SYNOD OF SOUTHERN CALIFORNIA AND HAWAII

COMMISSION OF ASSEMBLY

Audio-Visual Conference via Zoom.com Saturday, December 14, 2019

CONVENE The meeting was called to order at 9:30 a.m. by Commission of Assembly Chair

Susan Skoglund.

ROLL Those present, absent (A), excused (E) and those attending via the internet or

telephone (T) are indicated below:

LR-Los Ranchos, PA-Pacific, RS-Riverside, SB-Santa Barbara, SD-San Diego, SF-San Fernando, SG-San Gabriel; TE- Teaching Elder, RE-Ruling Elder; SMOD-Synod Moderator, SVMOD-Synod Vice Moderator, CoAC-CoA

Chair/President, SC/SE-Stated Clerk/Synod Executive

Synod Officers

RE Susan Skoglund – CoAC - RS
TE Joshua Yee - SMOD - PA
RE Pat Niles - SVMOD - LR
TE Mark Hong – SC/SE - LR

RE Bill Hughes - Treasurer - SB

RE Sue Currie – LR E TE Sam Roberts – RS

E RE Jim Shepard – RS

TE Michael Wallman - SD

Diversity Members

RE Elizabeth Hicks – PA
E RE Hagar Benitez – LR
TE David Won – PA

Presbytery Executives/Designees

RE Sandy Thoits – SB *
TE Ken Baker - SF
TE Michael Mudgett - SD
TE Linda Culbertson – PA

TE Lee Ireland – RS
TE Wendy Tajima – SG
TE Forrest Claassen – LR

Ecclesiastical Chairs

RE Martha Kadue - PA
RE Sharon Wakamoto – LR
TE Sylvia Karcher – RS

Also Present

RE Fried Wilson – Synod Staff Joanne Yi-Bortfeld – Synod Staff TE Martín Garcia

TE Martín Garcia TE Jaime Lázaro

Opening Prayer RE Susan Skoglund opened the meeting with prayer.

REPORT OF THE STATED CLERK

Stated Clerk Mark Hong presented a written report.

Quorum The Stated Clerk reported that a quorum was present, and the Chair

declared that a quorum was present, a quorum being defined as 12 of the 22 members of the commission with at least 4 TE present, 4 RE

present and 5 presbyteries represented.

Agenda It was VOTED to approve the agenda as amended.

Approval of Minutes
It was VOTED to defer approval of the minutes of the October 12 until

the February meeting.

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Seating of Corresponding Members and Guests It was VOTED to seat TE Jaime Lázaro and TE Martín Garcia with voice for this meeting.

Synod Executive's Housing Allowance

It was VOTED to record \$54,105.94 in the minutes as the housing allowance for the Synod Executive/Stated Clerk.

Monte Vista Grove Homes

It was VOTED to approve the Board members of the Class of 2022.

- Mr. Bong Bringas, SG, Wm
- Ms. Janet Louie, SG, Wf (2nd Term)
- Rev. Rex McDaniel, SG, Wm (1st Term completed an unexpired term)
- Mr. Roy McManus, SG, Wm (1st Term)
- Rev. Norm Thomas, Wm (1st Term resident) non-Presbyterian
- Rev. Marilyn Manning, SG, Wf (1st Term resident)

The members of the Classes of 2020 and 2021 are provided for information.

Class of 2020

Mr. Myron Oakes, SG, Wm (2nd Term) Ms. Kathleen Tingus, SG. Wf (1st Term)

Rev. Joyce DeGraff, Cascades, Wf (2nd Term) R

Rev. Don Smith, PA, Wm (2nd Term)
Ms. Janet Wells, SG, Wf (2nd Term)
Mr. Steve Dorsey, SG Wm (2nd Term)
Ms. Sandra Mader, PA, Wf (2nd Term)

Class of 2021

Rev. Bruce Calkins, PA, Wm (2nd Term) R Rev. Tom Wentz, SG, Wm (2nd Term) R

Ms. Alicia Romo, Wf (2nd Term) non-Presbyterian

Ms. Karen Walter, SG, Wf (2nd Term) Mr. Al Boegh, SG, Wm (2nd Term) Mr. Ken Riley, SG, Wm (2nd Term)

Tentative 2020 Meeting Dates

Commission of Assembly (all on Saturday):

February 15, June 6, October 10, and December 5 (if needed)

Synod Assembly:

November 14 (Saturday)

It was reported by one of the members that there is a conflict that day with Presbytery of the Pacific meeting. The Stated Clerk and Synod Moderator will find a better date.

REPL Donation

The Stated Clerk announced that REPL recently received a \$20,000 one-time donation from long-time supporter Areta Crowell. Mark

reported that the REPL decided that these funds will be tapped for scholarship payment before the James Furuya Fund and the REPL Foundation Fund are used.

Correspondence

A letter from the New Theological Seminary of the West was received thanking the Synod for the grant that was approved at the October meeting.

TREASURER'S REPORT

Treasurer RE Bill Hughes presented a brief on the Synod's financial results as of November 30, 2019. The report is provided in Attachment 1.

He then walked the group through the recently completed independent review of the 2018 financial results prepared by Scott Krivis & Company Certified Public Accountant. After time for questions and answers it was VOTED to receive the report. The report is included as Attachment 2.

2020 GRANT FOR CÍCLICA LA – PART ONE

TE Jaime Lázaro and TE Martín Garcia presented the Cíclica LA report for 2019. Two years ago the Synod had voted to provide a three-year grant of \$70,000 per year to fund a Spanish language version of the Cyclical program already in operation. Funding for the second and third years of the grant was contingent on receiving satisfactory annual reports for 2017 and 2018.

The 2019 report detailed their accomplishments for 2019, their goals and objectives for 2020, a success story about one of their participants and a projected budget for 2020. Time was provided for a question and answer period. A copy of the grant request is included in Attachment 3.

The vote on this grant will be taken later in the meeting to allow time for discussion.

PARTNERING GRANT REQUEST

Work Group chair Linda Culbertson presented the group's report.

Pasadena Presbyterian Church and San Gabriel Presbytery

Background: The Spanish language ministry at Pasadena Presbyterian Church was initially "earmarked" for five years of funding with commitments from both the Presbytery of San Gabriel and matching funds from the Synod Partnering Grant Fund. It is the desire of the Pasadena Presbyterian Church to do a re-launch of their Spanish Language Ministry.

The commitment at the time of the initial grant was for \$50,000 from the Presbytery which was matched by the Synod. In 2012-2013, San Gabriel Presbytery distributed \$30,000 and the Synod distributed \$24,000. San Gabriel's Presbytery Executive Committee has voted in the affirmative to the proposal of the Session of the Pasadena Church

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for the SLM re-launch and committed its remaining \$20,000 for this project from the original \$50,000 grant. In turn, San Gabriel Presbytery is requesting that the Synod honor its original commitment to the project, with the \$26,000 still available for this project.

TE Martín Garcia, the current interim pastor for that language ministry provided additional information on how the funds will be used and the enthusiasm for this project among the members. San Gabriel Presbytery Executive TE Wendy Tajima also spoke favorably about the project.

It was VOTED to approve the resumption of this partnering grant. A copy of the grant is provided in Attachment 4.

2020 GRANT FOR CÍCLICA LA – PART TWO TE Jaime Lázaro and TE Martín Garcia were excused from the meeting and discussion proceeded on the Cíclica LA report for 2019. A motion was made, seconded and passed to approve the release of the 2020 commitment of \$70,000.

COMMITTEE ON REPRESENTATION AND NOMINATIONS Co-chairs RE Sharon Wakamoto and TE Sylvia Karcher reported on the committee's progress in finding nominees for three vacancies for Assembly commissioners to serve on the Commission of Assembly in 2020.

The committee nominated the following persons for the Commission of Assembly Class of 2022:

- RE Frances Lin, SD, Af
- TE N'Yisrela Watts-Afriyie, SG, Bf

The Moderator called for nominations from the floor. Hearing none, it was VOTED to elect both persons to the Commission of Assembly Class of 2022.

Sylvia reported that she is working on a third potential nominee.

ADJOURNMENT

The Commission Chair thanked outgoing members TE Sam Roberts, RE Jim Shepard, and TE Mike Wallman for their faithful service, The meeting was closed at 11:00 a.m. with prayer by TE Mark Hong.

| Mark Hong, Stated Clerk | Fried R. Wilson, Journal Clerk |
|-------------------------|--------------------------------|

ATTACHMENT 1

FINANCIAL REPORT AS OF NOVEMBER 30, 2019

The Synod of Southern California and Hawaii Operating Profit Loss (Budget vs Actuals) November 30, 2019

| | YTD Actual | Total Budget | (+-) Budget | %Budget Remaining |
|---|------------------------|-----------------|-------------|----------------------|
| General Income | | | | |
| Por Conita | | | | |
| Per Capita 52100 Los Ranchos (Qtr) | 27 202 00 | 27,383.00 | 0.20 | 0.000/ |
| 52110 Pacific (Mth) | 27,382.80 32,719.59 | 27,705.00 | (5,014.59) | 0.00% -18.10% |
| 52120 Riverside | 3,626.06 | 9,177.00 | 5,550.94 | 60.49% |
| 52130 San Fernando (Qtr) | 10,197.93 | 13,597.00 | 3,399.07 | 25.00% |
| 52140 San Gabriel (Mth) | 15,637.65 | 18,690.00 | 3,052.35 | 16.33% |
| 52150 Santa Barbara | 8,172.83 | 12,871.00 | 4,698.17 | 36.50% |
| 52160 San Diego (Mth) | 17,804.49 | 30,595.00 | 12,790.51 | 41.81% |
| 52990 Uncollectible PCA | 17,004.49 | (45,000.00) | (45,000.00) | 100.00% |
| Total Per Capita | 115,541.35 | 95,018.00 | (20,523.35) | -21.60% |
| | , | 00,010.00 | (=0,0=0.00) | -21.00% |
| Revenue for General Use | | | | |
| 50110 Investment Revenue | 10,114.64 | 11,600.00 | 1,485.36 | 12.80% |
| 55570 Wilshire Properties Reserve Fund | 275,000.00 | 324,866.00 | 49,866.00 | 15.35% |
| Total Revenue for General Use | 285,114.64 | 336,466.00 | 51,351.36 | 15.26% |
| Total General Income | 400,655.99 | 431,484.00 | 30,828.01 | 7.14% |
| General Expenses | | | | |
| 62990 Miscellaneous Expenses | 100.00 | 300.00 | 200.00 | 66.67% |
| Support Services | | | | |
| 62110 Salaries & Wages - Administrative | 197,860.97 | 224,603.00 | 26,742.03 | 11.91% |
| 62111 Salaries & Wages -REPL | 6,326.10 | 6,901.00 | 574.90 | 8.33% |
| 62120 Pension & Medical | 54,382.68 | 69,900.00 | 15,517.32 | 22.20% |
| 62130 FICA - Administrative | 8,265.39 | 9,847.00 | 1,581.61 | 16.06% |
| 62140 Workers Compensation - Administrative | 1,340.99 | 2,050.00 | 709.01 | 34.59% |
| 62150 Study Leave | 2,596.17 | 3,000.00 | 403.83 | 13.46% |
| Total Support Services | 270,772.30 | 316,301.00 | 45,528.70 | 14.39% |
| Operating Expenses | | | | |
| 62310 Office Supplies | 600.49 | 1,500.00 | 899.51 | 59.97% |
| 62315 Postage & Delivery | 114.02 | 500.00 | 385.98 | 77.20% |
| 62320 Communication | 7,244.08 | 9,500.00 | 2,255.92 | 23.75% |
| 62325 Equipment Maintenance | 7,244.00 | 500.00 | 500.00 | 100.00% |
| 62330 Equipment Leases | 5,250.97 | 7,000.00 | 1,749.03 | 24.99% |
| 62333 Equipment Purchased | 142.34 | 2,000.00 | 1,857.66 | 92.88% |
| 62335 Rent Expense | 1,450.00 | 2,100.00 | 650.00 | 30.95% |
| 62340 Utilities | 5,885.00 | 6,500.00 | 615.00 | 9.46% |
| 62345 General Liability &Property Insurance | 1,761.00 | 2,200.00 | 439.00 | 19.95% |
| 62350 Taxes, Licenses & Fees | 183.55 | 200.00 | 16.45 | 8.22% |
| 62355 Dues & Subscriptions | 502.39 | 300.00 | -202.39 | -67.46% |
| 62515 Bank | 332.30 | 300.00 | 300.00 | 100.00% |
| | | 0.00 | 200.00 | |

The Synod of Southern California and Hawaii Operating Profit Loss (Budget vs Actuals) November 30, 2019

| Total Operating Expenses | 23,133.8 ² | 32,600.00 | 9,466.16 | 29.04% |
|---|-----------------------|--------------|-------------|----------|
| Mosting Evanges | 17.114.78 | | | |
| Meeting Expenses | 17.114.78 | | | |
| 62360 Mileage & Travel for Exec/SC | | 3 22,000.00 | 4,885.22 | 22.21% |
| 62370 Employee Mile & Travel | 535.33 | • | (535.33) | |
| 62401 General & Administration | | 500.00 | 500.00 | 100.00% |
| 62403 Commission Of Assembly | 464.87 | | 1,135.13 | 70.95% |
| 62404 Work Groups | | 400.00 | 400.00 | 100.00% |
| 62405 Polity & Records | 395.69 | 300.00 | (95.69) | -31.90% |
| 62406 Committee on Representation & N | | 300.00 | 300.00 | 100.00% |
| 62407 Permanent Judicial Commission | | 1,500.00 | 1,500.00 | 100.00% |
| 62409 Synod Assembly | 410.32 | 3,000.00 | 2,589.68 | 86.32% |
| 62411 Synod Moderator's Expenses | 700.4 | 1,500.00 | 799.59 | 53.31% |
| Total Meeting Expenses | 19,621.40 | 31,100.00 | 11,478.60 | 36.91% |
| Professional Services | | | | |
| 62200 Personnel Training | 1,762.50 |) - | (1,762.50) | |
| 62500 Audit Fee | , | - 8,500.00 | 8,500.00 | 100.00% |
| 62510 Legal Fees | 1,805.00 | 8,000.00 | 6,195.00 | 77.44% |
| 62520 Technical Support | | | - | ,0 |
| 62551 Payroll Processing Fee | 2,210.9 | 900.00 | (1,310.95) | -145.66% |
| 62552 Website Maintenance | 2,750.00 | 3,000.00 | 250.00 | 8.33% |
| 62553 Computer Hardware & Software | 1,104.99 | 2,000.00 | 895.01 | 44.75% |
| 62800 Training Expenses | 6,767.54 | 14,000.00 | 7,232.46 | 51.66% |
| 62810 Staff Support | | 300.00 | 300.00 | 100.00% |
| Total Professional Services | 16,400.98 | 36,700.00 | 20,299.02 | 55.31% |
| Special Program Expenses | | | | |
| 62710 Monte Vista Grove Fundraiser | 1,600.00 | 1,200.00 | (400.00) | -33.33% |
| 62751 Reimbursement for HI Commissioner | 2,854.10 | | 645.90 | 18.45% |
| 62752 Southern California Christian Forum | 9,166.63 | | 833.37 | 8.33% |
| Total Special Program Expenses | 13,620.73 | | 1,079.27 | 7.34% |
| Total General Expenses | 343,649.25 | 5 431,701.00 | 88,051.75 | 20.40% |
| Net Income/Loss | 57,006.74 | 1 (217.00) | (57,223.74) | |

The Synod of Southern California and Hawaii Restricted Profit Loss (Budget vs Actuals) November 30, 2019

| | | YTD Actual | Total Budget | Remaining Budget | % Budget Remaining | |
|-----------|--|---------------|--------------|---------------------|-----------------------|--|
| Net Asse | t Release from Restricted Programs | | | | | |
| 55110 | Chaplaincy | 56,512.09 | 57,500.00 | 987.91 | 1.72% | |
| 55120 | JPIC | 2,066.74 | 12,000.00 | 9,933.26 | 82.78% | |
| 55130 | REPL | 34,739.94 | 30,000.00 | (4,739.94) | -15.80% | |
| 55140 | Unrestricted Reserve | 48,499.37 | 17,500.00 | (30,999.37) | | Steward Kaleidoscope \$5k, winter all staff 2.5k, Pastoralab 11k, Asylum 12,726k, NTSW 11,980.19 & 5,293.81 transferred from savings |
| 55150 | Church Development | 225,746.00 | , | (225,746.00) | | Pacific 81.5k, Los Rancho 33.75k, Pacific 75k, Missioninsite 10.496k, Ciclic 25k |
| 55155 | KPC Grant - Savings | 10,800.00 | | (10,800.00) | | |
| 55160 | Foundation Pass Through Grant | 20,249.18 | 57,000.00 | 36,750.82 | 64.48% | |
| | Total Asset Release from Restricted Programs | 398,613.32 | 174,000.00 | (224,613.32) | | |
| | • | | • | , | | |
| Program | Services | | | | | |
| 61100 | Justice, Peace & Integrity of Creation (JPI | 2,612.00 | 12,000.00 | 9,388.00 | 78.23% | Los Rancho Peace making conf, San Fernando Peace Conf, PPNK @ NY, Faith at the Table |
| 61200 | Racial Ethnic Pastoral Leadership | 12,000.00 | 30,000.00 | 18,000.00 | 60.00% | Timothy Wonho Lee, September Penn |
| 61300 | Chaplaincy Consortium | 52,708.37 | 57,500.00 | 4,791.63 | 8.33% | |
| 61600 | Missioninsite | 10,496.00 | 15,000.00 | 4,504.00 | 30.03% | |
| | Total Budgeted Programs | 77,816.37 | 114,500.00 | 36,683.63 | 32.04% | |
| Foundatio | on Pass Through Grant | | | | | |
| 61700 | Other Grant | | 900.00 | 900.00 | 100.00% | |
| 61710 | Witness for Peace | 11,366.28 | 18,700.00 | 7,333.72 | 39.22% | |
| 61720 | Union Station Foundation | 5,451.27 | 11,900.00 | 6,448.73 | 54.19% | |
| 61730 | Franciscan Friars | 5,451.27 | 7,200.00 | 1,748.73 | 24.29% | |
| 61740 | La Casa de San Gabriel Community Center | 443.45 | 600.00 | 156.55 | 26.09% | |
| 61750 | Presbyterian Women | 338.74 | 500.00 | 161.26 | 32.25% | |
| 61760 | Monte Vista Grove Home | | 4,100.00 | 4,100.00 | 100.00% | |
| 61770 | Westminister Garden | | 1,100.00 | 1,100.00 | 100.00% | |
| 61780 | Camp & Conference Grants | | 11,700.00 | 11,700.00 | 100.00% | |
| 61790 | Zephyr Point Conference Center | | 200.00 | 200.00 | 100.00% | |
| 61795 | Living John Edwards Heirs | | 100.00 | 100.00 | 100.00% | |
| | Total Foundation Pass Through Grant | 23,051.01 | 57,000.00 | 33,948.99 | 40.44% | |
| | | | | | | |
| • | geted Restricted Grant | 100 050 | | | | |
| 61400 | Church Development | 190,250.00 | | (190,250.00) | | Pacific 81.5k, Los Rancho 33.75k, Pacific 75k |
| 61504 | La Casa de San Gabriel Community Center | 6,000.00 | | (6,000.00) | | Consultant assessment for 3mths |
| 61540 | Unrestricted Fund | 48,500.00 | | (48,500.00) | | Steward Kaleidoscope \$5k, Synod exec 2.5k,Pastoralab 11k, Asylum 15k, NTSW 15k |
| 61500 | Church Development - funded from savings | 5,500.00 | | (5,500.00) | | Puente de Experanza 5.5k |
| 61610 | Ciclica | 50,000.00 | | (50,000.00) | | |
| 61800 | KPC Grant - funded from savings | 14,800.00 | | (14,800.00) | | (Pastoral training, worship & yth rally \$8,000), 8KPc Commissioners reg fee \$2,800, Vision Conf 1,000, United Praise Gathering \$3,000 |
| | Total Non Budgeted Restricted Grant | 315,050.00 | - | (315,050.00) | | |
| | Total Restricted Program Expense | 415,917.38 | 171,500.00 | (244,417.38) | 242.52% | |
| | Net Restricted Asset | (17,304.06) | 2,500.00 | 19,804.06 | _ | |
| | THOU TOOUTOLOU / 1000L | (,55 50) | _,500.00 | , | | |

The Synod of Southern California and Hawaii Balance Sheet As of November 30, 2019

| | Total |
|--|---|
| ASSETS | |
| Current Assets | |
| Bank Accounts | |
| 10000 Cash & Cash Equivalents | |
| 10100 Operating - Chase 786622956 | 108,780.79 |
| 10110 Restricted - Chase 3380085208 | 270,370.37 |
| Total 10000 Cash & Cash Equivalents | 379,151.16 |
| 10200 Short Term Investments | |
| 10220 Presbyterian Investment & Loan Program | 1,172,216.27 |
| Total 10200 Short Term Investments | 1,172,216.27 |
| Total Bank Accounts | 1,551,367.43 |
| Accounts Receivable | |
| 11000 Accounts Receivable (A/R) | |
| 11010 Per Capita Receivable | - |
| 11015 Allowance for Bad Debts | - |
| 11020 Accounts Receivable-Others | - |
| 11030 Investment Income Receivable | - |
| Total 11000 Accounts Receivable (A/R) | - |
| Total Accounts Receivable | - |
| Other Current Assets | |
| 12000 Prepaid Expenses | |
| 12100 Prepaid Insurance | 1,048.50 |
| 12200 Other Prepaid Expenses | - |
| Total 12000 Prepaid Expenses | 1,048.50 |
| 13000 Other Current Assets | |
| 13001 Accounts Receivable-Others | 31,697.12 |
| Total 13000 Other Current Assets | 31,697.12 |
| Total Other Current Assets | 32,745.62 |
| Total Current Assets | 1,584,113.05 |
| Other Assets | |
| 20000 Long Term Assets | |
| 21000 Notes Receivables/Mortgage Grants | - |
| 21100 Notes Receivable | (442,534.22) |
| 21200 Mortgage Grants | - |
| 21999 Allowance for Bad Debts | _ |
| Total 21000 Notes Receivables/Mortgage Grants | (442,534.22) |
| 22000 Unrestricted Investments - NCF | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, |
| 22100 Unrestricted Reserve 1075491 | 741,016.38 |
| 22200 Ecclesiastical Reserve 107018 | 24,903.32 |
| 22300 Oiko Credit 10910000069 | 100,001.50 |
| Total 22000 Unrestricted Investments - NCF | 865,921.20 |
| 23000 Unrestricted Investments- NCT Council Assigned | 555,3220 |

| 23100 NCTC - Wilshire Reserve 506083000164 | 4,309,798.09 |
|---|---|
| Total 23000 Unrestricted Investments- NCT Council Assigned | 4,309,798.09 |
| 24000 Temporarily Restricted Investments NCF | , , |
| 24100 Church Development Fund 1038031 | 3,458,817.29 |
| 24200 Southern California Foundation 1060390 | 195,895.62 |
| 24300 Langlie Fund 1033134 | 23,707.26 |
| 24400 Edwards Fund 1033232 | 20,195.23 |
| 24500 Life Income Plans - Paid in Lump Sums | 25,581.23 |
| Total 24000 Temporarily Restricted Investments NCF | 3,724,196.63 |
| 25000 Permanently Restricted Funds | |
| 25100 Pooled Presbyterian Foundation Accounts | 2,604,863.88 |
| 25200 Life Income Plans - Est. Permanent Funds | 22,306.96 |
| Total 25000 Permanently Restricted Funds | 2,627,170.84 |
| 26000 Property Held for Investment | |
| 27000 Fixed Assets | |
| 27100 Furniture and Equipment | 35,195.91 |
| 27200 Accumulated Depreciation | (34,242.84) |
| Total 27000 Fixed Assets | 953.07 |
| Total 20000 Long Term Assets | 11,085,505.61 |
| Total Other Assets | 11,085,505.61 |
| TOTAL ASSETS | 12,669,618.66 |
| LIABILITIES AND EQUITY | |
| Liabilities | |
| _ | |
| Current Liabilities | |
| | |
| Current Liabilities Accounts Payable 30000 Accounts Payable (A/P) | (5,333.29) |
| Accounts Payable | (5,333.29) (5,333.29) |
| Accounts Payable (A/P) | |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable | |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities | |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities | (5,333.29) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses | (5,333.29) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual | (5,333.29) 1,330.13 9,557.85 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account | (5,333.29) 1,330.13 9,557.85 14.60 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity 40000 Net Assets | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) (412,956.07) |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity 40000 Net Assets 41000 Unrestricted Net Assets | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) (412,956.07) 1,273,385.94 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity 40000 Net Assets 41000 Unrestricted Net Assets - Council Designated | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) (412,956.07) 1,273,385.94 4,178,421.35 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity 40000 Net Assets 41000 Unrestricted Net Assets 42000 Unrestricted Net Assets - Council Designated 43000 Temporarily Restricted Net Assets | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) (412,956.07) 1,273,385.94 4,178,421.35 6,183,690.69 |
| Accounts Payable 30000 Accounts Payable (A/P) Total Accounts Payable Other Current Liabilities 31000 Other Current Liabilities 31100 Accrued Expenses 31200 Vacation / PTO Accrual 31300 Flexible Spending Account 31400 403-B Payable 31500 Funds Held in Trust Total Other Current Liabilities Total Current Liabilities Total Liabilities Equity 40000 Net Assets 41000 Unrestricted Net Assets 42000 Unrestricted Net Assets - Council Designated 43000 Temporarily Restricted Net Assets | (5,333.29) 1,330.13 9,557.85 14.60 1,600.00 (420,125.36) (407,622.78) (412,956.07) (412,956.07) 1,273,385.94 4,178,421.35 6,183,690.69 2,699,961.01 |

Net Income Total Equity TOTAL LIABILITIES AND EQUITY

| (209,851.28) |
|---------------|
| 13,082,574.73 |
| 12 669 618 66 |

ATTACHMENT 2

FINANCIAL REVIEW FOR THE YEAR ENDING DECEMBER 31, 2018 PREPARED BY

SCOTT KRIVIS & COMPANY CERTIFIED PUBLIC ACCOUNTANT

FINANCIAL STATEMENTS and SUPPLEMENTARY INFORMATION

YEAR ENDED DECEMBER 31, 2018

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SCOTT KRIVIS & COMPANY

CERTIFIED PUBLIC ACCOUNTANT 20700 VENTURA BOULEVARD, SUITE 234 WOODLAND HILLS, CA 91364 (818) 594-7200 * (818) 594-0372 FAX

Independent Accountant's Review Report

The Commission of Assembly Synod of Southern California and Hawaii, Presbyterian Church (U.S.A.) Panorama City, California

We have reviewed the accompanying financial statements of Synod of Southern California and Hawaii, Presbyterian Church (U.S.A.) which comprise the statement of financial position as of December 31, 2018 and the related statements of activities and cash flows for the year then ended. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Company management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the American Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion on the Financial Statements

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statement in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Supplementary Information

The supplementary information included in the statement of financial position by fund and statement of activities by fund, included on pages 15 and 16 are presented for purposes of additional analysis and is not a required part of the basic financial statements. The information is the representation of management. We have reviewed the information and, based on our review, we are not aware of any material modifications that should be made to the supplementary information in order for it to be in accordance with accounting principles generally accepted in the United States of America. We have not audited the supplementary information and, accordingly, do not express an opinion on it.

Scott Krivis & Company

Woodland Hills, CA November 22, 2019

STATEMENT OF FINANCIAL POSITION December 31, 2018

| Logerra | | Temporarily Restricted | Permanently Restricted | Total |
|---|------------------|------------------------|---------------------------|------------------|
| ASSETS | | | | |
| Cash and cash equivalents (Note 2) | \$ 124,636 | \$ 281,238 | \$ - | \$ 405,874 |
| Trust deed notes and grants receivable (Note 3) | | 58,766 | | 58,766 |
| Other receivables | 50,467 | | | 50,467 |
| Prepaid expenses | 991 | | | 991 |
| Due to/from other funds | (793,278) | 695,556 | 97,722 | - |
| Investments (Note 4) | 5,375,719 | 4,888,049 | 2,604,864 | 12,868,632 |
| Split-Interest agreements (Note 5) | | 25,581 | 22,307 | 47,888 |
| Property and equipment (Note 7) | <u>953</u> | | | 953 |
| TOTAL ASSETS | \$ 4,759,488 | <u>\$ 5,949,190</u> | <u>\$ 2,724,893</u> | \$ 13,433,571 |
| LIABILITIES AND NET ASSETS | | | | |
| LIABILITIES | | | | |
| Accounts payable and accrued liabilities | \$ 94,923 | \$ <u>-</u> | \$ - | <u>\$ 94,923</u> |
| Total Liabilities | 94,923 | | | 94,923 |
| NET ASSETS | | | | |
| Unrestricted | 376,074 | | | 376,074 |
| Unrestricted-Council designated | 4,288,491 | | | 4,288,491 |
| Temporarily restricted (Note 9) | ,, | 5,949,190 | | 5,949,190 |
| Permanently restricted (Note 10) | | 2,2 13,238 | 2,724,893 | 2,724,893 |
| | | | | |
| TOTAL NET ASSETS | <u>4,664,565</u> | 5,949,190 | 2,724,893 | 13,338,648 |
| TOTAL LIABILITIES AND NET ASSETS | \$ 4,759,488 | <u>\$ 5,949,190</u> | \$ 2,724,893 | \$ 13,433,571 |

STATEMENT OF ACTIVITIES Year ended December 31, 2018

| | _Unre | stricted | Temporarily Restricted | Permanent Restricted | • | | Total |
|--|------------|--------------------|---------------------------|-------------------------|--------------|------|--------------------|
| REVENUE AND SUPPORT | | | | | | | |
| Interest and dividend income Per capita appointment | \$ | 226,356 125,609 | \$ 338,217 | \$ | - | \$ | 564,573 125,609 |
| Contribution and grants Miscellaneous income | | | 6,596 | | | | 6,596 |
| Net assets released from program | | 17,005 | | | | | 17,005 |
| restrictions | | <u>472,846</u> | <u>(472,846)</u> | | - | | |
| TOTAL REVENUE AND SUPPORT | | 841,8 <u>16</u> | (128,033) | | <u> </u> | | 713,783 |
| EXPENSES | | | | | | | |
| Program services: Church development | | 220 504 | | | | | |
| | | 239,501 | | | | | 239,501 |
| Related mission partners Support Services: | | 358,082 | | | | | 358,082 |
| Administration | | 417 <u>,952</u> | | | | | 417,952 |
| TOTAL EXPENSES | _1, | <u>015,536</u> | | | : , | _1, | 015,536 |
| CHANGE IN NET ASSETS BEFORE OTHER | | | | | | | |
| CHANGES | (1 | 73,720) | (128,033) | | - | (3 | 301,753) |
| OTHER CHANGES | | | | | | | |
| Unrealized loss on investments | (5 | 28,575) | (274,595) | (224,594 | J) (| (1,0 | 27,764) |
| Unrealized loss on split-interest agreements | | (3,120 | | (684 | 4) | | (3,804)) |
| CHANGE IN NET ASSETS | (7 | 05,415) | (402,628) | (225,278 | 3) (| (1,3 | 33,321) |
| NET ASSETS, BEGINNING OF YEAR | <u>5,3</u> | 3 <u>69,980</u> | 6,351,818 | 2,950,171 | ئے ا | 14, | 67 <u>1,969</u> |
| NET ASSETS, END OF YEAR | \$4,6 | 64,565 | <u>\$5,949,190</u> | \$2,724,893 | <u>3</u> \$: | 13,3 | 338,648 |

STATEMENT OF CASH FLOWS Year ended December 31, 2018

| CASH FLOWS FROM OPERATING ACTIVITIES: Change in net assets | |
|--|----------------|
| • | \$ (1,333,321) |
| Adjustments to reconcile change in net assets to cash | |
| used by operating activities: | |
| Unrealized loss on investments | 1,027,764 |
| Unrealized loss on split-interest agreements | 3,804 |
| Depreciation | 748 |
| (Increase) decrease in operating assets: | |
| Accounts receivable | 24,177 |
| Prepaid expenses | 178 |
| Increase (decrease) in operating liabilities: | |
| Accounts payable and accrued liabilities | 2,982 |
| NET CASH USED BY OPERATING ACTIVITIES CASH FLOWS FROM INVESTING ACTIVITIES: | (273,668) |
| Sale of investments, net | (148,237) |
| Change in split-interest agreements | (20,842) |
| Change in notes receivable | 503,660 |
| | |
| NET CASH PROVIDED BY INVESTING ACTIVITIES | 334,581 |
| NET DECREASE IN CASH AND CASH EQUIVALENTS | 60,913 |
| CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR | 344,961 |
| CASH AND CASH EQUIVALENTS, FOR THE END OF YEAR | \$ 405,874 |

NOTES TO FINANCIAL STATEMENTS December 31, 2018

1. Organization

Synod of Southern California and Hawaii, Presbyterian Church (U.S.A) ("the Synod"), is one of the sixteen regional governing bodies within the Presbyterian Church (U.S.A), and as such is exempt from federal income tax under the IRS code Section 501(C) (3). It is incorporated in the state of California as a not-for-profit organization and is exempt from state income tax. Within the Presbyterian Church (U.S.A), a synod is responsible for the mission of the church throughout the region.

2. Summary of Significant Accounting Policies

A summary of the significant accounting policies applied in the preparation of the accompanying financial statements is as follows:

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting.

Accounting

To ensure observance of certain constraints and restrictions placed on the use of resources, the accounts of the Synod are maintained in accordance with the principles of net asset accounting. This is the procedure by which resources for various purposes are classified for accounting and for reporting purposes into net asset classes that are in accordance with specified activities or objectives. Accordingly, all financial transactions have been recorded and reported by net asset class as follows:

Unrestricted. These generally result from revenues generated by receiving unrestricted contributions, providing services, and receiving interest from investments less expenses incurred in providing program-related services, raising contributions, and performing administrative functions.

Unrestricted-Council Designated. These are comprised of resources that the Synod Commission of Assembly established as being for future program and capital expansion and cash flow resources. For purposes of complying with net assets accounting, this fund is included in unrestricted net assets at December 31, 2018.

Temporarily Restricted. The Synod reports gifts of cash and other assets as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or the purpose of the restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statement of Activities as net assets released from program or capital restrictions.

NOTES TO FINANCIAL STATEMENTS December 31, 2018

2. Summary of Significant Accounting Policies, continued

Permanently Restricted. These net assets consist of contributions that are limited by donor-imposed stipulations to invest the principle in perpetuity but allow expenditure of the income.

Cash and Cash Equivalents

The Synod has defined cash and cash equivalents as cash in banks and certificates of deposits with an original maturity of three months or less.

Intentions to Give

Annually, the Synod determines the amount that each presbytery is to contribute to the Synod as its per capita payment. The amount is calculated from the total church membership figures of each presbytery as reported to the General Assembly. While a Presbytery is expected to make its full per capita payment, there is no legal requirement that they do so. Since these intentions to give do not meet the criteria for revenue recognition under generally accepted accounting principles, they are not reflected as contributions in the Statement of Activities until the per capita payments are collected.

Investments

Investments in money market funds and marketable securities are reported at their fair market values based upon published quotations. Investments for which the fair market values are not readily determinable are recorded at cost or, if received as a contribution, at their fair market values as determined at the time of the gift. Securities are generally held in custodial investment accounts administered by financial institutions. Money market funds held in securities institutions and not used for operations are included in investments.

Investment purchases and sales are accounted for on a trade - date basis. Realized gains and losses are calculated based upon the underlying cost of the securities traded. Interest and dividend income is recorded when earned. Gains and losses, and interest income, are reflected in the Statement of Activities (see Note 4).

Fair Value Measurements

Generally accepted accounting principles provide guidance on how fair value should be determined when financial statement elements required to be measured at fair value. Valuation techniques are ranked in three levels depending on the degree of objectivity of the inputs used with each level:

Level 1 inputs - quoted prices in active markets for identical assets

Level 2 inputs - quoted prices in active or inactive markets for the same or similar assets

Level 3 inputs - estimated using the best information available when there is little or no market

NOTES TO FINANCIAL STATEMENTS December 31, 2018

2. Summary of Significant Accounting Policies, continued

The Synod is required to measure pledge contributions, split-interest agreements, and certain investments at fair market value. The specific techniques used to measure fair value for these financial statement elements are described in the notes below that relate to each element.

Concentration of Credit Risks

The Synod places its temporary cash investments with high credit, quality financial institutions. At times, such investments may be in excess of Federal Deposit Insurance Corporation insurance limit. The Synod has not incurred losses related to these investments. Cash in one financial institution at December 31, 2018, was \$329,286.

The Synod holds investments in the form of equities, certificates of deposit, corporate bonds (fixed income), and money market accounts. Fair market values of the Synod's investments are routinely reviewed by the Synod's Commission of Assembly.

Property and Equipment

Property and equipment are recorded at cost if purchased or at fair value at the date of donation if donated. Depreciation is computed on the straight-line basis over the estimated useful lives of the related assets. Maintenance and repair costs are charged to expense as incurred. Property and equipment are capitalized if the cost of an asset is greater than or equal to five hundred dollars and the useful life is greater than one year.

Income Taxes

The Synod is exempt from taxation under Internal Revenue Code Section 501(C)(3) and California Revenue and Taxation Code Section 23701d.

Use of Estimates

The preparation of financial statements in conformity with principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of assets, liabilities, revenues and expenses as of the date and for the period presented. Actual results could differ from those estimates.

Subsequent Events

Management has evaluated subsequent events through November 22, 2019 the date which the financial statements were available for issue. No events or transactions have occurred during this period that appear to require recognition or disclosure in the financial statements.

NOTES TO FINANCIAL STATEMENTS December 31, 2018

3. Trust Deed Notes and Grants Receivable

Trust deed notes receivable of \$58,766 represent funds advanced to churches and other approved religions and community organizations through the Synod's Church Development Fund. The trust deed notes are stated at the unpaid principal balances, less an allowance for doubtful receivables. The trust deed notes are collateralized by mortgages on the respective properties held and title is held by the Synod as a valid lien against the respective properties. Many of the trust deed notes have below market interest rates at the time of issuance and imputed interest is not being calculated on the unpaid principal over the term of the loan. Although interest calculations and prepayment terms have been previously identified in note agreements, the Synod has not always required strict adherence to those terms. As a result, interest is recorded on a received (cash) basis and an allowance has been provided for those trust deed notes which management considers doubtful based on their past due status. At its discretion, the Synod reclassifies some unpaid balances of the "trust deed notes" to "grants receivable" when the notes are determined by management to be completely uncollectible in the interim due to the borrowing church's inability to meet the repayment terms, or the church's deteriorating financial condition. Therefore, grants receivable represents unpaid principal balances that are subordinated liens on church properties and are expected to be repaid only upon church dissolution or sale of the church property.

4. Investments

Significant information about investments at December 31, 2018 is summarized as follows:

| Equíties | \$7,779,159 |
|---------------------------|---------------------|
| Certificates of deposit | 1,175,102 |
| Fixed income funds | 3,760,479 |
| Cash and cash equivalents | 153,892 |
| | <u>\$12,868,632</u> |

Changes in investments for the year ended December 31, 2018 is as follows:

| Beginning balance at January 1, 2018 | \$13,751,963 |
|--------------------------------------|---------------------|
| Sale of investments, net | (409,335) |
| Unrealized loss on investments | (1,038,568) |
| Reinvested interest and dividends | 564,572 |
| Ending balance at December 31, 2018 | <u>\$12,868,632</u> |

NOTES TO FINANCIAL STATEMENTS December 31, 2018

5. Split-Interest Agreements

Certain individuals have pledged unconditional support in the split-interest agreements to be paid to the Synod at various, but yet undetermined, future dates. These agreements are managed and held by the Presbyterian Foundation ("the Foundation"), who provided the fair market value of these investments as of December 31, 2018. The split-interest agreements held by the Foundation at December 31, 2018 are as follows:

| Distribution income-lump sum | \$ 41,408 |
|---------------------------------------|--------------|
| Pooled funds with charitable interest | 6,480 |
| | \$ 47,888 |

6. Fair Value Measurements

The table below presents the balances of assets measured at fair value at December 31, 2018 on a recurring basis:

| | Level 1 | Le | vel 2 | - | Level 3 | <u>Total</u> |
|---------------------------|---------------|----|-------|----|---------|---------------------|
| Equities | \$7,779,159 | \$ | - | \$ | - | \$7,779,159 |
| Fixed income funds | 3,760,479 | | | | | 3,760,479 |
| Split interest agreements | | | | | 47,888 | 47,888 |
| | \$ 11,539,638 | \$ | | \$ | 47,888 | <u>\$11,587,526</u> |

The fair value of equities has been measured on a recurring basis using quoted prices for identical assets in active markets (Level 1 inputs).

The fair value of split interest agreements is measured on a recurring basis by calculating the change in value of the Synod's beneficial interest (Level 3 inputs).

Significant information regarding split-interest agreements classified by the Synod within Level 3 of the fair value hierarchy for the year ended December 31, 2018 is as follows:

| Beginning balance | \$ 53 , 495 |
|-----------------------------------|--------------------|
| Change in value of split interest | (5,607) |
| Ending balance | <u>\$ 47,888</u> |

7. Property and Equipment

Property and equipment at December 31, 2018 consist of the following:

| Furniture and fixtures | \$ 35, 196 |
|--------------------------------|---------------|
| Less: accumulated depreciation | (34,243) |
| | \$ <u>953</u> |

Depreciation expense for the year ended December 31, 2018 was \$748.

NOTES TO FINANCIAL STATEMENTS December 31, 2018

8. Commitments and Contingencies

Obligations Under an Operating Leases

The Synod leases equipment under an operating lease with various terms. Future minimum payments, by year end in the aggregate, under these leases with initial or remaining terms of one year or more, consist of the following:

| Year ended December 31, | |
|-------------------------|--------------|
| 2019 | \$ 5,748 |
| 2020 | 5,748 |
| 2021 | 5,748 |
| 2022 | 5,748 |
| 2023 | 4,790 |
| 2023 | \$ 27,782 |

Rent expense under the operating lease for equipment for the year ended December 31, 2018 was \$6,957.

Legal Matter

The Synod received a subrogation demand claiming reimbursement for losses incurred by a third party from the Sherpa Fire, wildfire in Santa Barbara County occurring in June of 2016 and alleged flooding resulting therefrom which occurred in January 2017 allegedly to a facility owned by the Presbyterian Camp and Conference Centers, Inc. The insurance company for the Synod replied to the letter denying the third party's claim as the Synod does not own, manage, or maintain the Presbyterian Camp and Conference Center. Accordingly, no provision for any estimated loss is reflected in the accompanying financial statements.

Other Commitments

The Synod, as needed, guarantees notes, loans, and grants made to individual churches by the Board of National Missions either directly or through the Synod. The obligations, which are secured by church property, are payable from the various churches directly to the General Assembly Presbyterian Investment and Loan Program ("PILP"), which absorbed the Board of National Missions and also the Board of Church Extension into its loan program.

NOTES TO FINANCIAL STATEMENTS December 31, 2018

9. Temporarily Restricted Net Assets

Temporarily restricted net assets at December 31, 2017 consist of the following:

| Church development | \$ 4,374,834 |
|------------------------------|---------------------|
| McKee Fund | 1,175,102 |
| Unitrusts and pooled funds | 399,254 |
| Officiality and pooled runds | <u>\$ 5,949,190</u> |

For the year ended December 31, 2018, net assets released from program restrictions were \$472,846.

10. Permanently Restricted Net Assets and Endowment Funds

Permanently restricted net assets represent contributions which the donor has stipulated that the principal is to be kept intact in perpetuity and only the interest and dividends therefrom may be expended for unrestricted purposes. At December 31, 2018, permanently restricted net assets were \$2,724,893.

General accepted accounting principles provide guidance on the net asset classification of donor-restricted endowment funds for nonprofit organization that is subject to an enacted version of the Uniform Prudent Management of Institutional Funds Act of 2006 ("UPMIFA"). It also requires additional disclosures about an organization's endowment funds (both donor-restricted endowment funds and Board-designated endowment) whether or not the organization is subject to UPMIFA.

The Synod classifies as permanently restricted net assets, (a) the original value of the gifts to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. Endowment net assets composition by type of fund as of December 31, 2018:

| | Permanently |
|----------------------------------|-------------|
| | Restricted |
| Donor-restricted endowment funds | \$2,604,864 |
| | 22,307 |
| Split-Interest agreements | \$2,627,171 |

NOTES TO FINANCIAL STATEMENTS December 31, 2018

10. Permanently Restricted Net Assets and Enrollment Funds, continued

Changes in endowment net assets as of December 31, 2018 are as follows:

| | Permanently |
|-------------------|-------------|
| | Restricted |
| Beginning balance | \$2,950,171 |
| Change in Value | (225,278) |
| 5 | \$2,724,893 |
| Ending balance | |

11. Employee Benefit Plan

Employees who work a minimum of twenty hours a week are entitled to become members of the Presbyterian Pension and Benefit Plan ('the Plan"), which is a benefit plan administered on behalf of member organizations by the Board of Pensions of the Presbyterian Church (U.S.A.). The Plan provides medical, death and disability, and retirement benefits to its members, and the Synod contributes 23%, 1%, and 11%, respectively, for those benefits. The Synod's contribution is calculated utilizing the greater of the employee's annual salary or the minimum pension participation median salary, as defined by the Board of Pensions. There are no employee contributions to the Plan and the Synod's contributions are made monthly. Information with respect to accumulated benefits and net assets available for benefits, as it relates solely to the Synod's employees, is not available.

Retirement expense for the year ended December 31, 2018 was \$61,103.

SUPPLEMENTAL INFORMATION

STATEMENT OF FINANCIAL POSITION BY FUND December 31, 2018

| | | Unrestricted | | | | | Temporarily | Restricted | Permanently Restricted | | | | | | |
|--|----------------|--------------|--------------|----------|---------------|----|-------------|--------------|------------------------|------------|---------------|-------------|-------------------|------------|-------------------|
| | | | | | Church Total | | | | Total | Total | | | | | |
| | General | Council | Total | Uni | Unitrusts and | | velopment | | Temporarily | 122 | Jnitrusts and | Permanently | | | Grand |
| | Operating Fund | Designated | Unrestricted | Poo | led Funds | | Fund | McKee Fund | Restricted | P | ooled Funds | Rest | ricted | 1 | Total |
| ASSETS | | | | | | • | | | | Į. | | | 194 | | |
| Cash and Cash Equivalents: | | | | | | | | | | | | | 1011 | | |
| General Operating Fund | \$ 76,816 | \$ - | \$ 76,816 | \$ | - | \$ | - | \$ - | \$ - | \$ | - | \$ | - 10 | \$ | 76,816 |
| Restricted Funds | 47,820 | - | 47,820 | | 280,230 | | 1,008 | | 281,238 | <u>_</u> | | | | - | 329,058 |
| Total Cash and Cash Equivalents | 124,636 | | 124,636 | | 280,230 | | 1,008 | - | 281,238 | 4 | | | | - | 405,874 58,766 |
| Trust deed notes and grants receivable | | | - | | | | 58,766 | | 58,766 | ă | | | - | | 50,467 |
| Accounts Receivable-Others | 50,467 | | 50,467 | | | | | | - | Ä | 07.777 | | - 5 | | 30,467 |
| Due to/Due from | (571,971) | (221,307) | (793,278) | | 93,443 | | 602,113 | | 695,556 | Ġ | 97,722 | | 97,722 | | 991 |
| Prepaid expenses | 991 | | 991 | | | | | | 4 000 040 | À | 2 504 954 | 2.0 | 04.954 | 1 | L2,868,632 |
| Investments | 865,921 | 4,509,798 | 5,375,719 | | | | 3,712,947 | 1,175,102 | 4,888,049 | ä | 2,604,864 | 2,0 | 04,864 22,307 | | 47,888 |
| Split interest agreements | | | - 1 | | 25,581 | | | | 25,581 | ġ. | 22,307 | | 22,307 | | 953 |
| Property and equipment, net | 953 | | 953 | | | _ | | | | <u>#</u> — | | | | - | |
| | | 4 | | | 200 254 | 4 | 4 774 074 | ć 1 17C 103 | \$ 5,949,190 | 5 | \$ 2,724,893 | \$ 2 - | 24,893 | 41 | 13,433,571 |
| TOTAL ASSETS | \$ 470,997 | \$ 4,288,491 | \$ 4,759,488 | \$ | 399,254 | \$ | 4,374,834 | \$ 1,175,102 | \$ 5,949,130 | = | 2,724,053 | ٠,١٥ ج | 24,633 | | 13,433,371 |
| LIABILITIES AND NET ASSETS | | | | | | | | | | | | | 2 | | |
| LIABILITIES AND NET ASSETS | | | | | | | | | | B. | | | 1 | | |
| Accounts Payable and Accrued Expense | s Ś 94,923 | \$ - | \$ 94,923 | Ś | - | \$ | | \$ - | - | A r | \$ - | \$ | - 1 | \$ | 94,923 |
| Accounts rayable and Accided Expense | 3 3-,525 | 7 | φ 31,323 | | | • | | • | 80 60 80 | | | | | | |
| TOTAL LIABILITIES | 94,923 | - | 94,923 | | - | _ | - | | - | Æ | - | | - | | 94,923 |
| | | | | | | | | | | 顯 | | | 100 100 100 | | |
| NET ASSETS | | | | | | | | | | | | | | | 376,074 |
| Unrestricted | 376,074 | | 376,074 | | | | | | - | | | | - 8 | | 4,288,491 |
| Unrestricted-Board Designated | | 4,288,491 | 4,288,491 | | | | | | - | | | | - 18 | | 5,949,190 |
| Temporarily restricted | | | - | | 399,254 | | 4,374,834 | 1,175,102 | 5,949,190 | | 2 724 002 | 2 | 724 902 | | 2,724,893 |
| Permanently restricted | | | - | | | | | | | | 2,724,893 | ۷, | 724,893 | | 2,124,033 |
| | | | - | <u> </u> | 200 25 : | 0 | 4.274.604 | 1.175.102 | 5,949,190 | - | 2,724,893 | | 724,893 | | 13,338,648 |
| TOTAL NET ASSETS | 376,074 | 4,288,491 | 4,664,565 | | 399,254 | | 4,374,834 | 1,175,102 | 5,949,190 | - M | 2,724,693 | | 124,053 | M - | 13,330,040 |
| TOTAL LIABILITIES AND NET ASSETS | \$ 470,997 | \$ 4,288,491 | \$ 4,759,488 | \$ | 399,254 | \$ | 4,374,834 | \$ 1,175,102 | \$ 5,949,190 | | \$ 2,724,893 | \$ 2, | 724,893 | \$ | 13,433,571 |

STATEMENT OF ACTIVITIES BY FUND Year ended December 31, 2018

| | General Operating Fund | Unrestricted Council Designated | Total Unrestricted | Unitrusts and Pooled Funds | Temporarily Church Development Fund | Restricted McKee Fund | Total Temporarily Restricted | Permanently Unitrusts and Pooled Funds | Restricted Total Permanently Restricted | Grand Total |
|---|--|----------------------------------|---|--|--|------------------------------|--------------------------------------|--|---|--|
| REVENUE AND SUPPORT Interest and dividend income Per capita apportionment Contributions and grants Miscellaneous income Net assets released from program restrictions | \$ 77,341 125,609 - 17,005 472,846 | \$ 149,015 | \$ 226,356 125,609 - 17,005 472,846 | \$ 108,044 - 6,596 - (128,725) | \$ 220,955 - - - (344,121) | \$ 9,218 - - - - | \$ 338,217 - 6,596 - (472,846) | \$ - | \$ - - - - - | \$ 564,573 125,609 6,596 17,005 |
| TOTAL REVENUE AND SUPPORT | 692,801 | 149,015 | 841,816 | (14,085) | (123,166) | 9,218 | (128,033) | | | 713,783 |
| EXPENSES Program services: Church development Related mission partners Support services: Administration | 239,501 358,083 417,952 | | 239,501 358,083 417,952 | - | | - | - | - | - - - | 239,501 358,083 417,952 |
| TOTAL EXPENSES | 1,015,536 | | 1,015,536 | | | | | - | | 1,015,536 |
| CHANGE IN NET ASSETS BEFORE OTHER CHANG | (322,735) | 149,015 | (173,720) | (14,085) | (123,166) | 9,218 | (128,033) | - | - | (301,753) |
| OTHER CHANGES Unrealized loss on investments Change in value of split-interest agreements | (105,188) (3,120) | (423,387) | (528,575) (3,120) | - | (274,595) | - | (274,595) | (224,594) (684) | (224,594) (684) | (1,027,764) |
| CHANGE IN NET ASSETS | (431,043) | (274,372) | (705,415) | (14,085) | (397,761) | 9,218 | (402,628) | (225,278) | (225,278) | (1,333,321) |
| NET ASSETS, BEGINNING OF YEAR | 807,117 | 4,562,863 | 5,369,980 | 413,339 | 4,772,595 | 1,165,884 | 6,351,818 | 2,950,171 | 2,950,171 | 14,671,969 |
| NET ASSETS, END OF YEAR | \$ 376,074 | \$ 4,288,491 | \$ 4,664,565 | \$ 399,254 | \$ 4,374,834 | \$ 1,175,102 | \$ 5,949,190 | \$ 2,724,893 | \$ 2,724,893 | \$ 13,338,648 |

ATTACHMENT 3

CÍCLICA LA REPORT FOR THE YEAR 2019

CICLICA 2019 REPORT

Ministry or Organization Name: Ciclica

Organization Address: 65 N. Raymond Ave, Suite 240,

Pasadena, CA 91103

Phone: 626-320-3843/818-482-3045 Co-Director(s) Jaime Lazaro/Martin Garcia

Date December 6, 2019

Phones 626-320-3843/818-482-3045

Email Addresses pastormgarcia64@gmail.com/

jaimelazarov@gmail.com



1. Description of Ciclica's activity and accomplishments in 2019.

- Participants in 2019 Ciclica's training are leaders currently starting new congregations or
 planning to start a new congregation. In previous years, we had participants who were
 leaders or pastors of congregations; however, this year (2019), we had participants really
 engage in new church planting. Therefore, this year we developed a more strict selection
 process for applicants to Ciclica's church planting training. This is one of the lessons
 learned from previous years.
- 2019 also was a year to consolidate our training curriculum that leads participants to have a written plan at the end of the 12-month training process. The following are the sessions we had in 2019:
 - Jan 28 "Why planting new churches?" by Cory Marquez (New Abby Church in Pasadena)
 - Feb 25 "Understanding our community" by Daniel Prieto (Altar Church in Azusa)
 - Mar 25 "Planting Spanish speaking churches in the US" by Dr. Juan Martinez (Fuller Theological Seminary)
 - Apr 29 "Introduction to Entrepreneurship" by Mike Herman (Neema Consulting in Compton)
 - May 20 "What kind of church you want to plant: the mission and the vision by Vladimir Lugo (Loyola Marymount)
 - Jun 24 "Towards a Balance Life in the Church Planter" by Dr. Marcel Ponton (Fuller Theological Seminary/UCLA)
 - July 29 "The importance of having a launching plan" by Jon Ziegler (Church of the Resurrection in Highland Park)
 - Aug 26 "Developing a Budget and Creating a Fundraising Plan" by Martin Garcia (Ciclica)
 - Sep 30 "Relational Evangelism" by Jaime Lazaro (Ciclica)
 - Oct 28 Annual Conference for Church Planters sponsored by 1001 New Worshiping Communities
 - Nov 18 "Towards the Development of a Missional Congregation" Jaime Lazaro/Martin Garcia (Ciclica)
 - Dec 30 "New Worshiping Community Project Presentation"

- 2019 set also the beginning of a new project we are calling Ciclica Express. Cíclica Express is an intensive, strategic, and practical church planting online training that enables Planters, Pastors, and Leaders with tools to do Church in a post-Christian world. This is a new innovative way to train potential planters using today's technology and distance education programs. Currently, we are in the production and post-production process, as well, we are currently working on making an agreement with the 1001 New Worshiping Communities leadership to become their official distance training program to provide tools for Latino planters across the United States.
- We had a group of 5 planters sponsored by the Pacific Southwest Region of the Christian Church (Disciples of Christ) making Ciclica's training program intentionally ecumenical.
- Ciclica training program is generating the following Presbyterian ministries:
 - Planting process of La Iglesia de Panorama City (Presbytery of San Fernando)
 - Re-planting process of Iglesia Presbiteriana in Little Rock, California (Presbytery of San Fernando)
 - Plan to start a new congregation in Downey or any other city in Southeast County of Los Angeles (Presbytery of Los Ranchos)
 - A former participant of Ciclica became the pastor of Iglesia Presbiteriana Emanuel in Claremont, California (Presbytery of San Gabriel)
 - A former participant of Ciclica became a postulant in the Presbytery of Los Ranchos.

2. Goals and objectives for the coming year of ministry.

The following are the goals for the coming year:

- Start the 2020 Cohort by the last Monday of January.
- Complete by March the full curriculum for Ciclica Express and test the online platform.
- Start Beta Ciclica Express by April/May.
- Raise the necessary funds to continue the work of Ciclica beyond the funds provided by Synod in 2020.
- Develop Ciclica's Board of Directors.
- Organize Ciclica's first fundraising event in collaboration with Ciclica's board of directors by early 2020 Fall.
- Start or re-plant at least three churches within the boundaries of the Synod.

3. Ciclica's challenges.

- Organized and structure the new nonprofit organization for Ciclica.
- Gather a board of directors with a passion for starting churches among Latinos in the United States and beyond.
- At this point, Ciclica's main challenge is to have a stream of income to continue operating beyond 2020.

• Have the marketing structure to promote Ciclica Express to make it successful in the Spanish speaking world.

4. A story of success of a participant in Ciclica's training program.

Pastor Edward is a young Millennial pastor leading a first-generation Latino congregation in Los Angeles. For years, Pastor Edward has struggled to guide this congregation and make it grow. Pastor Edward is very analytical and he saw that in his congregation there were three different groups: the first generation Spanish dominant group. The bridge generation that can move in both worlds, the Spanish dominant and the English dominant. Then, he has the English dominant group. Pastor Edward had tried different ways to minister to the English and Spanish dominant groups, at the end of the day, the Spanish dominant group seems to have more weight in the final decisions; but, in the end, the English dominant group gets the impact of not minister to them properly. Pastor Edward has been praying for an answer to this puzzle.

Ciclica Cohort has been the answer to Pastor Edward's prayers. He has seen God speaking to his questions through each one of the sessions presented at Ciclica. Now, Pastor Edward is planning to start a church to minister to the English dominant group while keeping the Spanish speaking group respecting the traditions of this group. Through the new English church, Pastor Edward will be able to minister to the English dominant group and even to reach out to others that are trapped in this cycle in other Spanish speaking congregations not willing to change. For Pastor Edward, God has been present for him through Ciclica.

5. Projected 2020 Budget

Projected Income for the Fiscal Year 2020

| Ciclica | Participants Dues Donations Conferences Workshops Miscellaneous | \$5,000.00 \$10,650.00 \$1,250.00 \$1,250.00 \$500.00 |
|-----------------------|---|---|
| | SUB-TOTAL | \$18,650.00 |
| Synod of So. Cal & Hi | Grant | \$70,000.00 |
| | SUB-TOTAL | \$70,000.00 |
| PCUSA | 1001 NWC Special Grants | \$3,000.00 |
| | SUB-TOTAL | \$3,000.00 |

GRAND TOTAL

\$91,650.00

Projected Expenditures for the Fiscal Year 2020

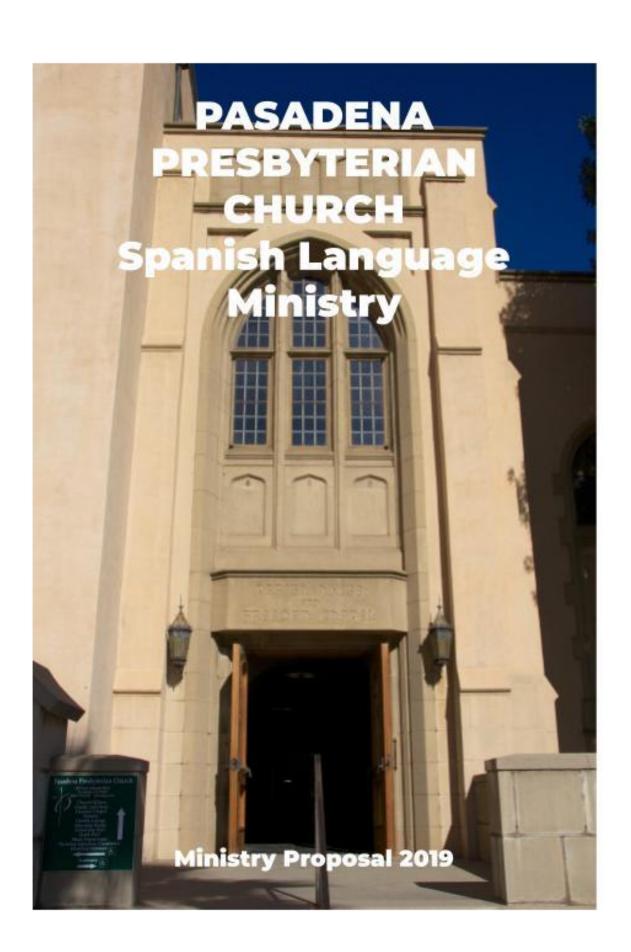
| Expenses | Lines |
|-----------------|-------|
|-----------------|-------|

| Projected Expenditures for the Fiscal Year 2020 | \$91,650.00 |
|---|-------------|
| Fundraising | \$2,000.00 |
| Salaries and Directors Expenses | \$54,600.00 |
| Marketing | \$1,500.00 |
| Media and Equipment | \$2,200.00 |
| Program | \$15,400.00 |
| Administration | \$15,950.00 |

ATTACHMENT 4

PARTNERING GRANT REQUEST

PASADENA PRESBYTERIAN CHURCH – SPANISH LANGUAGE MINISTRY AND SAN GABRIEL PRESBYTERY







Dear Presbytery of San Gabriel and Synod of Southern California and Hawaii,

It is with great joy that we share with you the call of Pasadena Presbyterian Church to support the people of our Spanish Language Ministry under the leadership of Pastor Martin García. He has felt God's call to stay with PPC and make the church grow.

Pasadena has become more gentrified over the past ten years, as hundreds of Latinos have moved out of Pasadena because of the cost of housing. This community has changed and we need to identify the reality of Latinos in Pasadena in order to reach out to the Latino community in a more effective way. And while gentrification continues to increase housing costs, one in every five Latinos in Pasadena continues to live in poverty. Pasadena needs new, Latino churches that will effectively proclaim the gospel in both word and deed. Our plan as Spanish Ministry in Pasadena Presbyterian Church is to focus on the following two benchmarks: (1) Enter into an SLM re-launching process, and (2) Develop a strategy to work with Latino youth and collaborate with the children's ministry. This strategy will focus on the multicultural ethos of PPC and the reality that Latino children and youth will have English as their first language, therefore, this strategy will focus on building a youth group that will develop a mindset that will cross ethnic barriers.

Our hope is that the following pages communicate our vision and strategy for starting this new SLM strategy to make this ministry grow and thrive. It is our desire to see God glorified through lives transformed by the Gospel.

The purpose of this document is to give you an overview of how we will be moving forward with the hope you will be led to keep supporting us in this endeavor. The use of money remaining in the grant provided by the Presbytery and Synod are included for your review. We know this will not be an easy road for us and are therefore depending on your prayer and support. If you have any questions or need any clarification, please don't hesitate to contact us.

The Session of Pasadena Presbyterian Church



SLM PASTOR: REV. MARTIN GARCIA

Martin García is a teaching elder with the PCUSA at the Presbytery of Los Ranchos, for years Martin has also been an advocate of immigrants and social justice in general. For that reason, Martin has worked for LA Voice, World Vision US, Volunteer Los Angeles, First 5 LA, the YMCA, plus he has been an adjunct professor at several universities in Southern California.

Also, Martin has planted two churches, one in downtown Los Angeles and another one in Whittier. Currently, Martin is co-developing Ciclica LA, a movement to train Latino pastors to plant churches in the context of the United States. As well as being the Director of Cyclical Los Ranchos, an effort to develop new congregations in this presbytery.

Martin has studied at New York Theological Seminary, University of Southern California, Harvard Divinity School, Claremont School of Theology, and the Monterrey Institute of Technology in Monterrey, Mexico.

Martin is married to Sandy, a public school teacher/instructional coach in Pasadena Unified School District and an avid runner/hiker, and they share life with their child: Michael; together with their dogs, cats, guinea pigs, and birds.

Why...



Enter into an SLM re-launching process

The reality of Latinos in Pasadena has changed in the last five years. Schools are closing because they are losing students because their families are moving out. However, Latinos are 34.4% in Pasadena and they are concentrated in northwest Pasadena and southwest Altadena. This reality is moving us to start a re-launching process as a congregation. SLM needs a Re-Launch Strategy that will force us to clarify our vision, it'll give us a focusing tool for everything we and our team do leading up to re-launch and re-brand SLM in the Latino community in Pasadena. This re-launching will help us determine the best opportunities for advancing our SLM ministry.

A well-thought-out re-launching plan greatly increases the probability of re-building a healthy and growing church. Just as we would think through every detail in creating a business plan, we want to think through the details of re-launching our church by creating a ministry plan. Our ministry plan will be a compelling resource that would be used to demonstrate how we will re-actualize our vision as PPC SLM. Every time we cast vision to a potential partner, we'll want them to have a copy of our SLM ministry plan.

PURPOSE FOR THE RE-LAUNCHING PROCESS

January 2020. Through this re-launching process, SLM will demonstrate a clear calling. Our ministry plan is largely based on God's calling for us to serve Latinos in Pasadena. That is why in this new re-launching process, we want to answer some important questions as a first stage in order to develop the right re-launching process:

- What is the reason of SLM in Pasadena?
- What do we offer different than the other Latino churches in Pasadena?
- If we don't offer anything different, what can we offer different?
- Where are Latinos living in Pasadena?
- What are the biggest challenges for Latinos in Pasadena? How SLM can help to bring solutions?
- When do we expect to relaunch SLM?

Our calling should answer all of these questions to a new purpose statement for SLM as a source of impact and transformation for Latinos in Pasadena. We will work on answering these questions in the month of January of 2020.

February-March, 2020. During the month of February and having these key questions answer, SLM will start a Marketing strategy launch to get the word out about SLM. The following are the key marketing strategies:

- Create a Relaunching Team that will be working on the main strategies.
- Create a Prayer Team that can be working arm to arm with the Relaunching Team to pray for every strategy planned.
- We will describe how SLM will build relationships and inspire current members and members of the other language ministries to invite new people to SLM relaunch.
- Have a re-branding of SLM that will include social media, website, banners, flyers, door hangers, etc.
- Organize events and activities to promote SLM and the launching day.
- Identify community hubs and gatekeepers that you will connect with prior to launch.

April 2020. A potential target to relaunch SLM is Easter Sunday, tentatively this will be the launching date, however, based on the analysis made in January, this can change if that is a better strategy. The following is a tentative checklist for the relaunching day:

| SETUP | - IS EVERYTHING EXCELLENT? |
|--------------|--|
| | Bathrooms clean |
| | Parking lot clean |
| | Storage bins out of sight |
| | ☐ Roll away carts, guitar cases all storage needs to be out of sight |
| | Clean Pews |
| | Cords covered with a rug or gaff tape |
| | |
| <u>SIGNA</u> | GE - WILL MY GUEST KNOW WHERE TO GO? |
| | Do they know where to park? |
| | Do they know where to enter the building? |
| | Do they know where their kids go? |

| | Do they know where the bathrooms are? |
|--------|--|
| | Do they know where the service site is? |
| | |
| | ONMENT - HOW DOES IT FEEL? |
| | Sight, Sound, Smell |
| | Music playing in background |
| | Greeters in place |
| | Greeters in parking lot |
| | Outgoing personalities |
| | Don't put food out for guest |
| | ☐ Smell of food is unappealing to visitors |
| | You will run out of food for those that show up late |
| | It feels like a life-giving church |
| TEAM - | - ARE WE READY? |
| | Sound check |
| | Everyone knows his or her queue |
| | Transitions ready |
| | Service Flow ready |
| | |
| | DR - AM I READY? |
| _ | I know how I will start |
| | I know my transitions |
| | I know how my message will end |
| | I know my salvation prayer and closing prayer |
| | I know how I will end the service |
| | My production and worship team knows all the above |
| AFTER | SERVICE - WHAT'S NEXT? |
| | I worked hard to meet as many people as I could |
| | I was able to get as many appointments as I could |
| | My team is still engaged |
| | Congratulate dream team on a great launch day (regardless of how you felt the day went) |
| _ | Equipment broken down and all rooms set up better than you found them |
| _ | I turned our attendance and salvation numbers into ARC |
| _ | Revised this document prior to next service |
| _ | The state of the s |

May-December, 2020. Once the launch happens, the follow up is the most important part. We have to remember that people come looking for what they need: a church with a good children's program, a good youth group, a good discipleship process, etc. Therefore, SLM will have to develop a process to keep the fire alive for anyone coming and attending on Sunday. Therefore, in this stage is very important to have quality activities for children, youth, young adults, men, women, etc. Then, from May to December of 2020, we need to organize different groups that will continue feeding the needs of church participants. That is why also important to have a post launch plan by early May. This plan will focus on two areas, retaining the new people and teaching them about SLM and PPC, and developing ministries to serve everyone (women, men, youth, etc).



Proposed Budget

| TOTAL | \$46,000,00 |
|-------------------------------|-------------|
| Youth Coordinator | 12,000.00 |
| SLM Pastor's Salary | 17,000.00 |
| Discipleship and Spirituality | 5,000.00 |
| Outreach | \$12,000.00 |