



A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

The Ministerial Vocation Committee and the Office of the Stated Clerk of the Evangelical Presbyterian Church are responsible for denominational vocational services. As part of the process of “matching” ministers and congregations, the Office of the Stated Clerk provides resources and advice to both pastors and congregational search committees. To that end, we ask congregations and ministers to complete information forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study and for evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Church Information Form presents the local congregation’s history, challenges, and goals. It is our hope that this will be of help in facilitating the search process, assisting the church in focusing on future directions and pastors in gaining some sense of the nature and uniqueness of this congregation.

Contents

Part 1: Church Information

Part 4: Leadership Expectations

Part 2: Financial/Church Campus Information

Part 5: Church History

Part 3: Church Characteristics

Part 6: Other Information

Please return completed form to:

Evangelical Presbyterian Church
ATTN: OFFICE OF THE STATED CLERK
5850 T.G. Lee Blvd., Suite 510
Orlando, FL 32822

Phone: 407-930-4239
Fax: 407-930-4247
E-mail: info@epc.org





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Part 1: Church Information

1. Church Name _____

Address _____

Telephone (_____) _____ Fax (_____) _____

E-mail _____ Website _____

2. Presbytery: _____

Presbytery Ministerial Committee Liaison _____

3. Search Committee Chairman _____

Address _____

E-mail _____

Telephone (_____) _____

4. List all paid staff positions (use additional sheet if necessary)

- | | | |
|-------|------------------------------------|------------------------------------|
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
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| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |
| _____ | <input type="checkbox"/> Full time | <input type="checkbox"/> Part time |



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5. List all vacant positions

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

Position Available _____ Date of Vacancy _____

6. Membership (state approximate numbers and percentages)

	Five years ago	Currently
A. Number of church members	1545	1236
B. Number of family units		999
C. Worship attendance	794	679

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age:

_____ % 0-11 _____ % 12-18 _____ % 19-24 _____ % 25-34
_____ % 35-49 _____ % 50-64 _____ % 65+

B. Occupation:

_____ % Business _____ % Professional _____ % Trades
_____ % Agriculture _____ % Stay-at-Home Parent _____ % Retired
_____ % Other (Please Specify) _____

C. Educational level of adults

_____ % some high school _____ % high school _____ % college _____ % graduate school

D. Percentage of members belonging to the congregation

Less than one year _____ %
5 years or less _____ %
6-10 years _____ %
10 years or more _____ %



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9. Racial/Ethnic composition of:

A. Congregation

_____ % African-American _____ % Asian _____ % Caucasian _____ % Hispanic
_____ % Other (Specify) _____

B. Community (within 5-mile radius of church)

_____ % African-American _____ % Asian _____ % Caucasian _____ % Hispanic
_____ % Other (Specify) _____

10. Community Setting (check as many as apply):

Location

Rural Small Town Metropolitan Suburban Inner City

Function

Industrial Agricultural Recreational Military College/University

Approximate population of community _____

11. Church Programming—Worship

A. Worship Time

Average Worship Attendance

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

B. Frequency of communion celebration: _____ per year

C. How are members involved in planning and participation in the liturgy/worship?



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D. Style of liturgy used in your worship (e.g., traditional, contemporary, variety)

E. Type of music used in worship (e.g., traditional, contemporary, variety)

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) _____

B. Average attendance in Adult Education (Sunday) _____

13. Church Programming—Organizations/Committees

List major boards, committees, and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.)

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*

*Indicate leadership role expected by using the number below:

1. Pastor takes primary initiative and responsibility.
2. Pastor and laity share responsibility.
3. Laity takes primary initiative and responsibility.



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Part 2: Financial/Church Campus Information

1. Current annual budget: \$ _____ Last year's annual budget: \$ _____
(Attach a copy of current budget)

2. Percentage of income received toward budget: _____ %

3. Amount contributed for year _____ (most recent complete reporting year)

- A. EPC Per Member Asking \$ _____
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking \$ _____
- E. Other Missions/Missionaries \$ _____

4. Property owned by church

A. Describe buildings and property (other than manse).

B. Are your buildings adequate for your present program? Yes No
If no, please explain:

C. Is a building program projected? Yes No
If yes, describe what, when, and projected cost

D. Does the church own a manse? Yes No

Condition: Good Fair Poor # of Bedrooms _____

Pastor's Office/Study: In Church In Manse Not Provided

Other _____



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6. Compensation:

A. The salary range we are prepared to offer:

Position: _____ \$ _____

Position: _____ \$ _____

Position: _____ \$ _____

B. The average annual increase over the past three years is:

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

Housing Allowance

Manse Only

Either of the Above

D. Benefits and expenses

_____ Pension (minimum 10% gross effective salary)

_____ Medical insurance

_____ Life insurance

_____ Social Security

_____ Travel/mileage

_____ Book allowance

_____ Study leave allowance (minimum 2 weeks)

_____ Annual vacation days (minimum 4 weeks)

_____ Number of worship services per year for which pastor is provided relief
(in addition to vacation and study leave)

_____ Other (Specify: _____)



Part 3: Church Characteristics

Check the box that most closely describes the current congregation characteristics and future goals

Our congregation...	Currently				Goal			
	Agree		Disagree		Agree		Disagree	
1. Supports the pastor.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Readily shares their gifts with the rest of the congregation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Places a high priority on sound biblical preaching.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Gladly welcomes visitors and new members.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Is involved in local evangelistic ministries.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is often found living their faith in their communities.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. Has a spirit of unity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Looks to its Session for leadership.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Uses members' gifts in its worship.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Is capable of change when and where appropriate.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is spiritually alive.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4



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15. In what ways does your church participate in ecumenical activities?

16. Describe the strengths of your congregation.

17. List specific problems with which your congregation struggles.

18. List major goals that the congregation has set for itself.



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19. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes No

20. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes No

If you answered "Yes" to either 19 or 20, please explain.

21. Have you completed a mission statement, vision statement, and/or a strategic plan for your congregation?

Yes No

If yes, Date completed _____

If yes, attach copies of each statement or strategic plan the church has completed.



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Part 4: Leadership Expectations

1. What five key characteristics, gifts, and/or skills should a person bring to the position?



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Part 5: Church History

1. What do you consider to be the three most important events in the history of your church?

2. What do you consider to be the most interesting and challenging event in the life of your church in the last three years?



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Part 6: Other Information

1. List the last three individuals who held the position of _____

Name	Dates of Service
_____	_____ to _____
_____	_____ to _____
_____	_____ to _____

2. Describe any significant factors about the church not covered in previous questions.

Clerk of Session Richard Corless Date _____

Search Committee Chair Greg Lowe Date _____

We encourage churches to list their vacancies on the Ministry Staff Opportunities webpage at www.epc.org/mso. For more information or to send your posting, email info@epc.org



Memorial Park Church: Mission, Vision, Values

Our Mission Statement: -the core to what we are called to do in Christ:

The Mission of Memorial Park Church is to Invite People into a Life-Changing and Ever-Growing Relationship with Jesus Christ!

Our Vision Statement: -the core of what we are called to become in Christ:

We exist to glorify God as a growing family of Christ Followers; embraced, healed and restored by Jesus; empowered by the Holy Spirit; joyfully serving our neighbors, near and far.

Our Values: -our deepest shared convictions which guide our actions, shaping who we become in Christ

Biblical Truth -grounded in the Truth of God's Word we are transformed in all areas of life to be like Christ. The Bible is God's inerrant, infallible, and inspired Word.

Relationships -our relationship with God and neighbor is a grace-filled response to God's love for us expressed fully in the person and work of Jesus Christ.

Authenticity -for our relationships to be grounded in God's revealed truth, we must love one another sincerely by putting the needs of others first.

Generosity -the sacrificial giving and sending of self, as demonstrated by Christ as He lives in us, is the way of a faithful and Spirit-led life.

Romans 12:1-2 – The Message

"So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you."

MEMORIAL PARK CHURCH
Senior Pastor – Dr. Dean Weaver

Executive Assistant
Deb Waugaman

Executive Director of Operations
Catherine Pavlock

Executive Pastor of Ministry
Rev. Betsy Rumer

Stewardship

Worship

Belong

Serve

Grow

Minister of
Worship &
Arts
Jim Lueers

Pastor of
Congregational
Care
Dr. Kevin Gourley

Pastor of
Mission &
Outreach
Paul Housman

Minister to
Families
TBD

Adult
Ministries

- Communications
- Finances
- Human Resources
- Buildings & Grounds
- Safety & Security
- Hospitality
- Information Technology
- Development

- Worship Teams
- Creative Arts
- Audio/Visual

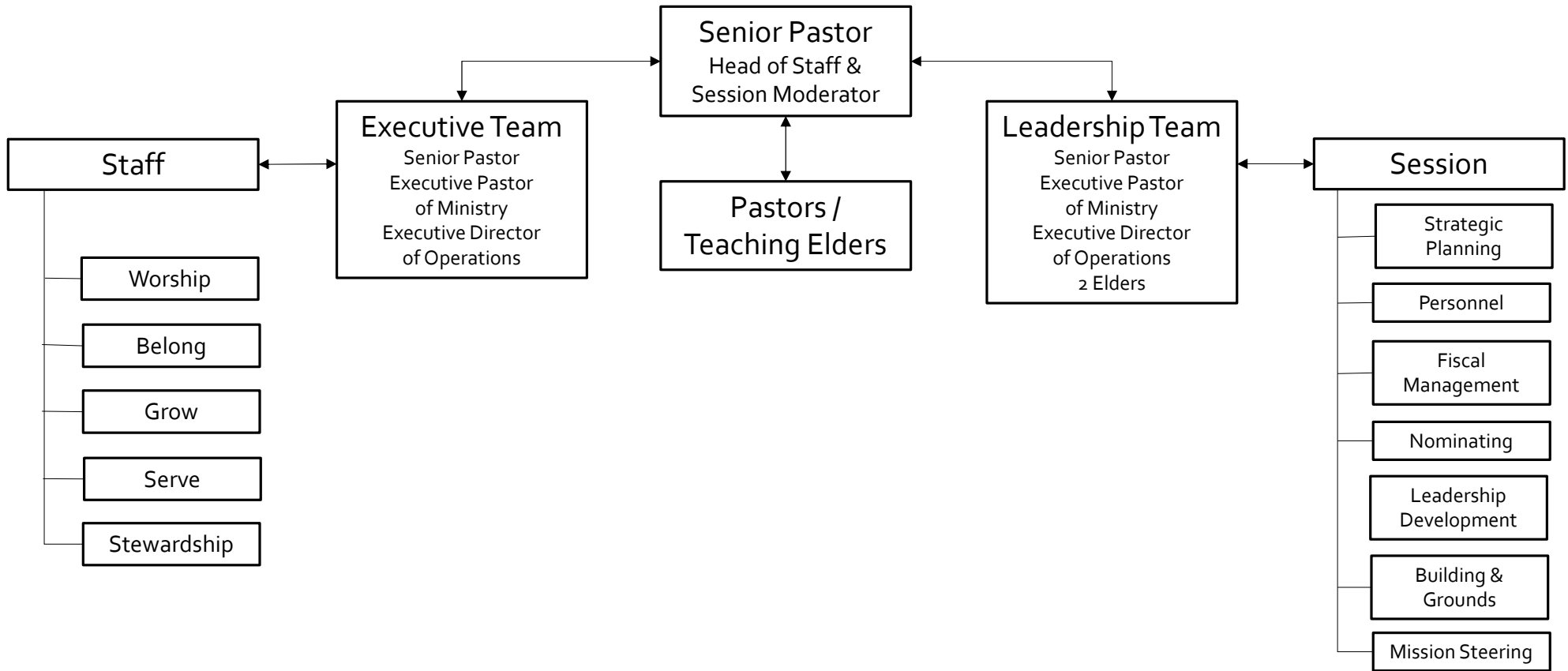
- Deacons
- Prayer & Care
- Parish Plan
- Senior Ministries

- World Outreach
- Local Outreach
- Campus Ministry
- Church Planting

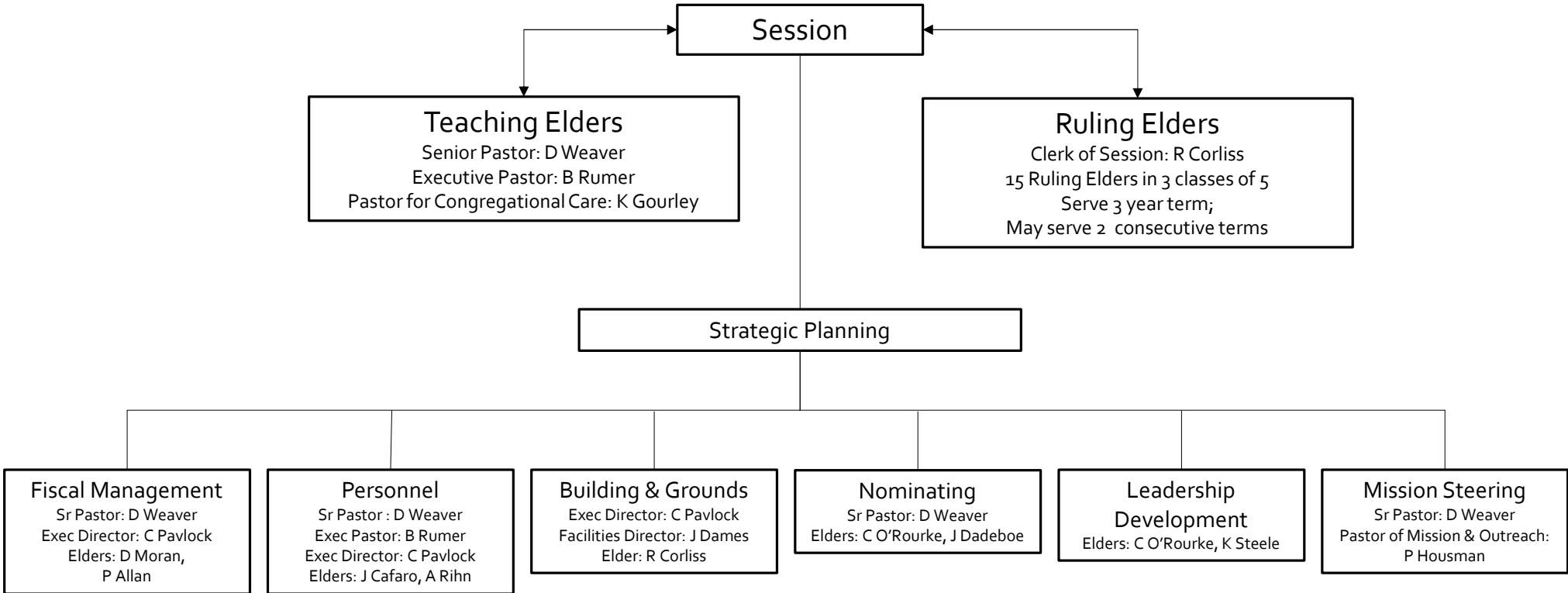
- Nursery
- Preschool
- Children
- Youth

- Women
- Men
- Millennials
- LIFE Groups
- Adult Classes

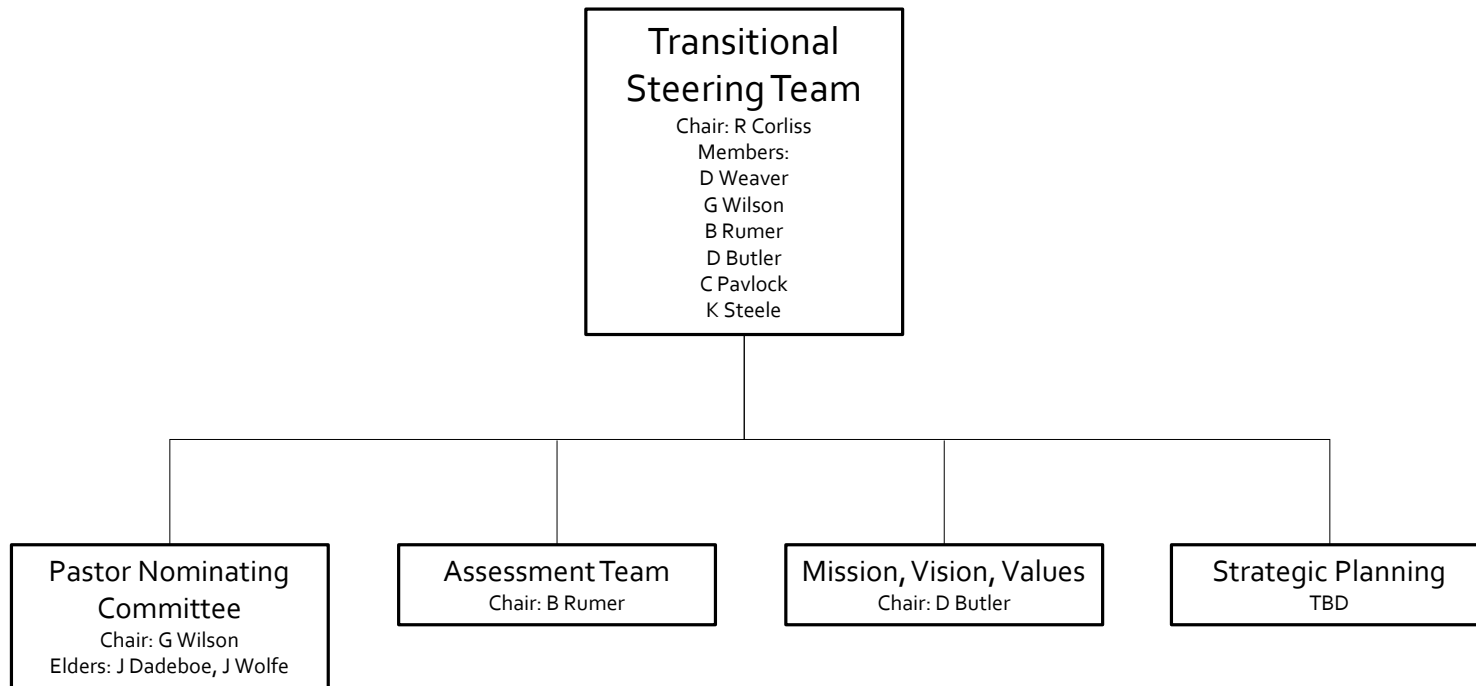
LEADERSHIP



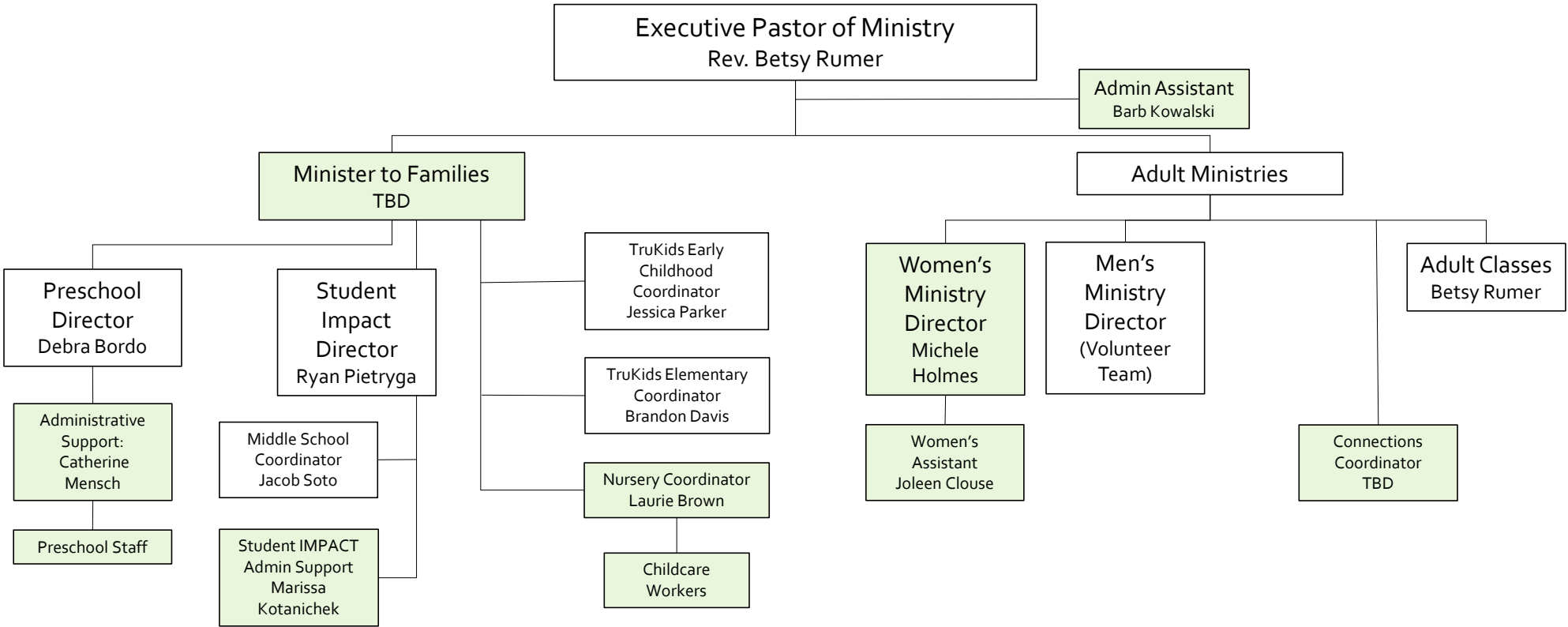
SESSION



Transitional Steering Team

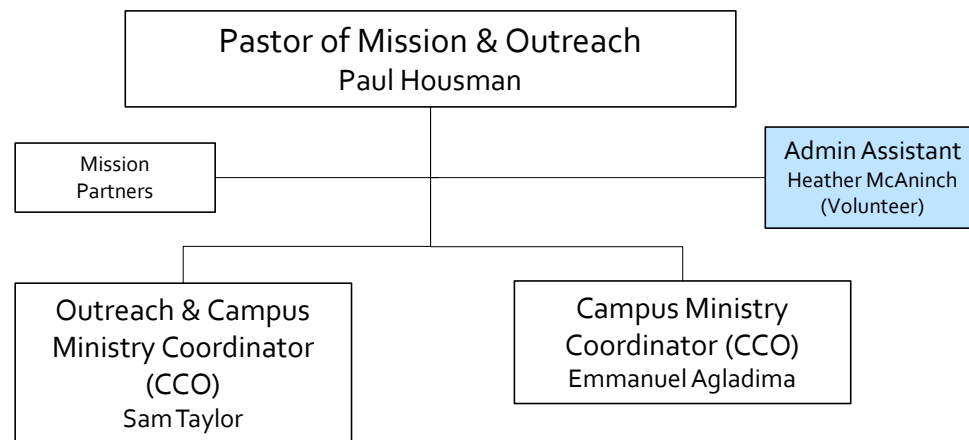


GROW



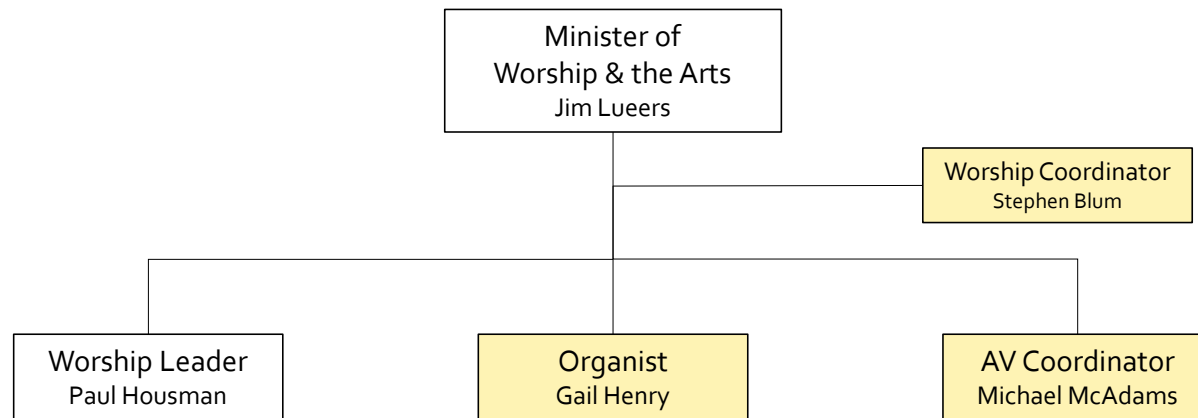
Shaded positions are part-time

SERVE



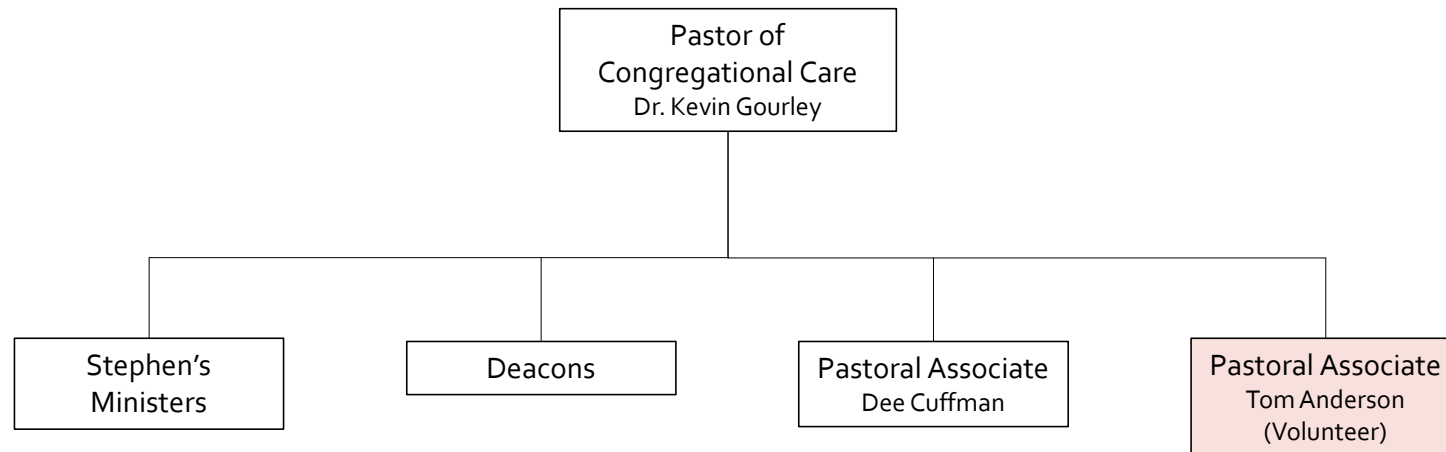
Shaded positions are part-time

WORSHIP



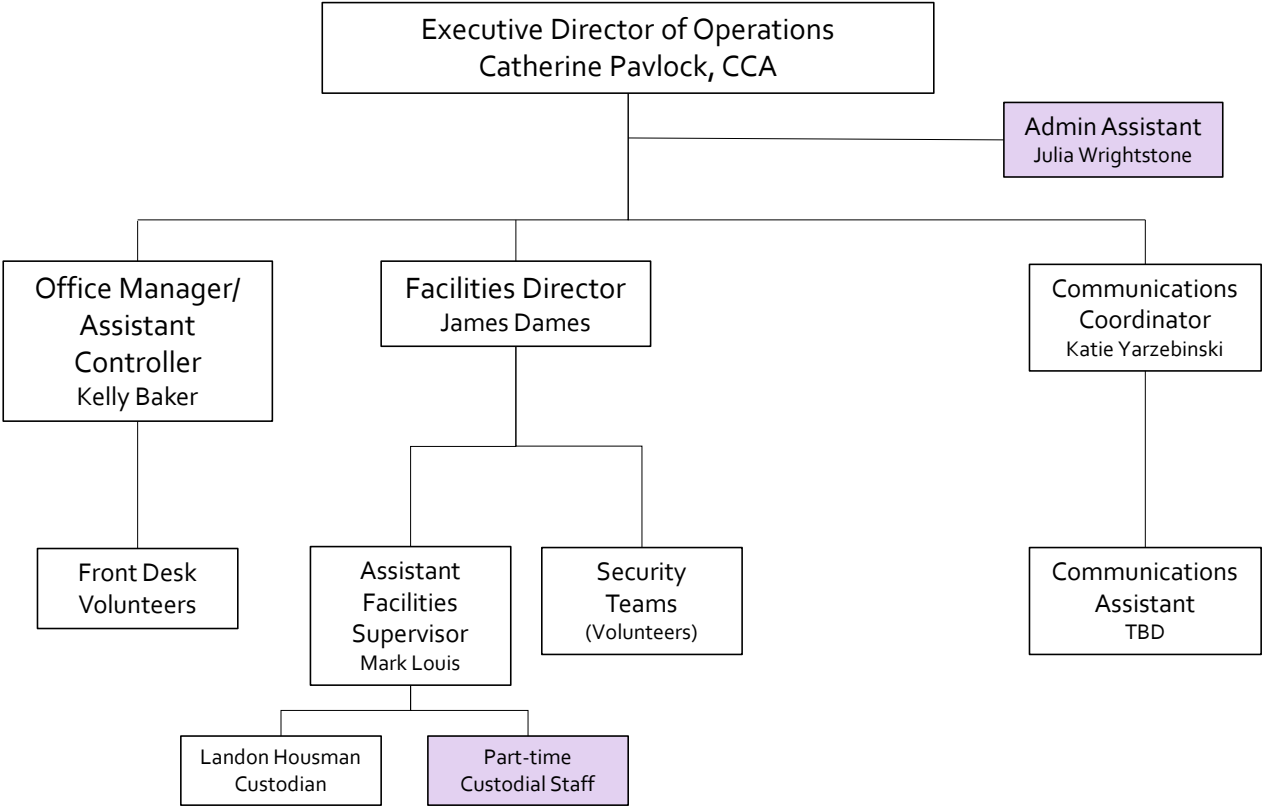
Shaded positions are part-time

BELONG



Shaded positions are part-time

STEWARDSHIP



Shaded positions are part-time

STEERING TEAMS

Stewardship

Fiscal Management*

Personnel*

Building & Grounds*

Development

Culture of Generosity

Worship

Worship Leaders Team

Belong

Senior Ministries
Steering Team

Deacons
Executive Team

Serve

Missions
Steering Team*

Outreach
Steering Team

Grow

Family Ministries
Steering Team

Student Ministries
Steering Team

Women's
Leadership Team

Men's
Leadership Team

LIFE Groups Team

Pathways Team

* Session Team

ADMIN SUPPORT

Executive Assistant
Deb Waugaman

Stewardship

Stewardship Admin
20 hr/wk
Julia Wrightstone

Worship

Worship Coordinator
20 hr/wk
Stephen Blum

Belong

Belong Admin

Serve

Serve Admin
10-15 hr/wk
Heather McAninch
(Volunteer)

Grow

Grow Admin for
Student Ministries
25 hr/wk
Marissa Kotanichek

Grow Admin
for Pastor Betsy
~15 hr/wk
Barb Kowalski


2020 Session Committees

STEWARDSHIP			
Personnel Committee			
Meets second Tuesday of the month @ 7 p.m. in the Lead Pastor's Office			
Chair	Elder Representative (s)	Committee Members	
Joe Cafaro (elder)	Amanda Rihn	Dean Weaver (staff) Betsy Rumer (staff) Cathy Pavlock (staff)	Jan Anderson Susan Duker Janey Mather Jeff Mensch
Development Team			
Meets as needed			
Chair	Elder Representative	Committee Members	
Cathy Pavlock (staff)	Steve Little Karl Sauereisen	Dean Weaver (staff)	John Gourley Tom Meinert
Fiscal Management Team			
Meets third Tuesday of the month @ 7:00 p.m. in conference room.			
Chair	Elders	Committee Members	
Dave Moran (elder)	Paula Allan (current) John Brich (former) Kirk Kjellman (former) Frank Sparr (former) Jay Roy (former)	Dean Weaver (staff) Cathy Pavlock (staff)	Tom Anderson Chris Fenton (deacon)
Nominating Committee			
Meets as needed			
Committee Chair	Elder Representative	Committee Members*	
Chris O'Rourke (elder)	Joshua Dadeboe	Dean Weaver (staff) Curt Powell (deacon vice moderator)	Tom Gogal Beth Pifer Kelsey Steele Cathy Rose
<i>* 2 male and 2 female members elected by congregation at February Congregational Meeting</i>			
Leadership Development Team			
Meets as needed			
Committee Chair	Elder Representative	Committee Members	
Chris O'Rourke (elder)	Kevin Steele	Dean Weaver (staff)	Scot Kurtz (deacon)
SERVE			
Mission Steering Team			
Meets third Monday of the month @ 7:30 p.m. in the Conference Room (Mission Financial Team meets @ 7pm)			
Chair	Former Elders	Committee Members	
Paul Housman (staff) Dean Weaver (staff)	Jim Crawford Pete Pugliese Roger Rumer	Charlene Cave Lauren Sullivan	Heather McAninch
BELONG			
Deacon Board			
Meets 1st Tuesday of month			
See 2020 Deacon Team List			


2020 Deacon Team List


Team	Members	Mission	Responsibilities
Executive Team	Kathy Fenton - Moderator Curt Powell - Vice Moderator Erin Butler - Secretary Jim Stoof - Treasurer	To further the work of Jesus Christ by encouraging unity among the Board and assisting the teams and individual members of the Board of Deacons in fulfilling their ministry.	<ul style="list-style-type: none"> ◆ Meet with committee chairpersons ◆ Hold committees accountable ◆ Help Board be fiscally responsible ◆ Increase visibility of Deacons ◆ Relationship with Session ◆ Giving Tree ◆ Compassion Day
Care Team	Shirley Crawford – Chair Laurie Brown Steve Kimmel Heather McAninch Terri Morris Kathy Patton Patrick Ward Rev. Kevin Gourley & various members of MPC	To be continually aware of congregational and community needs and to nurture, in Christ’s love, those within our fellowship by meeting tangible crisis needs.	<ul style="list-style-type: none"> ◆ Financial assistance for crisis needs ◆ Meals for church families in crisis ◆ Transportation for acute needs ◆ Thanksgiving baskets to homebound friends ◆ Resource Center coordinated with Prayer/Share Committee ◆ Follow-up on hospital visits ◆ Death acknowledgement & flowers ◆ Prayer Chain
Fellowship Team	Janell Butorac – Co-Chair Kelly Gronbeck – Co-Chair Tracy Weller– Co-Chair Melissa Bucci Claudia Fraser Carole Klocko Airong Park Jen Profozich Alexis Rose	To promote Christian fellowship in a growing congregation by creating a warm and friendly atmosphere in which to worship and grow in faith.	<ul style="list-style-type: none"> ◆ Café maintenance and inventory ◆ Café Servants ◆ Church Picnic ◆ New Member Receptions ◆ Thanksgiving Eve Reception
Sanctuary Team	Mary Lou Leibold – Co-Chair Lynn Sosovicka – Co-Chair Deb Gallo Chris Fenton Karen Kurtz Scott Kurtz Tim Molnar Jocy Waibel Lynne Rackley	To enhance the worship service by providing Sanctuary atmosphere and facilities which convey reverent natural beauty, a spirit of communication, empathy and reverent worship.	<ul style="list-style-type: none"> ◆ Altar flower dedications ◆ Christmas Poinsettia distribution ◆ Easter Lilies distribution ◆ Sanctuary prep/pew rack supplies ◆ Communion preparation and clean-up ◆ Unchanging Word podcast ◆ Devotionals in Literature racks
Welcome Team	Bob Kildea – Chair Alisha Belack Rob Burton Matt Degnan Stacie Seback Michelle Scott Ted Weller	To provide a loving and comfortable reception to persons attending MPC. It is our responsibility to make each guest or member to feel welcome and recognized each time they attend a service.	<ul style="list-style-type: none"> ◆ Ushers ◆ CPR training ◆ Parking ministry ◆ Connections Corner ◆ Selfie Sundays (online photos)


Memorial Park Church - 2020-2021 Budget


	2019-2020 Actual Jun-May	2019-2020 Budget Jun-May	2020-2021 Budget Jun-May	% Change vs Actual	% Change vs Budget
REVENUES					
 Pledges and Contributions	\$ 2,451,530	\$ 2,535,000	\$ 2,185,000	-10.9%	-13.8%
Facility Rental	\$ 8,811	\$ 5,000	\$ 5,000	-43.3%	0.0%
Investment Income	\$ 4,237	\$ 5,000	\$ 4,000	-5.6%	-20.0%
Other Income	\$ 60,506	\$ 55,000	\$ 55,000	-9.1%	0.0%
PPP Loan/Grant	\$ -	\$ -	\$ 200,000	---	---
Income from Other Funds	\$ -	\$ -	\$ 85,000	---	---
TOTAL REVENUES	\$ 2,525,084	\$ 2,600,000	\$ 2,534,000	0.4%	-2.5%


EXPENSES

BELONG					
 Belong Staffing	\$ 294,912	\$ 280,886	\$ 296,408	0.5%	5.5%
Deacons	\$ 2,651	\$ 5,100	\$ 5,100	92.4%	0.0%
Congregational Ministries	\$ 1,028	\$ 5,700	\$ 3,700	259.9%	-35.1%
TOTAL BELONG	\$ 298,591	\$ 291,686	\$ 305,208	2.2%	4.6%

GROW					
 Grow Staffing	\$ 339,738	\$ 355,665	\$ 334,904	-1.4%	-5.8%
Family Ministries	\$ 22,936	\$ 39,347	\$ 39,347	71.6%	0.0%
Adult Ministries	\$ 8,022	\$ 15,200	\$ 15,200	89.5%	0.0%
Learning Support	\$ 5,987	\$ 14,200	\$ 16,330	172.8%	15.0%
TOTAL LEARN	\$ 376,683	\$ 424,412	\$ 405,781	7.7%	-4.4%

SERVE					
 Serve Staffing	\$ 203,309	\$ 207,292	\$ 191,122	-6.0%	-7.8%
Mission Partners	\$ 378,541	\$ 401,300	\$ 393,450	3.9%	-2.0%
Outreach	\$ 4,073	\$ 7,500	\$ 7,500	84.1%	0.0%
Denominational Ministries	\$ 40,552	\$ 44,801	\$ 42,725	5.4%	-4.6%
Program Ministries	\$ 500	\$ 4,000	\$ 2,000	300.0%	-50.0%
TOTAL SERVE	\$ 626,975	\$ 664,893	\$ 636,797	1.6%	-4.2%

WORSHIP					
 Worship Staffing	\$ 250,730	\$ 262,081	\$ 242,611	-3.2%	-7.4%
Worship & Arts	\$ 16,481	\$ 24,400	\$ 24,900	51.1%	2.0%
TOTAL WORSHIP	\$ 267,211	\$ 286,481	\$ 267,511	0.1%	-6.6%

STEWARDSHIP					
 Stewardship Staffing	\$ 451,495	\$ 457,268	\$ 449,074	-0.5%	-1.8%
Leadership	\$ 1,775	\$ 2,550	\$ 21,550	1114.1%	745.1%
Administration	\$ 174,901	\$ 196,210	\$ 194,479	11.2%	-0.9%
Facilities	\$ 216,511	\$ 253,000	\$ 250,400	15.7%	-1.0%
Stewardship	\$ 12,449	\$ 23,500	\$ 3,200	-74.3%	-86.4%
TOTAL STEWARDSHIP	\$ 857,131	\$ 932,528	\$ 918,703	7.2%	-1.5%

SUMMARY

TOTAL REVENUES	\$ 2,525,084	\$ 2,600,000	\$ 2,534,000	0.4%	-2.5%
TOTAL EXPENSES	\$ 2,426,591	\$ 2,600,000	\$ 2,534,000	4.4%	-2.5%
NET TOTAL	\$ 98,493	\$ -	\$ -		
Total Personnel	\$ 1,540,184 63.5%	\$ 1,563,192 60.1%	\$ 1,514,119 59.8%	-1.7%	-3.1%

Assumptions:

- \$350K (14%) decrease in Tithes & Offerings
- no COLA
- medical insurance rates estimated to increase 10% over 2019-2020

Highlight Changes:

- 10% cut in expense accounts and study allowance
- No funds going to Reserve account
- Missions decrease by \$14K
- Holding Susan Umble's position open for potential new hire

Additions:

- additions for costs associated with online worship
- increases for costs associated with additional communication