



# ANNUAL REPORT

2014 — 2015



# TABLE OF CONTENTS

PASTORS REPORT _____	5
<i>Bob Zurinsky</i>	
BUDGET & FINANCES _____	10
<i>Aaron McConkey</i>	
ADMINISTRATIVE REPORT _____	12
<i>Kirby White</i>	
LEADERSHIP TEAM REPORT _____	14
<i>Patricia Kloster</i>	
REFLECTIONS ON CORE VALUES _____	16
Family, living alongside — <i>Trevor White</i>	
Teaching, seeking wisdom — <i>Mike Nealy</i>	
Discipling, walking beside — <i>Marilynn Moritz</i>	
Neighboring, turning outward — <i>Dave Martin</i>	



# PASTOR'S REPORT

*Bob Zurinsky, Senior Pastor & Leadership Team Member*

What a year this has been so far! For me personally, 2015 has been a season of transition, moving from a long-time commitment at SPU to this wonderful little community in Phinney Ridge. Although I am feeling this season of change acutely as an individual, I also sense that for the Emmanuel family as a whole, something fresh is in the air. I can hear it in my conversations with individuals, and I can see it in our gatherings on Sunday mornings. For all of us, in one way or another, 2015 marks the beginning of a new chapter. New-ness like this can be scary sometimes, but it's so, so right.

I think that often the life of a pastor can be a bit mysterious for many people in the church. Let me share with you some of what has been occupying my time and energy for the last two-and-a-half months, and then reflect on where I see us going together.

## MEETING WITH YOU

One of my first priorities as senior pastor has been simply meeting you and hearing about your heart and life. Early on, I asked you to reach out to me and suggest a time when we could get together, and so many of you have responded. Over the last 10 weeks, I've had a chance to meet individually for coffee or a meal with 57 members of our family. Some of you have been here for a lifetime, and I've delighted in hearing your stories and your vision. Some of you have been checking out the Emmanuel community for just a few weeks, and I've listened carefully to your hopes and dreams for a church home. Thank you to all who have reached out to set up a meeting time - but we're not done yet! If you've been waiting for things to slow down, these next few weeks would be a great time to be in touch, so please find me on Sunday or shoot me an email.

# PASTOR'S REPORT CONTINUED

## RECRUITING HELP

Although we are a small church, it requires an amazing amount of volunteer effort to produce our Sunday worship and fellowship gatherings and to maintain our facility as a welcoming space. This should be the work of the whole church. For the last couple years, the burden of these responsibilities has fallen on a small handful of dedicated servants, but I could see that they would need additional assistance from the community to avoid burnout and to allow our meeting times to be a blessing for all instead of a curse for a few - this is one way we can care for each other as family. We put out a request for help, and your generous response has set us on a new, healthier trajectory for everyone involved. We always have room for new volunteers to join the team (so please do let me know your interest), but so-far we've found:

- 12 PEOPLE who can help with sanctuary design and decorations
- 4 PEOPLE to run the sound system and record sermons on Sundays
- 4 PEOPLE to learn the computer and slideshow projection system
- 3 PEOPLE to design and print our Sunday bulletins
- 14 PEOPLE to serve as greeters and ushers
- 10 PEOPLE to brew coffee and set up the beverage table on Sundays
- 17 PEOPLE to prepare food for our fellowship time after the service
- 15 PEOPLE to be on-call for maintenance projects around the building
- 12 PEOPLE to assist with gardening and growing food for our neighbors
- 8 PEOPLE to help with weekly mowing and landscaping needs
- 9 PEOPLE willing to serve in our seasonal men's shelter
- 8 NEW INSTRUMENTALISTS to add to our already long list  
of excellent musicians

### WEEKLY MEETINGS WITH EMMANUEL LEADERS

I have a number of standing meetings each week related to the organization and vision of the church. Each Sunday night, I gather with our worship leaders and directors to study our sermon text together and design the next week's service. We've also established a weekly meeting of church staff, including administrator, office manager, caretaker, and cafe manager. Every two weeks our governing body, the Leadership Team, meets to discuss strategic vision and operations issues. I meet occasionally with the church Finance Team. And, of course, the list wouldn't be complete without mentioning my weekly visit with the Wednesday morning women's Bible study group – some of our truest leaders!

### COVENANT AND LOCAL CHURCH CONNECTIONS

Part of my role includes establishing Emmanuel's place within the ecosystem of our denomination, the Evangelical Covenant Church. I am currently engaged in an intensive orientation process with the Covenant that includes required seminary courses to learn the history, theology, and practice of the Covenant (I'm actually writing this report from Bethel Seminary in Minnesota). In this first year I will attend required denominational conferences in Kansas City and Chicago, as well as our district conference in Kent. My work also involves building relationships with Covenant churches in our city. I meet for one afternoon each month with the clergy group that includes all the Covenant pastors in the greater Seattle area. I've also met recently with superintendent Greg, Eugene at Quest, and Carolyn at First Covenant. Additionally, I am beginning to develop relationships with Andrew and Paul, pastors at Mosaic who share our building.

### WEDDINGS

One of the best parts of my job includes walking through major life events with members of our congregation. Over the last three months I've been meeting with two couples in our church (Tamara and Josh, Gina and Josh) to talk about their upcoming marriages and to plan the wedding ceremonies. They'll all be married within this next month!

# PASTOR'S REPORT CONTINUED

## TEACHING

One of the most visible roles of the pastor is also one of my favorites. Although Emmanuel currently has a very capable and well-established teaching team that consists of Mike, Katie, and Luke, we thought it would be important for me to teach for the first few months in an un-interrupted series so that our community can begin to get a sense of what I'm passionate about. We're now 10 weeks into what will be a yearlong series that outlines the narrative of the Bible. Starting in Genesis and working our way through to Revelation, we're taking time to connect the dots and develop a big-picture understanding of the story that forms the heart of our faith and our identity as Christians in the world. I'm convinced that when we develop a capacity to imagine ourselves as a part of this holistic, brilliant meta-narrative, we find ourselves in a new kind of relationship with God's Spirit and mission in this world, and we're empowered to live fully as the body of Christ in our own time and place. I know that this approach takes real commitment on the part of the congregation, and I thank you for engaging so thoughtfully in our study up to this point. I'm also grateful to Gabe and others who have volunteered to create a system for posting these sermons online, so that all members of the family can track with the story each week as the plot unfolds.

## WHERE DO WE GO FROM HERE?

In these early months of my life with you, I've been in the mode of listening and learning, as well as laying foundations for the future. Emmanuel doesn't belong to Bob. Emmanuel is God's church, and my job is to pay attention to the ways that the Spirit is already moving in this community. Even as I've been watching and listening, I've been intent on working toward stability in our systems, because we won't be ready to move into the next chapter if our people are stressed and tired. So we're taking our time and putting the pieces in place to organize our life together in a healthy way. But we aren't doing this so that we can stay where we are. We're people devoted to God's kingdom that has come and is still to come to this earth, and that means we're a people that must be oriented toward the future and where God is leading us.



## CONTINUED PASTOR'S REPORT

The first step is to make sure we stay connected with one another, and begin to live even more fully as a supportive family for one another. I believe that in small groups and Bible studies we can find a space for real, intimate connection. Thirty-five of you have expressed interest in joining a small group at this point, and now we need to expend real effort to invest ourselves fully in those relationships. It's easy to merely attend a church service; it's harder to make ourselves available and vulnerable to be seen and known deeply by others. Please make that effort in the coming months - it will be our relational foundation for the next leg of the journey.

We also know that big decisions are on the horizon for this community. Recent budget reports and building assessments paint a picture of an increasing financial burden that will take creative work to address. I ask you to enter into a season of prayer and listening to God's voice together as we seek the best next steps for living out our mission as God's people: bringing life, hope, and blessing to all the families of the earth, wherever we may find ourselves.

Thank you for the incredible  
gift of this life together.

**BOB**

# BUDGET & FINANCES

*Aaron McConkey, Leadership Team Treasurer*

Here at Emmanuel, our core values are Family, Teaching, Discipling, and Neighboring. In the 2014-2015 fiscal year, Emmanuel exhibited a balanced blend of each- investing in specific ministries that support the “family”, being good and relevant neighbors, maintaining our own facility, and searching for a new teacher.

## YEAR IN REVIEW

Emmanuel continues to grow and solidify as a family of committed brothers and sisters living into our mission, vision, and values. The past year has seen a conservative but steady increase in attendance and giving. With that said however, our primary source of revenue continues to be centered around rental income. As with previous years, the 49th Street side of the building is rented by two primary partners - Mosaic Church and Kapka School. Due to the nature of our rental agreements with these organizations, our rental income is scheduled to continue to incrementally increase in the coming years. In addition, we have had a successful year renting other areas of the facility to various sports groups, music groups, etc.

With this past year, our attention was called to address some issues with our facility. Numerous roof repairs, electrical repairs, boiler maintenance, and pest control have amounted to a substantial expense. In early 2015, the Leadership Team approved the hiring of a professional building assessor, which yielded concerning results. We face substantial financial implications if we are to address the short and medium-term issues raised in the facility assessment.

Staff expenses were drastically down due to a year without a pastor. However, in Spring of 2015 Emmanuel was overjoyed to find and hire Bob Zurinsky as Senior Pastor.

Church members will be interested to know that the 2014-2015 year was essentially a wash. The extremely low staff expenses are the primary reason we were not losing savings, as we have in years past. With Pastor Bob now on staff, we have “re-engaged” the monthly dip into our savings.

## LOOKING FORWARD TO 2015-2016

As mentioned above, Emmanuel is budgeted to lose savings this year. With the new expenses of a senior pastor, along with the increasing demands of our facility, it is clear that our current financial model does not allow for a sustainable future. The current forecast suggests that we will expend our savings in about three years' time. Our focus on rental revenue leaves us with severely limited options (tax and zoning laws) and moves much of our focus to being a landlord. Congregational giving is extremely generous, however it is not close to what is required to sustain our current needs. That said, I believe that this year the congregation of Emmanuel faces an historic decision- What does God desire for our family, and is our current facility the best place to live fully into that desire?

The notion of possibly selling our facility was first mentioned during a congregational meeting in the early spring of 2015. This conversation will need to come to a decision point in the coming months, as our financial situation will be greatly impacted. One way or the other, drastic change is needed. With prayer and thoughtful planning, we can make a great future for Emmanuel but continuing to do what we are doing now is not an option.

## IN CLOSING

This year, we at Emmanuel face an interesting part of the narrative and legacy of this church. If God wills it, our family will continue to grow in numbers and in deepness and maturity. The financial model of the church is likely to (needs to) change greatly in the coming year, and it is up the committed members to prayerful and carefully consider what God truly wants us to be for our neighborhood and this world.

AARON

# ADMINISTRATIVE REPORT

*Kirby White, Administrator & Tamura Turney, Administrative Assistant*

This was a year of reduction, optimization, and building sustainability. During our interim time without a Senior Pastor, the administrative team has worked to build our organization in a way that will support the future endeavors of Emmanuel. This has taken various forms, such as cleaning out unused rooms to be available for use, reducing staff and intern hours, streamlining communication tools, and creating policies that will encourage consistency and longevity for the staff.

Our two major tenants, KapKa Cooperative School and Mosaic Community Church, are still growing and active in the southern portion of our facility. KapKa has grown to over 40 students and is planning a major facilities enhancement over the summer (more on that in a moment). Mosaic now has two services each Sunday where they host worship for over 400 people. Their discipleship school and small groups are thriving, and they have recently opened their Hope House ministry to help women escape and recover from being exploited through prostitution.

Our facility has been the subject of intense inspection this year. A comprehensive building inspection was performed in February, and numerous contractors have completed focused inspections to provide quotes on facility repair work. This has covered many areas of maintenance from the boilers, roof repair and replacement, HVAC and duct work, pest control, electrical systems, fire control/alarm hardware, among others. One of the major issues has been the lack of a sprinkler system in the gym. The necessity of sprinklers prompted Emmanuel and KapKa came to an agreement in 2013 to remedy the situation, and work will begin in June to install a sprinkler system. KapKa will be paying for the system up front and Emmanuel will repay KapKa through a reduction in rent until the work is paid off, which will likely take 3-4 years. This agreement is beneficial for Emmanuel's financial state as well as for the building; we will gain a state-of-the-art fire abatement system, increased cash flow after the work is done, and an extended partnership with KapKa.

# CONTINUED ADMINISTRATIVE REPORT

We have appreciated the support of the congregation for the past year. Fifteen months without a pastor has been at times encouraging and depressing, challenging and rewarding, illuminating and nebulous, and it has prepared us well for the years ahead. We have built an organization that does not rely on a senior pastor- a rare thing in churches. This frees our new pastor from organizational distractions, enabling him to focus his time and effort on edifying our core values: Family, Discipling, Teaching, and Neighboring.

We thank you for your continued friendship, encouragement, and help making Emmanuel be the special place that it is.

**KIRBY & TAMURA**

# LEADERSHIP TEAM REPORT

*Patricia Kloster, Leadership Team Chair*

The past year has been another year of growing for the leadership team. We welcomed Candice Nagel and Mike Nealy to the team but kept the same officers. As we began this year, Emmanuel was a newly recognized member of the Evangelical Covenant Church so it has been a year of growing as part of a larger organization after 80+ years of mostly being independent. We have appreciated the partnership as we explore the future of Emmanuel and contemplate the options going forward. We have met with and asked for the guidance of Greg Yee, superintendent of the Pacific Northwest Conference as well as property and finance personnel from the national office in Chicago to help us see what our future may hold. They have all been gracious in offering their input and advice as well as resources.

The most significant change at Emmanuel was the calling of a new pastor, Bob Zurinsky! While it may have seemed like a long process to some, it was a very careful and structured process for which we are all grateful. I want to thank both the Pastoral Search Committee for their time and effort through this process as well as the Teaching Team which kept Emmanuel functioning well through the interim. God has certainly blessed us with many willing and able workers!

As we look forward to the 2015-16 year at Emmanuel, we can see God's faithfulness to us as a body. With many transitions happening (a new pastor, building changes, etc.) the current Leadership Team agreed to remain as is with no one transitioning off. Five of the members will complete their first term a year from now. Until then, we will continue with just a minor change: Aaron McConkey will serve as Chair of the Leadership Team and I will move to a familiar role as Treasurer (all things old are new again)! Thank you to the Leadership Team for supporting me and this body as we traveled through some uncharted courses the past two years.

As we look to the future, we have challenges to face, but we have many blessings as well: our membership as well as attendance have grown and small groups and service teams are in the process of being formed. As a Leadership Team, we spent a full day in the fall working on what the Core Values are for Emmanuel.

# CONTINUED LEADERSHIP TEAM REPORT

**FAMILY** — living alongside; to loyally walk through life together, through support, accountability and love.

**TEACHING** — seeking wisdom; to pursue maturity in Christ through a deep, biblical understanding of our faith.

**DISCIPLING** — walking beside; to intentionally foster genuine relationships, which are rooted in faith.

**NEIGHBORING** — turning outward; to engage with others, both locally & globally, through steadfast support & personal relationship.

These are printed on either side of the doors as we exit our building and they were distributed to the body as well (thank you Candice Nagel). As leaders of this body, we review these values continually as we consider ministry opportunities to ensure they match and/or facilitate the vision of where Emmanuel is growing as a body serving Christ.

One final thank you to Christy Lam who has served as our recording secretary for two years, keeping us all focused and allowing Secretary Dave Martin to fully engage in the meetings. Christy, we would be lost without you and I'm glad you will continue!

With care, your Leadership Team

**PATRICIA KLOSTER, CHAIR**

**TREVOR WHITE, VICE CHAIR**

**AARON MCCONKEY, TREASURER**

**DAVE MARTIN, SECRETARY**

**BOB ZURINSKY, SENIOR PASTOR**

**MARILYNN MORITZ**

**CANDICE NAGEL**

**MIKE NEALY**

# FAMILY

*Trevor White, Leadership Team Vice Chair*

Whenever I talk about Emmanuel, one of the first things I always get to is something like, “I just love the people, I love knowing about their lives and what is on their hearts, it’s so different from other churches I have gone to.” I sense this to be a similar sentiment that many of our members would convey, which is why Family is so clearly a core value of Emmanuel.

Being a member of the Emmanuel Family means that you believe in the idea that going to church is a team sport. You are not just coming to this building once a week to get doused in holiness while sitting in your seat listening to a sermon. In fact, it is the act of communally engaging in this activity, in the dialogue thereafter, the dinners at the Throness home, the conversations on Marilynn’s porch, and the eating of Mary Jean’s cobbler is where the holiness lies. Emmanuel has a clear vision to make this value a key part of our future. Our participation in one another’s lives is why we do what we do, and we feel a unique call as a church to maintain that, no matter how much our family may grow.

As we enter this exciting new season as a family, we reflect on Bob’s recent teaching in Genesis. This family at Emmanuel has the opportunity to be a curse or a blessing to those around us. May we always endeavor to place our connection to one another as the highest priority, and in doing so bless those we interact with as a Family.



# TEACHING

*Mike Nealy, Leadership Team & Teaching Team Member*

We have defined our core value of teaching as: “seeking wisdom; to pursue maturity in Christ through a deep, Biblical understanding of our faith.” In fact, it was a clear mandate from the body to place a priority on teaching that would raise our level maturity as individuals and as a body.

## THE YEAR IN REVIEW

In the absence of a pastor, our congregation was nurtured this past year by occasional guest teachers, as well as, a teaching team consisting of Mike Nealy, Katie Clum and Luke Clum. Our journey included an overview of Church History and teaching series through the books of Exodus, Daniel, Colossians and Jonah. The overall input from the body was that they enjoyed hearing from the different voices and different perspectives a teaching team brought to scripture – and the plan was to continue some form of teaching team in the future. However, we all agreed we were looking forward to a time when we would have a pastor who not only would fill the primary role of teaching on Sunday mornings at Emmanuel but also lead the formation of additional formats for teaching.

## LOOKING FORWARD

In late March of 2015, Bob Zurinsky became the pastor of Emmanuel and has begun a year long series through the Bible – a series to help us better understand the story of scripture from the beginning of creation all the way to the coming new creation, so that we can find our own identity, our own mission, our own purpose in the middle of this story. And although the teaching at times has been far more academically challenging than you will find in a typical Sunday morning setting, the body is being enriched and interest continues to develop as has been seen in increased attendance.

# TEACHING CONTINUED

Sunday morning services will be just one of the many opportunities all of us will be able to continue to grow. Teaching will be enjoyed in many different forms including early morning Sunday school sessions beginning in September, special evening teaching and lecture forums, as well as small groups that will be focused on spiritual formation and discussions.

## CONCLUSION

We have clearly put in place a foundation of teaching: to seek wisdom; to pursue maturity in Christ through a deep, Biblical understanding of our faith. In the months and years to come, it will be exciting to see just how much greater our love as a ‘family’ grows because of that foundation.

# DISCIPLING

*Marilynn Savage Moritz, Leadership Team Member*

As believers in Christ, we are called as a Body to walk beside each other and intentionally foster genuine relationships, which is rooted in our faith. Emmanuel claims this as one of our foundational values. Our relationship with Christ and each other doesn't end at salvation. It begins there. It is meant to move us and guide us and lead us through our entire lives. We are not left to figure it out on our own but rather through the Word and other believers, we have the responsibility to build each other up in faith (2 Timothy 2:2). In deepening relationships with each other, we are in a position to encourage each other to PERSEVERE in real life, to grow and mature, to walk beside another in our journeys. In this coming year, Small Groups, beginning at Emmanuel, offers a place to grow deeper with each other in our faith and relationships. Small Groups gives each believer an opportunity to grow in the knowledge of how God sees us, but also becomes a place that we can practically experience and share His love.

# NEIGHBORING

*Dave Martin, Leadership Team Secretary*

Neighboring at Emmanuel means engaging with others, beginning with our own local community and more broadly. We continue to reach out many ways this year. We hosted a UGM men's winter shelter for a third year. This year's shelter was far and away our most successful, in part due to the donations from our congregation. Prior to opening the shelter this year, we held a neighborhood meeting to hear from our neighbors. We listened closely to our neighbors, who had a number of concerns, particularly about property maintenance and the homeless shelter. To help address their concerns, we made substantial improvements on both fronts this year.

Emmanuel continued to support the Port & Anchor this year, bringing on Darcy Noonan as café manager. Under Darcy's leadership many people in the neighborhood discovered the P&A and we saw revenue steadily increase this year. In April, the P&A brought in just over \$1,000. However, it continues to be an expensive mission for Emmanuel.

On December 13, 2014, we held our second Yuletide Sessions (Vol. 2) for the neighborhood, filling the sanctuary with people and beautiful music for an evening. This year's session raised \$701.75, which allowed Emmanuel to make a \$551.75 donation to the men's shelter. We continued to host The Sound on occasional Thursday evenings, providing a venue for local musicians. On December 14, 2014, Emmanuel took a special offering for One Day's Wages in support of its mission to alleviate global poverty.

This year the Leadership Team evaluated a proposal from Mosaic to use the 50th Street house to develop and operate Hope House, a temporary home that would serve sexually exploited women. After much consideration, the LT determined Hope House would not be compatible with the men's shelter and could better serve the community from a different location.

Emmanuel continues to look for additional opportunities to develop relationships and support our neighborhood, the local community and beyond.







**EMMANUEL**

**EMMANUEL PHINNEY RIDGE**

*503 North 50th Street*

*Seattle, WA 98103*



# Financial Reports And Budgets

There are five different reports that you're going to see on the following pages. Here is an explanation of each of these reports and what they are useful for:

## *Fiscal Year 2014-15 Budget Review*

Pages 1-2

This report will show how the money we spent over the last year compares to what we budgeted for at the last Annual Meeting. We try to be as accurate as we can, but you'll see that there were some difference. The first number is how much we expected to spend, while the second number shows what we actually spent. The third number tells you the difference between those two; negative numbers were not beneficial for us, while positive numbers work in our favor.

## *Fiscal Year 2014-15 Actual vs. Fiscal Year 2015-16 Budget*

Pages 3-4

This report takes our actual expenses since the last Annual Meeting and shows you what our expectation is for those same expenses over the following year. Some categories will change a lot, and others will change very little.

## *Fiscal Year 2015-16 Budget*

Pages 5-6

This report shows you what we expect to spend money on over the next year without any other information. This is just provided to give a clean, straightforward description of our budget for the next twelve months.

## *Fiscal Year 2015-16 Payroll Proposal*

Page 7

This report will show you exactly how we are spending money related to personnel salaries and benefits, which is one of our largest expenses. Note that there are a few expenses related to personnel (like Professional Development or Education) that do not appear on this page.

## *Balance Sheet (6/11/2015)*

Page 8

This is perhaps the most confusing report. It is largely intended for accountants and financial professionals, but the things that you may find most relevant are the lines marked "Checking/Savings", "Coghill Scholarship Fund", and the "KapKa-Sprinkler Loan". The first two will show you how much money is in our bank accounts. The Sprinkler Loan is what we owe on a construction project that is currently underway in the gymnasium.

*Feel free to ask any questions that you may have about how to read the reports or what the information means.*

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	Budgeted	Actual	Difference
<b>Income</b>			
4012 · Men's Shelter Income	0	688	688
Sale of House	89,940	0	-89,940
4105 - 50th Street House Rental	0	7,800	7,800
4010 · Unrestricted Contributions	55,000	59,806	4,806
4005 · Restricted Income	0	3,600	3,600
4110 · Rental Income	124,000	172,367	48,367
4115 · Benevolence Income	1,800	0	-1,800
4210 · Interest Income	400	753	353
4350 · Port & Anchor Income	5,000	7,197	2,197
4999 · Miscellaneous Income	0	2,860	2,860
<b>Total Income</b>	<b>276,140</b>	<b>255,071</b>	<b>-21,069</b>
<b>Expense</b>			
<i>6115 · Port &amp; Anchor Expenses</i>			
Licensing	1,000	751	249
Advertising	1,000	606	394
Equipment -	2,000	2,510	-510
Supplies	6,000	4,189	1,811
Personnel	37,340	29,840	7,500
<b>Total 6115 · Port &amp; Anchor Expenses</b>	<b>47,340</b>	<b>37,896</b>	<b>9,444</b>
<i>6100 · MINISTRY</i>			
6101 · Worship	700	586	114
6103 · Church Services	500	105	395
6104 · Kitchen & Hospitality	800	273	527
6112 · Retreats	300	0	300
6113 · Missions	2,000	1,958	42
6114 · Events	1,000	0	1,000
<b>Total 6100 · MINISTRY</b>	<b>5,300</b>	<b>2,922</b>	<b>2,378</b>
<i>6150 · SALARIES AND COMPENSATION</i>			
6151 · Pastor Salary	40,000	16,541	23,459
6152 · Staff	39,720	31,436	8,284
6153 · Interns	600	300	300
6154 · Benefits	24,000	2,014	21,986
<b>Total 6150 · SALARIES AND COMPENSATION</b>	<b>104,320</b>	<b>50,291</b>	<b>54,029</b>
<i>6200 · MINISTRY SUPPORT</i>			
Professional Services	0	3,010	-3,010
Miscellaneous Operations	300	0	300
6201 · Insurance	17,500	14,302	3,198
6203 · Licenses, Permits, & Govt. Fees	0	10	-10
6210 · Office Operations			0
Computer Software	600	604	-4
Supplies	1,200	353	847
Equipment & Printing	7,040	6,719	321
<b>Total 6210 · Office Operations</b>	<b>8,840</b>	<b>7,676</b>	<b>1,164</b>
6230 · Independent Contractor Services	7,500	7,239	261
6240 · Payroll Expenses	9,000	6,476	2,524
6250 · Communications	200	280	-80

Please continue reading on the next page.

	Budgeted	Actual	Difference
6280 · Staff Expenses			0
Professional Development	300	1,481	-1,181
Education	4,000	6,885	-2,885
Meals	600	239	361
Resources	300	0	300
Mileage Reimbursement	0	23	-23
Total 6280 · Staff Expenses	5,200	8,628	-3,428
6299 · Banking and Accounting	0	133	-133
Total 6200 · MINISTRY SUPPORT	48,540	47,755	785
6300 · FACILITIES			0
Property Tax	3,200	3,517	-317
6303 · Maintenance			0
Church	8,000	9,702	-1,702
Maintenance Supplies	2,000	2,081	-81
6301 · Janitorial Services	0	2,210	-2,210
6302 · Janitorial Supplies	0	3,491	-3,491
Total 6303 · Maintenance	10,000	17,484	-7,484
6304 · Utilities			0
Church Utilities	34,000	28,704	5,296
50th St. House Utilities	2,511	2,150	361
Telephone/Internet	3,000	3,723	-723
Total 6304 · Utilities	39,511	34,577	4,934
6307 · 50th St House			0
Management Fees	0	3,120	-3,120
Repairs and Maintenance	2,000	2,852	-852
Property Taxes & other legal fees	0	0	0
Total 6307 · 50th St House	2,000	5,972	-3,972
Total 6300 · FACILITIES	54,711	55,578	-867
7000 · RESTRICTED EXPENSES -			0
7002 · Restricted - Other Expenses	0	3,675	-3,675
7001 · Facilities Enhancements	0	1,819	-1,819
7003 · Sprinkler Project	0	50,000	-50,000
Total 7000 · RESTRICTED EXPENSES -	0	55,494	-55,494
Total Expense	260,211	249,935	10,276
<b>Net Income</b>	<b>15,929</b>	<b>5,136</b>	<b>10,793</b>

	Actual FY 14-15	Proposed FY 15-16	Difference
<b>Income</b>			
4012 · Men's Shelter Income	688	0	-688
4105 · 50th Street House Rental	7,800	31,200	23,400
4010 · Unrestricted Contributions	59,806	60,000	194
4005 · Restricted Income	3,600	0	-3,600
4110 · Rental Income	172,367	186,500	14,133
4210 · Interest Income	753	600	-153
4350 · Port & Anchor Income	7,197	0	-7,197
4999 · Miscellaneous Income	2,860	0	-2,860
<b>Total Income</b>	<b>255,071</b>	<b>278,300</b>	<b>23,229</b>
<b>Expense</b>			
6115 · Port & Anchor Expenses	37,896	0	-37,896
<b>6100 · MINISTRY</b>			
6101 · Worship	586	700	114
6103 · Church Services	105	500	395
6104 · Kitchen & Hospitality	273	800	527
6112 · Retreats	0	300	300
6113 · Missions	1,958	2,000	42
6114 · Events	0	0	0
6120 · Evangelical Covenant Giving	0	1,800	1,800
6121 · Pacific Northwest Giving	0	1,800	1,800
<b>6130 · Ministry Groups</b>			
6131 · Landscaping Group	0	400	400
6132 · Gardening Group	0	400	400
6133 · Sanctuary Design	0	400	400
<b>Total 6130 · Ministry Groups</b>	<b>0</b>	<b>1,200</b>	<b>1,200</b>
<b>Total 6100 · MINISTRY</b>	<b>2,922</b>	<b>9,100</b>	<b>6,178</b>
<b>6150 · SALARIES AND COMPENSATION</b>			
6151 · Pastor Salary	16,541	46,000	29,459
6152 · Staff	31,436	45,000	13,564
6153 · Interns	300	0	-300
6154 · Benefits	2,014	43,296	41,282
<b>Total 6150 · SALARIES AND COMPENSATION</b>	<b>50,291</b>	<b>134,296</b>	<b>84,005</b>
<b>6200 · MINISTRY SUPPORT</b>			
Professional Services	3,010	6,000	2,990
6250 · Communications	280	200	-80
6201 · Insurance	14,302	17,500	3,198
6203 · Licenses, Permits, & Govt. Fees	10	0	-10
<b>6210 · Office Operations</b>			
Computer Software	604	250	-354
Supplies	353	800	447
Equipment	6,719	7,140	421
<b>Total 6210 · Office Operations</b>	<b>7,676</b>	<b>8,190</b>	<b>514</b>

Please continue reading on the next page.



	Actual FY 14-15	Proposed FY 15-16	Change
6230 · Independent Contractor Services	7,239	7,500	261
6240 · Payroll Expenses	6,476	7,000	524
6280 · Staff Expenses			0
Professional Development	1,481	4,750	3,269
Education	6,885	4,000	-2,885
Meals	239	600	361
Resources	0	150	150
Mileage Reimbursement	23	100	77
Total 6280 · Staff Expenses	8,628	9,600	972
6299 · Banking and Accounting	133	0	-133
Total 6200 · MINISTRY SUPPORT	47,755	55,990	8,235
6300 · FACILITIES			0
Property Tax	3,517	3,500	-17
6303 · Maintenance			0
Church	9,702	10,000	298
Maintenance Supplies	2,081	1,200	-881
6301 · Janitorial Services	2,210	4,800	2,590
6302 · Janitorial Supplies	3,491	3,500	9
Total 6303 · Maintenance	17,484	19,500	2,016
6304 · Utilities			0
Church Utilities	28,704	32,000	3,296
50th St. House Utilities	2,150	0	-2,150
Telephone/Internet	3,723	1,800	-1,923
Total 6304 · Utilities	34,577	33,800	-777
6307 · 50th St House			0
Management Fees	3,120	3,120	0
Repairs and Maintenance	2,852	1,000	-1,852
Property Taxes & other legal fees	0	4,000	4,000
Total 6307 · 50th St House		8,120	8,120
Total 6300 · FACILITIES	55,578	64,920	9,342
7000 · RESTRICTED EXPENSES -			0
7002 · Restricted - Other Expenses	3,675	0	-3,675
7001 · Facilities Enhancements	1,819	0	-1,819
7003 · Sprinkler Project	50,000	60,000	10,000
Total 7000 · RESTRICTED EXPENSES -	55,494	60,000	4,506
Total Expense	249,935	324,306	74,371
<b>Net Income</b>	<b>5,136</b>	<b>-46,006</b>	<b>-51,142</b>

**Proposed FY  
 15-16**

**Income**

4105 · 50th Street House Rental	31,200.00
4010 · Unrestricted Contributions	60,000.00
4110 · Rental Income	186,500.00
4210 · Interest Income	600.00
<i>Total Income</i>	<u>278,300.00</u>

**Expense**

<i>6100 · MINISTRY</i>	
6101 · Worship	700.00
6103 · Church Services	500.00
6104 · Kitchen & Hospitality	800.00
6112 · Retreats	300.00
6113 · Missions	2,000.00
6120 · Evangelical Covenant Giving	1,800.00
6121 · Pacific Northwest Giving	1,800.00
<i>6130 · Ministry Groups</i>	
6131 · Landscaping Group	400.00
6132 · Gardening Group	400.00
6133 · Sanctuary Design	400.00
<u>Total 6130 · Ministry Groups</u>	<u>1,200.00</u>
Total 6100 · MINISTRY	9,100.00
<i>6150 · SALARIES AND COMPENSATION</i>	
6151 · Pastor Salary	46,000.00
6152 · Staff	45,000.00
6154 · Benefits	43,296.00
<u>Total 6150 · SALARIES AND COMPENSATION</u>	<u>134,296.00</u>

*Please continue reading on the next page.*

	<b>Proposed FY 15-16</b>
<b>6200 · MINISTRY SUPPORT</b>	
6204 · Professional Services	6,000.00
6250 · Communications	200.00
6201 · Insurance	17,500.00
6210 · Office Operations	
Computer Software	250.00
Supplies	800.00
Equipment	7,140.00
<b>Total 6210 · Office Operations</b>	<b>8,190.00</b>
6230 · Independent Contractor Services	7,500.00
6240 · Payroll Expenses	7,000.00
6280 · Staff Expenses	
Professional Development	4,750.00
Education	4,000.00
Meals	600.00
Resources	150.00
Mileage Reimbursement	100.00
<b>Total 6280 · Staff Expenses</b>	<b>9,600.00</b>
<b>Total 6200 · MINISTRY SUPPORT</b>	<b>55,990.00</b>
<b>6300 · FACILITIES</b>	
Property Tax	3,500.00
6303 · Maintenance	
Church	10,000.00
Maintenance Supplies	1,200.00
6301 · Janitorial Services	4,800.00
6302 · Janitorial Supplies	3,500.00
<b>Total 6303 · Maintenance</b>	<b>19,500.00</b>
6304 · Utilities	
Church Utilities	32,000.00
Telephone/Internet	1,800.00
<b>Total 6304 · Utilities</b>	<b>33,800.00</b>
6307 · 50th St House	
Management Fees	3,120.00
Repairs and Maintenance	1,000.00
Property Taxes & other legal fees	4,000.00
<b>Total 6307 · 50th St House</b>	<b>8,120.00</b>
<b>Total 6300 · FACILITIES</b>	<b>64,920.00</b>
<b>7000 · RESTRICTED EXPENSES -</b>	
7003 · Gym Sprinkler Project	60,000.00
<b>Total: 7000 · RESTRICTED EXPENSES -</b>	<b>60,000.00</b>
	<b>Total Expense 324,306.00</b>
	<b>Net Income -46,006.00</b>



**Emmanuel Proposed 2015-2016 Compensation Worksheet**

**Personnel**

Name		Title	Budget Line	Hours	Monthly	Annual	Benefits
Zurinsky	Bob	Senior Pastor	Senior Pastor	40	\$ 3,833	\$ 46,000	Full
White	Kirby	Administrator	Staff	25	\$ 2,166.67	\$ 26,000	Health
Zook	Andy	Caretaker	Staff	12	\$ -	\$ -	Housing
TBD	TBD	Groups Coordinator	Staff	10	\$ 400	\$ 4,800	
Clum	Luke	Worship Coordinator	Staff	5	\$ 200	\$ 2,400	
Clum	Katie	Worship Coordinator	Staff	5	\$ 200	\$ 2,400	
Staff Totals:				97	\$ 6,800.00	\$ 81,600.00	

**Staff Benefits**

Name		Benefit	Monthly	Annual
Zurinsky	Bob	Housing	\$ 2,000.00	\$ 24,000.00
Zurinsky	Bob	Health/Life Insurance	\$ 574.00	\$ 6,888.00
Zurinsky	Bob	Pension	\$ 460.00	\$ 5,520.00
White	Kirby	Health/Life Insurance	\$ 574.00	\$ 6,888.00
Benefit Totals:			\$ 3,608.00	\$ 43,296.00

<b>Totals</b>	<b>\$ 10,408.00</b>	<b>\$ 124,896</b>
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Budget Line	Monthly Total	Annual Total
Senior Pastor	\$ 3,833	46,000
Staff	\$ 2,967	35,600*
Benefits	\$ 3,608	43,296

Notes:

The Leadership Team is proposing an additional \$9,400 to the "Staff" budget line. This is to compensate for any transitional changes that will take place over the next few months. This could be used for temporary employment, severance, or other purposes as the current staff transitions into a new organizational model.

	<b>Jun 11, 2015</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
Checkings Accounts	18,319.75
Savings Accounts	177,757.08
<b>Total: Checking/Saving</b>	<b>196,076.83</b>
<b>Investment Accounts</b>	
Coghill Scholarship Fund	61,209.53
<b>Total: Investment Accounts</b>	<b>61,209.53</b>
<b>Accounts Receivable</b>	
11008 · Kapka Sprinkler	-290,000.00
11006 · Acct Rec. - Deposits - Prepaids	-11,225.00
11000 · Accounts Receivable	55,250.00
<b>Total: Accounts Receivable</b>	<b>-245,975.00</b>
<b>Other Current Assets</b>	
2720 · Refundable Deposits Payable	-7,735.00
<b>Total Other Current Assets</b>	<b>-7,735.00</b>
<b>Total Current Assets</b>	<b>3,576.36</b>
<b>Fixed Assets</b>	
1510 · Furniture and Equipment	2,378.49
1530 · Buildings	2,862,900.00
1540 · Land	2,850,000.00
<b>Total Fixed Assets</b>	<b>5,715,278.49</b>
<b>Other Assets</b>	
In-Kind Items Donated (Assets)	-50.00
<b>Total Other Assets</b>	<b>-50.00</b>
<b>TOTAL ASSETS</b>	<b>5,718,804.85</b>
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	2,569.13
<b>Credit Cards</b>	2,790.00
<b>Other Current Liabilities</b>	
Kapka - Sprinkler Loan	-290,000.00
2400 · Payroll Liabilities	-179.67
<b>Total Other Current Liabilities</b>	<b>-290,179.67</b>
<b>Total Current Liabilities</b>	<b>-284,820.54</b>
<b>Total Liabilities</b>	<b>-284,820.54</b>
<b>Equity</b>	
6205 · Tzedakah	20.00
3203 · Coghill Scholarship Fund	58,197.43
3000 · Opening Balance Equity	11,736.84
3100 · Unrestricted (General Fund)	155,752.63
3400 · Fixed Assets Equity	5,713,900.00
Net Income	64,018.57
<b>Total Equity</b>	<b>6,003,625.47</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>5,718,804.93</b>