



A Global Movement of Evangelical Presbyterian Churches

CHURCH INFORMATION FORM

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

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

Contents

Part 1: Church Information

Part 4: Leadership Expectations

Part 2: Financial/Church Campus Information

Part 5: Church History

Part 3: Church Characteristics

Part 6: Other Information

Please return completed form to:

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

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





EPC

A Global Movement of Evangelical Presbyterian Churches

Part 1: Church Information

1. Church Name Memorial Park Evangelical Presbyterian Church

Address 8800 Peebles Road

Allison Park, PA 15101

Telephone (412) 364-9492 Fax (_____) _____

E-mail pnc@memorialparkchurch.org Website memorialparkchurch.org

2. Presbytery: Alleghenies

Presbytery Ministerial Committee Liaison Eric Toohey

3. Search Committee Chairman Greg Wilson

Address _____

E-mail 3.2flatsix@gmail.com

Telephone (412) 780-1656

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

Lead Pastor Full time Part time

Lead Pastor Executive Assistant Full time Part time

Executive Pastor of Ministry Full time Part time

Pastor of Congregational Care Full time Part time

Pastor of Mission & Outreach Full time Part time

Minister of Worship & Arts Full time Part time

Executive Director of Operations Full time Part time

*see attached Org Chart Full time Part time

_____ Full time Part time

_____ Full time Part time



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5. List all vacant positions

Position Available Lead Pastor Date of Vacancy January 2021

Position Available Connections Coordinator Date of Vacancy July 2020

Position Available Communications Assistant Date of Vacancy July 2020

6. Membership (state approximate numbers and percentages)

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

7. Community Growth Increasing Static Declining

8. Profile of church members

A. Age:

13 % 0-11 12 % 12-18 10 % 19-24 11 % 25-34
14 % 35-49 19 % 50-64 21 % 65+

B. Occupation:

 % Business 57 % Professional 2 % Trades
 % Agriculture % Stay-at-Home Parent 19 % Retired
22 % Other (Please Specify) Various

C. Educational level of adults

 % some high school 14 % high school 32 % college 54 % graduate school

D. Percentage of members belonging to the congregation

Less than one year 5 %
5 years or less 11 %
6-10 years 20 %
10 years or more 64 %



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9. Racial/Ethnic composition of:

A. Congregation

_____ % African-American _____ % Asian 90 % Caucasian _____ % Hispanic
_____ % Other (Specify) This is not currently tracked

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

2.4 % African-American 7.1 % Asian 86.3 % Caucasian 2.4 % Hispanic
2 % Other (Specify) _____

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

Location

Rural Small Town Metropolitan Suburban Inner City

Function

Industrial Agricultural Recreational Military College/University

Approximate population of community 21,500

11. Church Programming—Worship

A. Worship Time	Average Worship Attendance
<u>Sat 6pm</u>	<u>55 (Pre-Quarantine)</u>
<u>Sun 9am</u>	<u>373 (Pre-Quarantine)</u>
<u>Sun 11:15am</u>	<u>251 (Pre-Quarantine)</u>
<u>Online</u>	<u>590 (During Quarantine)</u>
_____	_____
_____	_____

B. Frequency of communion celebration: 8 per year

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

Two weekly meetings: sermon study and worship planning. Pastors, Minister of Worship and invited guests typically elders or former elders



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

Blended traditional and contemporary

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

Traditional and contemporary

12. Church Programming—Sunday School

A. Average attendance in Church School (under 18 years) 183

B. Average attendance in Adult Education (Sunday) 92

13. Church Programming—Organizations/Committees

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

Name	Purpose of Group	Number of members	Frequency of meetings	Leadership Role*
Deacons		36	monthly	1
Elders		15	monthly	1
Executive Team		4	bi-weekly	1
Leadership Team		6	monthly	1

*Indicate leadership role expected by using the number below:

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



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Part 2: Financial/Church Campus Information

1. Current annual budget: \$ 2,534,000 Last year's annual budget: \$ 2,600,000
(Attach a copy of current budget)

2. Percentage of income received toward budget: 97.6 %

3. Amount contributed for year 2,451,530 (most recent complete reporting year)

- A. EPC Per Member Asking \$ 22,341
- B. EPC World Outreach Global Workers \$ _____
- C. EPC Special Projects \$ _____
- D. Presbytery Per Member Asking \$ 15,838
- E. Other Missions/Missionaries \$ 378,541 budgeted, 138,373 designated

4. Property owned by church

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

Main church building houses the Sanctuary, Education Wing (including community PreSchool), Fellowship Wing and Offices. Clayton Center is our youth building with offices for youth staff. Two mission houses adjacent to church property.

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

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

D. Does the church own a manse? Yes No

Condition: Good Fair Poor # of Bedrooms _____

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

Other _____



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6. Compensation:

A. The salary range we are prepared to offer:

Position: Lead Pastor \$ \$100,000 to \$120,000

Position: _____ \$ _____

Position: _____ \$ _____

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

Position: _____ \$ none for 2020 or _____ %

Position: _____ \$ 2% Cost of living 2019 or _____ %

Position: _____ \$ 2% Cost of living 2018 or _____ %

Position: _____ \$ _____ or _____ %

C. Housing

Housing Allowance

Manse Only

Either of the Above

D. Benefits and expenses

Yes _____ Pension (minimum 10% gross effective salary)

Yes _____ Medical insurance

Yes _____ Life insurance

_____ Social Security

Yes _____ Travel/mileage

Yes _____ Book allowance

Yes _____ Study leave allowance (minimum 2 weeks)

Yes _____ Annual vacation days (minimum 4 weeks)

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

_____ Other (Specify: Pastoral staff share preaching schedule)



Part 3: Church Characteristics

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

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



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

North Hills Community Outreach
Christian Coalition Outreach
Light of Life Rescue Mission
Uncommon Grounds Cafe
Garfield Farm
Hosting EduNations events
Twilight Night community events
Christmas Giving Tree
Women's Choice Network
Annual Christmas Spree

16. Describe the strengths of your congregation.

Strong Biblical Orientation
Desire for Expository Preaching and Teaching with practical application
International Mission Support
Long meaningful relationships between core members
Children's ministry
Preschool serving the community
Women's ministry
Diverse worship styles, effective use of congregation

17. List specific problems with which your congregation struggles.

Difficulty getting small groups going
Difficulty establishing mentor relationships
Desire high pastoral interactions
Worship services not always done with excellence especially audio/visual
Giving and involvement is concentrated and below overall potential
Many members lack a servant's heart and can struggle with consumer mentality

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

Local Outreach and Mission Participation
Intergenerational and Diverse Congregation
Adapting to the weekly Worship Service Structure
Multi-channel delivery of Worship and connection activities in response to the pandemic
Sustained financial engagement with a broader giving base



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

Yes No

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

Yes No

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

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

Yes No

If yes, Date completed 2014

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



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Part 4: Leadership Expectations

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

Deep Love of Christ, Close to God, Holy Spirit Led

Strong Biblical Preaching

Leader able to build teams, develop other leaders, catalyze members around a vision and growing in Christ

Missional focus

Personality Traits:

Humble, Compassionate, Transparent, Empathetic, Relational Focus, Positive Energy



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Part 5: Church History

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

Founded with strong desire for biblical knowledge and support for Missions

Moving into the EPC from the PCUSA

7th Trumpet Building Campaign and Campus Master Plan

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

Covid-19 and continued challenges surrounding the Pandemic

Reorganizing the worship services to facilitate a separate discipleship hour and encouraging multi-generational attendance in services

Preschool integration and changing of leadership

Establishing Marriage Ministry

Decreasing membership

Youth Ministry staff changes



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Part 6: Other Information

1. List the last three individuals who held the position of Lead Pastor

Name	Dates of Service	
<u>Dean Weaver</u>	<u>2006</u>	to <u>2021</u>
<u>Doug Pratt</u>	<u>1990</u>	to <u>2004</u>
<u>Jerry Landrey</u>	<u>1977</u>	to <u>1988</u>

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

Strong core of committed members

Deep bench of leaders and teachers at the lay level

Positive relationship with local college (LaRoche) and CCO

Dedicated and talented staff work diligently to engage people in the life of the church

Clerk of Session Richard Corless Date 08/06/2020

Search Committee Chair Greg L. Wee Date 08/06/2020

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



Memorial Park Church: Mission, Vision, Values

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

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

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

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

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

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

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

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

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

Romans 12:1-2 – The Message

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

MEMORIAL PARK CHURCH
Senior Pastor – Dr. Dean Weaver

Executive Assistant
Deb Waugaman

Executive Director of Operations
Catherine Pavlock

Executive Pastor of Ministry
Rev. Betsy Rumer

Stewardship

Worship

Belong

Serve

Grow

Minister of
Worship &
Arts
Jim Lueers

Pastor of
Congregational
Care
Dr. Kevin Gourley

Pastor of
Mission &
Outreach
Paul Housman

Minister to
Families
TBD

Adult
Ministries

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

- Worship Teams
- Creative Arts
- Audio/Visual

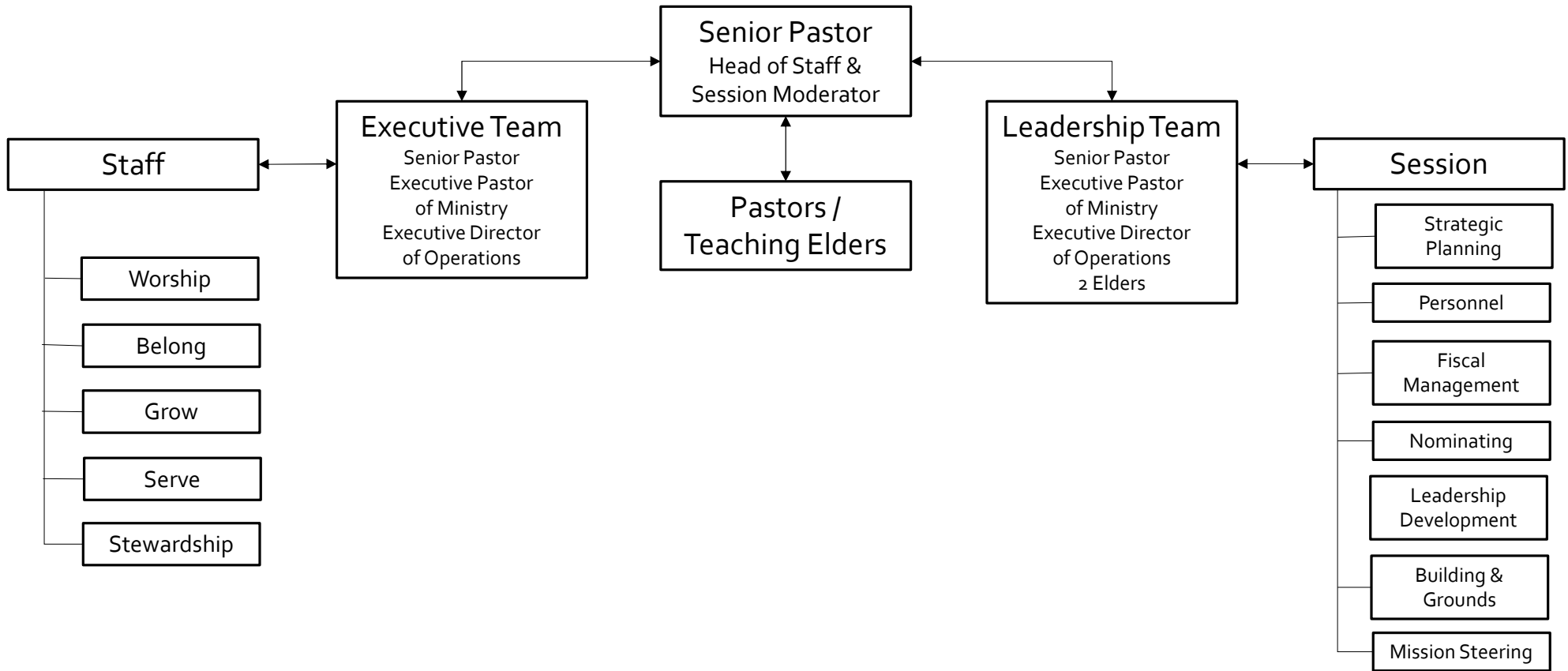
- Deacons
- Prayer & Care
- Parish Plan
- Senior Ministries

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

- Nursery
- Preschool
- Children
- Youth

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

LEADERSHIP



SESSION

Session

Teaching Elders

Senior Pastor: D Weaver
Executive Pastor: B Rumer
Pastor for Congregational Care: K Gourley

Ruling Elders

Clerk of Session: R Corliss
15 Ruling Elders in 3 classes of 5
Serve 3 year term;
May serve 2 consecutive terms

Strategic Planning

Fiscal Management

Sr Pastor: D Weaver
Exec Director: C Pavlock
Elders: D Moran,
P Allan

Personnel

Sr Pastor: D Weaver
Exec Pastor: B Rumer
Exec Director: C Pavlock
Elders: J Cafaro, A Rihn

Building & Grounds

Exec Director: C Pavlock
Facilities Director: J Dames
Elder: R Corliss

Nominating

Sr Pastor: D Weaver
Elders: C O'Rourke, J Dadeboe

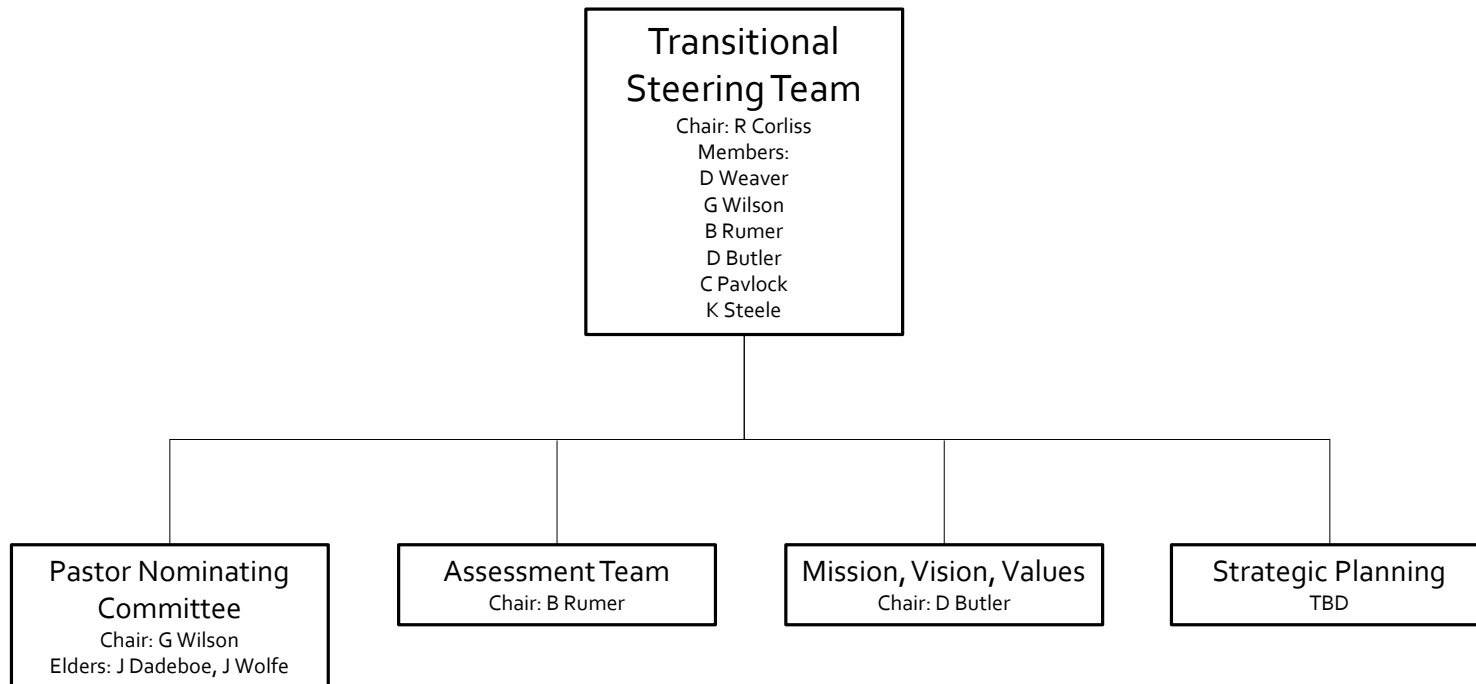
**Leadership
Development**

Elders: C O'Rourke, K Steele

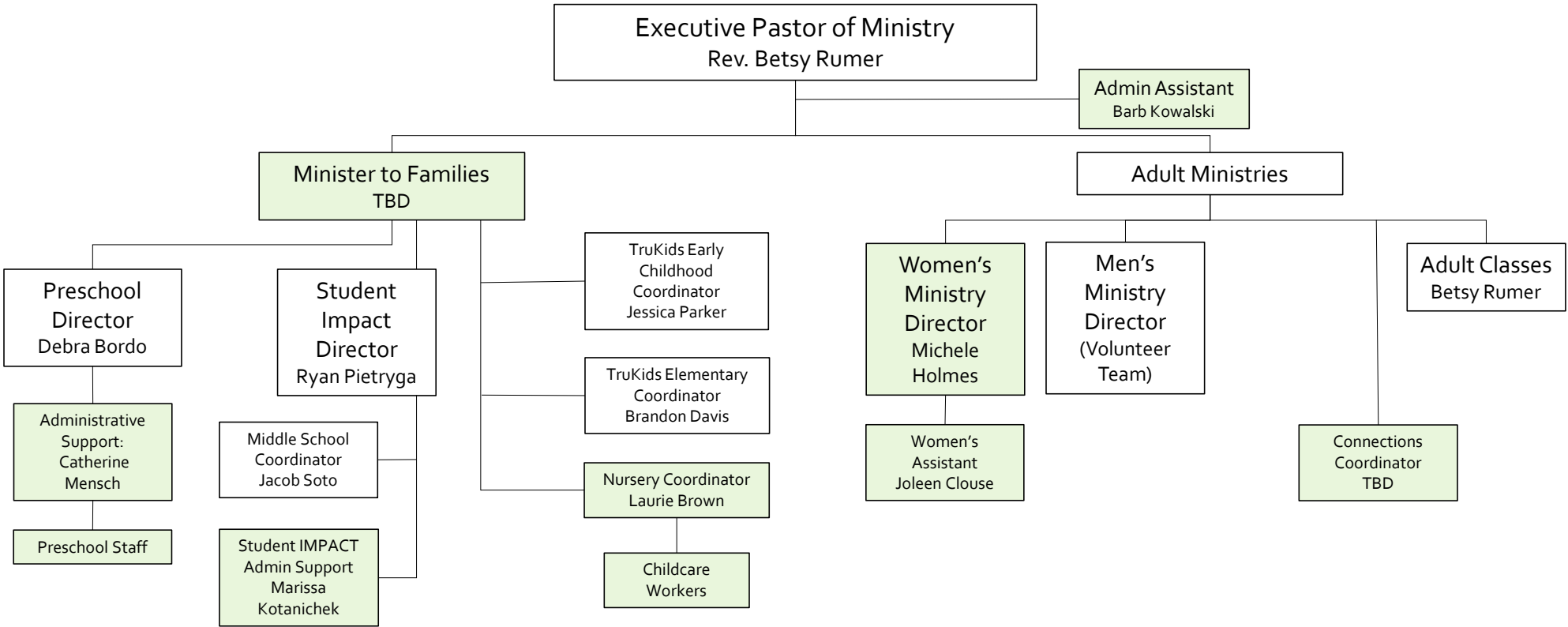
Mission Steering

Sr Pastor: D Weaver
Pastor of Mission & Outreach:
P Housman

Transitional Steering Team

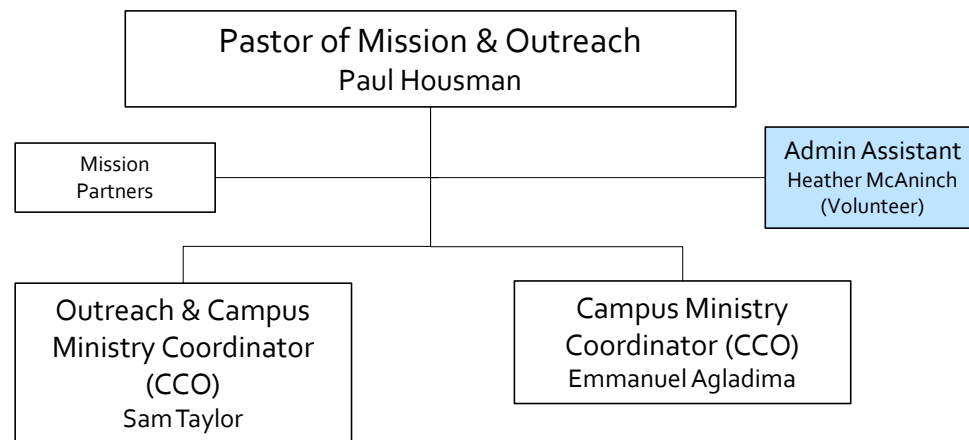


GROW



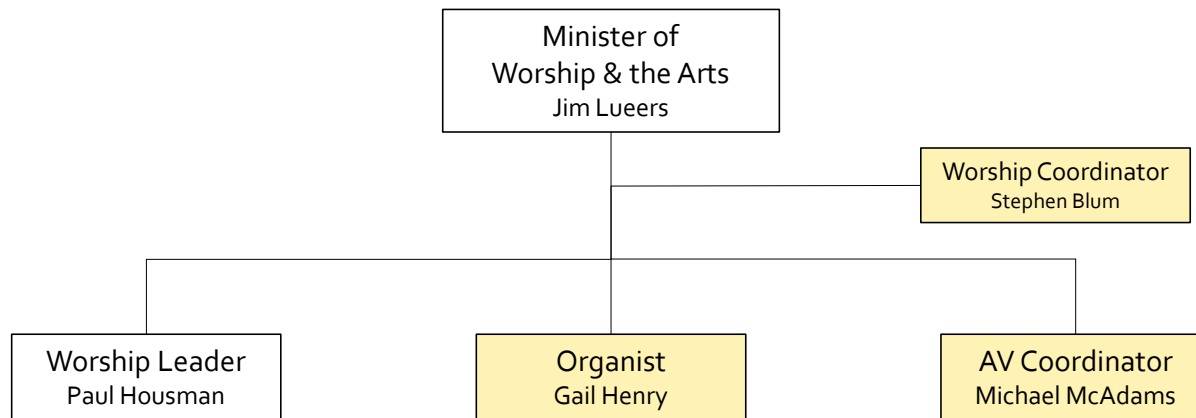
Shaded positions are part-time

SERVE



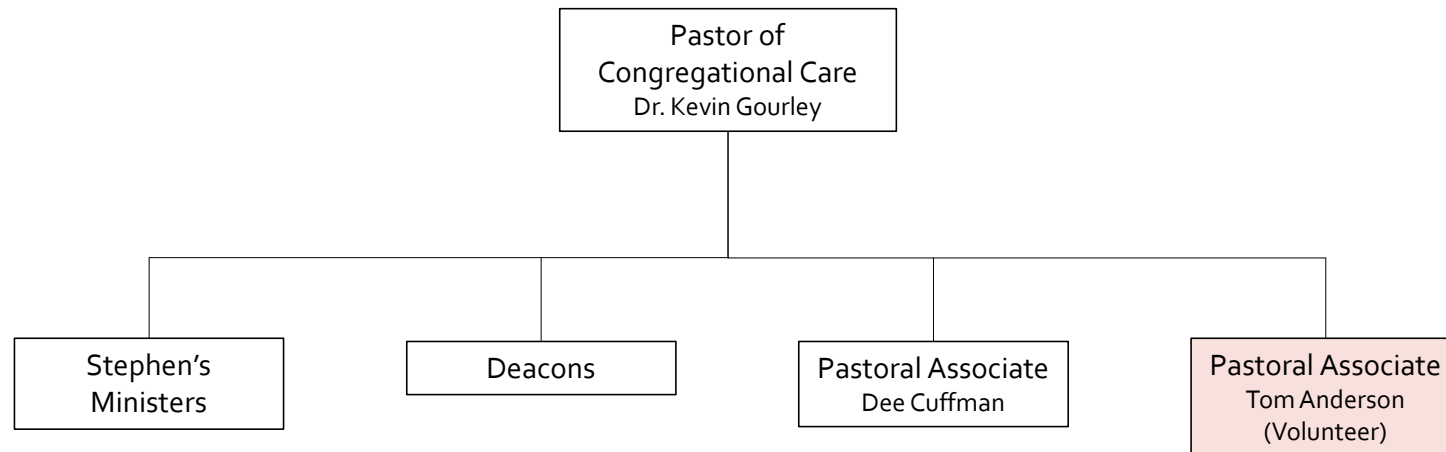
Shaded positions are part-time

WORSHIP



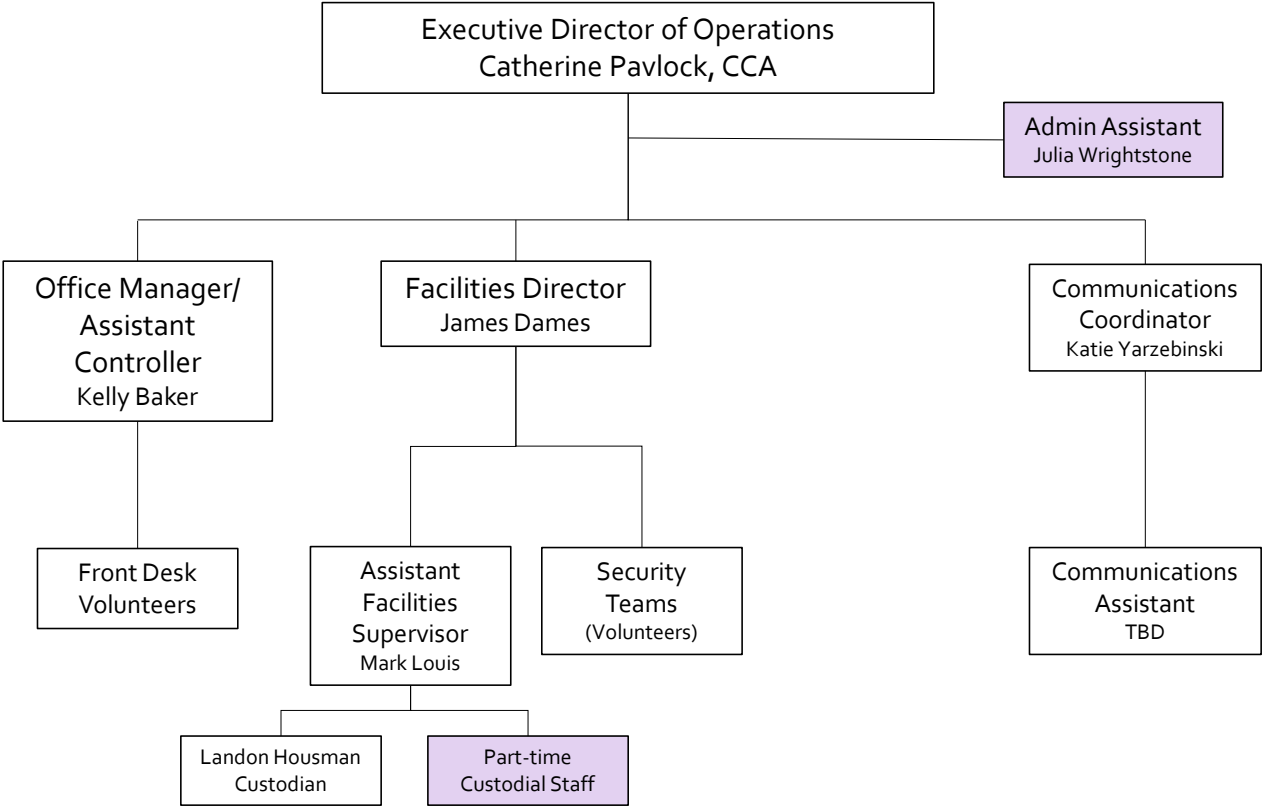
Shaded positions are part-time

BELONG



Shaded positions are part-time

STEWARDSHIP



Shaded positions are part-time

STEERING TEAMS

Stewardship

Fiscal Management*

Personnel*

Building & Grounds*

Development

Culture of Generosity

Worship

Worship Leaders Team

Belong

Senior Ministries
Steering Team

Deacons
Executive Team

Serve

Missions
Steering Team*

Outreach
Steering Team

Grow

Family Ministries
Steering Team

Student Ministries
Steering Team

Women's
Leadership Team

Men's
Leadership Team

LIFE Groups Team

Pathways Team

* Session Team

ADMIN SUPPORT

Executive Assistant
Deb Waugaman

Stewardship

Stewardship Admin
20 hr/wk
Julia Wrightstone

Worship

Worship Coordinator
20 hr/wk
Stephen Blum

Belong

Belong Admin

Serve

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

Grow

Grow Admin for
Student Ministries
25 hr/wk
Marissa Kotanichek

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


2020 Session Committees






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

2020 Deacon Team List

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

Memorial Park Church - 2020-2021 Budget

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

EXPENSES					
BELONG					
 Belong Staffing	\$ 294,912	\$ 280,886	\$ 296,408	0.5%	5.5%
Deacons	\$ 2,651	\$ 5,100	\$ 5,100	92.4%	0.0%
Congregational Ministries	\$ 1,028	\$ 5,700	\$ 3,700	259.9%	-35.1%
TOTAL BELONG	\$ 298,591	\$ 291,686	\$ 305,208	2.2%	4.6%
GROW					
 Grow Staffing	\$ 339,738	\$ 355,665	\$ 334,904	-1.4%	-5.8%
Family Ministries	\$ 22,936	\$ 39,347	\$ 39,347	71.6%	0.0%
Adult Ministries	\$ 8,022	\$ 15,200	\$ 15,200	89.5%	0.0%
Learning Support	\$ 5,987	\$ 14,200	\$ 16,330	172.8%	15.0%
TOTAL LEARN	\$ 376,683	\$ 424,412	\$ 405,781	7.7%	-4.4%
SERVE					
 Serve Staffing	\$ 203,309	\$ 207,292	\$ 191,122	-6.0%	-7.8%
Mission Partners	\$ 378,541	\$ 401,300	\$ 393,450	3.9%	-2.0%
Outreach	\$ 4,073	\$ 7,500	\$ 7,500	84.1%	0.0%
Denominational Ministries	\$ 40,552	\$ 44,801	\$ 42,725	5.4%	-4.6%
Program Ministries	\$ 500	\$ 4,000	\$ 2,000	300.0%	-50.0%
TOTAL SERVE	\$ 626,975	\$ 664,893	\$ 636,797	1.6%	-4.2%
WORSHIP					
 Worship Staffing	\$ 250,730	\$ 262,081	\$ 242,611	-3.2%	-7.4%
Worship & Arts	\$ 16,481	\$ 24,400	\$ 24,900	51.1%	2.0%
TOTAL WORSHIP	\$ 267,211	\$ 286,481	\$ 267,511	0.1%	-6.6%
STEWARDSHIP					
 Stewardship Staffing	\$ 451,495	\$ 457,268	\$ 449,074	-0.5%	-1.8%
Leadership	\$ 1,775	\$ 2,550	\$ 21,550	1114.1%	745.1%
Administration	\$ 174,901	\$ 196,210	\$ 194,479	11.2%	-0.9%
Facilities	\$ 216,511	\$ 253,000	\$ 250,400	15.7%	-1.0%
Stewardship	\$ 12,449	\$ 23,500	\$ 3,200	-74.3%	-86.4%
TOTAL STEWARDSHIP	\$ 857,131	\$ 932,528	\$ 918,703	7.2%	-1.5%

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

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

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

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