

ANNUAL

REPORTS

2023



ATASCADERO
BIBLE
CHURCH

FEBRUARY 2024

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LEAD PASTOR REPORT

Jeff Urke, Lead Pastor

Direction:

We closed the year out with a sense of wonder and reverence. I can't always describe the things I see and feel when I walk away from our Sunday gatherings but more often than not I catch myself saying, "Wow, God is so good." He has brought amazing people to our church, He's given us great ministry leaders, group leaders, disciple-makers, kids ministry teachers, ushers, greeters, tech volunteers and on and on. He continues to meet us, feed us and challenge us every single week. The best we can do is to watch, listen, and pray... hold on friends, God is moving and we all have a front row seat. What a privilege!

Last year we took some time as a staff to produce what we affectionately called the ABC census. This allowed us to know our church body better, to see what they were all involved in and identify areas where we can encourage growth. It was more encouraging than we realized to see the hundreds of people regularly serving, and even more who are in weekly groups.

2023 marked the final year of a 3 year strategic planning process where we intentionally built objectives around discipleship, groups, outreach oriented programming, and a restatement of our mission as a church to ***Equip People to Become More Like Jesus***. It's no surprise that we all have plenty of room for improvement in spiritual maturity but encouraging to see so many people finding a safe and fruitful environment within our community to grow toward Christ.

You all are BEING the church as you demonstrate Christ in your homes, schools, workplaces, and neighborhoods. God is using HIS church to shine a bright light in Atascadero and beyond and it is so fun to see!

Staffing:

As you know, church is a team sport and ABC would not be who we are today if not for the character and personality of our amazing staff team. This past year came with an infusion of energy for our staff as we welcomed some incredible talent aboard! Sara Shorba joined our team as the Care Ministry Coordinator and she is doing an amazing job! Annie Mae McEwen did a fantastic job of mentoring new managers for Sunroom cafe before handing things over to Chloe Ehrke, and Allison Hasch who are both slinging some of the best latte's and boba's in town. They are co-managing Sunroom and Sunday cafe as an excellent team. Brian Kusko joined us as a student ministries worship leader investing in our student led worship teams and Cristal Muniz joined student ministries as the activities planner. Finally, this past summer, Will Bermingham joined our production team and is doing a fantastic job helping our Production Director, Matt create engaging environments in each of our venues.

As fruitful and fun as 2023 was it also came with a heavy dose of grief for our staff. In September we said goodbye to our beloved brother and partner in ministry Bill Sundius. Bill went home to be with Jesus at the age of 93 and we all still miss him terribly. That same week, our teammate Ricky Reid was boarding a plane to Japan where he moved to follow God's call teaching English and serving in an international church outside Tokyo. Another loss for us but gain for the kingdom.

In December our Family Pastor Jake Ellis ventured out into the marketplace and accepted a business development position at Outreach Inc. serving churches through communication and print media. We are

thrilled that Jake and his family will be staying in the area and will continue to be “equipped as saints for the work of the ministry for building up the body of Christ” at ABC!

I have learned as I study Ecclesiastes, “for everything” there is a season. It’s easy to look back on the great seasons as the “golden years” and neglect the beauty in the new seasons. 2023 may forever be marked as a “golden year” for our staff but not without hope of more to come. We finished the year with our first staff retreat down in Avila focusing on refining the gifts and motivations God has given each of us to participate in the great commission call he has on all of our lives.

My Role:

My role as lead pastor shifts year to year as the needs of our team and our church continue to grow. I believe the most fruitful work I can do is to hand people tools and resources that will help them become the faithful presence of Christ in their home, community and workplace. Sometimes that’s directional planning with our elders or financial planning with our deacons. Other times it’s writing or teaching. Last year I preached roughly half of our weekend services, which is a tremendous honor and privilege. The rest of my time is spent in daily shepherding which often comes in the form of meetings (lots of meetings). I honestly find so much purpose around the conference table in the office whether it be walking with a family in their darkest moments of grief, sharing our heart behind baptism and membership, or working through a program plan with our staff. No two days are alike and it brings joy to partner with God in serving His church.

Personal:

2023 marked Cheryl and my 18th wedding anniversary. God has been so gracious to us in our marriage and our home. We had a wonderful family vacation to Tahoe last summer and got to spend some time up at Hume Lake while ABC students were in camp. Cheryl continues to homeschool our 4 kids along with serving in High School Ministry at ABC as a hub group leader. I finished the year with a 3 day personal retreat, as I often do, seeking direction, clarity, and rest in God’s great outdoors. He continually meets me in those moments with an abiding presence and renews my strength to run the race set out for another great year of ministry ahead!

DISCIPLESHIP PASTOR REPORT

Jerrel Haugen, Discipleship Pastor

Growth. That's the word that comes to mind when I look back on 2023. Lisa and I continue to see God grow His Church here on the Central Coast and consider it a privilege to join Him in His work! Lisa grew in her teaching experience as she transitioned from the Elementary into the Jr. High at NCCS and as she had the joy to teach at the ABC Women's Conference last spring. I grew by assisting to launch a new ministry called Alpha. Last fall, Lisa and I grew as ministry partners in the small group context when we launched a new discipleship group. We also grew by serving together on Monday evenings as part of a leadership team for a study through the book, *Life's Healing Choices*. It has been so sweet to partner together in ministry again and grow together as we do it!

Our family also continued to grow. Our son, Jesse, his wife, Leah, and their two kids, Judah and Elena, are living in an RV on our property. We regularly get to play with our grandkids, have dinner together and then, after bath time, the house gets quiet as they retreat to the RV for bedtime. It is such a joy to have 3 generations interacting on such a regular basis, and to have a front row seat to see these little ones continue to grow! Jesse's music composition business grew last year and Leah grew in leadership skills as the Director of NCCS Preschool. Our daughter Anna, and her husband Ryan grew our family as we joyfully welcomed their first child back in May. His name is Sawyer and he is an active little bundle of smiles! They continue to live in Folsom as Ryan grows in his career with Cal Fire and Anna grows by delighting in being a full-time mommy. Our youngest son, Josiah, lives in Chicago and continues to grow as a vocalist and an actor through his involvement in a variety of professional musical theater productions.

Discipleship

Our elders at ABC envision a church in which everyone is regularly involved in the following three contexts as we continually pursue growth in Christ: 1) Sunday morning worship, 2) small group involvement, and 3) one-on-one or 1-on-2 discipleship.

By God's grace, the year 2023 at ABC is well described by the word "growth." Sunday morning worship attendance is 37% more than 2022 numbers! Small group involvement is 47% more than in 2022. In addition to our long-standing community groups, we were able to see eleven new groups start up this year. As you can imagine, all of our ministry staff are praying for and actively working to intentionally develop additional leaders.

Growth in numbers is one thing, but growth toward maturity in Christ is what God emphasizes (Eph. 4:12-13). We desperately need "every part working properly" so that as the body grows "it builds itself up in love." (Eph. 4:16) *Lord Jesus, we pray for wisdom and divine power as we seek to care for and disciple your people toward maturity. Amen!*

Contrasting the growth trend of the congregational and small group contexts, the percentage of people involved in one-on-one discipleship remains about the same as last year. We have work to do, church! Please talk to your small group leader or to one of our pastors about how to get involved in discipling other members of the body. You will be blessed as you take this step of obedience!

1 Cor. 3:7-8 - *So neither he who plants nor he who waters is anything, but only God who gives the growth. He who plants and he who waters are one, and each will receive his wages according to his labor.*

Biblical Counseling / Pastoral Care

Our elders and ministry staff are intentionally working to grow our shepherding and leadership skills by studying Paul David Tripp's book, *Instruments in the Redeemer's Hands*. This book builds on the foundation of the book we studied previously (*How People Change*) and equips us to know how to partner with what God is doing to bring change in the lives of others. Tripp reminds us that the process of biblical change (growth in Christ) is a relational one, and that if we are to have any success in helping each other, we must be committed to loving and knowing the person before we can effectively speak the truth to them and expect them to do what God is commanding, and prioritizing. Our conversations about the content of each lesson in the book are growing us in our love for Jesus and in our love for each other.

Connections

Our Connections curriculum is centered on ABC's seven core values and is taught a few times each year in an interactive manner by our pastors and ministry staff. The live teaching is augmented by a few creative videos and personal visits from our ministry staff so that those who attend the class have the opportunity to get to know our staff, experience our unique personalities, and gain some essential information about our church. We rejoice to report that there were 73 people who attended our Connections classes in 2023 resulting in our church growing by 19 new members!

Intentional Discipleship Residency

We were able to launch our recently overhauled discipleship residency in the fall of 2023, welcoming three young women and three young men into the program. The IDR is a 10-month residency (August through May) for young adults ages 18 to 24 that seeks to grow them in life skills, spiritual disciplines, biblical thought, practical theology, and vocational discernment. This occurs through assigned readings, Spirit-led community conversations, one-on-one mentorship, hands-on service, and residential community in the apartments across the street from ABC. (See additional details on our website.)

Last summer, Lori Camp accepted my invitation to serve as Director of the IDR and she worked faithfully to build a team who would lead the way forward on the five key components of this program. She was able to recruit the Tom and Rebecca Nearing family to move into a house across the street from ABC and to serve as the on-site Residential Coordinators. Jeff Zippi serves as the primary shepherd and teacher as he helps the residents grow in their understanding of theology and biblical doctrine. I rejoice to report that a variety of men and women from ABC have stepped up to serve as one-on-one discipleship mentors and vocational mentors for each of our residents.

Group Ministries

We continue to empower the people of ABC to host and lead small groups of various kinds. Our new groups serve married couples, grandparents, mothers of military personnel, law enforcement officers, and people asking big questions about God. One of my highlights of 2023 was working together with Matt & Valerie Gillis and Ed & Janie Potter to launch a new group ministry called Alpha. If you have not heard about it, please call the church office and ask for more information.

I rejoice to report that in 2023 we had grown to 13 community groups, 2 young adult groups, 2 marriage groups, 1 senior Bible study, 3 sexual abuse/single parenting groups, 1 grandparenting group, 1 sex addicts group, 1 PTSD group (Mighty Oaks Outpost), 1 redemptive leadership group, 1 Spanish group, 1 discipleship group, 8 women's groups, 15 men's groups, 3 Alpha groups, 2 Life's Healing Choices groups, and 8 Celebrate Recovery 12-Step groups.

2 Cor. 4:15 - For it is all for your sake, so that as grace extends to more and more people it may increase thanksgiving, to the glory of God.

ABC KIDS MINISTRY REPORT

Sandy Hesch, ABC Kid's Director

2023 was another great year in ABC Kids!

Our average attendance for the year was 95 elementary kids and 50 kids in early childhood. We had a team of 66 regular volunteers, 43 substitutes and an average of 42 people serving each week.

Our Kids Worship Hand Motions Team that lead our elementary worship time had 10 kids between 3rd - 6th grade on the serving team. They practiced twice a month.

In August we transitioned from Grow curriculum to Wonder Ink. This company has a parent portal and a lot of other parent and teacher support options. Our volunteers have really loved it and we have seen more parent interest using the parent and kid portal on the website.

VBS was so much fun! We had 422 elementary kids registered, 216 volunteers and 20 children of volunteers in our Kids Care. 12 kids made a decision to follow Christ for the first time. Our theme was "On The Case – solving the mystery of who Jesus is and how can we follow Him". Our theme verse for the week was from Ephesians 3:4, "In reading this, then, you will be able to understand my insight into the mystery of Christ".

2023 Camp Good News brought several new faces! We took 38 kids 1st - 5th grade and had 15 volunteers. It was a really great time getting to know some new volunteers and kids by spending a focused 5 days with them. 8 kids from ABC went week 2 and we had several kids on the waiting list.

During the summer we hosted a fishing day & picnic at Atascadero Lake and we had such a great time! There were 3 families (Armets, Jones & Hesch) that brought fishing gear and helped the kids and families if they needed it. We had 4 brand new families to ABC attend along with about 12 of our regular attenders, plus we had about 6 people stop and talk to us about what church we were from. Everyone caught fish and there was so many great conversations and invites that took place! People stayed for over 5 hours just hanging out together.

We co-hosted the Halloween event "Trunk or Treat" again with Legacy church in October and it was a huge success. We had 4 churches involved: ABC, Legacy, Atascadero Gospel Chapel and Father's House. We had 53 cars host a space, decorate their cars and pass out candy. We had 4 food vendors along with the high school selling cotton candy and a huge turn out from the community. Over 2000 people attended! The city was very thankful we hosted this event again and said it's a huge blessing to our community. We added a raffle this year and with that information we were able to invite those families to our Christmas services. We have heard great feedback from our church family as well as others in the community. Helping people see Church in a positive way is a huge win!

Thank you so much for your prayers and support over 2023. We look forward to another great year serving the families of ABC and our community!

CARE MINISTRY REPORT

Sara Shorba, Care Ministry Coordinator

This year we were privileged to have Sara Shorba join our staff as Care Ministry Coordinator. Sara brings fresh vision and a heart of compassion as she leads our Care Ministry teams. Please welcome Sara!

The goal of ABC's Care Ministry is to provide love and support for those who are hurting from either physical, emotional, relational, or financial strains; to help and serve them as we show Christ's love, comfort, and care. We thank God for the many teams and leaders that come together to be able to serve the church body in a variety of ways as listed below.

- **ABC Chaplains:** We are so grateful for our chaplains Brad Reasor and Rick Barnett. These godly, compassionate men are a faithful extension of our staff to the church. They visit and pray with those in the hospital or sick at home and ensure that they get the follow up they need.
- **Benevolence:** The benevolence fund exists to help those that find themselves in temporary need due to job loss, illness or an unexpected financial setback. We provide monetary support and are also able to offer assistance with budgeting and financial counseling through volunteers. Thank you to all who support the benevolence ministry through faithful giving of both time and money.
- **Bereavement:** It's our honor to help with the process of moving forward after the loss of a loved one. Our bereavement team helps in the planning and hosting of a memorial service and reception. ABC provides refreshments, coffee and facilities to honor those we love. Our volunteers set up and host the reception so the families can be present with their guests. Thank you Shaun Russell and Kami Reasor for your leadership in this ministry.
- **Caring Christmas Angel Tree:** This ministry gave over 750 gifts throughout the community at Christmas. The list of recipients keeps growing and includes family members of ABC, developmentally handicapped adults living at Escuela, and children living with their family in sober living homes. Hundreds of gifts went to foster children through Seneca, as well as children in care through Link Family Resource Center. We partnered again with Prison Fellowship, ECHO, and many Senior Care facilities. Many of our ABC seniors were blessed with a plant and home-baked goodies. Jan Johnson led the team of 50-60 volunteers. Rebecca Repetto and Charron Sparks were a huge help, and we also thank everyone who contributed by purchasing or making gifts for this.
- **Caring Cards:** The Card Ministry expresses the caring heart of our church family and the comfort and compassion of God. Our small, confidential team sends cards to those that need to know that they matter to us and that we are praying for them.
- **Divorce Care:** The loss of a dream and the family unit due to divorce or separation brings its own kind of suffering. Divorce Care provides support and helpful, biblical counsel on how to navigate decisions after divorce. We were blessed to have David De La Rosa and Suzann Pedersen step into leadership for these groups this year.

- **Grief Share:** When a loved one is lost, the grief that follows can be deep and confusing. Grief Share provides connection through group support while helping to give clarity of the grieving process. Carol Porter, Bev Claud and Susie McCaffrey continue to lead this ministry twice a year with compassion and care.
- **Love in Action:** This is a group of volunteers who are available to fill in the gaps for a variety of practical needs such as providing rides for those unable to drive, or helping with a move. This group of 156 volunteers has lovingly filled the needs of our congregation this past year.
- **Marriage Mentors:** Ray and Jan Johnson continue to lead our Marriage Mentor team, meeting with couples for premarital mentorship, marriage strengthening, and crisis intervention mentorship. Over 50 couples were mentored this year, and 3 new marriage small groups were started. These groups help provide intentional community and allow couples to continue working on their relationship with other couples who are in a similar season of marriage.
- **Meal Team:** We have 94 volunteers who graciously provide meals to families in need. This year our team provided dinners on over 125 evenings to 16 families during times of illness, new babies, or grief. We celebrated with a fun Thank You lunch in the fall for the volunteer team, and we look forward to doing this again this year.
- **Prayer Chain:** Urgent prayer requests are sent out via email to those who have signed up to be on the prayer chain. This year we have 286 prayer partners. Your faithful prayers are greatly appreciated and desired.
- **Rejoice:** This Sunday evening service is a small, traditional church service with hymns, piano music, and a Bible study led by D.R. Ritter. This service has provided a great, caring community for the people who attend.
- **Senior Breakfast:** Seniors meet monthly on the first Wednesday of the month for breakfast and to hear from a speaker about how God is at work in our community. This past year Neil and Jen Clayton, Mike and Denise Sloan, and Carol Stevens cooked for this each month and they were a huge blessing. We appreciate all our regular volunteers who also help make this event happen. We heard from such interesting people in our church and community this year!
- **Stitching Ministry:** This group of ladies is led by Merle Claassen. They gather together weekly, making knitted and crocheted lap robes and shawls for hospice; hats and scarves for the homeless; and baby blankets. Mary Pierson makes handmade quilts with scriptures on them for those who are ill or grieving. This group also provided hundreds of gifts for the Caring Christmas Angel Tree.

We continue to be so grateful for the hundreds of volunteers who serve as the hands and feet of Jesus in all of these ministries. If you would like any additional information, or would like to get involved in any of these ministries, please reach out to either of us.

CELEBRATE RECOVERY REPORT

Candy Nordquist, Celebrate Recovery Director

Living in a broken world we all deal with life's hurts, hang-ups, and habits. No one has the ability, nor should they attempt to face their hurts on their own. Celebrate Recovery is a beautiful community that courageously enters this safe space to get honest about our pain, and the negative ways we may see ourselves, God and others. In this process we come to accept that some of the habits we may have developed to escape our pain has caused destruction in our life and those close to us. Celebrate Recovery is a biblically balanced approach to help bring sustainable recovery and healing to our hurts. It guides us toward new healthy truths and life-giving habits as we repair our broken relationships.

The Leadership TEAM consists of Pastor Jerrel Haugen, Mark Miranda, Reggie and Shannon Brard, Rita Johnson, Peter and Alice Witt, Bethany Sobraske and myself. We currently have 28 active and committed leaders that participate weekly to provide guidance and support to the people God brings through this program.

- **Thursday General Meeting Night:** We begin the evening serving our families home cooked meals at 6:15pm feeding 60-125 people each week, thanks to Shannon Brard and her meal teams! The general meeting starts at 7:00pm with worship and we rotate each week with a teaching and a testimony. We then break into gender and issue specific small group sharing, ending the night with Cross Talk Cafe where we have healthy snacks, dessert and fellowship in Sunroom. Thanks to Suzann Pedersen for bringing healthy foods and providing a place for lively fellowship!
- **The Landing:** Celebrate Recovery for teens join us for dinner and worship on Thursday nights and then meet for their own meeting led by Coreen Carillo and Janie Potter. They follow the same teaching schedule we have in our general meeting.
- **12-Step Groups:** We completed 4 step studies and closed the year with 6 active 12-step groups.
- **CR Prayer Team:** Rita Johnson oversaw the prayer team by making sure all the requests were sent out each week. We are so thankful for all those who faithfully pray for the participants in Celebrate Recovery.
- **CR Summit:** The summit was held at Saddleback Church this year and about 25 leaders were able to attend. This year's Summit was a great time of learning, spiritual refreshing and team building. We came back with a fresh vision for what God wants to do through this ministry and a renewed commitment to service.
- **Bible Dig-in:** We have been privileged to have Peter and Alice Witt lead our Bible studies again this year. Each time, we meet on a Saturday morning and dig deep into the word for 4 hours. These studies are well attended & we benefit from the time we spent in the word.

MEN'S MINISTRY

Shaun Russell, Executive Director

The mission of Men's Ministry at ABC is to make disciples by engaging, equipping, empowering, and encouraging the men of ABC to seek out discipleship opportunities for themselves and others. Our hope has been and will continue to be equipping the men of ABC to become more like Jesus. The journey is meant to lead them toward significant and deeper relationships with God and with others.

One on one discipleship and Bible studies continue to be two of the best opportunities to connect men with one another. Diving into and pouring over God's word and discovering new things about our amazing God, as well as ourselves, help cultivate deeper relationships. Currently ABC has Bible studies on Tuesday, Wednesday, and Thursday mornings and Thursday evenings on campus. One-on-one discipleship tends to flow organically from those groups, but we count it a privilege to help connect guys in those relationships as need and desire to do so arises.

Each men's Bible study at ABC is open to new attendees and we're always searching for additional men willing and able to jump in and lead a study of their own. For more information or to get connected, please don't hesitate to reach out by calling the office or dropping me an email at shaun@abcchurch.org.

In addition to regular Bible studies during the week, the Men's Ministry team was privileged to host several events and outings including 3 men's breakfasts and a BBQ along with 1 group trip to Hume Lake for a Men's Conference. These events were a blessing to our church and those willing and able to attend. They offered a unique opportunity to gather with hundreds of other men to hang out, worship, and challenge one another to be men of God.

Intentional parenting and the need to see more of the men of our church learn and grow as fathers took center stage with 2 hosted "intentional parenting" gatherings. The first, a panel, planted the seed for men to engage with other dads in the same life stage to grow together in their parenting. The second gathering, a round table format with a blend of content and community development, helped pair and group guys up in "dad pods" as a means to challenge and encourage one another.

As we look forward to 2024, we're eagerly anticipating hosting 4-5 intentional parenting gatherings for the men of our church aimed at providing content, connection and a call to action for each attendee to grow in the unique role God has placed them in as a father.

We'll once again send a group to the annual Fishermen's Conference at Hume Lake in the spring and a Men's Conference in the fall. Men's Ministry will also be hosting several men's breakfasts, serve days and BBQs.

OUTREACH REPORT

Dan Kummet, Outreach Coordinator

At ABC one of our core values is that “we will be(come) globally focused on the great commission.” We believe God has given us the task of shepherding and caring for our local community and congregation with an eye toward reaching the ends of the earth with the gospel. Jesus will not come back until the work of His church is done.

Therefore our Missions team at ABC is hyper focused on 3 key areas. Church Planting, Indigenous Leadership development, and “east reached” people groups. This target allows us to define how and where we invest the kingdom funds that God has graciously allowed us to steward. These decisions originate from our Missions Committee who evaluates and proposes plans to the Elder Board. This requires defining activities, measurable goals, budgets and timetables for new opportunities. The committee members are Jeff Urke, Reggie Brard (Chairman), Dan and Ashleigh Rohde, Tom and Gail Ferrell, Hennie and Najore Breytenbach, Dan Kummet, Rick and Pam Barnett.

ABC supports 15 missionary families around the world who are involved in a variety of global initiatives including things like Bible translation, church planting, discipleship training, and missionary care. Below is a list of these missionaries who are by nature an extension of our church family to some of the remotest parts of the world:

Brooke Bateman – Romania	Roger and Barbara Clark – Nampa, ID
Bob and Susan Engel – Newark NJ	James and Family – South East Asia
Nathan and Naomi – East Asia	Mitch and Shari Janzen – SLO County, CA
David and Leanne Jimenez – Santa Maria, CA	Abel and Sarah – Tanzania
Cory and Kristiana Miller – Vienna	Dana and Karen – East Asia
T. and M. – East Asia Church Planters	Travis and Natasha – Philippines
Luke and Jessica Thek – Papua New Guinea	Matt Thomas – Freedom Initiative Church.

-Get updates from our mission partners on our website: abcchurch.org/outreach-partners.

In addition we partner both locally and abroad with organizations who are on the front lines of this great commission work.

- **Mighty Oaks** continues to care for and share gospel truth with hundreds of veterans and active duty military personnel each year. We have strategically invested in curriculum development for Mighty Oaks to train their leaders with discipleship tools.
- **Freedom Initiative** Church planting is shepherding incarcerated men with leadership development training them to be active and invested leaders in their churches when they return to society.
- **Completion Global** is working to engage “least reached” people groups living here in the U.S. by connecting church planting efforts with helpful social and ministerial resources in their area. ABC has participated in the technology (website and app) development to facilitate these networks and foster community connection around reaching (diaspora) people groups in urban areas.

- **OC international** continues to coach small cell group churches amongst Muslims in Southeast Asia. ABC has partnered to develop translation technology so that these groups can cross cultural and linguistic boundaries in seeing these groups spread exponentially.
- **Tree of Life** is a local organization who has a gospel centered approach to resourcing crisis pregnancies and creating pathways for young women to choose life for their child. ABC has several women volunteering regularly as well as providing monthly financial support.
- **Child Evangelism Fellowship** establishes after school programs within the public school system to teach students about the love of Jesus. ABC participates in their annual “Good News” camp as well as monthly financial support.
- **ECHO** is our local homeless shelter and resource center providing case management, and housing and career counseling for the unhoused in our community. Several ABC families and community groups regularly provide meals as well as chaperone overnight throughout the year.

Thank you for faithfully praying for our missionaries, participating with partnering organizations and giving sacrificially for the work of the ministry to continue. We closed 2023 making some additional investments in the partnerships above due to the abundance and faithfulness of those who give generously to the GO FUND (mission’s fund). To God be the Glory!

2023 Financial Highlights

- \$15,000.00 Mighty Oaks Curriculum Development
- \$16,632.80 Freedom Initiative Prison Ministry Church Planting
- \$25,000.00 OC International Disciple Making Movements
- \$16,900.00 Completion Global Software Development
- \$170,400.00 Annual Support for Missionaries
- \$7,500 Christmas Gifts for Missionaries
- \$12,093.35 Annual Missions Conference
- \$37,560.86 Emergency Support for Missionary Necessities

OPERATIONS REPORT

Shaun Russell, Executive Director

2023 was a year during which we experienced tremendous growth in both attendance and engagement. We take zero credit for the growth, but we're truly grateful for the increase in the number of people to serve. It is clear in stepping back that God is at work. Below is a brief summary of each operational area of ABC Church.

Facilities

ABC continues to be blessed with amazing facilities that allow groups of all sizes and scope to utilize on a regular basis. The church's goal has and always will be to utilize the facilities we're blessed with in ways that are as hospitable as possible to as many as possible. There was a dramatic increase in use from 2022 to 2023 by both ABC ministries and outside groups which correlates with the rise in attendance we're experiencing. Being open-handed and welcoming with our facilities is one practical and tangible way to show the love of Christ to our community, and in so doing ABC is truly blessed. In addition, we were able to complete several improvements and upgrades to the facilities that otherwise may not have been possible, including completing a facelift for the three primary Kids Ministry nursery rooms in the Family Center, which will serve the church well in years to come.

StoryLabs, a collaborative work group, continues to utilize rooms/office space on the second floor of the Student Center on campus. The group, seeing an increase in use, made a split to "Bloom" and "StoryLabs", with the former continuing to use space at ABC and the latter branching out into a commercial space in downtown Atascadero. Both groups help create a collaborative workspace for individuals across industry to work remotely and develop a flourishing work environment. A true sense of community has developed amongst those that call the space their work home. We look forward to seeing how God will continue to use these men and women and StoryLabs as well as Bloom to impact our community and church for good.

SunRoom

Following the vision of the architect for the space, Annie McEwen, SunRoom continues to use the space formerly known as The Station in the Student Center on campus. SunRoom offers a welcoming space for a warm beverage, good conversation, connection, and a safe place to meet and study God's word. The space continues to be operated almost entirely by a volunteer workforce, under the direction of Chloe Ehrke and Allison Hasch. Their leadership and vision has helped increase connection and community amongst the volunteers. In addition to regular hours of operation during the week, the space is also open during special church events from Awaken to VBS and can be booked for outside events, based on availability.

North County Christian School

NCCS has experienced a steady increase in enrollment year over year, and the school continues to use 5 additional classrooms for middle school on the 2nd floor of the educational wing in addition to the corner lot for elementary school and the Worship Center and Student Center Room One for weekly chapel. With the middle and elementary school expansion, NCCS preschool continues to operate out of Father's House, a few miles north of ABC. We love sharing the campus with NCCS and pray for continued blessing and growth under the direction and leadership of the NCCS board, Mr. Dan Waybright, Dr. Ken Hutchinson and staff. NCCS has been committed to investing in eternity, one student at a time, since the school's inception and with enrollment up for the 2023-24 school year, the future looks bright for the Crusaders!

Maintenance

Church facility deferred maintenance and capital improvements continued to serve as a significant part of my personal role here at the church, and a few major projects were completed in 2023. The most prominent included finishing a facelift for the three nurseries in the Family Center for Kid's Ministry along with replacing the roof above the rooms. We also installed individual heating and air conditioning units in each room, which serves kids care and kids ministry well during the week and on Sunday mornings. We replaced a roof on one of the apartments across the street and completed a renovation of another unit in order to provide accommodations for an on-site IDR leadership and mentor family.

CREW

ABC continues to be blessed with an incredible group of men that are willing to volunteer their time, talents and effort toward various projects in and around church. The group met nearly every Thursday morning and completed many building and maintenance projects on campus, which saves ABC a significant amount of money during the year on maintenance and upkeep needs. The group has always been instrumental in set up and tear down for special services and events including Easter services at Atascadero High School stadium, Vacation Bible School, and Awaken. CREW has been blessed by the work of many hands stepping in to prepare and serve breakfasts led by Brad Reasor, Rick Barnett, Rick Huntley, Dave Williams, Mark Tardiff and Wayne Nowell.

It has been a blessing and an honor to serve ABC as Executive Director in 2023, and I'm humbled to be a part of such a dynamic and hard-working team serving the Lord and eagerly look forward to seeing how God uses this team for His glory in 2024.

PRODUCTION MINISTRY REPORT

Matt Stockle, Production Director

My Vision for ABC's Production

The word production comes from the Latin word “producere” which means “to bring forth.” Because God has blessed us with light and sound, I believe that it's important to use this gift to worship Him. My goal for all of the technology that is implemented at ABC is to help bring forth the message of the gospel in a clear, compelling, and non-distracting way as well as foster an environment of worship.

Technical Production Ministry

As I look back on 2023, God has moved through this ministry so faithfully. As you may know, it takes a team of people to make Sunday morning function the way you might be familiar with. God has provided an incredible group of devoted, hardworking, Jesus focused people that share a common goal. I am incredibly grateful to serve alongside each one and am praying that God would continue to grow our team in the year ahead.

Earlier in the year, we were able to hire Will Bermingham to be the Student Ministries Production Coordinator. He has exceeded expectations and continues to foster an environment of excellence for MSM and HSM. He has also contributed greatly to the livestream we produce every Sunday and has integrated simple, but powerful, workflows to hand off to volunteers. I am incredibly grateful to have Will in my corner and to be able to partner with him.

My focus for last year was to continue to create a reliable production environment that caters well to the specific needs of our church. This was accomplished through many updates to our production equipment as well as maintenance to existing systems, and planning for new equipment.

Conclusion

Most of the projects and improvements for 2023 are ongoing. There is always room for tweaks and adjustments. I try my best to be sensitive to how the Spirit is leading when it comes to making these decisions. The Lord has led me through each one and I look forward to this year as well.

WOMEN'S MINISTRY REPORT

Carrie Squires, Women's Ministry Director

2023 was a great year of learning and growth for both me and our Women's Ministry. I am so honored to be surrounded by such amazing women who are seeking to honor God in everything that they do. We have spent time in the word together, cultivated our hunger for Jesus, encouraged one another to build God honoring households, and truly equipped one another to be more like Jesus.

Vision - Women in the Word

The overall vision for Women's Ministry at ABC is to see every woman in the word of God every day. We believe this is key for our transformation to Christlikeness, and fits right with the mission for our whole church to equip others to be more like Jesus. In order to equip our women to be more like Jesus, we encourage them to spend time with Jesus in His word and do what He would do in their current context. We do all this by encouraging women to join with others in a Bible study group and in one-on-one discipleship relationships with other women.

Programs

Bible Studies: We have weekly studies that meet Tuesday AM and PM, as well as other small groups that meet in homes throughout the week. Throughout 2023 we averaged 115 women attending our weekly Tuesday Bible Study. In our Bible studies we studied the books of Jonah, Numbers, Galatians, Hebrews, an Advent study, and Blackaby's *Experiencing God*. We have 20 women who lead and co-lead our weekly Tuesday Bible studies. Small groups are a crucial component of Women's Ministry and it could not function without these amazing women leading small groups.

Mom 2 Mom is a Bible-based ministry that connects women through mentorship, equips us to become more like Jesus, and trains us to build God-honoring households. Through Biblical teaching, mentorship groups, monthly gatherings and honest conversation we support and encourage one another in our quest to grow into Spirit-filled women who build households of faith. This ministry meets once a month on Thursday during the school year and there are 114 moms registered for the 2023/2024 year. Since the Fall 2021, we have both a morning program and an evening program. We have 9 Mentor Moms and 7 Peer Moms who faithfully shepherd their groups of moms by encouraging & supporting them and by facilitating our discussions each month. Each of these women are a huge blessing for this ministry.

Embrace Grace/Embrace Life: These ministries meet weekly reaching single mothers in need of encouragement, support, and discipleship. These ministries are led by rock star women Dawn Doherty, Lori Breault, Laura Hasch, and Ciara Andrews.

Stitching: There is a group of women who meet every Thursday to stitch various items to donate, including baby blankets, beanies, scarves, lap blankets and shawls.

Prayer: There is a Tuesday AM prayer group that meets weekly. They have been faithfully praying for our church for years!

Days for Girls: This group meets once a month on Mondays to cut, sew and assemble hygiene kits for girls/women in developing countries.

Seasonal Activities

Cultivate Spring Conference: We held our spring conference in April called Cultivate: God Comes Where He's Wanted. Lisa Haugen did a beautiful job speaking to all the women about how to cultivate space in our lives to hunger for God. We had breakout sessions where women could explore for themselves a stirring of hunger. All attendees were encouraged to fast for the day of the event and that culminated in a beautiful sit-down dinner that was served to us by some incredible youth volunteers.

Fall Kickoff: We held a Bunco social event in the fall to promote fellowship with our women and provide momentum going into our fall programs. It was well attended and was a fun, casual event.

Fall Retreat: In September we took 40 women to Hume Lake Women's Retreat and had a sweet time growing in relationship with God and friends. Even the rainy weekend could not stop the fellowship and special moments with the Lord in His word.

Favorite Things Party: In December we hosted our 5th annual Favorite Things Party. We had over 100 women attend. This event helps women feel connected to the great group of women here at ABC, as well as provides an opportunity to invite daughters, mothers, neighbors and friends to a fun holiday church event.

Coming Soon in Women's Ministry

Spring Women's Conference at ABC on April 27th, 2024

Fall Kickoff social event August 2024

This role for me has been a tremendous blessing. The Lord has been faithful to guide me, provide help for me when I have felt overwhelmed, and given this church community so many amazing people I am honored to serve alongside. I am looking forward to seeing the many things the Lord has prepared for our church in 2024 and beyond!

Warmly,
Carrie Squires

WORSHIP MINISTRY REPORT

Rebecca Nearing, Worship Director

This has been a very unique season for the worship team. In the last year, we have said goodbye to Ricky Reid as Music Director, welcomed on a new Worship Ministry Intern through the IDR program, Tyson Waybright, a new Youth Ministry Worship Director, Brian Kusko, and also introduced the congregation to some new-to-us worship leaders at our Sunday morning services. Within the myriad of changes, we continue to see growth and depth within our worship services which is both encouraging and exciting!

Last year I mentioned the ‘tangible unity of the Spirit that is felt Sundays during corporate worship,’ as well as how we seem to be experiencing a ‘shift in engagement across every Sunday service.’ I believe this continues to be true, even though we have seen many changes in this ministry, especially over the last five months of the year. Our new worship leaders offer a style of worship different from what has been in our typical repertoire, but it has been welcomed by many and celebrates the diversity of our church family. My heart, as long as I’ve led worship, has always been to empower and enable those with the gift to lead worship to do so freely and be given the opportunity to do it with support and encouragement. I could not be more grateful for the team members we’ve welcomed on this year that listen to the Spirit, worship in freedom, and provide musical diversity in our worship services. It has also allowed me the opportunity to participate in our services alongside the congregation from time to time, which gives me the chance to get a better pulse on how the Lord is moving, and the congregation is responding.

There are some adjustments that the team has had to make in saying goodbye to Ricky as Music Director, but we continue to work through it and figure out how best to collaborate, manage our rehearsal time, and arrange the music to the best of our ability, and with authenticity in our worship. Changes are not always easy, but I am encouraged by the opportunities this has opened up for more communication and creativity, and I hope we continue to grow as a team in our abilities and depth of unity.

The Worship & Creative team consisting of Tiffany Bermingham, Marnie Stitzer, Matt Stockle, Jeff Urke, and myself continue to meet weekly to review and plan for Sunday services and special events. Our heart is always to glorify the Lord in our services and events, and point people to Jesus, not just create great programming. There is a helpful system of checks and balances on this team which I am so grateful for. Everyone brings a different perspective while pursuing the same purpose.

In addition to my role as part-time Worship Director, Tom and I moved our family across the street from ABC to assist in overseeing the interns of our IDR program. This has been a challenging, but very refreshing change for our family. With our boys at North County Christian School and both of us having our offices on campus at ABC, we have seen so many opportunities for regular investment in the community around us, connection with neighbors and friends in the city, and accessibility to our church community in such a fun new way. We are also prioritizing the pursuit of rest and Sabbath in our family life, as we know ministry and life in community can definitely become overwhelming. We truly desire to establish healthy rhythms in our home life, and in ministry so the important things - especially relationships - are not neglected or mismanaged.

I’m grateful to continue to serve the church in these capacities, and I am hopeful that 2024 will be a year of greater unity in our worship team, so that the church as a whole will also experience greater unity in our time of corporate worship.

YOUTH MINISTRIES REPORT 2023

Josh McEwen Youth Ministries Director

For the past year, we in ABC Youth Ministry have been dedicated to our church vision of “equipping people to be more like Jesus”. When you ask any of our youth staff members what they love about their job, they will tell you how much they enjoy building confidence in students, equipping them to be the church wherever they are, and teaching them ownership. We achieve our objectives through various activities, including weekly events, student leadership, mission experiences, and annual events such as Hume and Awaken.

The thrill of our job is building passionate volunteer teams. At the heart of our work lies the creation of teams of dedicated and enthusiastic volunteers, known as HUB leaders. These individuals are responsible for leading and facilitating small groups of middle and high school students. One of the most remarkable qualities of these leaders is their unwavering support for students, always ready to provide guidance and comfort during difficult times, or simply to log in to a game of virtual pong or 8ball pool. We could not do what we do without the dedication of our HUB leaders and incredible event volunteers such as security, cooking, stage builds and more.

Weekly Events

HSM nights

This spring semester, all students attending High School Ministries on Wednesday nights will now be provided with meals. Following dinner, our program of teaching, worship, and HUB groups will continue as usual. We are thrilled to observe how this shift in culture will affect our community.

MSM nights

Thanks to the hard work of our superstar volunteers, as well as the incredible efforts of Kelsey Iversen and Cristal Muniz, we have been able to assemble a team of 26 HUB leaders and over 80 middle school students. Together, we have organized a series of unforgettable Middle School nights. These events feature games, teachings, worship, and a condensed version of HUB groups, all of which are designed to foster a sense of connection and belonging for all who attend.

MSM Sundays

Kelsey Iversen teamed up with Matt Sytsma and Brian Armet to create an incredible Sunday morning program for middle school students. Their vision was to make it super fun and engaging while also helping the students grow and learn. They have nailed it! The students are having a blast while soaking up all the good stuff.

Upcoming Events

LA Serve Experience

We will be returning to LA for our third annual serve experience from Feb. 9th-14th, 2023. This event is a unique opportunity to collaborate with two leading organizations on the front lines of the homeless crisis.

This year, we are excited to expand our outreach by partnering with six new agencies, and we will be including Grace Church from SLO in our team.

Elevate/base camp/backpacking

We offer three incredible spiritual formation trips every year that will surely leave an impact. First up is Base Camp, where students will camp along the coast and focus on discipleship. Next up is Elevate, an unforgettable trip to the snow that focuses on confessional communities. After Elevate, when the snow begins to melt, we take our upperclassmen on a backpacking trip along the Big Sur coast.

March Madness

In an attempt to create an easy invite culture to ABC youth ministries, we will be bringing back March Madness for Middle School on Tuesday nights. We believe that fun and recreation play a pivotal role in breaking down church stereotypes. By participating in March Madness, students will be assigned to teams and engage in exciting competitions, with the grand prize being a trip to the Santa Cruz Boardwalk. After each section of the competition, students will have the opportunity to hear their peers' inspiring testimonies.

SLO Serve Experience

We're excited to announce a service trip on April 4th-7th, where middle school students and high school student leaders will participate in various work projects to benefit SLO County. This trip was previously known as Project 805 and will now include both high school and middle school students.

Dominican Republic Serve Experience

On July 20th-July 31st, our graduating senior class and incoming senior class will be headed to the Dominican Republic through Students International to work with indigenous leaders in the city of Jarabacoa. This experience aims to broaden students' perspectives, equip them for their future endeavors, and spread the gospel through genuine experiences and relationships in the community.

Awaken

During 2022, our team brought a creative spin to Awaken, empowering students through Masterclasses to see that glorifying God can be done in all that they do. This was continued in 2023 with even more of a success as three more churches became involved.

Hume

ABC is still committed to the Hume Lake experience for Christians and non-Christian's alike. This summer we intend to take 300 students and leaders to camp.

- As we draw near to Jesus and teach our students to be with Him and be like Him we believe students will be empowered as leaders, to boldly and courageously transform their world.

ELDER REPORT

Jeff Zippi, Chairman

The term *elder* as a leader or as part of a group of leaders in the church, elders, can be a little culturally confusing. The dictionary is of little or no help here. It is not a common term we use unless referring to older family members or residents of designated senior adults facilities. So with the hope of some clarity, the Atascadero Bible Church the Board of Elders, appointed and confirmed by the leadership and membership, serve a significant two fold purpose: (1) to meet the State of California legal requirements for a “nonprofit religious corporation” as the Board of Elders/Directors under the ABC Bylaws filed with the state; and, more importantly, (2) to faithfully serve the Lord Jesus Christ within the ABC faith community in spiritual leadership as Holy Spirit led overseers, guides and shepherds to the glory of God.

The Biblical guidelines for an Elder guided church such as ABC are well established by both the apostles Paul and Peter as well as confirmed in the early church history recorded by Luke in the Book of Acts. In his letters to Timothy and Titus, Paul gave clear instructions to “set things in order” and “appoint elders in every town” (Titus 1:5). He lays out personal guidelines under the umbrella description that these leaders needed to be “above reproach” in the community as well as several other actual standards indicating that those whose lives are in order by their faithfulness to Jesus are called and appointed to the role as leaders in His church. Peter also contributes to the leadership discussion with a clear exhortation to Elders in his first epistle:

So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock. And when the chief Shepherd appears, you will receive the unfading crown of glory.

-1 Peter 1:1-5

So, more than merely a legal board, the Elders are actually a team of shepherds, devoted to Jesus Christ as our Chief Shepherd and following the guidance of Holy Spirit in serving and leading God’s people here at Atascadero Bible Church.

Our practical service includes meeting every Tuesday morning with a time of prayer in small groups covering all of the week’s requests and needs submitted to the church staff. The prayer time is followed by our regular *business* of working with Pastor Jeff and our outstanding staff, and Deacons to manage the ministry here at ABC. With our *ABC Core Values* in mind and heart, discussions in our meetings cover topics from budgets, to personnel, to communication, to Biblical objectives and ministry reports as well as financial disbursements or any needs within the community of faith that can use our attention. Upon request, one of the most rewarding times we share, is to have Elder prayer in the spirit of James 5:13-18 that calls for a time of anointing with oil and prayer with one who is sick or in special need.

Each of our Elders at ABC are serving in ministries throughout the church and, as a team, we help coordinate and serve Communion in our appointed worship services. Elders at ABC are available and accessible by welcoming conversations and questions in the dedicated pursuit to follow Jesus faithfully and lovingly serve His people.

The current Elders at ABC are Steve King, Dennis Swanson, Ben Tomasini, Mitch Janzen, Reggie Brard, Mark Miranda, Jeff Urke and Jeff Zippi.

We are thankful for the honor of praying for you and thank you for praying for us!

We are all in the great calling together and all is to the Glory of our LORD!

DEACON REPORT

Brad Reasor, Deacon Chairman

Role of the Board of Deacons

1. Serve the family of ABC in tangible hospitality and caring ministries.
2. Help establish the annual operating budget and present it to the Elders.
3. Capital asset and project management.
4. Development & review of financial policy.
5. ABC offering collecting and administration.
6. Evaluate business agreement and organizational partnerships.

Your Deacon board is entrusted with the responsibility of overseeing financial matters relating to operations and activities at ABC Church. The Deacons meet on the 3rd Monday of every month and more frequently when necessary. The board reviews all monthly and year-to-date expenditures, and reviews with leadership the pending budget for the year before it is submitted to the Elders for final approval. The board also establishes committees that include board members, church leadership, and staff that have the responsibility to plan, run, prioritize, and complete all capital projects.

Below is a snapshot of both income and expenses at ABC:

2023 Revenue: \$2,770,880

2023 Expenses: \$2,572,852

2023 Budget: \$2,483,269

Variance: \$198,028

Year-end totals reflect a surplus of \$198,028; a total that is \$89,583 above what was budgeted in 2023.

Below we have included a final 2023 financial report to review.

The year 2023 saw our church family sacrificially give both with generosity and faith in their tithes and offerings. This generous giving truly enabled the sharing of the gospel to our brothers and sisters in Atascadero and throughout the world. Your leadership and staff at ABC strive to meet your spiritual and physical needs every day.

The following men have been chosen to represent you as Deacons at ABC. Please feel free to contact us with any questions or concerns that you have.

Ryan Anderson, Brian Armet, Hennie Breytenbach, Ray Hasch, Guy Keefer, Jim Lewis, Mark Marshall, Steve Pahler, Brad Reasor

Statement of Financial Position 2023	
<u>Current Assets</u>	
Merrill Lynch Interest Checking	\$967,515.67
Bank Of America -Operating Acct	\$890,227.95
Bank of America -Square Charges	\$5,185.76
Petty Cash	\$110.00
Total Current Assets	\$1,863,039.38
<u>Fixed Assets</u>	
Office Equipment	\$75,000.00
Furniture & Fixtures	\$250,000.00
Vehicles	\$45,000.00
Buildings	\$11,356,095.50
Land	\$1,249,002.00
Clay Property	\$903,208.00
Total Fixed Assets	\$13,878,305.50
Total Assets	\$15,741,344.88
<u>Liabilities</u>	
<u>Current Liabilities</u>	
Accrued Payroll	\$ (525.62)
Misc. liabilities	\$ (1.93)
Total Current Liabilities	\$(527.55)
<u>Clearing Accounts</u>	
Hume Lake 2024 deposits	\$507.00
Youth Scholarship Clearing	\$140,566.08
Missionary Giving Clearing Accounts	\$12,090.42
Vehicle Sale/New Purchase Holding Account	\$14,500.00
Total Clearing Accounts	\$167,663.50
Total Liabilities	\$167,135.95
<u>Reserve Fund Balances</u>	
General Fund	\$14,777,614.99
Capital Fund	\$331,926.10
Missions Fund	\$314,667.84
Reserve Fund	\$150,000.00
Total Fund Balances	\$15,574,208.93
Total Liabilities + Total Equity	\$15,741,344.88

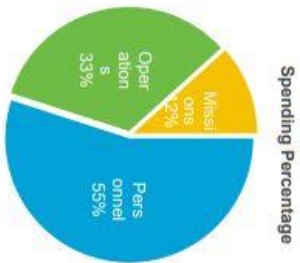
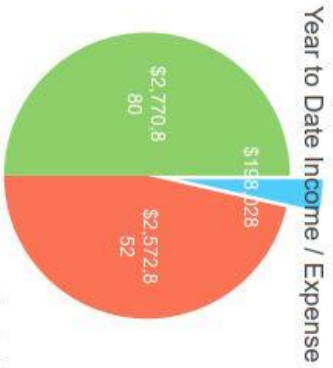
2023 Income & Expenses / Actual vs. Budget		
Account Name	2023 Actual	2023 Budget
Income		
General Fund Giving	\$2,159,123.89	\$1,800,000.00
General Fund-Verizon	\$24,747.51	\$25,051.68
ABC Cafe Sales/SunRoom Income	\$69,462.40	\$30,600.00
Benevolence Offering	\$29,107.00	\$21,000.00
Celebrate Recovery Offering	\$20,874.30	\$7,500.00
Lease Income (NCCS)	\$30,800.00	\$38,500.00
Building Use Income	\$13,663.60	\$9,000.00
Interest Income	\$43,027.98	\$0.00
Missions General Fund Allocation	\$120,000.00	\$120,000.00
Go Fund (Missions)	\$203,470.90	\$181,976.00
Clay Rental Income	\$53,052.06	\$49,500.00
Capital Improvement Giving	\$3,550.00	\$0.00
Total Income	\$2,777,879.67	\$2,283,127.68
Expense		
Salaries & Benefits	\$1,414,350.61	\$1,472,977.98
Administration	\$410,183.01	\$313,301.00
General Office	\$52,347.32	\$77,860.00
Executive Ministry	\$66,155.67	\$50,640.00
Worship/Tech Ministry	\$42,653.64	\$33,540.00
Adult Ministry	\$1,005.20	\$2,100.00
Men's Ministry	\$222.97	\$2,300.00
Women's Ministry	-\$5,454.09	\$3,840.00
Children's Ministry	\$13,000.92	\$18,550.00
Caring Ministry	\$23,060.04	\$21,740.00
Youth Ministry	\$86,068.10	\$98,500.00
Clay Property	\$62,076.75	\$35,944.00
Capital Projects	\$107,781.76	\$50,000.00
Missions	\$300,587.01	\$301,976.00
Total Expense	\$2,572,851.94	\$2,483,268.98
Net Income (Loss)	\$198,027.73	-\$200,141.30

YE 2023 Finance Report

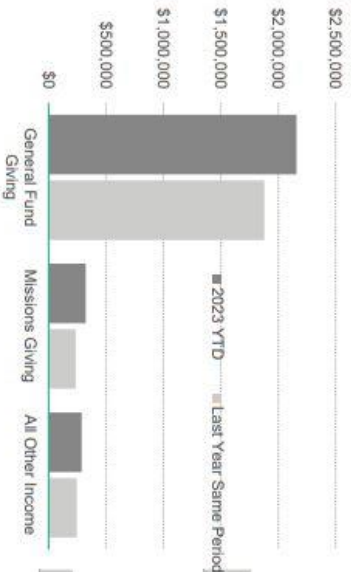
INCOME	YTD	BUDGET YTD	LAST YEARS
General Fund Giving	\$2,159,124	\$1,800,000	\$1,878,594
Missions Giving	\$323,471	\$301,976	\$236,516
All Other Income	\$288,285	\$181,152	\$245,117
TOTAL INCOME	\$2,770,880	\$2,283,128	\$2,360,227

EXPENSE	YTD	BUDGET YTD	LAST YEARS YTD
Personal (Salaries)	\$1,414,351	\$1,472,978	\$1,315,359
Missions	\$300,587	\$301,976	\$272,512
Operating Costs	\$657,914	\$708,315	\$781,053
TOTAL EXPENSES	\$2,572,852	\$2,483,269	\$2,368,924

VARIANCE
Surplus / **\$198,028**



Comparison to Last Year



Percent Over Budget

GIVING: 20.0
SPENDING: 3.6

Percent Over Last Year

GIVING: 14.9
SPENDING: 8.6

Reserve Fund Balances

Missions Capital	\$314,667.84
General	\$150,000.00
Cash	\$895,401.11

Cash (not including reserve accounts)

