going partnership with San Bernardino County Emergency Food Assistance Program. Each month Helping Hands' volunteers picked up food in San Bernardino and distributed food at Friendship Missionary Baptist Church.

- HHM delivered 488 food bags to seniors residing in Ontario, CA.
- Fed 109 with emergency food bags
- Provided clothes for 3 individuals
- 11 Benevolence Requests (housing referral, furniture, monetary emergency)
- Received \$523.52 donation from the Thursday Worship Services.
- 2,035 volunteer hours were donated to HHM by September.

In April HHM provided Resurrection Holiday food bags feeding 358 individuals. Food Bags consisted of Ham or Turkey with side items to feed 3-4 individuals for 2 - 3 days.

Every Thursday HHM had a bi-lingual Worship Service which was aired on YouTube under the site Pastor George Spacia.

The **Music Ministry** opened the year with our annual Male Chorus Concert. Seven local and distant churches joined us for a memorable evening of worship. In the spring, we ministered at the Ontario Town Center Amphitheater for Resurrection Sunday Services. We capped off the spring season with our Annual Evening of Worship featuring our very own choir, and led the 97th anniversary concert. We experienced growth spiritually and numerically.

The **Mt. Zion Business to Business Ministry** was formed August 2018 with a vision to bring glory to God in all that we do as business leaders. Mt. Zion B2B started with thirteen members and have a total of seventy-nine to date. We hold quarterly outreach events, the first being Business & Burgers which was sponsored by the Mt. Zion CDC (Community Development Corporation) on June 29, 2019 with 41 booths.

The **Usher Ministry** continued to train our ushers to serve members and guest so they may experience the sacredness of worship. We were creating a photo roster of emergency personnel to help identify those trained for medical assistance. We celebrated our 15th Annual Ushers Day program in March with Our Theme: "Facilitating the Assembly of the Saints." There were 303 in attendance. In our campaign to recruit new Ushers, one new Adult Usher joined, and others are interested. Please keep our Usher Ministry in your prayers.

The **Tchula Mississippi Missions Ministry**. God raised up the 43 member Tchula mission's team in 2019 consisting of 28 from Mt. Zion, 13 from Progressive Church in Stockton, 2 people from St. Paul Baptist Church in Sacramento, to make a kingdom difference (children and teenagers).

When we arrived at approximately 2:00 am, we rested quickly, got up early, split up into small groups and attended 13 participating churches throughout Holmes County.

On Monday we set up in six different locations for vacation bible school and true love waits. Our construction team started their work building the gazebo at Big Daddy's restaurant in Tchula.

Our senior's ministry team visited with senior citizens which included two Deacons praying and giving a Word of encouragement from the scriptures, and Mrs. Arkansas giving them comedy.

Each evening we hosted a basketball tournament that attracted people throughout the county. At the basketball tournament each division, elementary, middle and High School/Adult players battle for the treasured first place title, which gives bragging rights for an entire year.

At this year's tournament the President of the County School Board, the Mayor of Tchula, the Mayor of Lexington, and the Special Assistant to the County Superintendent of Schools spoke to help the community see vision for their community and have hope.

Each night we broke up into small groups and addressed the topics of purity, hope, God's love, and the New Commandment for us to love one another the way Jesus loves us, which was followed up with a short message and invitation to put their faith in Jesus.

From VBS, True love waits, the senior's ministry, the basketball tournament, and our witnessing throughout the community, at least 50 people put their faith in Jesus.

On Monday we made a kingdom difference in the lives of 242 people.

On Tuesday, we prayed for increase and God let us minister to 390 people.

On Wednesday, we prayed for more increase, and God let us minister to 461 people.

On Thursday, we prayed for more increase, and God let us minister to 543 people.

The significant highlight was how the Pastor's and church leaders in Holmes County opened their doors and allowed us to serve in partnership with their VBS Teams. The goal to increase capacity among the churches in collaboration with each other has become the largest evangelistic

outreach effort in Holmes County during the year. In 2019, 15 Pastors participated in this effort to expand the kingdom in Holmes County.

The **Administration Department** strived to increase our skill sets to facilitate effective kingdom building (we implemented Air Table as our project management, and a staff accountability system).

With steady growth, transformational volunteerism is needed to sustain and increase the growth. Hence, transformational volunteerism, will be our theme for 2020. We must develop and shore up our delivery systems for recruiting, training, and launching God's people into volunteer driven ministries such that volunteers, and the people they touch experience transformation.

Mt. Zion, we must stay on our knees as we move into the future and remain committed to living out our Seven Core Values for God-sized results. Year 97.

FUTURE HOME OF MT. ZION



8717 Chino Ave
Ontario, CA 91761

Loan Balance
\$236,801.63
(Original balance \$2,400,000.00)

WHERE GOD GUIDES,
HE PROVIDES.

Isaiah 58:11

2020 Annual Report



Celebrating 98 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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Letter from Pastor Kennedy



Divine Opportunities in a Pandemic

In 2020, the Corona Virus Disease of 2019 (COVID-19), left a trail of physical, economic, social, emotional, and spiritual damage around the world. As of 2/24/2021, there were 112,796,875 cases, and 2,499,545 deaths worldwide. On 2/22/2021, America hit a sobering milestone exceeding 500,000 deaths. Yet, with 28,903,679 cases in America, 19,213,237 fully recovered as of 2/24/2021 (<https://www.worldometers.info/coronavirus/>, accessed 2/24/2021).

Mt. Zion along with other churches around the world felt the painful sting of members getting sick, and many dying due to COVID-19. In the midst of panic, death, uncertainty, disappointments, lockdowns, restrictions, wear-

ing masks, social distancing, and washing hands, we prayed and asked God to show us the good that He was doing. As a result, He revealed numerous ministry opportunities (Rom. 8:28).

We had the opportunity to provide some semblance of normalcy with safe outdoor gatherings. We along with most churches stopped in-door church gatherings to help slow the spread of COVID-19 and became creative with online services. Through online platforms, churches reached more people for Jesus worldwide on Easter 2020 than any other time in history. During COVID-19, we discovered the benefits of going hybrid (outside gatherings and online services).

Our A/V and Marketing Teams developed a quality worship platform via YouTube so that members and people around the world can access our services anytime. They also developed Postscripts, which is a creative look at each sermon from a younger listener's perspective, and the Mt. Zion Minute, which helps families stay more connected with the activities at Mt. Zion. The Helping Hands Ministry expanded by giving food to over 500 people per month and provided food for over 1,000 people at Thanksgiving and over 1,000 people at Christmas. With 47 volunteers, Helping Hands functioned as an essential service during the spread of COVID-19.

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-Pastor Brian E. Kennedy, Sr.

Divine Opportunities in a Pandemic, cont.

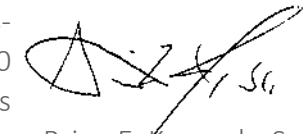
The Monday night prayer meeting grew from an average of 35 to 100 via online prayer meetings. Through Zoom prayer meetings, Bible studies, ministry meetings, and leadership meetings, we witnessed growth and better connectivity throughout the church.

With the death of George Floyd and others through police misconduct, we held three recorded public forums with law enforcement officials from the Federal, County, and Local levels to discuss "change from the inside out," and how policing is done in San Bernardino County.

We started measuring our connectivity throughout the church and learned that with 121 active ministry units throughout the church, 89 ministry units were operative during COVID-19. Which means at least 2,999 people were connected to the various ministries each week, and at least 158,140 in the year 2020 (including ministries of the South Campus and Iglesia Impacto). Learning who is connecting and who is not connecting reminds us to pick the low hanging fruit at Mt. Zion by connecting with the people who are missing.

Rejoice as you read this report and witness how God continually gave us ministry opportunities during the COVID-19 pandemic.

God Bless,



Brian E. Kennedy, Sr.
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



2020 Initiatives

1. Develop a five-star, volunteer driven infrastructure that will expand our capacity to effectively facilitate worship and discipleship from 600 to 800 people each weekend.
2. Train all ministry leaders leading a Bible Study driven group (Saturday and Sunday Bible Study, Wednesday and Thursday Bible Studies, Life groups, GriefShare, etc.) to do attendance by using the church database program, ShelbyNext. This will help us keep our database updated, and help us collect the data needed to be great stewards over the growth God continues to give Mt. Zion.
3. Get our Volunteer Coordinator, Connection Coordinator, Event Coordinator, and Data Base Coordinator fully oriented, trained and operating by June 2020 so that we can effectively pursue our goal to get: 60% of all members to do some form of volunteer service once per month. 90% of all members connected to a Bible Study driven group that meets at least once per week.
4. To operate a Guest Follow-up team to help us increase the number of guests who join Mt. Zion from 5% to 10%. In 2019, 21 out of 428 guests joined Mt. Zion.

2020 Ministry Highlights



158,140

Connected to Mt. Zion ministries throughout the year (Main and South Campus and Iglesia Impacto)



100

Average attendance to prayer meeting (up from 35 last year)



5

Baptisms

7

Decisions for Christ through the efforts of the Evangelism ministry



89

Mt. Zion ministries remained active during the pandemic (out of 121 ministries)



6,875

Individuals served by the Helping Hands Ministry

ROOM-TO ROOM VISITATION

at Country Oaks Nursing Facility and Park Avenue Healthcare in Pomona on the second Sunday of each month and a worship service at Upland Rehabilitation Center on the fourth Sunday of each month, facilitated by the Convalescent Home Ministry. One decision for Christ was made through the ministry this year.

ZUMBA CLASS WITH GUEST INSTRUCTOR

Monica Evans. 22 in attendance. In January and February, the Fitness Ministry offered Zumba and Abs Aerobic classes each week, led by Erika Barnett.

GOSPEL LINE DANCE

class instructed by Gloria Ingram with 9 in attendance.



OPEN FORUM TRIBUTE TO KOBE BRYANT AND GIANNA

, hosted by the youth ministry, offered a night of reflection and encouragement with 30 students in attendance. One student who met Bryant shared his memories of the visit.

SHARING, GROWING AND EXPANDING A SMALL BUSINESS EVENT

hosted by the South Campus. Attendees learned how to access capital and heard from local small business owners about how they started and grew their business.

ROBERT COOK BEGINS TO LEAD THE MUSIC MINISTRY

Mt. Zion adds Contemporary Christian Music to its repertoire, with the goal of drawing people of other cultures.



S.A.L.T. FACTORY

(Salt And Light Teens) youth worship experiences held each 2nd and 4th Sunday averaging 34 students.



KINGDOM MEN CONNECTION RETREAT

at the Murietta Christian Conference Center allowed Mt. Zion men to come together to get closer to God by being in a place to hear from God and respond to Him in practical ways.

NEW MEMBERS LUNCHEON

with 5 in attendance.

CREDIT AND HOME BUYER'S WORKSHOP

educated attendees on how to overcome credit challenges and become eligible to purchase a home.

VIRTUAL RELATIONSHIP CONFERENCE

hosted by the HUB ministry, with 80 in attendance.

January

February

March

MARCH 19, 2021:

California Governor issued an executive stay-at-home order due to COVID-19 pandemic. Churches strongly encouraged to facilitate remote or socially-distant services.

Ministering creatively during a pandemic

"Preach the word; be ready in season and out of season; reprove, rebuke, exhort, with great patience and instruction." 2 Timothy 4:2-3



CHILDREN'S MINISTRY

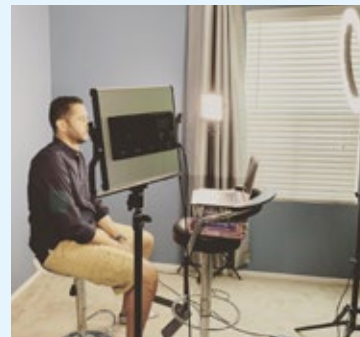
offered an online preschool weekly Bible Story and sing-along service, a Saturday service for K-6th grade, a sidewalk chalk-talk, where students were encouraged to share the gospel through chalk art, and a children and youth prayer line, where 8 active

children prayed for requests throughout the year. Children had opportunities to win large home-delivery pizzas by participating in various games and regularly attending online meetings. Goodies and Bible Study lessons were mailed weekly to children not able to attend events online.



YOUTH MINISTRY

switched to hybrid events, drive-by visits, and meeting in parking lots at church, and various ice cream shops. Teachers sent "Showing the love" packages. To combat a drop in attendance, the Wednesday night Bible Study was restructured to being 100% driven by teen leadership. Communication to parents increased to a minimum of twice a month. The ministry increased video ads on Instagram and Facebook.



HUB MINISTRY switched to virtual events, including virtual game nights. The ministry had 22 guests attend during the year. Five individuals made a decision for Christ.

MEN'S MINISTRY

maintained weekly men's study fellowship, monthly Kingdom men's fellowship meetings, and collaborative mentorship effort with the Good Man Movement.

WOMEN'S MINISTRY

utilized a variety of teaching strategies including skits, demonstrations, and discussions to continue to teach God's Word despite the circumstances. Women's Bible Study, Sunday School, Master Life class, and 4th Saturday fellowship continued in online formats.

MT. ZION SOUTH CAMPUS

established a consistent media ministry with live worship, prayer and Bible Study for both adults and children via Zoom and Facebook live. Services averaged between 40 individuals attending online and live at the park.

MT. ZION STAFF

transitioned to working remotely. The maintenance team sanitized the campus, completed a detailed cleaning of the facilities, and resurfaced the floors.



AV MINISTRY improved its skillset to produce quality broadcasts, first online and later live from the parking lot. This required hours of set up and tear down from a dedicated team.

MUSIC MINISTRY

reduced the number of those ministering to five musicians and three to four vocalists. As inside rehearsals came to an end, they began rehearsing outside.

Ministering creatively, cont.

GLORIOUS PRAISE

DANCE Ministry began to meet weekly online, beginning with a “Praise Fest”. The team ministered to one another each week with activities that included individual choreographed dances, freestyle dancing, scripture, prayer and check-ins on health, wellness, and self-care.

SENIOR MINISTRY

discontinued outings but continued meeting online weekly with 25 to 30 in attendance each week.



AV TEAM AND DEACONS

built an outdoor stage.

USHER MINISTRY

supported the facilitation of CDC guidelines during outdoor church services, reported service attendance, and assisted with funerals.

MENTAL HEALTH

MINISTRY provided mental health resources on anxiety, depression, and suicide to assist with stressors and suicide ideations during the pandemic.

CONVALESCENT

MINISTRY made phone calls to some residents.

FITNESS MINISTRY offered classes online.

EVANGELISM MINISTRY

placed door hangers in new housing communities.



HELPING HANDS

MINISTRY distributed food boxes via drive-up pickup or delivery to those who were ill or had no transportation. The ministry provided food to over 500 people per month, fed over 1,000 people for Thanksgiving, and over 1,000 people for Christmas. With 47 volunteers, the Helping Hands Ministry functioned as an essential service during the pandemic. Over 3,540 hours were donated by volunteers throughout the year.

CHANGE FROM THE INSIDE OUT LOCAL POLICING FORUMS

Following calls for police reform after the murder of George Floyd, Mt. Zion partnered with the Ontario PD to hold three forums in July, September, and December to discuss police abuse and actions being taken by local agencies. Panelists included representatives from the FBI, Sheriff departments, District Attorney, Police Chiefs from Fontana, Upland, and Ontario, Investigators, and a US Congresswoman.

VACATION BIBLE SCHOOL

with the theme “God has a Plan” (Jeremiah 29:11) was held virtually with 15 K-6th grade students in attendance. Each night the kids had a jam-packed hour of fun that included time in God’s Word, reflection of the theme and verse, the “ABC’s of Salvation”, and extremely competitive game-based learning. This was followed by a drive-up event to distribute craft materials to participants.



BLESSING BAGS

with toiletries in a personalized shower bag were created by the women of Mt. Zion and delivered by the Deaconesses to six sober living and transitional housing facilities in Ontario and its surrounding community. This outreach resulted in a few of the women’s school-aged children attending Mt. Zion’s VBS and the opportunity to pray for some of the women.

HOW RACISM AFFECTS OUR MENTAL HEALTH

a presentation organized by the Mental Health Ministry with presenter Professor Krystal Hays from California Baptist University.

BACK TO SCHOOL CELEBRATION

in the Church parking lot with a dunk tank, popcorn, cotton candy, snow cones, music, encouraging words, and school-supplies giveaways. Over 50 kids in attendance.

July

August

IGLESIA IMPACTO'S FIRST SERVICE with 48 in attendance and 10 children. Average attendance increased to 50-60 every week for the remainder of the year.

VIRTUAL UC INFORMATION FAIR hosted by the Youth Ministry in partnership with UCLA. University representatives from 9 UC campuses and over 200 participants attended.

HARVEST FESTIVAL DRIVE THRU AND WALK-UP provided goody bags to neighborhood kids as well as staff at the tire shop near the church and their patrons. 80 cars drove through and a total of 280 were touched in some way.

VIRTUAL PAINT PARTY hosted by the Children's Ministry

IGLESIA IMPACTO'S MISSION TRIP TO MEXICO to assist a missionary. 120 people in high mountains/tribes were reached.

YOUTH MINISTRY VIRTUAL PARTY replacing IGNITION Conference with 20 youth and adult leaders participating.

VIRTUAL NEW YEAR'S EVE SERVICE titled "2020 Here We Come" featured interactive games and competitions, several comedians, prayer breakout rooms, a dance presentation from the Glorious Praise Team and an inspirational message.

October

November

December

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
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
Betty Jean Swayne
Fred Youngblood
Disa Kinney-Haynes
Charles Barnes
Harris Booker
Lucrecia King
Bedford Matthews
Verona Johnson
Clay Jackson
James Young
Sharon Bailey, Eugene Hampton,
and Mattie George
No active leader
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
Senior's 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
Bobby Winters
LaDonya Milner
Pastor Brian Kennedy
Lyn Clark
Robert Cook
Katherine Williams
Martin Pearson
David Wood, Thomas Kemp
Charles Wade
Cassandra Durley
Marsha Hayes
Marty Leach
Sharon Bailey
David Barnett
James Burris
Shanda Morgan
Cynthia Beatty
Carol Brooks
Lori Lacey
Pastor Brian Wallace
Johnnell Williams

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

Organizational Chart



Elders



Pastor Brian E. Kennedy, Sr.



Pastor Richard Young



Pastor Kelvin Aikens



Pastor Thomas Kemp



Pastor Robert Lewis

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



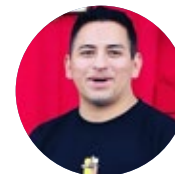
Pastor Kelvin Aikens
South Campus Pastor
Staff Since '18



Etienne Lacey
South Campus
Asst Pastor
Staff Since '19



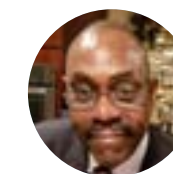
Jose Orantes
Pastor Iglesia Baptista
"Pan de Vida"
Staff Since '12



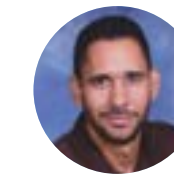
Esteban Gutierrez
Pastor
Iglesia Impacto
Staff Since '20



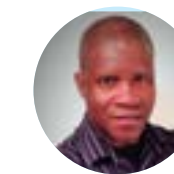
Jesus Ontiveras
Pastor
Iglesia Impacto
Staff Since '20



Robert Cook
Music Director
Staff Since '20



Brian Wallace
Young Adult Director
Staff Since '06



Johnnell Williams
Youth Director
Staff Since '03



Yvonne Okonji
Children's Director
Staff Since '08



Marsha Hayes
Seniors Ministry
Director
Staff Since '17



Bertha Henderson
Helping Hands
Ministry Director
Staff Since '07



Taula Jackson
Choir Director
Staff Since '17



Charles Durley
A/V Director
Staff Since '18



Mark Porter
Marketing Director
Staff Since '18



In memory of
LaShonda Arrant
Assistant Children's
Director



Marty Leach
Bible Study Consultant
Staff Since '15



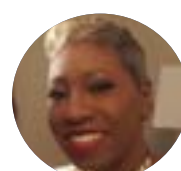
Clay Jackson
South Campus
Staff Since '20



Lyn Clark
Mission Coordinator
Staff Since '20



Michael Williams
Connection
Coordinator
Staff Since '20



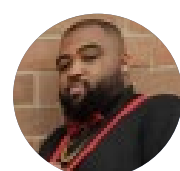
Crystal Lewis
Database Coordinator
Staff Since '20



Dorene Jeter
A/V Department
Staff Since '18



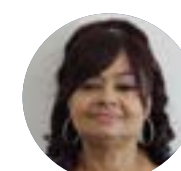
Kewanna Smith
A/V Department
Staff Since '18



Roderick Arrant
A/V Department
Staff Since '18



Richard Chatman
Maintenance
Staff Since '20



Chevonne Thompson
Maintenance
Staff Since '20



Juan Razo
Maintenance
Staff Since '18



Linda Jennings
Event Planning
Coordinator
Staff Since '20



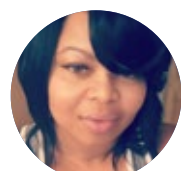
Dian Smith-Campbell
Volunteer Coordinator
Staff Since '20



Katherine Williams
Praise Dance
Ministry
Staff Since '17



Cynthia Beatty
Pastor's Office
Coordinator
Staff Since '16



Nina Traylor
Pastor's Office
Coordinator
Staff Since '20



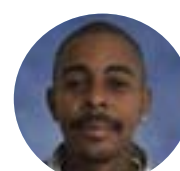
Sharon Bailey
Ministry Services
Office Coordinator
Staff Since '13



Edmund LaLonde
Groundskeeper
Staff Since '11



Edna West-Stanley
Security
Staff Since '15



Ronald Carr
Drummer
Staff Since '07



Amond Henderson
Organist
Staff Since '20



Desiree Webb
Musician
Staff Since '18



Hugo Sanchez
Guitarist
Staff Since '20



Carla Evans
Administrative Office
Coordinator
Staff Since '18



Charlotte Coleman
Accountant
Staff Since '02



Jamiel George
Staff Assistant
Staff Since '18



Rochelle Young
Bookkeeper
Staff Since '20



Keonte McDonald
Marketing
Staff Since '16



Jairus Coates
AV/Marketing
Staff Since '20



Gregory Coleman
Musician
Staff Since '20



BJ Swayne
Counselor
Staff Since '20



Jonathan Rojo
Helping Hands
Ministry
Staff Since '20



Mariesha Collins
Snack Shack Worker
Staff Since '11

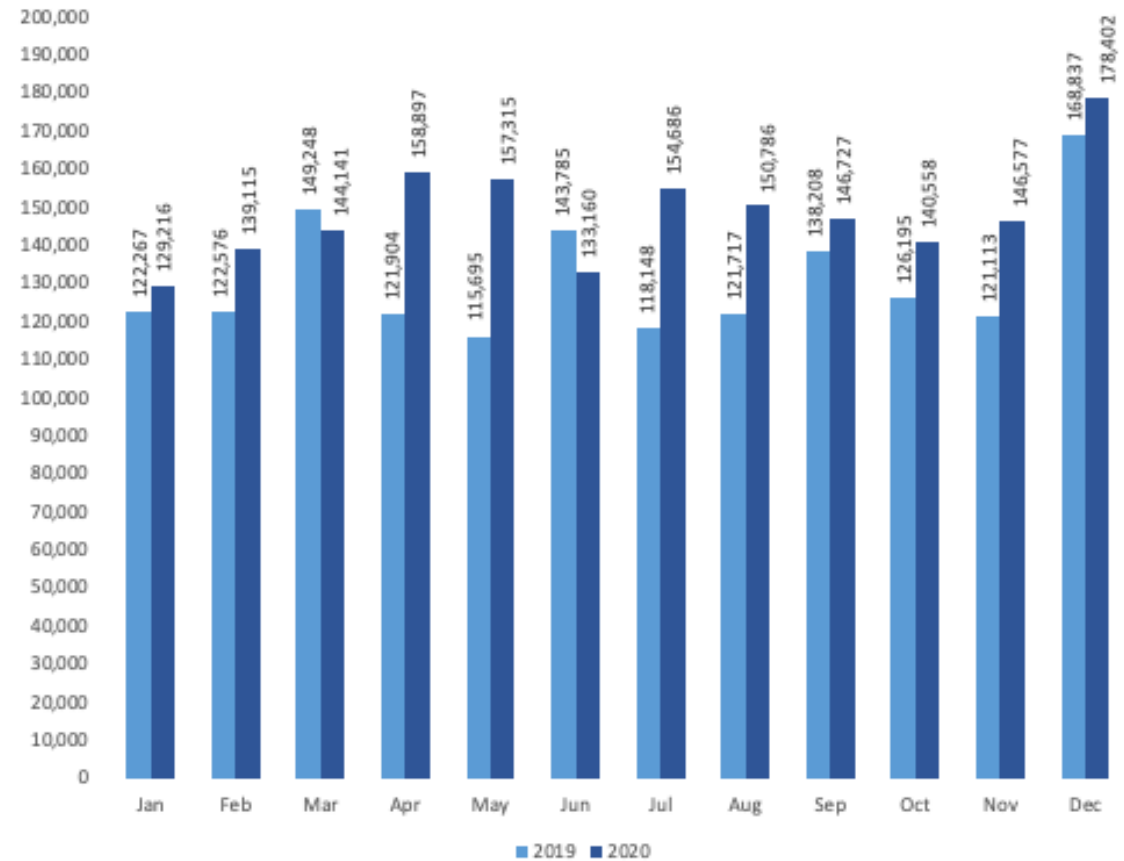
2020 Financial Reports



Financial Reports

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Revenue (Tithes and Offerings)



God's track record of faithfulness



BUDGET YEARS	BUDGET AMOUNT	AMOUNT RECEIVED	AMOUNT EXPENSED	VARIANCE (RCVD-EXP)
2001	585,873	605,180	538,138	67,042
2002	658,500	677,882	635,980	41,902
2003	800,000	725,575	776,875	-51,300
2004	888,906	871,714	773,730	97,984
2005	1,000,000	1,068,491	979,408	89,083
2006	1,353,197	1,395,258	1,213,147	182,111
2007	1,623,718	1,400,791	1,266,959	133,832
2008	1,390,924	1,221,286	1,142,075	79,211
2009	1,206,278	1,187,013	1,139,306	47,707
2010	1,314,420	1,259,962	1,199,700	60,262
2011	1,268,994	1,255,866	1,147,702	108,164
2012	1,298,920	1,382,818	1,305,584	77,234
2013	1,469,203	1,395,035	1,307,848	87,187
2014	1,312,090	1,412,761	1,383,135	29,626
2015	1,552,567	1,561,764	1,548,648	13,116
2016	1,581,759	1,612,997	1,556,459	56,538
2017	1,711,130	1,865,958	1,718,342	147,616
2018	1,849,693	2,039,153	1,987,198	51,955
2019	1,904,309	1,925,002	1,811,405	113,597
2020	1,785,804	2,074,565	1,92,0436	154,130

2020 Income Statement

REVENUE

TITHES & OFFERINGS

TITHES & OFFERINGS	\$1,552,395.94
GENERAL OFFERING	190,963.34
GENERAL OFFERING SO. CAMPUS	36,222.00
SUNDAY SCHOOL OFFERING	20,350.03
SUNDAY SCHOOL OFFERING SO. CAMPUS	294.75
SPECIAL OFFERING	28,568.40
MISSION OFFERING	22,244.00

TOTAL TITHES & OFFERINGS: \$1,851,038.46

PROGRAM MINISTRY

HEALTH & FITNESS	\$740.00
FUNERALS	2,590.00
YOUTH MINISTRY	3,123.50
MEN'S MINISTRY	11,959.63
DEACONS MINISTRY	960.00
CHILDREN'S MINISTRY	988.35
WOMEN'S MINISTRY	933.60
YOUNG ADULT MINISTRY	1,547.00
HELPING HANDS MINISTRY	23,235.66

TOTAL PROGRAM MINISTRY: \$67,818.46

SPECIAL ACTIVITIES REVENUE

CHURCH ANNIVERSARY	\$343.00
MUSIC	1,198.22
BLACK HISTORY	1,817.71
PASTOR'S APPRECIATION	3,690.00

TOTAL SPECIAL ACTIVITIES REVENUE: \$7,048.93

NON-PROGRAM REVENUE

RENTAL INCOME	\$61,920.00
INTEREST INCOME	1,847.48
TAPE MINISTRY REVENUE	295.00
CAPITAL CAMPAIGN FUND	92,987.00

TOTAL NON-PROGRAM REVENUE: \$156,900.13

TOTAL NAMB CHURCH PLANT REVENUE \$13,500.00

TOTAL REVENUE INCLUDING

CAPITAL CAMPAIGN: \$2,074,565.26

EXPENSES

ADMINISTRATION	\$470,954.30
STEWARDSHIP	391,876.80
PASTORAL	151,398.90
CHRISTIAN EDUCATION	235,141.50
DISCIPLESHIP	101,686.92
EVANGELISM	100,037.16
PRAYER	75.00
MUSIC	160,815.22
YOUTH	94,678.83
DEACON/DEACONESS	5,746.73
*MISSIONS	208,024.18

LESS TOTAL EXPENSES: (\$1,920,435.54)

NET INCOME (TOTAL REVENUE

LESS TOTAL EXPENSES): \$154,129.72

* See missions and outreach giving

2020 Balance Sheet

ASSETS

CURRENT ASSETS

GENERAL CHECKING ACCOUNT	\$39,262.01
GENERAL CHECKING ACCOUNT-DESIGNATED FUNDS	100,743.27
CAPITAL CAMPAIGN FUND CHECKING	18,548.41
ENDOWMENT FUNDS	30,497.53
SAVINGS ACCOUNT	150,779.97
BAPTIST FOUNDATION STOCK FUND	10,282.10
HERITAGE-ORCAS	37,796.05
CERTIFICATE OF DEPOSITS (CD'S)	40,683.56
INTERNET CHURCH	3,600.00
CERTIFICATE FOR ENDOWMENT	22,243.47
PAYROLL PROTECTION ACCOUNT	100.00

TOTAL CURRENT ASSETS: \$454,536.37

FIXED ASSETS (PROPERTY & EQUIPMENT)

BUILDING 224 W CALIF ST	\$250,000.00
BUILDING 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	(257,233.06)
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 COMPUTER PRINTERS	(752.49)

TOTAL PROPERTY & EQUIPMENT: \$3,208,096.55

TOTAL ASSETS \$3,662,632.92

LIABILITIES & CAPITAL

LIABILITIES: CURRENT LIABILITIES

ACCOUNTS PAYABLE	\$25,212.61
PRE-PAID LEGAL	263.10
EMPLOYEE INSURANCE/RETIREMENT	12,419.76
*PAYROLL PROTECTION LIABILITY	153,000.00
ACCRUED WAGES	34,765.40
FEDERAL PAYROLL TAXES PAYABLE	2,697.80
FICA PAYABLE	5,576.71
STATE PAYROLL TAXES PAYABLE	581.36

TOTAL CURRENT LIABILITIES \$234,516.74

MINISTRY DESIGNATED FUNDS

PASTOR'S APPRECIATION	\$1,360.00
WOMEN'S MINISTRY	2,257.62
CHILDREN'S MINISTRY	2,602.43
BENEVOLENT MISSIONS	19,225.92
REVIVAL FUND	1,280.83
RENOVATION FUND	26,537.82
CAPITAL CAMPAIGN FUND	18,548.41
ENDOWMENT FUNDS	52,741.00

TOTAL MINISTRY DESIGNATED FUNDS \$124,554.03

LONG-TERM LIABILITY

MORTGAGE LOAN-Christian Credit Union	\$77,819.72
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TOTAL LONG-TERM LIABILITIES \$77,819.72

TOTAL LIABILITIES \$436,890.49

*PPP forgiveness program

CAPITAL: RETAINED EARNINGS

RETAINED EARNINGS	\$3,071,612.71
RETAINED EARNING - CURRENT YEAR	154,192.72

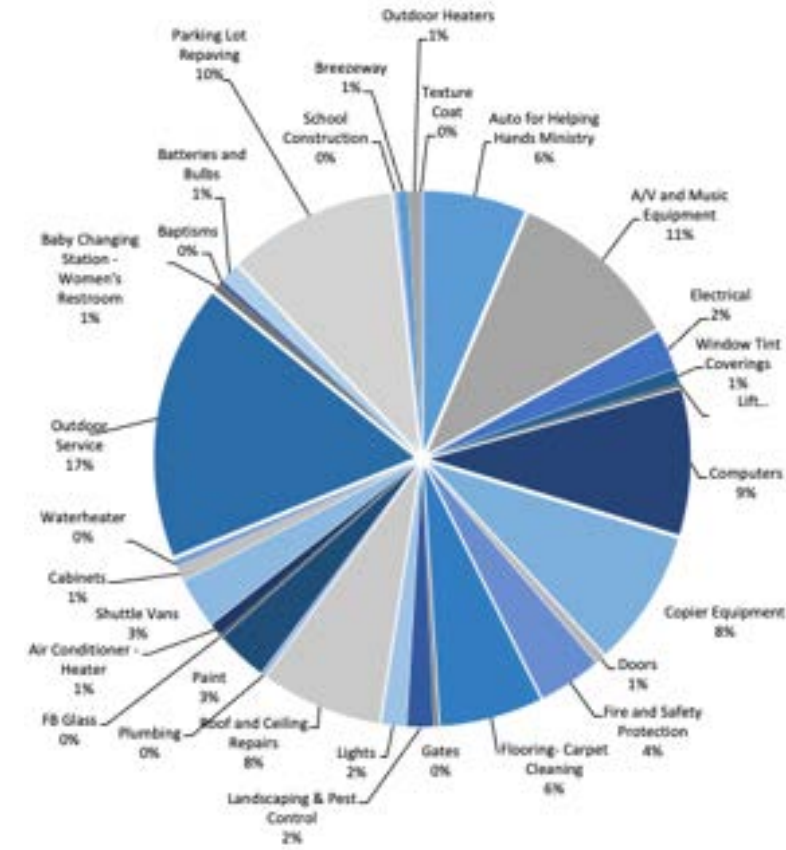
TOTAL RETAINED EARNINGS \$3,225,742.43

TOTAL CAPITAL \$3,225,742.43

TOTAL LIABILITIES & CAPITAL \$3,662,632.92

2020 Building and Equipment Repairs and Maintenance

AUTO FOR HELPING HANDS MINISTRY	\$14,143	OUTDOOR SERVICE	38,003
A/V AND MUSIC EQUIPMENT	23,953	BABY CHANGING STATION, WOMEN'S RESTROOM	1,117
ELECTRICAL	5,493	BAPTISMS	529
WINDOW TINT COVERINGS	1,995	BATTERIES AND BULBS	2,709
LIFT	520	PARKING LOT REPAVING	23,344
COMPUTERS	20,165	SCHOOL CONSTRUCTION	500
COPIER EQUIPMENT	18,829	BREEZEWAY	1,409
DOORS	1,311	OUTDOOR HEATERS	1,761
FIRE AND SAFETY PROTECTION	8,721	TEXTURE COAT	160
FLOORING- CARPET CLEANING	14,225		
GATES	635		
LANDSCAPING & PEST CONTROL	3,635		
LIGHTS	3,391		
ROOF AND CEILING REPAIRS	16,774		
PLUMBING	550		
PAINT	7,137		
FB GLASS	385		
AIR CONDITIONER - HEATER	1,760		
SHUTTLE VANS	6,938		
CABINETS	2,018		
WATER HEATERS	952		
		TOTAL BUILDING & EQUIPMENT REPAIR/MAINT.	\$223,062



2020 Missions and Outreach Giving

BENEVOLENT GIVING

BENEVOLENT GIFTS	\$5,801
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TOTAL BENEVOLENT GIVING	\$5,801
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DONATIONS TO ORGANIZATIONS

BOXING AND FITNESS CLUB	\$1,305
JUNETEENTH	1,500
MT. ZION CHRISTIAN SCHOOL	84,025
CALIFORNIA AFRICAN AMERICAN FELLOWSHIP	1,000
SAN BERNARDINO COUNTY	111
NON SPECIFIC GROUP	115

TOTAL DONATIONS TO ORGANIZATIONS	\$88,056
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DONATIONS TO MISSIONS & EVANGELISM

CALIF STATE BAPTIST CONVENTION - LONG BEACH	1,000
CAROL RENE FARQUHARSON	8,100
LARRY THOMAS	250
AFRICAN MISSIONS	1,771
DEVINE GOSPEL CHURCH	1,000
KL BURRIS	900
INLAND EMPIRE BAPTIST ASSOC.	1,256
PHILLIP KELL	100

FRIENDSHIP	56
MANUEL SCOTT MINISTRIES	1,500
JOSE ORANTES	500
LOUIS LEWIS	300
SOUTH CAMPUS	63,423
SOUTHERN BAPTIST CONVENTION - COOPERATIVE PROGRAM)	22,200
MT. ZION CHURCH OF POMONA	2,268
ST. VINCENT	1,001
TCHULA, MS - MISSIONS	5,157
DECENTLY AND IN ORDER	350
PAKISTAN ORPHANAGES	2,615
ROBERT HENDRICKS	700
PASTOR EPHRAIM	1,000
BEREAVEMENT MINISTRY	11,750
EVANGELISM	76,751
HELPING HANDS	23,286

TOTAL DONATIONS TO MISSIONS & EVANGELISM	\$227,234
-----------------------------------------------------	------------------

TOTAL DONATIONS & CONTRIBUTIONS	\$321,091
--------------------------------------------	------------------

*SOUTH CAMPUS REVENUE	\$36,516
------------------------------	-----------------

TOTAL NAMB CHURCH REVENUE	\$13,500
----------------------------------	-----------------

2020 Capital Campaign

PRIOR YEARS PLUS INTEREST BALANCE	\$11,509
INTEREST INCOME (2020)	29
FUNDS RAISED (2020)	99,997

TOTAL FUNDS AS OF DEC 31, 2020	\$111,535
---------------------------------------	------------------

EXPENDITURES (JAN 1 - DEC 31, 2020):

CAPITAL CAMPAIGN MARKETING	\$1,155
CHRISTIAN CREDIT UNION - ADD'L PRINCIPLE PAYMENTS	91,832

TOTAL EXPENDITURES (2020)	\$92,987
----------------------------------	-----------------

TOTAL FUNDS REMAINING AS OF DECEMBER 31, 2020	\$18,548
(Funds less expenditures)	

2021 Projections



Pray for our 2021 Strategic Goals

Build an Army of Prayer Warriors

- Grow from 100 to 200 participants in Monday Night Prayer
- Increase our prayers for God to raise up more prayer warriors*
- Increase our prayers for God to raise up more evangelism workers, and for visible church growth at the South Campus, Iglesia Impacto, and Mt. Zion's main campus*

Be Intentional in Reaching Non-Christians for Christ

Pick the *high hanging fruit* by tripling "All Church Evangelism" efforts

- Reach out through multiple touches in neighborhoods and specifically new housing developments each week.
- Teach more classes on evangelism; recruit and train the workers God raises up.
- Encourage evangelism team to participate in existing events to find non-Christians and lead them to Jesus
- Expand online outreach by airing live worship services
- Expand footprint via social media and online platforms; keep the church website updated, attractive, and engaging

Be Intentional in Making Loyal Followers of Jesus Christ.

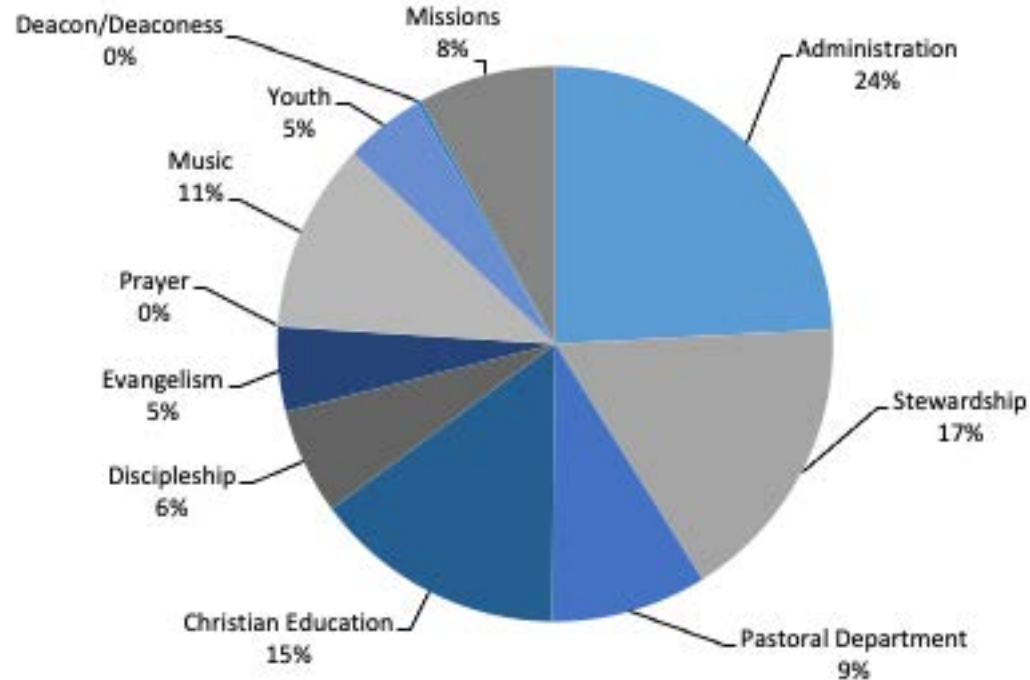
Increase connectivity by picking the *low hanging fruit* in all ministries

- Encourage all teachers and leaders to take attendance through Shelby Next.
- Encourage all teachers and leaders to put together small teams to contact everyone not currently attending the group they lead
- Continue outdoor worship services (we will adjust as weather changes)
- Equip all on campus meeting spaces with hybrid capabilities.
- Take bold steps in the Capital Campaign by reaching out to large donors, and making presentations to existing pledge donors regarding updating their pledges.
- Encourage teachers and leaders to look for ways to get people not active yet into volunteer positions.

* permanent prayer requests

2021 Operating Budget by Department

DEPARTMENT	BUDGET 202
Administration	\$495,621
Stewardship	347,512
Pastoral Department	186,406
Christian Education	301,308
Discipleship	127,083
Evangelism	101,086
Prayer	650
Music	225,934
Youth	95,406
Deacon/Deaconess	6,370
Missions	163,813
TOTAL	\$2,051,188



Projection of Revenue 2021

REVENUE

TITHES & OFFERINGS

TITHES & OFFERINGS	\$1,563,709.00
GENERAL OFFERING	259,824.00
SUNDAY SCHOOL OFFERING	20,021.00
SPECIAL OFFERING	69,026.00
MISSION OFFERING	22,019.00

TOTAL TITHES & OFFERINGS \$1,934,599.00

PROGRAM MINISTRY

HEALTH & FITNESS	\$300.00
FUNERALS	2,000.00
YOUTH MINISTRY	6,000.00
MEN'S MINISTRY	19,000.00
DEACONS	400.00
CHILDREN'S MINISTRY	14,150.00
WOMEN'S RETREAT	22,500.00
WOMEN'S MINISTRY	2,810.00
YOUNG ADULT MINISTRY	1,600.00
HELPING HANDS MINISTRY	14,000.00
WEDDING MINISTRY	3,000.00
COUPLES MINISTRY	1,500.00

TOTAL PROGRAM MINISTRY: \$35,829.00

SPECIAL ACTIVITIES REVENUE

CHURCH ANNIVERSARY	\$400.00
MUSIC	400.00
BLACK HISTORY	400.00
GRADUATION PROGRAM	260.00
PASTOR'S APPRECIATION	500.00
NEW YEAR'S EVE PROGRAM	400.00

TOTAL SPECIAL ACTIVITIES REVENUE: \$2,360.00

NON-PROGRAM REVENUE

RENTAL INCOME	\$62,000.00
INTEREST INCOME	400.00
TAPE MINISTRY REVENUE	1,000.00
CAPITAL CAMPAIGN FUND	72,000.00

TOTAL NON-PROGRAM REVENUE \$135,400.00

TOTAL NAMB CHURCH PLANT REVENUE 15,000.00

TOTAL REVENUE \$2,123,188.00

Projected Weekly Tithes and Offerings Budget 2021

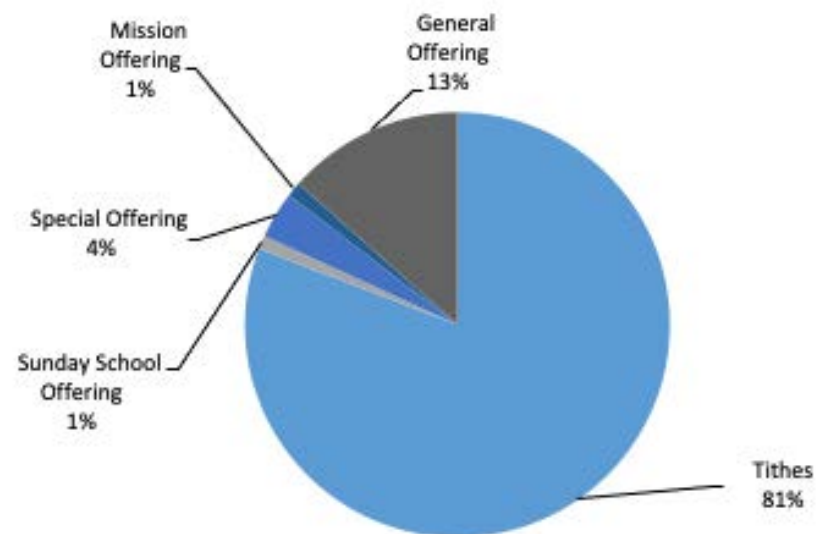
TITHES

TITHES	\$1,563,709.00
SUNDAY SCHOOL OFFERING	20,021.00
SPECIAL OFFERING	69,026.00
MISSION OFFERING	22,019.00
GENERAL OFFERING	259,824.0

TOTAL PROJECTED TITHES & OFFERINGS \$1,934,599.00

WEEKLY TITHES & OFFERINGS BUDGET \$37,204

To get the weekly tithe budget: Take the total tithe and offering budget and divide it by 52 weeks in the year (1,934,599.00/52 = \$37,204).



2021 Projected Missions and Outreach Giving

BENEVOLENT GIFTS	\$8,000.00
SOUTHERN BAPTIST CONVENTION (COOPERATIVE PROGRAM)	18,000.00
CALIFORNIA STATE BAPTIST CONVENTION	1,000.00
TCHULA, MS	7,000.00
L.A. BIBLE TRAINING SCHOOL	1,500.00
SOUTH CAMPUS	65,000.00
OTHER GROUPS	43,762.50
RETIRED MISSIONARY	6,000.00
ST. VINCENT	1,500.00
HAITI MISSIONS	1,500.00
PAKISTAN MISSIONS	1,500.00
EVANGELISM BUDGET	13,400.00
TRANSPORTATION MINISTRY	9,200.00
AUDIO/VISUAL MINISTRY	53,671.28
HELPING HANDS	21,715.00
GUEST SERVICES	2,100.00
ANGEL TREE	1,100.00

TOTAL PROJECTED MISSIONS & OUTREACH GIVING

\$255,948.78

Mt. Zion Christian School

Mission and 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.

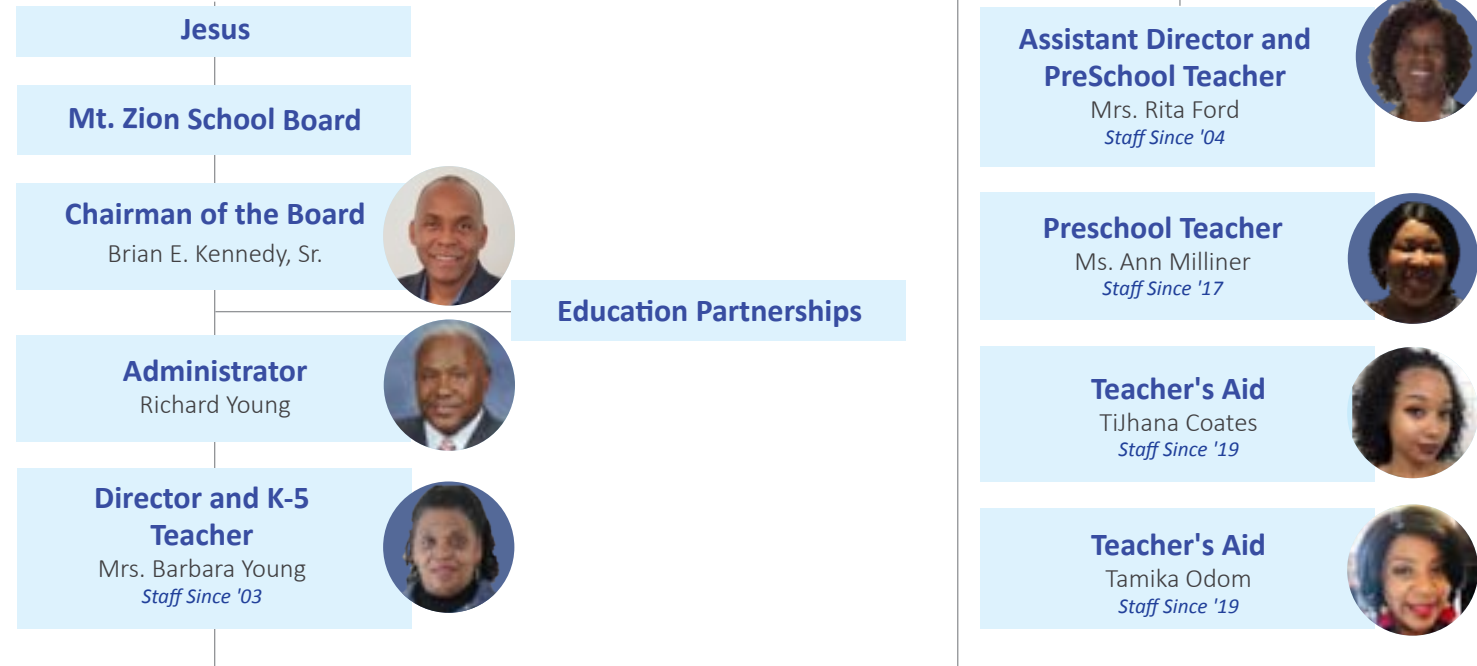
GOALS AND PURPOSE:

- 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:

- Mt. Zion Christian School did a drive-up graduation ceremony for five Kindergarten students at their homes on June 4, 2020.
- Mt. Zion Christian School's gymnastics and dance ministry was held online to keep them connected.

Staff and Organizational Chart



Mt. Zion Christian School

2020 Income Statement

REVENUE	
SCHOOL REVENUE	\$28,187.50
OTHER REVENUE	85,073.79
TOTAL REVENUE	\$113,261.29
EXPENSES	
SALARIES EXPENSE	\$99,218.00
FICA TAXES EXPENSE	7,590.29
EMPLOYEE RETIREMENT	660.00
WORKERS COMPENSATION	3,360.25
MEDICAL INSURANCE	907.83
POSTAGE	25.00
PRINTING	125.00
LICENSE FEES	484.00
BANK SERVICE CHARGES	1,158.62
FOOD EXPENSE	150.33
MAINTENANCE AND REPAIRS	991.6
TOTAL EXPENSES	\$114,670.30
TOTAL REVENUE LESS EXPENSES	\$(1,409.01)

2020 Balance Sheet

ASSETS	
CASH	\$7,235.58
TOTAL ASSETS	\$7,235.58
LIABILITIES & CAPITAL	
LIABILITIES	
ACCOUNTS PAYABLE	\$2,237.01
EMPLOYEE INSURANCE/RETIREMENT	819.94
ACCRUED WAGES	3,739.64
FEDERAL PAYROLL TAXES PAYABLE	304.69
FICA TAXES PAYABLE	705.28
STATE PAYROLL TAXES PAYABLE	59.21
TOTAL LIABILITIES	\$7,865.77
CAPITAL	
RETAINED EARNINGS	\$778.82
RETAINED EARNINGS-CURRENT	(1,409.01)
TOTAL RETAINED EARNINGS	\$(630.19)
TOTAL LIABILITIES & CAPITAL	\$7,235.58

A photograph of a light-colored, two-story building with a prominent arched entrance and a small tower on the left. A black metal fence runs across the foreground, and a sidewalk leads to the building's steps. A large tree is on the far left. A blue and yellow vertical bar is on the right side of the text box.

Mt. Zion Community Development Corporation

Mission and Goals

The Mount 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 2020 Income Statement

MZCDC OPERATING RESERVE	\$325.00
BUSINESS 2 BUSINESS FUNDS	457.00
SCE GRANT FUNDS	2829.18
<hr/>	
TOTAL ENDING BALANCE	\$3611.18

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

2021 Annual Report



Celebrating 99 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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Letter from Pastor Kennedy



100 Years of Faithful Service

On Sunday, June 25, 1922, our first Pastor, Arthur Seaton, and the congregation planted the first African-American-led church in Ontario, California. I can only imagine the enormous joy they all felt on that historic day. That was 31 years after the City of Ontario was established in 1891. Our first Pastor and the people started humbly, yet with God-Size faith. Mt. Zion was planted during Reconstruction and Jim Crow, which were tumultuous times in America. Mt. Zion was planted only 159 years after the Emancipation Proclamation. Mt. Zion was only seven years old when the Stock Market crashed in 1929, and by God's grace, she survived The Great Depression. God used pastors serving in 20 different administrations to bring us to this intentional pause for reflection, worship, and praise.

Our 100th did not come without challenges and victories over the years. During our 99th year (2021), our nation recorded 54.5 million confirmed COVID cases, and over 825,000 deaths. As the numbers climbed each day, doing ministry was sobering as we celebrated Mt. Zion members who went to heaven. We learned to hurt with hope. We continued giving food to needy families each week through our Helping Hands Ministry. We continued holding outside weekend worship services to provide safe connectivity for members and the community. In March, while worshipping outside, we burned the \$2.4-million-dollar land mortgage (members gave sacrificially). While outside, we renovated the sanctuary. Yet, due to a July 9th weekend heatwave warning, several members

joined in the post-construction clean-up to prepare the sanctuary for an earlier than expected reopening. With the majority of members still online and isolated at home, we developed a comprehensive membership tracking system to help identify and strengthen our weak areas, and build on strong areas. Mt. Zion, we along with other churches are nurturing fellow Christians back to physical mid-week and weekend services. We are also implementing the evangelism strategies in this report to reach more non-Christians for Jesus.

For 100 years, God has filled our story with families, faith, miracles, worship, missions, evangelism, conversions,

[Continued on page 7 >](#)

"Our first Pastor and the people started humbly, yet with God-Size faith...God used pastors serving in 20 different administrations to bring us to this intentional pause for reflection, worship, and praise."

-Pastor Brian E. Kennedy, Sr.

100 Years of Faithful Service, cont.

expansions, philanthropy, baptisms, dedications, home-goings, picnics, celebrations, partnerships and social, economic, physical, and spiritual growth.

For 100 years, God has enriched us with forward-thinking and activities rooted in Christ. Therefore, we cannot sit in the seat of contentment as if our work is complete. We stand on the shoulders of spiritual giants, and dare not think of their work as irrelevant,

trivial, or disconnected from our current reality. Informed by the invaluable lessons from our past, we continue this journey of doing God-Size ministry with God-Size faith.

Let us celebrate 100 years of faithful service for the glory of our loving heavenly Father. Let us celebrate 100 years of faithful service by praising Jesus for choosing us. Let us celebrate 100 years of faithful service with Holy Spirit power activated in the church.

As we read this report during this historic 100th Anniversary, let us celebrate! Happy 100th!

God Bless,



Brian E. Kennedy, Sr.
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



2021 Initiatives

Build an Army of Prayer Warriors

- Grow from 100 to 200 participants in Monday Night Prayer.
- Increase our prayers for God to raise up more prayer warriors.
- Increase our prayers for God to raise up more evangelism workers, and for visible church growth at the South Campus, Iglesia Impacto, and Mt. Zion's main campus.

Be Intentional in Reaching Non-Christians for Christ

Pick the high hanging fruit by tripling "All Church Evangelism" efforts

- Reach out through multiple touches in neighborhoods and specifically new housing developments each week.
- Teach more classes on evangelism; recruit and train the workers God raises up.
- Encourage Evangelism Team to participate in existing events to find non-Christians and lead them to Jesus.
- Expand online outreach by airing live worship services.
- Expand footprint via social media and online platforms; keep the church website updated, attractive, and engaging.

Be Intentional in Making Loyal Followers of Jesus Christ

Increase connectivity by picking the low hanging fruit in all ministries

- Encourage all teachers and leaders to take attendance through ShelbyNext.
- Encourage all teachers and leaders to put together small teams to contact everyone not currently attending the group they lead.
- Continue outdoor worship services (we will adjust as weather changes).
- Equip all on campus meeting spaces with hybrid capabilities.
- Take bold steps in the Capital Campaign by reaching out to large donors, and making presentations to existing pledge donors regarding updating their pledges.
- Encourage teachers and leaders to look for ways to get people not active yet into volunteer positions.



THE YOUTH MINISTRY

held interactive, hybrid Wednesday night Bible Studies focused on urban issues from a biblical perspective. An average of 16 students attended each week. The teacher and hosts were assigned by teen leader Destiny Wallace. Hollywood teen actress Jessica Mikayla Adams was the first guest speaker to start the 2021 year.

THE HUB MINISTRY

kicked off a study on Ecclesiastes to discuss the meaning of life and help people navigate the emotional toll of the COVID-19 pandemic.

THE CHILDREN'S MINISTRY

launched an outdoor service at 8:00 a.m. and Children's Bible Study at 9:30 a.m. About 6-8 children attended each week.

THE WOMEN'S MINISTRY

kicked off their 4th Saturday Fellowship with a study in the book "Fervent: A Woman's Battle Plan to Serious, Specific and Strategic Prayer". All studies during the year were facilitated virtually and average attendance was between 20-25.

THE DEACONESS TEAM

began a six-month effort to connect with inactive members by call, text, cards or in-person visits.

THE MT. ZION EVANGELISM TEAM

went out to witness on Saturday mornings throughout the year. The entire church was faithfully invited to participate.

TRUE LOVE WAITS,

a seven-week study on dating, love, relationships and sexual purity, began its series.

THE WOMEN'S MINISTRY

began their Spring Bible Study with the book "Wait and See: Finding Peace in God's Pauses and Plans."

VIRTUAL MOVIE NIGHT

hosted by the Children's Ministry. Popcorn, soda, and candy were delivered to the 26 children who participated.



S.A.L.T. FACTORY

(Salt And Light Teens) youth worship experiences relaunched and held every 2nd and 4th Sunday after pandemic hiatus. Youth teen leader Carlee Powell-Mann and the youth creative team led each service and assigned guest speakers. Average attendance 25.



\$2.4 MILLION LAND MORTGAGE PAID OFF

for the site of the new Mt. Zion campus. This significant accomplishment was celebrated with a mortgage burning ceremony.

CHILDREN'S CHURCH RELAUNCHED

as COVID-19 restrictions eased to provide children's activities during the main outdoor worship service.

YOUNG ADULT MINISTRY MEETS OUTDOORS at the church after seeing the strain on mental health caused by social distancing. The ministry offered other outdoor fellowship opportunities such as picnics, hikes, and other excursions.

FIRST-EVER HYBRID RESURRECTION EGG-STRAVAGANZA HUNT held by the Children's ministry. Families participating at home were able to have an egg hunt at home while watching the Easter Story as told by Leila Kennedy.



"UNI-TEA AND PAINTING", in honor of Mother's Day, hosted by the Women's Ministry. Seventy-one women attended the Bible Study and 38 participated in the Tea and painting activities.

VIRTUAL PARENTING CONFERENCE hosted by the Children's Ministry to support parents in encouraging their children during the pandemic. The conference featured professional educators, social workers, lawyers, and mental health counselors.



THE YOUTH CREATIVE AND PERFORMING ARTS WORKSHOP opened with an acting intensive, television commercial lab and several field trips. An average of nine participants viewed online lessons by Nancy Cartwright, Natalie Portman, and Samuel L. Jackson. Actress Jessica Mikayla Adams made a personal appearance.

99TH CHURCH ANNIVERSARY CELEBRATION with the theme "Building for Kingdom Impact"

FATHER'S DAY PRAYER SESSION hosted by the Women's Ministry to pray for the men in Mt. Zion families, leadership roles, communities, and the nation.

CHILDREN'S MINISTRY SUMMER DAY CAMP kicked off for four weeks of safe fun in partnership with the Ontario-Montclair School District. Free breakfast and lunch was provided to campers and a \$2,500 donation from the Southern Baptist Foundation allowed the ministry to discount camp tuition for all campers. A total of 40 children participated, with an average of 20 each week. Activities included laser tag, skating, swimming, amusement parks, and a Fiesta party.

GRADUATION CELEBRATION with the theme "God's Grace will see you through." Administrative Law Judge Adrienne Konigar-Macklin was the speaker. Forty-four graduates were recognized and 157 individuals attended.

SUMMER FAMILY FUN NIGHT featuring basketball, a relay race, outside movie and vaccine pop-up clinic. Ninety-five attended and 5 were vaccinated.

April

May

June

July

A/V AND MARKETING TEAMS

continued to pivot as Mt. Zion moved from meeting outdoors into a newly renovated sanctuary. The Mt. Zion website was updated to a more interactive platform. Large monitors were mounted in the sanctuary to aid in viewing the service.

REVELATION BIBLE STUDY

offered in the main sanctuary on Wednesday nights by the Young Adult Ministry.

COLLEGE FINANCIAL AID WORKSHOP

hosted by the Youth Ministry in partnership with UCLA with presentations from nine UC representatives. Over 200 individuals attended.

BACK-TO-SCHOOL CELEBRATION

hosted by the Children's Ministry in partnership with the Saturday Rise Church. Thirty-five backpacks loaded with school supplies were given to students ages 5-16.



8TH ANNUAL MINISTRY CONNECTION TRAINING

event held virtually. The keynote speaker was Dr. D.A. Horton from California Baptist University. 220 individuals attended. The virtual format allowed the participation of individuals from out of the state and country for an even further reach.



WOMEN'S MINISTRY ONE-DAY HYBRID CONFERENCE

with the theme "God Springing Forth a New Thing" (Isaiah 43:18-20) The event was held in the Mt. Zion cafe with 76 women attending in person and 16 online. The Women's ministry also began their Fall Bible Study on the theme "The Bride of Christ"

PIZZA AND BASKETBALL OUTREACH

hosted by the Youth Ministry leading into Saturday Worship Service.



THE MT. ZION HARVEST FESTIVAL

returned in an in-person format. Activities included a game truck, rock climbing, food, live praise dancing and a live band. Nine hundred individuals attended and 6 people accepted Christ.

YOUNG ADULT PRAYER LINE

started by the Young Adult Ministry to connect with recent high school graduates (ages 18-22). Later in the year, the ministry hosted outings such as a lunch excursion, bowling night, skating and a Christmas party to further connect with this group.

CHRISTMAS ART ACADEMY

hosted by the Children's Ministry. Parents were able to drop off their children on a Saturday to go Christmas shopping or attend Saturday Bible Study. Eight children participated.

"A NEW VISION FOR SBC STUDENT MINISTRY"

book published with a contribution from Mr. J.

GRIEFSHARE MINISTRY

recognized two individuals who completed the ministry's 13-session course. Balloons were released in memory of loved ones who are with the Lord.

**USHERS, DEACONS,
AND DEACONESS
CHRISTMAS PARTY**

at the Doubletree Hotel in Claremont. Throughout the year, the usher ministry serviced over 15 homegoing celebrations, connected by phone and text, and recruited two new ushers. The ministry continues its long legacy of service, despite the challenges of approx. 40% of ushers not yet back in service due to the pandemic.



ANGEL TREE

MINISTRY served 113 children of the incarcerated by providing gifts for each child (down from previous 200 children due to a shortage of participants). Gifts were provided in an outdoor event, where families drove up and received gifts, party bags, and restaurant gift cards.

PRAYER MINISTRY

averaged 133 prayer warriors each Monday throughout the year as the "secret sauce" to Mt. Zion's ongoing access to God's power throughout the church.

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
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
Betty Jean Swayne
Fred Youngblood
Disa Kinney-Haynes
Charles Barnes
Harris Booker
Lucrecia King
Bedford Matthews
Verona Johnson
Clay Jackson
James Young
Sharon Bailey, Eugene Hampton,
and Mattie George
No active leader
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
Senior's 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
Martin Pearson
David Wood, Thomas Kemp
Charles Wade
Cassandra Durley
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

Organizational Chart



Elders



Pastor Brian E. Kennedy, Sr.



Pastor Richard Young



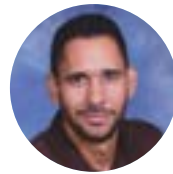
Pastor Kelvin Aikens



Pastor Thomas Kemp



Pastor Robert Lewis



Pastor Brian Wallace



Pastor Clay Jackson

Staff



Brian E. Kennedy, Sr.
Senior Pastor
Staff Since '98



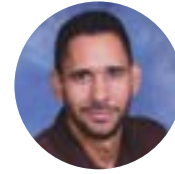
Richard Young
Executive Pastor
Ministry Services
Staff Since '02



Jerry Browning
Church Administrator
Staff Since '14



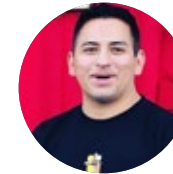
Pastor Kelvin Aikens
South Campus Pastor
Staff Since '18



Brian Wallace
Young Adult Director
Staff Since '06



Jose Orantes
Pastor Iglesia Baptista
"Pan de Vida"
Staff Since '12



Esteban Gutierrez
Pastor
Iglesia Impacto
Staff Since '20



Jesus Ontiveras
Pastor
Iglesia Impacto
Staff Since '20



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



Bertha Henderson
Helping Hands
Ministry Director
Staff Since '07



Taula Jackson
Choir Director
Staff Since '17



Charles Durley
A/V Director
Staff Since '18



Mark Porter
Marketing Director
Staff Since '18



Sharon Bailey
Ministry Services
Office Coordinator
Staff Since '13



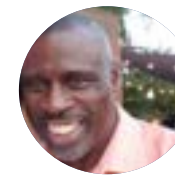
Jamiel George
Staff Assistant
Staff Since '18



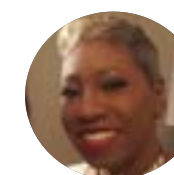
Clay Jackson
South Campus
Staff Since '20



Lyn Clark
Mission Coordinator
Staff Since '20



Michael Williams
Connection
Coordinator
Staff Since '20



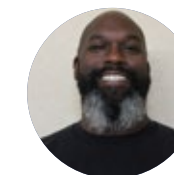
Crystal Lewis
Database Coordinator
Staff Since '20



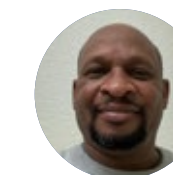
Kewanna Smith
A/V Department
Staff Since '18



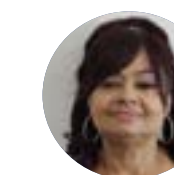
Roderick Arrant
A/V Department
Staff Since '18



Kamron Leonard
Maintenance
Staff Since '22



Richard Chatman
Maintenance
Staff Since '20



Chevonne Thompson
Maintenance
Staff Since '20



Juan Razo
Maintenance
Staff Since '18



Linda Jennings
Event Planning
Coordinator
Staff Since '20



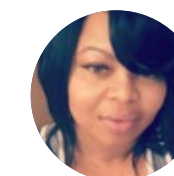
Dian Smith-Campbell
Volunteer Coordinator
Staff Since '20



Katherine Williams
Praise Dance
Ministry
Staff Since '17



Cynthia Beatty
Pastor's Office
Coordinator
Staff Since '16



Nina Traylor
Pastor's Office
Coordinator
Staff Since '20



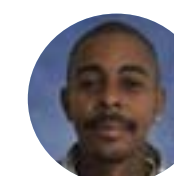
Rochelle Young
Bookkeeper
Staff Since '20



Edmund LaLonde
Groundskeeper
Staff Since '20



Edna West-Stanley
Security
Staff Since '15



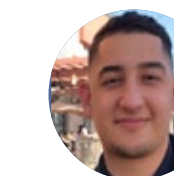
Ronald Carr
Drummer
Staff Since '07



Amond Henderson
Organist
Staff Since '20



Desiree Webb
Musician
Staff Since '18



Hugo Sanchez
Guitarist
Staff Since '20



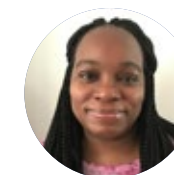
Carla Evans
Administrative Office
Coordinator
Staff Since '18



Charlotte Coleman
Accountant
Staff Since '02



Genesis Williams
Accountant
Staff Since '22



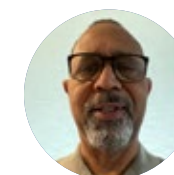
BJ Swayne
Counselor
Staff Since '20



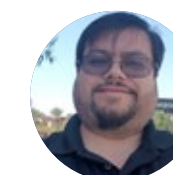
Lelia Kennedy
Emerging Adults
Coordinator
Staff Since '22



Jairus Coates
AV/Marketing
Staff Since '20



Gregory Coleman
Musician
Staff Since '20



Jonathan Rojo
Helping Hands
Ministry
Staff Since '20



Aariana Hill
Children's Ministry
Staff Since '21



In Memory of
Mariesha Collins
Snack Shack Worker

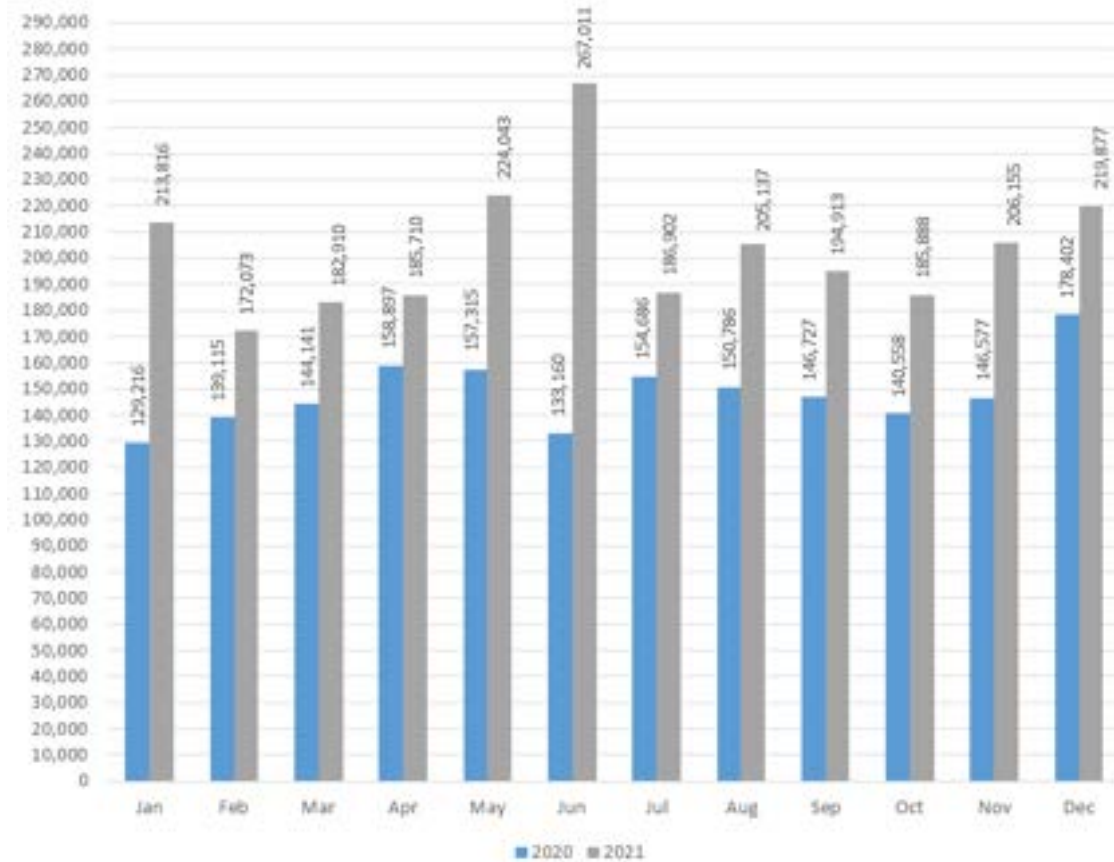
2021 Financial Reports



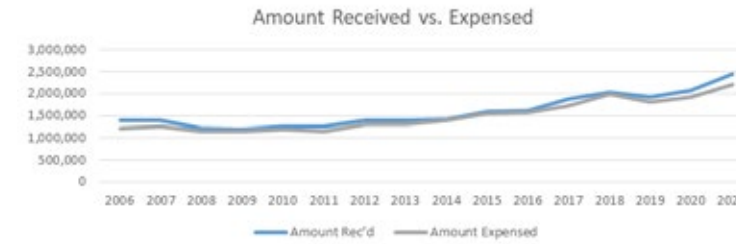
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Revenue (Tithes and Offerings)



God's track record of faithfulness



BUDGET YEAR	BUDGET AMOUNT	AMOUNT RECEIVED	AMOUNT EXPENSED	VARIANCE (RCVD-EXP)
2001	585,873	605,180	538,138	67,042
2002	658,500	677,882	35,980	41,902
2003	800,000	75,575	776,875	-51,300
2004	888,906	871,714	773,730	97,984
2005	1,000,000	1,068,491	979,408	89,083
2006	1,353,197	1,395,258	1,213,147	182,111
2007	1,623,718	1,400,791	1,266,959	133,832
2008	1,390,924	1,221,286	1,142,075	79,211
2009	1,206,278	1,187,013	1,139,306	7,707
2010	1,314,420	1,259,962	1,199,700	60,262
2011	1,268,994	1,255,866	1,147,702	108,164
2012	1,298,920	1,382,818	1,305,584	77,234
2013	1,469,203	1,395,035	1,307,848	87,187
2014	1,312,090	1,412,761	1,383,135	29,626
2015	1,552,567	1,561,764	1,548,648	13,116
2016	1,581,759	1,612,997	1,556,459	56,538
2017	1,711,130	1,865,958	1,718,342	147,616
2018	1,849,693	2,039,153	1,987,198	51,955
2019	1,904,309	1,925,002	1,811,405	113,597
2020	1,785,804	2,074,565	1,92,0436	154,130
2021	2,049,673	2,444,435	2,252,498	191,936

2021 Income Statement

REVENUE

TITHES & OFFERINGS

TITHES & OFFERINGS	\$1,663,804.89
GENERAL OFFERING	295,263.63
SUNDAY SCHOOL OFFERING	27,471.49
SPECIAL OFFERING	61,792.16
MISSION OFFERING	30,715.00

TOTAL TITHES & OFFERINGS **\$2,079,047.17**

PROGRAM MINISTRY

HEALTH & FITNESS	\$2,390.00
FUNERAL REVENUE	3,748.95
YOUTH MINISTRY	1,290.19
MENS MINISTRY	1,730.00
DEACONS	170.00
CHILDRENS MINISTRY	7,498.00
WOMENS MINISTRY	4,569.03
YOUNG ADULT MINISTRY	356.00
HELPING HANDS MINISTRY	22,269.10

TOTAL PROGRAM MINISTRY **\$ 44,021.27**

SPECIAL ACTIVITIES REVENUE

MUSIC	\$30.00
HARVEST FESTIVAL	1,600.29
PASTOR'S APPRECIATION	7,040.00

TOTAL SPECIAL ACTIVITIES REVENUE **\$8,670.29**

NON-PROGRAM REVENUE

MARKETING REVENUE	\$305.00
MERCHANDISE	2,952.00
RENTAL INCOME	63,994.18
INTEREST INCOME	1,467.47
RENOVATION FUND	222.00
PAYCHECK PROTECTION PROGRAM GRANT	153,000.00
OTHER INCOME	929.51
NAMB CHURCH PLANT	15,000.00

TOTAL NON-PROGRAM REVENUE **\$237,870.16**

CAPITAL CAMPAIGN \$ 206,968.82

**TOTAL REVENUE INCLUDING
CAPITAL CAMPAIGN** **\$2,576,577.71**

EXPENSES

ADMINISTRATION DEPT	\$484,449.97
STEWARDSHIP DEPT	485,605.21
PASTOR DEPT	187,351.19
CHRISTIAN EDUCATION DEPT	232,075.08
DISCIPLESHIP DEPT	153,524.03
EVANGELISM DEPT	117,896.62
PRAYER DEPT	100.00
MUSIC DEPT	189,421.51
YOUTH DEPT	92,847.19
DEACONS/DEACONESS DEPT	11,998.29
MISSIONS DEPT	242,819.35

TOTAL EXPENSES **\$2,198,088.44**

SUMMARY

TOTAL REVENUE **\$2,444,434.56**
LESS TOTAL EXPENSE **(2,198,088.44)**
LESS CAPITAL CAMPAIGN FUND **-**

NET INCOME **\$246,346.12**

2021 Balance Sheet

ASSETS

CURRENT ASSETS

GENERAL CHECKING ACCOUNT	\$44,112.64
GENERAL CHECKING ACCOUNT-DESIGNATED FUNDS	95,206.80
CAPITAL CAMPAIGN FUND CHECKING	165,987.67
ENDOWMENT FUNDS	30,528.11
SAVINGS ACCOUNT	6,140.00
BAPTIST FOUNDATION STOCK FUND	11,078.67
HERITAGE-ORCAS	37,796.05
CERTIFICATE OF DEPOSITS (CD'S)	40,779.41
INTERNET CHURCH	200.00
CERTIFICATE OF ENDOWMENT	22,381.97
PAYROLL PROTECTION ACCOUNT	100.00

TOTAL CURRENT ASSETS: \$454,311.32

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 \$3,662,407.87

LIABILITIES & CAPITAL

LIABILITIES: CURRENT LIABILITIES

ACCOUNTS PAYABLE	\$10,190.31
------------------	-------------

TOTAL CURRENT LIABILITIES \$10,190.31

MINISTRY DESIGNATED FUNDS

UNRESTRICTED NET ASSETS	\$3,364,462.25
PASTOR'S APPRECIATION	1,960.00
MEN'S MINISTRY	735.72
WOMEN'S MINISTRY	5,284.65

MUSIC MINISTRY	30.00
YOUTH MINISTRY	1,090.19
CHILDREN'S MINISTRY	10,100.43
BENEVOLENT MISSIONS	21,615.92
REVIVAL FUND	1,280.83
RENOVATION FUND	26,759.82
CAPITAL CAMPAIGN FUND	165,987.67
ENDOWMENT FUNDS	52,910.08

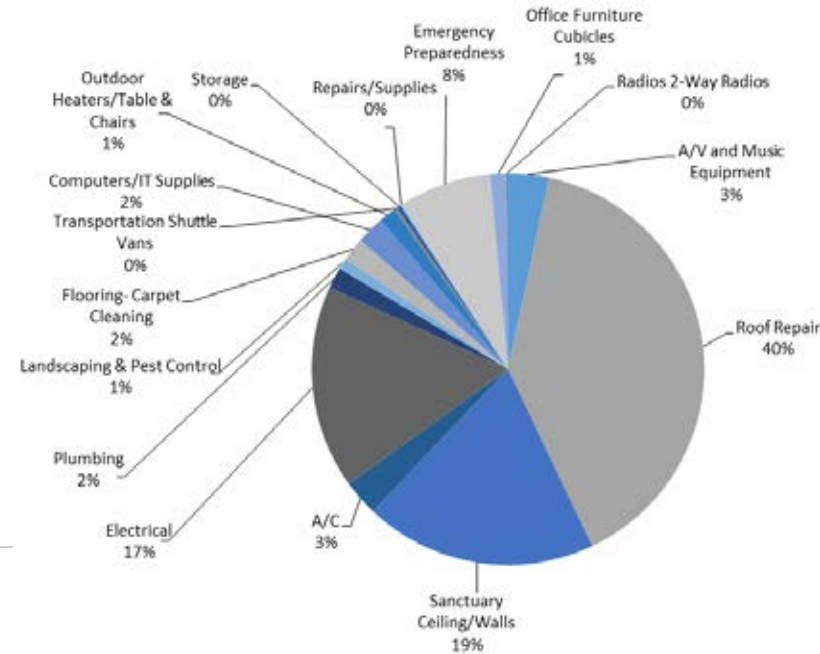
TOTAL MINISTRY DESIGNATED FUNDS \$3,652,217.56

TOTAL LIABILITIES & CAPITAL \$3,662,407.87

2021 Building and Equipment Repairs and Maintenance

A/V AND MUSIC EQUIPMENT	\$6,573
ROOF REPAIR	77,125
SANCTUARY CEILING/WALLS	37,290
A/C	5,821
ELECTRICAL	32,732
PLUMBING	3,403
LANDSCAPING & PEST CONTROL	1,820
FLOORING- CARPET CLEANING	3,743
COMPUTERS/IT SUPPLIES	4,510
OUTDOOR HEATERS/TABLE & CHAIRS	2,735
TRANSPORTATION SHUTTLE VANS	468
STORAGE	700
REPAIRS/SUPPLIES	435
EMERGENCY PREPAREDNESS	14,700
OFFICE FURNITURE CUBICLES	2,700
RADIOS 2-WAY RADIOS	157

TOTAL BUILDING & EQUIPMENT REPAIR/MAINT. \$223,062



2021 Missions and Outreach Giving

BENEVOLENT GIVING	
BENEVOLENT GIFTS	\$4,247.97

TOTAL BENEVOLENT GIVING \$4,247.97

DONATIONS TO ORGANIZATIONS	
MT. ZION CHRISTIAN SCHOOL	\$89,769.86
NON SPECIFIC GROUP	683.01

TOTAL DONATIONS TO ORGANIZATIONS \$90,452.87

DONATIONS TO MISSIONS & EVANGELISM	
CAROL RENE FARQUHARSON	\$6,000.00
AFRICAN MISSIONS	500.00
ST. VINCENT MISSIONS	2,626.00
PAKISTAN MISSIONS	1,115.00
SOUTH CAMPUS	96,829.72
SO. BAPTIST CONVENTION	19,800.00
CALIF. STATE BAPTIST CONVENTION	4,200.00
TCHULA	647.79
MANUEL SCOTT MINISTRIES	1,200.00
JOSE ORANTES	2,000.00
SAMUEL DAWKINS	2,000.00
K. L. BURRUS	900.00

JEROME GRICE (CSBC)	2,000.00
WILLIE HARRIS	2,000.00
KEITH WILLIAMS	2,000.00
DOUGLAS BRISSETTE	2,000.00
ETIENNE LACEY	2,000.00

TOTAL DONATIONS TO MISSIONS & EVANGELISM \$147,818.51

TOTAL DONATIONS & CONTRIBUTIONS \$242,519.35

SOUTH CAMPUS REVENUE \$62,755.52

TOTAL NAMB CHURCH REVENUE \$15,000.00

2021 Capital Campaign

PRIOR YEARS PLUS INTEREST BALANCE	\$111,535.00
INTEREST INCOME (2021)	293.24
FUNDS RAISED (2021)	78,725.10

TOTAL FUNDS AS OF DEC 31, 2021 **\$190,553.34**

EXPENDITURES (JAN 1 - DEC 31, 2021)	
TOTAL EXPENDITURES (2021)	-

TOTAL FUNDS REMAINING AS OF DECEMBER 31, 2021 **\$190,553.34**
(Funds less expenditures)

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2022 Projections

Pray for our 2022 Strategic Goals

Evangelism: 100 new discipleship training graduates or participants by the end of 2022

- 30 out of 45 ministries to go out with the Saturday Evangelism Team at least once in 2022
- All 13 Youth, and Adult Saturday and Sunday Bible Study classes to go out with the Saturday Evangelism Team
- Continue moving all members to evangelize
- Maximize all-church evangelism efforts of "Go Sunday" , picnic, and 100th anniversary
- Maximize website and social media presence

Discipleship: Grow all discipleship ministries by 25%

- All church "call and check campaign"
- Bible Study and small group "get them back" campaign
- "Read your Three" all church challenge to read two OT chapters and one NT chapter every day
- Discipleship class leaders to take attendance after events end
- Grow Prayer Ministry to average 200 prayer warriors each week
- To reach out to all current members of Mt. Zion such that 1,200 current members attend the church anniversary

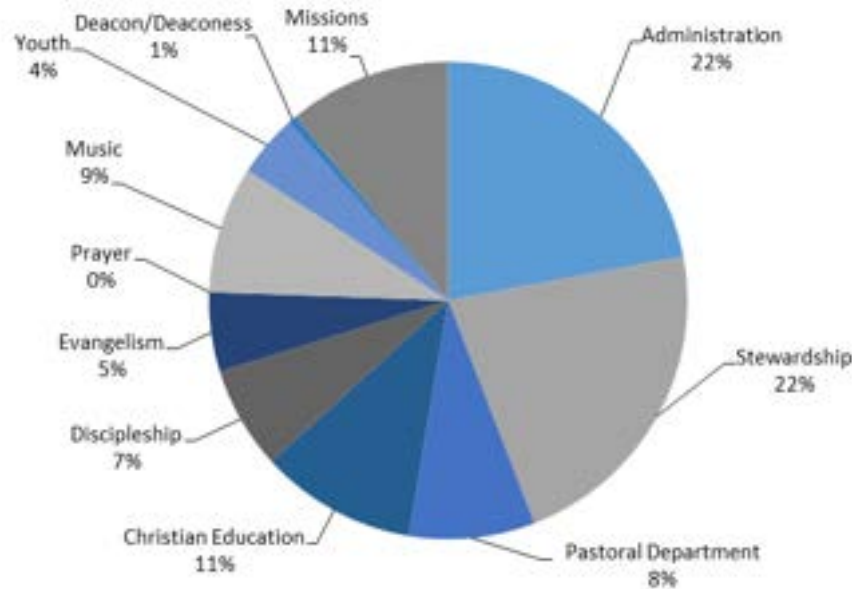
Assets: Increase current assets 3% from 2021; reach \$1 million capital campaign goal

Leadership

- At 100th anniversary: present three new elders, 10 next line of leaders, one church planter, two deacons, seven deaconesses, and two new trustees to the church
- Identify two ministers to begin ordination process
- Encourage all leaders at Annual Leadership Retreat and encourage staff at the Staff Luncheon

2022 Operating Budget by Department

DEPARTMENT	BUDGET
ADMINISTRATION	\$484,450
STEWARDSHIP	485,605
PASTORAL DEPARTMENT	187,351
CHRISTIAN EDUCATION	232,075
DISCIPLESHIP	153,524
EVANGELISM	117,897
PRAYER	100
MUSIC	189,422
YOUTH	92,847
DEACON/DEACONESS	11,998
MISSIONS	242,819
TOTAL	\$2,198,088



Projection of Revenue 2022

REVENUE

GENERAL FUND REVENUE

TITHES & OFFERINGS	\$1,663,805
GENERAL OFFERING	295,264
SUNDAY SCHOOL OFFERING	27,471
SPECIAL OFFERING	28,686
MISSION OFFERING	36,160

TOTAL TITHES & OFFERINGS \$2,051,386

PROGRAM MINISTRY REVENUE

HEALTH & FITNESS	\$382
FUNERALS	3,749
YOUTH MINISTRY	1,290
MENS MINISTRY	1,730
DEACONS MINISTRY	170
CHILDRENS MINISTRY	7,498
WOMENS MINISTRY	4,569
YOUNG ADULT MINISTRY	356
HELPING HANDS MINISTRY	22,269

TOTAL PROGRAM MINISTRY REVENUE \$42,013

SPECIAL ACTIVITIES REVENUE

MUSIC	\$30
HARVEST FESTIVAL	1,600
PASTOR APPRECIATION	6,514

TOTAL SPECIAL ACTIVITIES REVENUE: \$8,144

NON-PROGRAM REVENUE

MARKETING REVENUE	\$305
MERCHANDISE	2,952
RENTAL INCOME	63,994
INTEREST INCOME	1,543
CAPITAL CAMPAIGN REVENUE	258,363
100TH FAITH CHALLENGE	-
OTHER INCOME	735

TOTAL NON-PROGRAM REVENUE \$327,891

TOTAL NAMB CHURCH PLANT REVENUE 15,000.00

TOTAL REVENUE \$2,444,435

Projected Weekly Tithes and Offerings Budget 2022

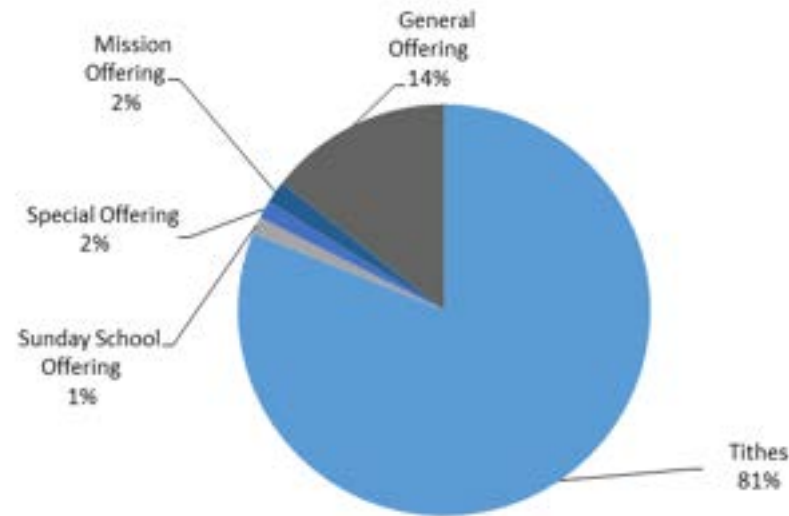
TITHES

TITHES	\$1,663,805
SUNDAY SCHOOL OFFERING	\$27,471
SPECIAL OFFERING	28,686
MISSION OFFERING	36,160
GENERAL OFFERING	295,264

TOTAL PROJECTED TITHES & OFFERINGS \$2,051,386

WEEKLY TITHES & OFFERINGS BUDGET \$39,450

To get the weekly tithe budget: Take the total tithe and offering budget and divide it by 52 weeks in the year.



2022 Projected Missions and Outreach Giving

FOOD	\$233.01
TRAINING EXPENSE	450.00
BENEVOLENT GIFTS	4,247.97
MISSIONARY RETIREMENT SUPPORT	6,000.00
SOUTHERN BAPTIST CONVENTION (COOPERATIVE PROGRAM)	19,800.00
CALIFORNIA STATE BAPTIST CONVENTION	4,200.00
TCHULA	647.79
CHURCH PLANTS	16,400.00
SOUTH CAMPUS	96,829.72
OTHER GROUPS	84,884.81
MT. ZION CHRISTIAN SCHOOL	4,885.05
AFRICA MISSIONS	500.00
ST. VINCENT	2,626.00
PAKISTAN MISSIONS	1,115.00

TOTAL PROJECTED MISSIONS & OUTREACH GIVING \$242,819.35

Mt. Zion Christian School



Mission and 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.

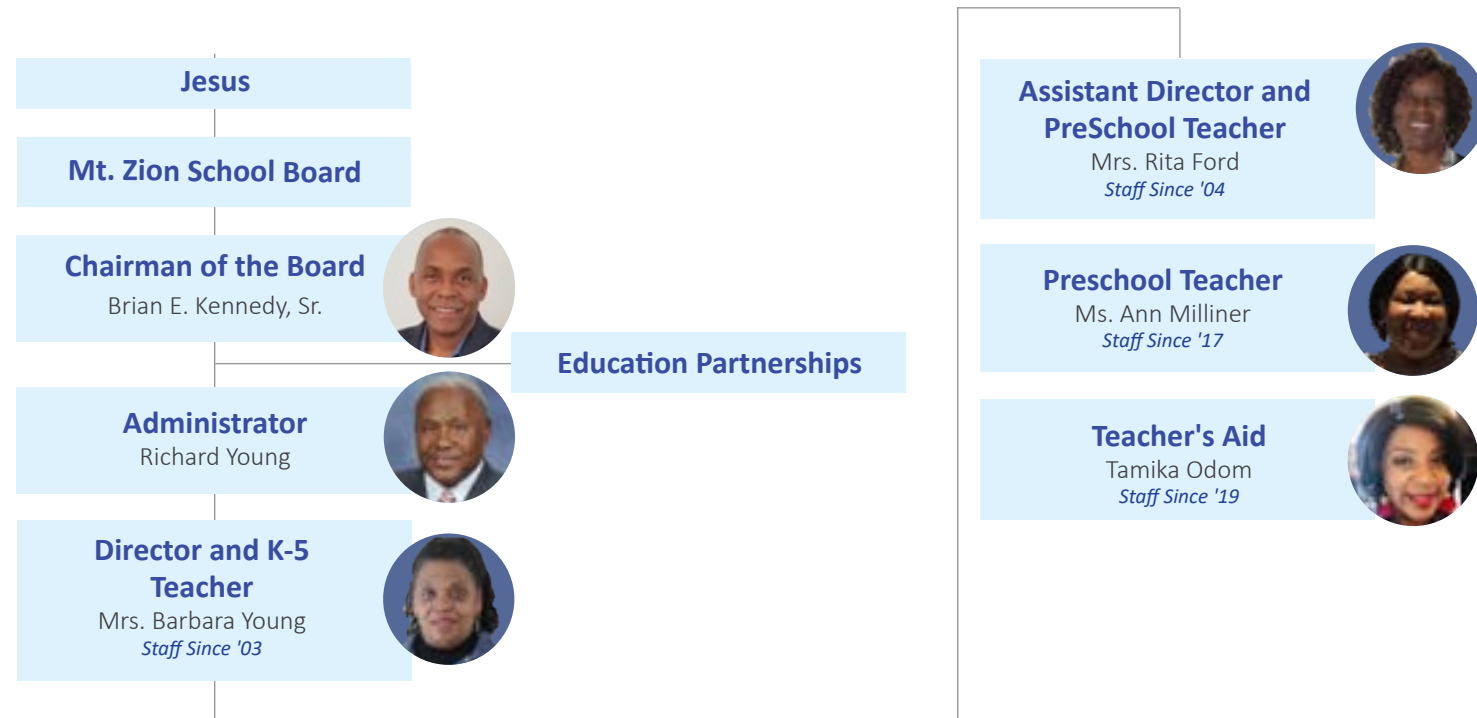
GOALS AND PURPOSE:

- 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:

Mt. Zion Christian School opened its doors back on Aug 2, 2021 after being closed for over a year due to the pandemic. We started the year with 11 children. In October we had the first field trip to the pumpkin patch in Chino. In December we had a birthday party for Jesus. We look forward to our end of the year field trip to Knott's Berry Farm to celebrate our K-5 grads in May and our annual graduation celebration on June 2, 2022.

Staff and Organizational Chart



Mt. Zion Christian School

2021 Income Statement

REVENUE	
SCHOOL REVENUE	\$8,818.39
OTHER REVENUE	98,501.11
TOTAL REVENUE	\$107,319.50
EXPENSES	
SALARIES EXPENSE	\$98,460.50
FICA TAXES EXPENSE	7,541.51
EMPLOYEE RETIREMENT	275.00
WORKERS COMPENSATION	971.50
MEDICAL INSURANCE	127.36
SCHOOL SUPPLIES	854.26
LICENSE FEES	484.00
* BANK SERVICE CHARGES	1,206.00
TOTAL EXPENSES	\$110,040.15
TOTAL REVENUE LESS EXPENSES	\$(2,720.65)

2021 Balance Sheet

ASSETS	
CASH	\$1,063.16
TOTAL ASSETS	\$1,063.16
LIABILITIES & CAPITAL	
LIABILITIES	
ACCOUNTS PAYABLE	\$898.73
DENTAL INSURANCE	918.08
EMPLOYEE RETIREMENT FUND	1,116.66
FEDERAL PAYROLL TAXES PAYABLE	2,721.40
FICA TAXES PAYABLE	(1,561.50)
STATE PAYROLL TAXES PAYABLE	320.63
TOTAL LIABILITIES	\$4,414.00
CAPITAL	
RETAINED EARNINGS	\$(630.19)
RETAINED EARNINGS-CURRENT	(2,720.65)
TOTAL RETAINED EARNINGS	\$(3,350.84)
TOTAL LIABILITIES & CAPITAL	\$ 1,063.16

The background image shows a two-story, light-colored building with a prominent arched entrance and a small tower on the left side. A black metal fence runs across the foreground, and a sidewalk leads to the building's steps. A large tree is visible on the far left.

Mt. Zion Community Development Corporation

Mission and 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 2021 Income Statement

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

Mt. Zion Church of Ontario

Brian E. Kennedy, Sr., Senior Pastor

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Website: www.mtzionontario.com

YouTube: Mt Zion Ontario