



Heritage  
Baptist Church

# ANNUAL REPORT

2023

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# A Letter From the Senior Pastor

Greetings, Church!

Brothers and sisters, it is that time of the year when we discuss how best to use the financial resources that God has blessed us with. Before we talk about those details, I am once again struck with awe and thanksgiving for how God has blessed us here at Heritage. Psalm 105:1-2 says,

*1 Oh give thanks to the Lord; call upon his name;  
make known his deeds among the peoples!  
2 Sing to him, sing praises to him;  
tell of all his wondrous works!*

May we continually give thanks to the Lord, and I pray that we would be faithful to make known what He has done! We are blessed, so that we might be a blessing; indeed, that we might "*sing and tell of His wondrous works!*" I pray that we would never forget to sing the praises of God and His grace through Jesus Christ. I also pray that we would be faithful to use the spiritual and material blessings that He has given us to further His kingdom.

When we think of building the Kingdom of God, that kingdom building begins here at our church in Lynchburg, Virginia. By God's grace through the sacrificial giving of God's people, we have been able to build and maintain wonderful facilities, have a dedicated team of pastors and staff, encourage and equip an incredible group of lay leaders, facilitate various disciple oriented ministries, send global workers to the nations, and much more. By investing in the home base here at Heritage,

- Every week in our worship services, over 1800 people on average hear the Bible clearly proclaimed, and in the Fall and Spring, that number can be higher as our church seems to burst at the seams!
- Each Sunday morning, over 800 people gather throughout 22 different communities for encouragement, prayer, and guidance under the Word of God.
- Over 600 adults have committed to read through the Bible together through this calendar year.
- Some 300 children are weekly ministered to and encouraged through dynamic Bible teaching.
- 200 teens and small group leaders gather to be challenged to live for God in purity and obedience.
- Several families are looking to pursue going to the nations as global workers, two families were recently commissioned as global workers, and we continue to significantly support 33 families all over the world as they bring the Gospel to some of the darkest regions of the earth.
- Baptisms are happening regularly as people stand in testimony to Jesus' work in their lives!
- We are a church without a mortgage, our giving and membership is up, and God continues to meet our needs.
- In addition to these exciting reports, small groups and various meetings that happen every week at Heritage where faithful men and women serve, encourage, and disciple one another...time fails to tell of everything that happens here at Heritage!

May we rejoice in what the Lord is doing, and THANK YOU to all of you who serve and give so faithfully, and strive to walk godly lives before our Lord. As we continue to work for God's kingdom, it has become necessary to increase our spending in several critical areas. The reasons for these increases are due to inflation, increased labor costs, increased utility costs, and increasing maintenance on our aging facilities. As you read over this report, please see these increases as investments so that we can continue in the course of ministry that God has blessed us with.

We humbly ask and pray both for the Lord's provision, and for Holy Spirit wisdom to walk in the way that we should go. Please pray with your church and for your church so that in everything, the name of Jesus Christ might be magnified. Blessings and love to you.

Love in Christ to you,



Nathan Smith, Senior Pastor



## Ministry Area Updates and Highlights

**Executive Leadership & Support Teams** put a great deal of effort this year into aligning our staff more closely to the mission and vision Pastor Nathan has set for Heritage. Pastor Kent Gregory and his team completed a rewrite of all job descriptions and the staff organizational structure. This achieved clarity on the ways each staff role assists in accomplishing mission, and also provided stability and consistency throughout the staff as a whole. Kristin Durand, Director of Strategic Initiatives, spent time training and equipping the staff in a variety of ways. She conducted individual assessments and ministry team alignments using the PRO-D development tool, and also helped to introduce & implement a set of guiding values and principles for ministry at Heritage, which was created by Pastors Nathan and Kent.

**Administrative Ministries** consists of finances, human resources, and facilities, under the direction of the Executive Pastor. Many transitions took place this year: Greg Witt transitioned to the highly specialized role of Facility Systems Technician, which capitalizes on his immense skills & capabilities. Kendrick Rozelle was then appointed as Director of Facilities. Under his leadership, Christopher Gould was re-titled as our IT Specialist and began focusing more fully on our network and the many systems/technologies that facilitate so much of our ministry. Caryl Sheppard was appointed as Human Resources Coordinator, a vital role for the benefit of our staff.

**Worship & Outreach Ministries** are led by Pastor Kevin Haglund. In the Outreach area, we continued to support and encourage serving with our Local Outreach Partners. We collected and donated many snacks and personal care items for Park View's Food for Thought program. Sports Outreach held two multi-sports camps and a basketball league in our facility, and many of our DCs continued to meet needs through Patrick Henry Family Service's CarePortal. In September, we assisted at Blue Ridge Pregnancy Center's annual banquet handling all of the audio, video, and lighting needed for the event. In Worship Ministry, the video upgrade project is finally nearing completion bringing needed infrastructure and equipment improvements that will serve us for years to come. We are thankful for new volunteers in the Worship Choir, the Worship Band, the String Section, and on our Production Teams. The Worship Ministry expanded this year by partnering with Kids Ministry to provide weekly live worship in BlastZone, and we continued to expand the Student Worship Ministry in partnership with HBC's Solid Rock Youth Ministry.

**Connections Ministry**, led by Pastor Allen Waldrep, focuses on four main areas: HBC membership, Discipleship Community involvement, stewardship/generosity, and serving in ministry. We've continued to build out our volunteer catalog in order to actively encourage and provide opportunities for believers to use their gifts and passions to build God's kingdom. In our stewardship focus, we've seen over 200 people participate in Financial Planning Ministry and Journey to Financial Freedom. We completed construction of the columbarium and units are now available for purchase. It's also been a joy to facilitate four New Connections classes this year, with 166 people joining as new members of Heritage!

**Adult Ministries** is led by Pastor David Ashburn. This year, Rebecca Havill joined Adult Ministries as the Adult Ministries Assistant and Hunter Fretheim also joined the team as Pastor Dave's Ministry Assistant. It's been a joy to see over 600 adults getting to know God and His Word more deeply as we are reading through the Bible together this year. In the Wednesday Night Gathering, in addition to encouraging Bible teaching, we have had weekly opportunities to hear updates from our Global workers and pray in specific ways for them. Discipleship Communities have had a record year with a consistent average attendance of over 800 adults. Women's Ministry continued with mentoring groups, weekly Bible studies, and Scripture memory groups. In addition, our women enjoyed two large events focused on Bible reading and Scripture-led prayer with more than 200 women attending each. Men were encouraged at two Men's Ministry breakfast gatherings which will continue quarterly leading up to the 2024 men's conference. Young at Heart has enjoyed meeting monthly focusing on the special opportunities that their stage of life affords and investing cross-generationally with various guest groups that joined the meetings. Our young adults' ministry, Converge, hosted six weekly small groups with more than 50 gathering in homes for accountability and community. GraceCare has provided hope to many who are hurting in our church and our community with around 75 people participating in our support groups in Celebrate Recovery, GriefShare, and The Caring Journey.

**Student Ministries**, led by Pastor Nathan Fox, has seen God's handiwork on display in a variety of ways! We held our first ever Youth Disciple-Making Team, discipling our oldest teens in regular rhythms and practices of following Christ. From that effort we've seen more teens talking about the gospel, inviting peers to church and church-related activities, memorizing Scripture, and serving our community. It is our fullest expectation that the Lord has laid a foundation this year through our teens and volunteers that has positioned us to bring Him even more honor this next year as we "make followers of Christ by living the Gospel life among the nations!"

**Kids Ministry**, led by Pastor Joshua Hankins, has had an exciting year. Our kids two years old through 6th grade have been walking through the life of Christ in Sunday School, and our elementary students have taken a deep dive into the book of 1 Samuel in Blast Zone. In every book and every passage we read, we are always looking for the character of God and the person and work of Christ. In May we announced an exciting change for our 5th and 6th graders, as they will now meet as Team 56 on Sunday mornings, where our goal is to nurture a love for Christ and his church through relationship building, theological training, and acts of service. Finally, we held VBS in June where we saw nearly 300 of our own body share the story and love of Jesus to over 300 kids.

**Church Communications** is led by Pastor Mike Crump. Over the last year, the church communications team has explored multiple avenues of improving communication and generating meaningful content. They have managed the church website, social media accounts, printed materials and signage, the HBC Blog, the Alongside Podcast, and the Heritage Journal. The greatest pursuit of the past year has been the launch and content generation of the Focused on Christ podcast. This podcast has been well accepted and greatly appreciated with its content complimenting the Together Through the Bible initiative on a weekly basis.

**Biblical & Theological Resourcing** is led by Pastor Jeff Scott. One of the main areas of focus this past year has been partnering with Global Ministries to prepare new goers for their Oral Doctrinal Review, a required element for entering the Go Group. This year, six more units wrote their doctrinal statements and passed their Review. Another main focus area is the Anna and Apollos Groups which are designed for training current and future teachers for our ministry. This year, another 15 men and 15 women were equipped with a theological and biblical framework to teach God's Word expositionally. Pastor Jeff also oversees Heritage's Resource Center (Library) which continues to be updated with additional resources.

**Global Ministries**, led by Pastor Rob, provides support for 33 Global Worker families and 29 Heritage members in the Pathway to the Nations. This year, five members completed Go Group, a 9-month capstone of the Pathway. Two families were commissioned as Heritage Sent Global Workers, anticipating being deployed to their fields of service by this fall! Heritage's Agency continues to provide tangible support to 10 Global Worker units. Faithful prayer, care, and support has continued regularly through Wednesday Night Gatherings and Global Care Teams. Four short-term teams engaged the nations, including two teams in Washington, D.C., a Refresh team serving Heritage Global Workers, and a team in East Asia. Pastor Rob visited four Global Worker families for shepherding, ministry debrief, and encouragement. The Heritage family gave \$138,240 toward the 2022 Christmas Offering for needed updates to the Global Worker houses and vehicles. The Easter Offering totaled \$68,184 and provided funds for two Global Worker families as they prepare for a new life of ministry overseas.

# Philosophy of Finance and Stewardship

## Christ-Centered

The money that is given is a sacred entrustment to be used to bring Christ glory. All expenses must meet the criteria of exalting the name of Christ, proclaiming the gospel of Christ, or helping to develop Christ in others. Practically, all monies are carefully accounted for and tightly monitored to make sure that there is no excess or frivolity. The name of Christ must be exalted even in the business matters of the church.

## Transparent

The church endeavors to maintain an appropriate standard of transparency concerning all financial transactions and business decisions. Budgets and financial reports are made available to the congregation so that the congregation is appropriately informed. Specific salary amounts for staff are monitored and kept accountable by a compensation council that includes the Senior Pastor, Executive Pastor, the previous and present deacon board chairman, and professional financial consultants. Global worker support amounts are closely tracked and held accountable by the Senior Pastor, Executive Pastor, Global Ministries Pastor, and the Global Ministries Selection Team.

## Sacrificial

As the congregation sacrificially gives, the church sacrifices to make sure critical ministry is accomplished. A large percentage of the annual budget is allocated directly to global workers, local outreach, and strategic ministry partners (the specific numbers are delineated in this annual report) in order to effect kingdom building beyond the walls of Heritage Baptist Church. We practice a culture of balanced frugality, carefully prioritizing needs, and sacrificing certain conveniences in order to effect greater ministry impact.

## Strategic

Heritage Baptist Church does not do token ministry. Ministry investment occurs as a result of much research, prayer, and insight so that all monies utilized achieve maximum impact in building the kingdom of Christ. Local and global partnerships are sought out carefully and invested into intentionally. Ministries within the church are likewise held up to a high degree of scrutiny so that all activities fall in line with the theology, the vision, and the philosophy of the church.

## Low Debt

We do not believe that debt is sinful, but we do believe that debt must be tightly controlled. We believe in a very low debt policy. With regards to debt we endeavor to save as much as possible, borrow as little as possible, and pay it off as quickly as possible. Being unencumbered by debt allows greater freedom in ministry and greater stability and organizational viability.

## Total Giving

As a church we intentionally sacrifice from the budget to make commitments to global workers, ministry partners, and other critical ministry projects. Because of this commitment, we discourage designated giving to missions or specific projects, unless asked to do so by the church leadership. Designated giving inhibits the church's ability to make necessary financial decisions with regards to fund allocation because we are ethically but not legally bound to expense the money according to the intent of the giver. We ask that you trust the leadership of the church to use the funds appropriately and intentionally.





# Financial Summary

Fiscal Year Ending June 30, 2023

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## INCOME

Giving	\$ 3,982,311
Misc. Income	\$ 94,377
<b>Total Income</b>	<b>\$ 4,076,688</b>

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	Planned Expense	Actual Expense	Total Over/ (Under) Plan
<b>EXPENDITURES</b>			
<b>General Ministries</b>	\$ 2,137,500	\$ 2,216,318	\$ 78,818
<b>Administrative Ministries</b>			
General	\$ 69,500	\$ 92,847	\$ 23,347
Facilities & IT	\$ 441,000	\$ 539,729	\$ 98,729
<b>Worship Ministries</b>	\$ 97,050	\$ 96,008	\$ (1,042)
<b>Connections</b>	\$ 38,700	\$ 39,475	\$ 775
<b>Adult Ministries</b>	\$ 55,300	\$ 38,458	\$ (16,842)
<b>Student Ministries</b>	\$ 35,000	\$ 38,557	\$ 3,557
<b>Kids Ministries</b>	\$ 40,000	\$ 38,512	\$ (1,488)
<b>Communications</b>	\$ 16,000	\$ 18,472	\$ 2,472
<b>Biblical / Theological Resources</b>	\$ 5,500	\$ 5,045	\$ (455)
<b>Global Ministries</b>			
General	\$ 164,500	\$ 126,906 *	\$ (37,594)
Missionaries	\$ 995,450	\$ 902,988 *	\$ (92,462)
<b>Total Operating Expenditures</b>	\$ 4,095,500	\$ 4,153,316	\$ 57,816
<b>NET OPERATING REVENUE</b>		\$ (76,628)	

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## Designated Giving

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### GIVING

Christmas Offering	\$ 138,240 *
Easter Offering	\$ 68,184 *
Designated Global Ministry Support	\$ 83,192 *
<b>Total Designated</b>	<b>\$ 289,616</b>

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**\*Total Missions** **\$ 1,319,510**

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**HERITAGE BAPTIST CHURCH**  
**2023-2024 Spending Plan**

Last Updated 7/26/2023

Indicates New Acct. # /changes

GENERAL MINISTRIES							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
	<b>Ministry Expense - General</b>						
50100	Senior Pastor Ministry Tools	1,000	1,000	0	100%	1,000	0
50110	Senior Pastor Training	4,500	5,718	1,218	127%	5,000	500
50120	Senior Pastor Ministry Expense	2,500	2,183	(317)	87%	2,500	0
50160	Executive Pastor Tools	750	695	(55)	93%	750	0
50170	Executive Pastor Training	4,500	2,298	(2,202)	51%	4,500	0
50180	Executive Pastor Min. Exp	3,000	3,339	339	111%	3,000	0
50300	Counseling Services	30,000	42,080	12,080	140%	32,500	2,500
50310	Pathway of Family Discipleship	4,000	1,331	(2,669)	33%	2,000	(2,000)
50320	Special Services	4,000	3,954	(46)	99%	4,000	0
50330	Strategic Initiatives	10,000	10,332	332	103%	10,000	0
50340	Strategic Initiatives Tools (KD)	250	97	(153)	39%	250	0
50350	Strategic Initiatives Training (KD)	1,000	715	(285)	72%	1,000	0
50360	Strategic Initiatives Ministry Expense (KD)	1,000	606	(394)	61%	1,000	0
50370	Benevolence (Moved from Administration)	0	0	0	N/A	10,000	10,000
50400	Support Staff Training Development & Refreshment	8,000	11,459	3,459	143%	10,500	2,500
50410	Pastoral Continuing Education	6,000	5,000	(1,000)	83%	17,000	11,000
50420	Support Staff Continuing Education	5,000	5,499	499	110%	5,000	0
50500	Ministry Expenses - Church	15,000	15,760	760	105%	15,000	0
50510	Executive Printing & Postage	1,000	717	(283)	72%	1,000	0
50600	Video Upgrade	70,000	69,077	(923)	99%	0	(70,000)
50900	Compensation	1,966,000	2,034,457	68,457	103%	2,312,722	346,722
	<b>GENERAL MINISTRIES TOTAL</b>	<b>2,137,500</b>	<b>2,216,318</b>	<b>78,818</b>	<b>104%</b>	<b>2,438,722</b>	<b>301,222</b>

ADMINISTRATIVE							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
51100	Administrative Pastor Ministry Tools	500	35	(465)	7%	0	(500)
51110	Administrative Pastor Training	1,500	865	(635)	58%	0	(1,500)
51120	Administrative Pastor Ministry Expense	1,500	278	(1,222)	19%	0	(1,500)
51200	Professional Services	7,000	33,476	26,476	478%	7,400	400
51300	Printing & Postage	5,000	8,299	3,299	166%	5,000	0
51310	Benevolence (Moved to General Ministries)	10,000	2,611	(7,389)	26%	0	(10,000)
51320	Offering Processing	12,000	12,469	469	104%	13,000	1,000
51350	Miscellaneous	0	60	60	N/A	0	0
51360	Transportation (Moved to Facilities)	15,000	9,225	(5,775)	62%	0	(15,000)
51365	Safety & Inspections	0	0	0	N/A	10,500	10,500
51500	Office Supplies, Expenses & Mileage	15,000	23,642	8,642	158%	15,000	0
51510	Administrative Printing & Postage	2,000	1,889	(111)	94%	2,000	0
	<b>Administrative General Subtotal</b>	<b>69,500</b>	<b>92,847</b>	<b>23,347</b>	<b>134%</b>	<b>52,900</b>	<b>(16,600)</b>
	<b>Administrative Facilities</b>						
51370	Facilities Tools (KR)	0	0	0	N/A	250	250
51375	Facilities Training (KR)	0	0	0	N/A	1,000	1,000
51380	Facilities Ministry Expense (KR)	0	0	0	N/A	1,000	1,000
51385	Transportation (Moved from Administration)	0	0	0	N/A	15,000	15,000
51520	Subscriptions Information Technology (From 51730)	0	0	0	N/A	20,000	20,000
51600	Capital General	148,000	147,807	(193)	100%	475,000	327,000
51610	Capital Information Technology	25,000	17,513	(7,487)	70%	25,000	0
51640	Columbarium	0	58,278	58,278	N/A	500	500
51700	Office Furniture & Equipment	5,000	6,183	1,183	124%	5,000	0
51705	Church Furniture & Decor	0	0	0	N/A	7,000	7,000
51710	Grounds & Landscaping	15,000	20,832	5,832	139%	20,000	5,000
51720	Maintenance General	39,000	40,365	1,365	104%	39,000	0
51730	Maintenance Information Technology	27,000	32,897	5,897	122%	7,000	(20,000)
51750	Supplies-Janitorial	17,000	13,636	(3,364)	80%	17,000	0
51760	Supplies-Kitchen	5,000	10,216	5,216	204%	5,000	0
51765	Global House Maintenance (Moved from GM)	0	0	0	N/A	10,000	10,000
51800	Property Insurance & Taxes	40,000	43,475	3,475	109%	46,000	6,000
51810	Utilities	120,000	148,528	28,528	124%	150,000	30,000
	<b>Administrative Facilities Subtotal</b>	<b>441,000</b>	<b>539,729</b>	<b>98,729</b>	<b>122%</b>	<b>843,750</b>	<b>402,750</b>
	<b>ADMINISTRATIVE MINISTRIES TOTAL</b>	<b>510,500</b>	<b>632,577</b>	<b>122,077</b>	<b>124%</b>	<b>896,650</b>	<b>386,150</b>

WORSHIP & OUTREACH MINISTRIES							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
52100	Worship Pastor Ministry Tools (KH)	500	489	(11)	98%	500	0
52110	Worship Pastor Training (KH)	1,500	1,358	(142)	91%	1,500	0
52120	Worship Pastor Ministry Expense (KH)	1,500	904	(596)	60%	1,500	0
52300	Bereavement	2,500	2,072	(428)	83%	6,600	4,100
52310	Music Ministry Copyright Compliance	3,000	2,477	(523)	83%	3,000	0
52320	Digital and Printed Music	3,500	2,560	(940)	73%	3,500	0
52500	Worship Ministries General Expense	2,500	1,360	(1,140)	54%	2,500	0
52510	Worship Ministries Printing & Postage	750	329	(421)	44%	750	0
52600	Worship Ministries Capital	5,000	4,400	(600)	88%	5,000	0
52700	Maintenance Sound & Production	16,500	22,777	6,277	138%	16,500	0
52710	Maintenance Music Equipment	8,800	6,719	(2,081)	76%	8,800	0
	<b>Worship Ministries - Subtotal</b>	<b>46,050</b>	<b>45,446</b>	<b>(604)</b>	<b>99%</b>	<b>50,150</b>	<b>4,100</b>
	<b>Ministry Partners &amp; Outreach</b>						
52800	General Outreach	12,000	11,562	(438)	96%	9,000	(3,000)
52801	9 Marks	0	0	0	N/A	4,000	4,000
52802	Agape Center Lynchburg	0	0	0	N/A	1,200	1,200
52805	Awana Partnership	6,000	6,000	0	100%	6,000	0
52810	Bible Distribution	1,200	1,200	0	100%	1,200	0
52815	Blue Ridge Crisis Pregnancy	5,000	5,000	0	100%	5,000	0
52820	CEF/Good News Club Partnership	3,600	3,600	0	100%	3,600	0
52825	FCA	1,200	1,200	0	100%	1,200	0
52830	Hope Aglow	3,000	3,000	0	100%	3,000	0
52835	Interfaith Outreach	3,000	3,000	0	100%	3,000	0
52840	Park View Mission	5,000	5,000	0	100%	5,000	0
52845	Patrick Henry (Safe Families)	3,000	3,000	0	100%	3,000	0
52850	Sports Outreach	3,000	3,000	0	100%	3,000	0
52855	WOL Partnership	5,000	5,000	0	100%	5,000	0
	<b>Ministry Partners &amp; Outreach Subtotal</b>	<b>51,000</b>	<b>50,562</b>	<b>(438)</b>	<b>99%</b>	<b>53,200</b>	<b>2,200</b>
	<b>WORSHIP &amp; OUTREACH MINISTRIES TOTAL</b>	<b>97,050</b>	<b>96,008</b>	<b>(1,042)</b>	<b>99%</b>	<b>103,350</b>	<b>6,300</b>

CONNECTIONS MINISTRIES							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
53100	Connections Pastor Ministry Tools (AW)	500	500	0	100%	500	0
53110	Connections Pastor Training (AW)	1,500	1,992	492	133%	1,500	0
53120	Connections Pastor Ministry Expense (AW)	1,000	838	(162)	84%	1,000	0
53300	Communion	2,600	2,684	84	103%	3,900	1,300
53310	Estate Planning	18,000	18,055	55	100%	21,600	3,600
53320	Hospitality	2,000	2,628	628	131%	2,000	0
53330	New Connections	7,500	2,804	(4,696)	37%	4,500	(3,000)
53340	Stewardship Analysis	3,600	6,095	2,495	169%	6,100	2,500
53400	Connections Leadership Development and Training	500	980	480	196%	500	0
53500	Connections General Expense	500	1,212	712	242%	2,000	1,500
53510	Connections Printing & Postage	1,000	1,687	687	169%	2,200	1,200
	<b>CONNECTIONS MINISTRIES TOTAL</b>	<b>38,700</b>	<b>39,475</b>	<b>775</b>	<b>102%</b>	<b>45,800</b>	<b>7,100</b>

ADULT MINISTRIES							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
54100	Adult Pastor Ministry Tools (DA)	0	0	0	N/A	500	500
54110	Adult Pastor Training (DA)	0	0	0	N/A	1,500	1,500
54120	Adult Pastor Ministry Expense (DA)	3,000	1,832	(1,168)	61%	2,000	(1,000)
54200	Adult Conferences	10,000	9,059	(942)	91%	14,000	4,000
54300	Barnabas/Phoebe Care Teams	500	103	(397)	21%	500	0
54310	Discipleship Community Expense	4,000	1,219	(2,781)	30%	4,000	0
54320	GraceCare	2,500	3,322	822	133%	4,000	1,500
54330	Men's Ministry	3,000	1,837	(1,163)	61%	3,000	0
54340	Wednesday Night Gathering	2,300	870	(1,430)	38%	1,500	(800)
54350	Women's Mentoring Group	1,000	173	(827)	17%	1,000	0
54360	Women's Ministry	6,000	4,501	(1,499)	75%	6,000	0
54370	Young Adult Ministry	5,000	4,234	(766)	85%	4,500	(500)
54380	Young at Heart	4,000	2,782	(1,218)	70%	4,500	500
54400	Adult Leadership Development and Training	10,000	6,188	(3,812)	62%	9,000	(1,000)
54500	Adult Ministry General Expense	2,000	195	(1,805)	10%	2,000	0
54510	Adult Ministry Printing & Postage	2,000	2,143	143	107%	2,500	500
	<b>ADULT MINISTRIES TOTAL</b>	<b>55,300</b>	<b>38,458</b>	<b>(16,842)</b>	<b>70%</b>	<b>60,500</b>	<b>5,200</b>

**STUDENT MINISTRIES**

Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
55105	Youth Pastor Ministry Tools (NF)	500	490	(10)	98%	500	0
55115	Youth Pastor Training (NF)	1,500	1,834	334	122%	1,500	0
55125	Youth Pastor Ministry Expense (NF)	1,000	455	(545)	46%	1,000	0
55200	Senior Celebration	1,500	2,859	1,359	191%	2,500	1,000
55210	Youth Camps	8,000	12,519	4,519	156%	9,000	1,000
55220	Youth STMT	12,000	11,550	(450)	96%	14,000	2,000
55300	Youth Activities	2,000	1,950	(50)	97%	2,500	500
55320	Youth Sunday School	800	615	(185)	77%	800	0
55330	Youth Wednesday Night	3,500	2,252	(1,248)	64%	3,500	0
55400	Youth Leadership Development/Training	2,000	2,007	7	100%	4,000	2,000
55500	Youth General Expense	1,500	1,395	(105)	93%	2,000	500
55510	Youth Printing & Postage	700	630	(70)	90%	700	0
<b>STUDENT MINISTRIES TOTAL</b>		<b>35,000</b>	<b>38,557</b>	<b>3,557</b>	<b>110%</b>	<b>42,000</b>	<b>7,000</b>

**KIDS MINISTRIES**

Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
56100	Kids Pastor Ministry Tools (TM)	500	500	0	100%	500	0
56110	Kids Pastor Training (TM)	1,500	0	(1,500)	0%	750	(750)
56120	Kids Pastor Ministry Expense (TM)	1,000	314	(686)	31%	700	(300)
56130	Kids Pastor Ministry Tools (JH)	0	0	0	N/A	500	500
56140	Kids Pastor Training (JH)	0	0	0	N/A	1,500	1,500
56150	Kids Pastor Ministry Expense (JH)	1,000	380	(620)	38%	1,500	500
56200	Kids Camp	4,000	4,000	0	100%	5,000	1,000
56210	Vacation Bible School	7,000	7,622	622	109%	500	(6,500)
56310	Blast Zone	1,000	801	(199)	80%	1,000	0
56320	Nursery / Preschool	5,000	3,036	(1,964)	61%	5,000	0
56340	Awana	5,000	4,903	(97)	98%	5,000	0
56350	Fun Summer Club	500	142	(358)	28%	500	0
56360	Good News Club	1,000	1,118	118	112%	1,000	0
56370	Kids Choirs	500	138	(362)	28%	2,000	1,500
56400	Kids Leadership Development/Training	3,000	4,989	1,989	166%	6,000	3,000
56500	Kids General Expense	5,000	6,737	1,737	135%	6,000	1,000
56510	Kids Printing & Postage	4,000	3,832	(168)	96%	4,000	0
<b>KIDS MINISTRIES TOTAL</b>		<b>40,000</b>	<b>38,512</b>	<b>(1,488)</b>	<b>96%</b>	<b>41,450</b>	<b>1,450</b>

**COMMUNICATIONS MINISTRIES**

Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
57100	Church Communications Pastor Tools (MC)	500	500	0	100%	500	0
57110	Church Communications Pastor Training (MC)	1,500	710	(790)	47%	1,500	0
57120	Church Communications Pastor Min Expense (MC)	1,500	185	(1,315)	12%	1,000	(500)
57300	Communications Resources	4,000	6,316	2,316	158%	6,000	2,000
57310	Online Presence	2,000	2,422	422	121%	3,000	1,000
57500	Communications Ministry General Expense	2,500	3,472	972	139%	1,500	(1,000)
57510	Communications Printing and Postage	4,000	4,867	867	122%	6,000	2,000
<b>COMMUNICATIONS MINISTRIES TOTAL</b>		<b>16,000</b>	<b>18,472</b>	<b>2,472</b>	<b>115%</b>	<b>19,500</b>	<b>3,500</b>

**BIBLICAL & THEOLOGICAL RESOURCING**

Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
58100	B & T Resourcing Pastor Min Tools (JS)	1,000	1,000	0	100%	1,000	0
58110	B & T Resourcing Pastor Training (JS)	1,500	400	(1,100)	27%	1,500	0
58120	B & T Resourcing Pastor Min Expense (JS)	2,000	1,612	(388)	81%	1,500	(500)
58400	Anna & Apollos Training	0	0	0	N/A	2,000	2,000
58410	Theological Training Materials	0	0	0	N/A	700	700
58500	Library Supplies & Expenses	800	1,901	1,101	238%	2,000	1,200
58510	Biblical & Theological Printing & Postage	200	132	(68)	66%	200	0
<b>BIBLICAL &amp; THEOLOGICAL RESOURCING MINISTRIES TOTAL</b>		<b>5,500</b>	<b>5,045</b>	<b>(455)</b>	<b>92%</b>	<b>8,900</b>	<b>3,400</b>

GLOBAL MINISTRIES							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
	<b>Global Ministries - General</b>						
59100	Global Ministries Pastor Ministry Tools (RE)	500	500	0	100%	500	0
59110	Global Ministries Pastor Training (RE)	5,500	5,098	(402)	93%	5,500	0
59120	Global Ministries Pastor Ministry Expense (RE)	2,000	1,128	(872)	56%	2,000	0
59210	Global Ministries Receptions	2,500	2,095	(405)	84%	2,500	0
59220	Global Ministries STMT	16,000	2,785	(13,215)	17%	30,188	14,188
59230	Global Worker Care	25,000	19,437	(5,563)	78%	27,000	2,000
59300	Global Ministries Agency	80,000	70,405	(9,595)	88%	22,600	(57,400)
59310	Global Ministries Projects	10,000	6,787	(3,213)	68%	20,500	10,500
59400	Global Ministries Education / Emphasis	2,000	646	(1,354)	32%	2,000	0
59410	Pathway to the Nations	6,000	5,134	(866)	86%	6,775	775
59500	Global Ministries General Expense	2,000	1,384	(616)	69%	3,000	1,000
59510	Global Ministries Printing & Postage	3,000	2,432	(568)	81%	3,000	0
59600	Maintenance GM House (Moved to Facilities)	10,000	9,074	(926)	91%	0	(10,000)
	<b>Global Ministries - General Subtotal</b>	<b>164,500</b>	<b>126,906</b>	<b>(37,594)</b>	<b>77%</b>	<b>125,563</b>	<b>(38,937)</b>

GLOBAL MINISTRIES (cont.)							
Acct. #	Account name	2022/2023	Actual as of 06/30/2023	Over/(Under)	Used %	2023/2024 Proposed	Inc / (Dec) Last Year
59800	Global Worker Benevolence	15,000	6,420	(8,580)	43%	15,000	0
59805	New Missionaries & Increases	166,942	91,608	(75,334)	55%	127,867	(39,075)
59810	National Partners	5,000	3,853	(1,147)	77%	5,000	0
59815	A, Kelsey	26,244	26,244	0	100%	26,244	0
59820	B, Nick & Rachel	22,200	14,800	(7,400)	67%	0	(22,200)
59825	B, Joe & Becky	37,572	37,572	0	100%	37,572	0
59830	B, Jonathan & Heidi	46,896	46,896	0	100%	46,896	0
59835	C, Nathan & Nicole	33,900	33,900	0	100%	33,900	0
59840	C, Tyler & Sydney	40,428	40,428	0	100%	34,428	(6,000)
59845	F, Ted & Tonie	6,600	6,600	0	100%	6,600	0
59850	G, Tyler & Jenni	11,880	11,880	0	100%	11,880	0
59855	G, Ed & Carmen	20,220	20,220	0	100%	20,220	0
59860	G, Chris & Dorothy	12,000	12,000	0	100%	12,000	0
59865	G, Timothy & Hannah	35,688	35,688	0	100%	35,688	0
59870	G, Isaiah & Mariah	33,864	33,864	0	100%	33,864	0
59875	H, Joshua & Taylor	44,244	44,244	0	100%	44,244	0
59880	H, Ed & Annita	4,800	4,800	0	100%	4,800	0
59885	H, David & Jerra	44,832	44,832	0	100%	44,832	0
59890	J, David & Bonnie	23,400	23,400	0	100%	23,400	0
59895	J, Jeremy & Charissa	15,600	15,600	0	100%	15,600	0
59900	K, Dustin & Angela	43,848	43,848	0	100%	43,848	0
59905	K, Jim & Sharon	13,680	13,680	0	100%	13,680	0
59910	L, Jeff & Jill	26,820	26,820	0	100%	26,820	0
59915	L, Michael & Li	30,000	30,000	0	100%	30,000	0
59920	L, Gavin & Kelsey	22,000	22,000	(0)	100%	22,000	0
59925	M, Peter & Heather	5,520	5,520	0	100%	5,520	0
59930	M, Justin & Lindsay	45,120	45,120	0	100%	45,120	0
59935	M, Keith & Karen	32,700	32,700	0	100%	32,700	0
59940	N, Steve & Rhonda	35,100	35,100	0	100%	35,100	0
59945	N, William & Liz	13,632	13,632	0	100%	13,632	0
59950	P, Dwight & Melissa	7,680	7,680	0	100%	7,680	0
59955	R, Noah & Hannah	0	0	0	N/A	35,712	35,712
59960	S, Clayton & Alyssa	42,600	42,600	0	100%	42,600	0
59965	S, Michael & Caylin	0	0	0	N/A	43,824	43,824
59970	S, Vernon & Mary	4,800	4,800	0	100%	4,800	0
59975	S, David & Anne	19,840	19,840	0	100%	19,840	0
59980	S, Jen	4,800	4,800	0	100%	4,800	0
	<b>Global Ministries - Global Worker Subtotal</b>	<b>995,450</b>	<b>902,988</b>	<b>(92,462)</b>	<b>91%</b>	<b>1,007,711</b>	<b>12,261</b>
	<b>GLOBAL MINISTRIES TOTAL</b>	<b>1,159,950</b>	<b>1,029,894</b>	<b>(130,056)</b>	<b>89%</b>	<b>1,133,274</b>	<b>(26,676)</b>

<b>ANNUAL BUDGET</b>	<b>4,095,500</b>	<b>4,153,316</b>	<b>57,816</b>	<b>101%</b>	<b>4,790,146</b>	<b>694,646</b>
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