



ELMBROOK  
CHURCH



**BUDGET  
BOOKLET**  
2020/2021





God is our  
REFUGE & STRENGTH,  
AN EVER-PRESENT HELP IN TROUBLE.  
T H E R E F O R E we will not fear,  
though the earth give way  
& the mountains fall into the  
HEART OF THE SEA,  
though its waters roar & foam  
& the mountains QUAKE  
with their surging.

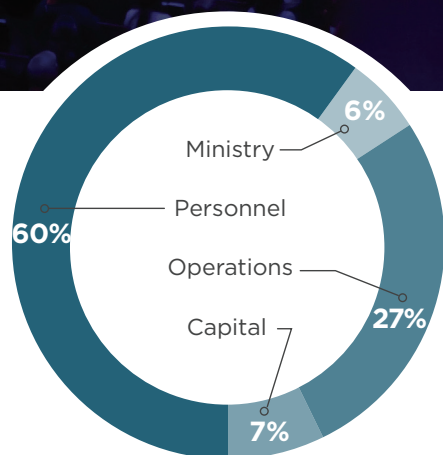
PSALM 46:1-3

# CONTENTS

2020/2021 BUDGET

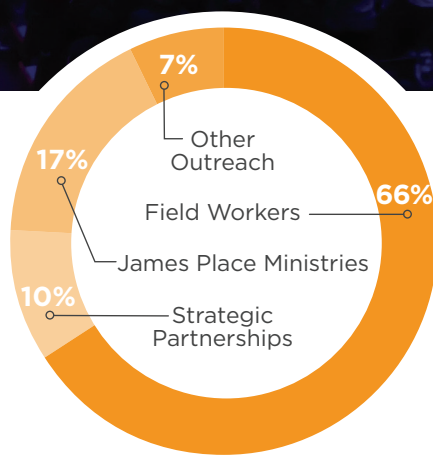


Home Fund Budget	4
Harvest Fund Budget	7
Field Workers	9
Strategic Partnership	14
Global   Local Partners	15
James Place Ministry	16
Consolidated Balance Sheet	17
Just Between Us Budget	18
ECCEC Budget	18
Notes	19



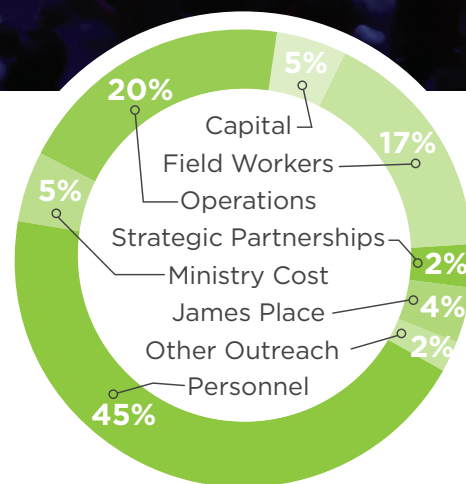
## HOME FUND

2020/2021  
BUDGET



## HARVEST FUND

2020/2021  
BUDGET



## TOTAL CHURCH BUDGET

2020/2021

# HOME FUND

2020/2021  
BUDGET

	2018/2019 Actual	2019/2020 Preliminary Actual	2020/2021 Budget	CHANGE from 2019/2020 Preliminary Actual	
				\$	%
<b>CONTRIBUTIONS</b>	\$7,736,916	\$7,026,114	<b>\$5,937,607</b>	\$(1,088,507)	-15%
<b>PERSONNEL</b>					
Salary & Benefits					
Salary	\$3,661,765	\$3,086,986	<b>\$3,017,590</b>	\$(69,396)	-2%
FICA/SECA	283,798	189,743	<b>230,113</b>	40,370	21%
Health Insurance	390,478	347,411	<b>359,131</b>	11,720	3%
Dental Insurance	16,853	15,340	<b>19,162</b>	3,822	25%
Vision Insurance	4,933	4,437	<b>4,683</b>	246	6%
HSA Contribution	68,389	60,475	<b>30,667</b>	(29,808)	-49%
Life, STD & LTD	24,071	22,050	<b>29,631</b>	7,581	34%
403(b) Plan	108,227	104,297	<b>42,948</b>	(61,349)	-59%
Worker's Comp	47,051	34,929	<b>50,000</b>	15,071	43%
Payroll Processing	28,494	29,787	<b>33,883</b>	4,096	14%
<b>Salary &amp; Benefits</b>	<b>\$4,634,059</b>	<b>\$3,895,455</b>	<b>\$3,817,808</b>	<b>\$(77,647)</b>	<b>-2%</b>
Staff Growth & Development					
Staff Development & Appreciation	\$56,638	\$34,744	<b>\$30,000</b>	\$(4,744)	-14%
Staff Meetings & Events	9,927	12,702	<b>10,000</b>	(2,702)	-21%
<b>Staff Growth &amp; Development</b>	<b>\$66,565</b>	<b>\$47,446</b>	<b>\$40,000</b>	<b>\$(7,446)</b>	<b>-16%</b>
<b>Personnel Total</b>	<b>\$4,700,624</b>	<b>\$3,942,901</b>	<b>\$3,857,808</b>	<b>\$(85,093)</b>	<b>-2%</b>
<b>MINISTRY COST</b>					
Lead Pastor Initiatives	\$16,167	\$16,417	<b>\$18,000</b>	\$1,583	10%
Council of Elders	11,325	3,945	<b>24,000</b>	20,055	508%
Ministers at Large	-	17,568	<b>12,000</b>	(5,568)	-32%
Worship & Production	111,505	91,296	<b>70,000</b>	(21,296)	-23%
Communications	86,995	51,659	<b>60,000</b>	8,341	16%
Guest Services	36,446	22,740	<b>24,000</b>	1,260	6%
Next, Serve & Events	39,172	20,966	<b>20,000</b>	(966)	-5%
Project Management & Info. Sys.	60,427	58,070	<b>60,000</b>	1,930	3%
Kids	37,558	26,863	<b>30,000</b>	3,137	12%
Middle School	15,294	7,623	<b>10,000</b>	2,377	31%
High School	25,863	17,300	<b>14,000</b>	(3,300)	-19%
Life Groups	8,970	6,548	<b>10,000</b>	3,452	53%
Chaplaincy	6,862	6,075	<b>8,000</b>	1,925	32%
Care	10,241	19,816	<b>12,000</b>	(7,816)	-39%
Adult Learning	22,455	11,459	<b>10,000</b>	(1,459)	-13%
Mission	13,682	9,757	<b>8,000</b>	(1,757)	-18%
Community Outreach	8,964	5,401	<b>6,000</b>	599	11%
Multiplication Investment	68,441	-	-	-	0%
<b>Ministry Cost Total</b>	<b>\$580,367</b>	<b>\$393,501</b>	<b>\$396,000</b>	<b>\$2,499</b>	<b>1%</b>





# HOME FUND

2020/2021  
BUDGET

	2018/2019 Actual	2019/2020 Preliminary Actual	2020/2021 Budget	CHANGE from 2019/2020 Preliminary Actual	
<b>OPERATIONS</b>				\$	%
Print/Mail Services	\$(1,263)	\$42,186	<b>\$10,000</b>	\$(32,186)	-76%
				\$(32,186)	
Information Technology & Systems					
Software	24,194	18,140	<b>20,000</b>	1,860	10%
Supplies & Repairs	20,776	16,701	<b>17,000</b>	299	2%
Network & Telecom	44,421	43,404	<b>45,000</b>	1,596	4%
Cell Phone	30,312	28,560	<b>30,000</b>	1,440	5%
Tech Support Contract	118,499	117,029	<b>118,000</b>	971	1%
Kitchen	37,503	22,507	<b>20,000</b>	(2,507)	-11%
Building & Security					
Building Rental Revenue	(100,632)	(107,137)	<b>(90,000)</b>	17,137	-16%
Debt Reduction	385,517	385,517	<b>385,517</b>	(0)	0%
Utilities	309,873	266,923	<b>270,000</b>	3,077	1%
Storm Water & Sewage Utility	26,614	27,336	<b>27,000</b>	(336)	-1%
Building Supplies & Repairs	154,925	150,316	<b>150,000</b>	(316)	0%
Contract Cleaning	255,506	254,172	<b>230,000</b>	(24,172)	-10%
Rubbish Removal	38,801	17,793	<b>20,000</b>	2,207	12%
Security	22,871	9,833	<b>12,483</b>	2,650	27%
Snow Removal	114,536	128,272	<b>115,000</b>	(13,272)	-10%
Grounds	50,253	38,062	<b>40,000</b>	1,938	5%
Asphalt Maintenance	22,604	9,697	<b>10,000</b>	303	3%
Vehicle Repairs & Maintenance	9,111	11,835	<b>10,000</b>	(1,835)	-16%
Property & Liability Insurance	82,486	96,783	<b>90,000</b>	(6,783)	-7%
Finance	96,576	104,462	<b>108,000</b>	3,538	3%
Human Resources	60,881	143,484	<b>100,000</b>	(43,484)	-30%
<b>Operations Total</b>	<b>\$1,804,365</b>	<b>\$1,825,876</b>	<b>\$1,738,000</b>	<b>\$(87,876)</b>	<b>-5%</b>
<b>CAPITAL</b>				\$	%
BROOKFIELD CAMPUS					
Parking Lot Lights to LED	\$25,454				
C300 Security	3,443				
Gym Wall Replacement	17,968				
Worship Center Door Replacement	65,509				
Worship Center Lighting to LED	372,552				
Security System Server	19,875				
Computer Equip. & Other Technology	50,110				
Stone Barrier for NE end of Pond	11,520				
Worship Center Roof (flashing & win- dow seal)	21,798				
West & Northwest Parking lot		\$182,409			

Continued on next page

# HOME FUND

2020/2021  
BUDGET

	2018/2019 Actual	2019/2020 Preliminary Actual	2020/2021 Budget	CHANGE from 2019/2020 Preliminary Actual	
CAPITAL (BROOKFIELD CAMPUS - CONT'D)					
Horseshoe & west sidewalk concrete		43,000			
Fellowship Hall roof		247,289			
Computer Equipment & Other Technology		72,076			
Furniture		6,614			
CAD Drawings (For Fire Suppression)			\$30,000		
Fire Suppression - Year 1 of 3			150,000		
14 entrance doors (Tunnel Entrance)			75,000		
Loading Dock			28,000		
Computer Equipment & Other Technology			85,000		
LAKE COUNTRY CAMPUS					
Parking lot lights to LED	5,628				
Security cameras	31,358				
Drum cage	6,514				
TV in Commons	2,800				
Computer Equipment & Other Technology	2,895				
New Well	23,721				
Parking lot repairs		30,191			
HVAC - office unit		18,586			
Replace carpet in Commons		39,621			
Furniture for Commons		-			
Snow Plow Tractor		19,884			
Computer Equipment & Other Technology		3,693			
HVAC unit Lake Country			30,000		
Furniture for Lake Country Commons			20,000		
Computer Equipment & Other Technology			5,000		
Capital Total	\$661,146	\$663,363	\$423,000	\$(240,363)	-36%
Total Expenses	\$7,746,502	\$6,825,640	\$6,414,808	\$(410,832)	-6%
Event Subsidies/Other Funds	-	-	\$(277,201)	\$(277,201)	0%
Prior Year Surplus/Reserve	(200,000)	(311,000)	(200,000)	\$111,000	-36%
Total Home Fund	\$7,546,502	\$6,514,640	\$5,937,607	\$(577,033)	-9%
(Deficit)/Surplus	\$190,414	\$511,474	\$0		

\*Note: Contributions was set at 80% of 2019/2020 actual giving for Aug-Mar and at the same level as 2019/2020 actual giving for Apr-Jul

\*\*Note: Expense categories with significant changes

FICA/SECA: Received COVID credits in 2019/2020

HSA Contribution: Elmbrook's investment into staff HSA accounts was reduced by half

403(b): Elmbrook's 403(b) match for employees was reduced from 5% to 2%

COE: Strategic planning initiative with Dave Travis

Print/Mail Services: Moved personnel cost to Personnel line item

Human Resources: 2019/2020 included the cost of legal fees related to an HR policy and Governance review

\*\*\*Note: Ministers at Large 2018/2019 was funded by Harvest Fund budget

\*\*\*\*Note: Debt Reduction

Original Debt 7/29/2016	\$4,400,000
Current Debt Balance as of 7/31/2020	\$3,374,000
Debt Balance at 7/31/2021	\$3,112,264





	2018/2019 Actual	2019/2020 Preliminary Actual	2020/2021 Budget	CHANGE from 2019/2020 Preliminary Actual	
				\$	%
CONTRIBUTIONS	\$2,226,330	\$2,194,327	<b>\$2,067,165</b>	\$(127,162)	-6%
<b>MISSIONAL STAFF</b>					
Missional Staff	\$241,734	\$-	\$-	\$-	-0%
<b>Missional Staff Total</b>	<b>\$241,734</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>-0%</b>
<b>FIELD WORKERS</b>					
F.W. Support - Africa	\$166,562	\$143,245	<b>\$134,256</b>	\$(8,989)	-6%
F.W. Support - Asia/Middle East	197,010	183,325	<b>194,475</b>	11,150	6%
F.W. Support - Europe	229,050	198,100	<b>231,675</b>	33,575	17%
F.W. Support - The Americas	199,300	196,200	<b>196,200</b>	-	0%
F.W. Support - Executive	156,925	150,300	<b>146,475</b>	(3,825)	-3%
F.W. Support - Refugee/Glocal	151,250	152,150	<b>165,300</b>	13,150	9%
F.W. Support - College/Youth	144,400	163,600	<b>195,600</b>	32,000	20%
F.W. Support - Strategic Support	136,900	133,800	<b>113,500</b>	(20,300)	-15%
F.W. Support - New Field Workers	14,900	56,100	<b>44,019</b>	(12,081)	-22%
F.W. Grants	-	27,147	<b>45,000</b>	17,853	66%
<b>Field Workers Total</b>	<b>\$1,396,297</b>	<b>1,403,967</b>	<b>1,466,500</b>	<b>62,533</b>	<b>4%</b>
<b>STRATEGIC PARTNERSHIPS</b>					
Mission of Hope Haiti	\$15,000	\$10,000	\$-	\$(10,000)	-100%
OM Bangladesh	15,000	15,000	<b>15,000</b>	-	0%
Congo Initiative	-	15,000	<b>15,000</b>	-	0%
Kirche Am Start	-	10,135	<b>10,000</b>	(135)	-1%
PRISM EDC	100,087	25,000	-	(25,000)	-100%
Hope Street Ministry	-	15,000	<b>15,000</b>	-	0%
International Language Center & Tutoring	-	20,000	<b>20,000</b>	-	0%
Community Warehouse	-	5,000	<b>15,000</b>	10,000	200%
Wisconsin Inmate Education Association	-	5,000	<b>5,000</b>	-	0%
Care Net	-	-	<b>5,000</b>	5,000	0%
Safe Families	-	-	<b>5,000</b>	5,000	0%
Local & Global Undesignated	25,747	74,293	<b>118,000</b>	43,707	59%
<b>Strategic Partnerships Total</b>	<b>\$155,834</b>	<b>\$194,428</b>	<b>\$223,000</b>	<b>\$28,572</b>	<b>15%</b>

# HARVEST FUND

2020/2021  
BUDGET

	2018/2019 Actual	2019/2020 Preliminary Actual	2020/2021 Budget	CHANGE from 2019/2020 Preliminary Actual	
<b>JAMES PLACE MINISTRIES</b>				\$	%
Personnel Cost	\$234,903	\$221,160	<b>\$279,800</b>	\$58,640	27%
Rent & Utilities	56,420	49,028	<b>52,200</b>	3,172	6%
Staff Development & Appreciation	4,241	6,592	<b>11,000</b>	4,408	67%
Volunteer Development & Appreciation	10,859	2,304	<b>6,000</b>	3,696	160%
Printing, Postage, Promotion	2,529	1,440	<b>4,000</b>	2,560	178%
Supplies	41,362	8,190	<b>12,000</b>	3,810	47%
Honorarium, Contract Srv & R&M	7,942	9,225	<b>11,000</b>	1,775	19%
Immigration Services	(3,254)	(356)	<b>6,500</b>	6,856	-1926%
<b>James Place Ministries Total</b>	<b>\$355,002</b>	<b>\$297,582</b>	<b>\$382,500</b>	<b>\$84,918</b>	<b>29%</b>
<b>MULTIPLICATION</b>					
Multiplication	\$(53,750)	\$-	<b>\$-</b>	\$-	0%
<b>Multiplication Total</b>	<b>\$(53,750)</b>	<b>\$-</b>	<b>\$-</b>	<b>\$-</b>	<b>0%</b>
<b>OTHER OUTREACH</b>					
Travel	\$12,790	\$9,482	<b>\$10,000</b>	\$518	5%
International Center	31,114	2,796	<b>20,000</b>	17,204	615%
Harvestfest	35,471	44,099	<b>50,000</b>	5,901	13%
Local & Global Apprentices	50,302	49,931	<b>50,000</b>	69	0%
Mission storytelling	-	4,755	<b>8,000</b>	3,245	68%
Telling the Truth	24,996	24,996	<b>20,000</b>	(4,996)	-20%
Pastor Emeritus	25,000	-	<b>-</b>	-	0%
Ministers at Large	26,526	-	<b>-</b>	-	0%
<b>Other Outreach Total</b>	<b>\$206,199</b>	<b>\$136,059</b>	<b>\$158,000</b>	<b>\$21,941</b>	<b>16%</b>
<b>Total Expenses</b>	<b>\$2,301,316</b>	<b>\$2,032,037</b>	<b>\$2,230,000</b>	<b>\$197,963</b>	<b>10%</b>
<b>Prior Year Surplus/Reserve</b>	<b>\$-</b>	<b>\$-</b>	<b>\$(162,835)</b>		
<b>Total Harvest Fund</b>	<b>\$2,301,316</b>	<b>\$2,032,037</b>	<b>\$2,067,165</b>	<b>\$35,128</b>	<b>2%</b>
<b>(Deficit)/Surplus</b>	<b>\$(74,986)</b>	<b>\$162,290</b>	<b>\$-</b>		

**\*Note:** Contributions was set at 90% of 2019/2020 actual giving for Aug-Mar and at the same level as 2019/2020 actual for Apr-Jul

**\*\*Note:** Categories with changes of \$20,000 or more over actual 2019/2020

**Community Warehouse:** Increase grant to include an investment in Partners in Hope

**Local & Global Undesignated grants:** Reduced spending in various categories to add to undesignated grants to allow respond to extreme needs due to COVID

**James Place personnel:** Additional staff in Immigration due to increase demand and at Waukesha location

**International Center:** 2019/2020 international center was postponed due to COVID. We are planning a virtual International Center reunion in 2021



PROVERBS  
18:10

THE NAME OF THE LORD  
IS A FORTIFIED TOWER;  
THE RIGHTEOUS RUN TO IT  
& ARE SAFE.





## AFRICA CARE TEAM

Serving on the continent of Africa

**Andy & Brittany** | *E. Africa* | Andy and Brittany are currently working in a city of over 500,000 people, the majority of which are Muslim. Of the seven unreached people groups there, their team attempts to engage the three largest through business for transformation. Together, they run a tourism company devoted to seeking opportunities for life on life discipleship with the people they interact with and employ.

**Joe & Kay H.** | *SIM: Worldwide* | Joe and Kay connect people around the world who desire transformation in areas where Jesus is least known. They help by developing spiritual, medical and business-as-mission projects. They also spearhead projects that will assist in resourcing missionaries from Africa and Asia to the rest of the world.

**John & Ajulo Omot** | *Life Way Missions Intl.: Kenya/S. Sudan* | Pastor John travels from Nairobi to remote, war-torn areas of South Sudan to train church leaders and youth. He is an evangelist in an area under Islamic control, but continues to shepherd the growing number of believers in this difficult place.

**John & Becky** | *N. Africa* | John and Becky oversee projects, which support the people of their host country and African immigrant families. They support and encourage several house church gatherings of local believers. They also disciple and mentor many of the sub-Saharan Africans, teaching them how to live and share their faith with their Muslim neighbors and co-workers.

**Katie R.** | *N. Africa* | Katie teaches second grade at a small, international Christian school where she is able to live out her faith and impact families. She is also part of a team whose focus is to look for opportunities to engage with those around them who are seeking truth in this predominantly Muslim country.

**Steve & Gina Wintermantel** | *AIM/CVI: S. Sudan* | Steve and Gina's ministry is to come alongside South Sudanese churches and help them to mobilize believers to carry out the Great Commission (Matthew 28:18-20). Their role is to disciple believers, and help the church equip those the Lord calls to make disciples in unreached villages of South Sudan. They also provide basic training in agriculture and animal husbandry to those who answer the call to go so that they can better provide for their families.

**The W Family** | *N. Africa* | Our desire is to make disciples and to see every corner of our nation touched by the gospel. Whether it's meeting a seeker for coffee to explain the gospel for the first time, discipling a new believer, meeting people through midwifery activities, or chatting with a stranger who inevitably wants to come and give our son a kiss — we take every opportunity to give a reason for the hope we have and see The Kingdom expanded in this Muslim land.

## AMERICAS CARE TEAM

Serving in Canada, Mexico, Central and South America

**Tom & Jen Atwater** | *Orphanos/911 Life: Medellin, Colombia* | 911 Life Ministries in Medellín, Colombia, was birthed in 2018 out of a desire to be a tangible extension of the love of Father God to the neediest in Colombia. The ministry focuses on two main fronts: serving at-risk families through our bilingual women's and youth programs, and Christian leadership development through ITEC (the International Training and Equipping Center).

**Brian & Tricia Fink** | *North American Indigenous Ministries: Saskatchewan, Canada* | The Finks work at building and maintaining relationships for the purpose of spiritual and social reconciliation among First Nations people.

**Dick & Ruth Hidalgo-Robinson** | *River Wind: Peru* | RiverWind was founded by Dick and Ruth to reach indigenous peoples in the Peruvian Amazon. RiverWind's mission includes Leadership Formation, Community Development, and Environmental Stewardship. They teach indigenous community and church leaders using oral communication strategies, translating and adapting Biblical stories and servant leadership principles into the cultural context of the indigenous people groups.

**Doug & Barb Lamp** | *OneChallenge Intl.: Brazil* | The Lamps serve with a Brazilian mission agency (Sepal) in northeast Brazil. Doug coaches and mentors these leaders in church planting and discipling skills. Barbara is a coordinator of Mulheres em Ministério (Women in Ministry) that emphasizes study/care groups for pastors wives and women who are pastors or missionaries.

**Jerry & Susy McNally** | *Living Hope, Intl: Esperanza Viva in Puebla, Mexico* | The McNallys began their missionary service in Mexico in 1985, planting churches and evangelizing in rural villages. In 1994, they moved to Puebla, Mexico, and doors were opened for them to found Esperanza Viva Youth Homes. Since that time, they have lived in Puebla, where they serve as directors for the youth home, as well as Nations School, Nations Institute (La Viña), Nations Church, Life to the Nations publishing company and LHI Missions.

**Bio & Derida Ochaeta** | *Global Development: Guatemala* | The Ochaetas run a Training Center "Paths of Hope", a business-oriented ministry to youth at risk in northern Guatemala, afflicted by gangs and drug dealing activity. At the center, young men are taught the Word, trained in carpentry and welding, and provided the resources to continue their formal education. In addition, the Ochaetas work with local churches in pastoral care and marriage ministry.

**Phil & Valeree Poulson** | *Ethnos 360: Brazil* | As a part of the Ethnos 360 leadership team, they encourage, clarify vision, and provide guidance for field workers planting churches among the least reached peoples of the Amazon.



# HARVEST FUND

FIELD WORKERS

**Dave & Sue Rodman** | *Ethnos 360: Venezuela/North Carolina* | Dave and Sue provide support and discipleship to the indigenous churches they helped plant by bringing church leaders to the city for training. They also serve as mentors to a national team that seek to become fluent in the language with the goal of translating more of the Bible into the language of this people group. Their desire is to see these churches continuing to mature in the Lord as they reach out to those who have yet to hear the gospel.

**Carlos & Alicia Scott** | *GloCal Mission: Argentina* | The Scotts are leaders in a ministry that mobilizes Latin American churches and equips Spanish-speaking field workers for service. They travel extensively to reach their goal of forming transformational communities of Christ at both the local and global level.

**Tim & Betty Wyma** | *Ethnos 360: Bolivia/Florida* | The Wyma's love the abundant opportunities their ministry provides to daily interact, mentor and disciple a variety of growing and hungry believers in Bolivia and other Latin American countries. The Ayoré Church continues to grow. The church leaders are hungry and open to be discipled and advised by the Wyma's as the number of churches multiply and deepen both in Bolivia and Paraguay.

## ASIA CARE TEAM

**Serving on the continent of Asia.**

**Thearith & Angela** | *YWAM: SE Asia* | Thearith and Angela work with at-risk-children in impoverished areas of Southeast Asia, releasing the Father's love and coaching others in their ministry. Thearith also oversees a prayer room ministry within their organization.

**Mike & Maria** | *Partners International: SE Asia* | Mike and Maria's ministry focuses on training and sending out local believers to share the gospel and to establish churches for those who respond. They equip the Christians to reach out to their co-workers, neighbors and schoolmates.

**Duane Dietze** | *EFCA/Tokyo Multicultural Church: Japan* | Duane is part of a church-planting organization spreading the gospel throughout Japan. The vision is to plant a Christ-centered, Bible-based, disciple-making church for many nations celebrating the God-given diversity of Tokyo. Duane is part of the preaching team and disciples believers in many stages of their journey in following Christ.

**NEW! Aaron & Beth Gloss** | *SE Asia* | The Gloss family will be church planting among an unreached people group. In order to reach this people group they will need to begin by learning two languages. Their people group is Muslim, so for their protection, no further details will be included.

**John & Lily** | *SE Asia* | John and Lily work alongside indigenous Christian leaders in Southeast Asia to access unreached people with the gospel and affect positive community change through relief and development.

**NEW! Sam and Karis Giunta** | *YWAM Australia* | The Giuntas are currently serving with Youth with a Mission (YWAM) in Sunshine Coast, Australia. They are the ministry coordinators of the Discipleship Training School (DTS) which is YWAM's foundational training course. Their roles include oversight of staff training, care, DTS students, courses, the outreach locations and focus.

**Kipp & Anna L.** | *SE Asia* | Kipp and Anna help run a holistic, vocational boarding school for students, ages 17-23, from poor villages in rural areas, giving them skills to support themselves and their families.

**Mike & Rachel** | *SE Asia* | Mike and Rachel serve the Lord by providing community and personal services to those in need. They move between a small collection of neighborhoods to create unity so that God's love can be magnified.

**R. & S.** | *OC Intl.: Asia* | R. and S. help develop Chinese leaders in their ability to bring others to a growing relationship with Jesus. Some of these leaders go to other nations to do the same.

**Alainna** | *Student Mobilization: Southeast Asia* | Alainna works with students on college campuses. She develops leaders and teaches them to lead others to Christ. Alainna will be married in October to Jordan and will relocate to a new area of Southeast Asia.

**Christina Winrich** | *OMF: Sapporo, Japan* | Christina will be working with an OMF missionary team in a coffee shop and church planting ministry, reaching out to people who have little to no connection with Christians. The aim is to introduce people to Jesus in the context of building relationships with them, and then to make disciples who will be passionate about making other disciples. Christina will also be working with university students on a nearby campus, mentoring Christian students and sharing the gospel with those who don't yet know Jesus.

## COLLEGE & YOUTH

**Serving with children, students &/or camping ministry.**

**Craig & Shirley Colbert** | *Intl. Friends/InterFACE Ministries: U of Missouri-Columbia* | The Colberts direct the ministry of International Friends, a Christian ministry to international students, scholars, and their families at the University of Missouri-Columbia. They sponsor English Conversation Groups, Easy English Classes, World of Women Fellowship, Kids Bible Club, various Bible discussion groups, and also sponsor Global Life Church on Sunday mornings for internationals.

**Andrew & Megan Florestano** | *Navigators: South Dakota State* | The Florestanos aim is to reach college students with the Gospel of Jesus, establish them in their faith, and equip them to be "laborers in the harvest" in their own spheres of influence, both on campus and in their lives post-graduation.





**April Foat & Alex Holle** | *InterVarsity Christian Fellowship: Carroll University, Waukesha* | The Holles oversee the ministry of InterVarsity on the Carroll University campus as they see students and faculty come to faith, grow in their personal relationship with Jesus, and share Him with others.

**Josh Green** | *InterVarsity Christian Fellowship: Marquette University* | InterVarsity on the Marquette campus is a multi-ethnic, interdenominational community that exists to see students from every corner of campus know, love, and follow Jesus and share Him with others.

**Sam & Meghan Gryzwa** | *CRU: New York City* | Meghan helps lead a team of 10 Cru staff (of which Sam is a part!) to reach 400,000+ college students on 60+ colleges and universities across Manhattan and the Bronx with the Gospel. Day to day we share our faith with lost students across the city, meet to disciple Christian student leaders, lead Bible studies, teach at student gatherings, train and equip students to love Jesus, lead their peers, and live out their faith for a lifetime.

**Emily Lorentz** | *Navigators: Ottawa, Canada* | Emily raises up disciples of Jesus in Canada's diverse capitol city, Ottawa. At Carleton University and the University of Ottawa, she develops, trains, and facilitates a community of students who seek to grow in knowing Jesus, practicing their apprenticeship to him and helping those in their relational networks to do the same.

**Roger & Lynn Hamilton** | *Navigators: Headquarters* | The Hamiltons have served with The Navigators since 1988. Roger is the Director of Training & Development for Eagle Lake Camps. He oversees the training and orientation for 300 summer staff who minister to 12,000 kids in a ten-week season. He also leads the Emerging Leaders Program, a 3 year ministry and business internship for our camp staff.

**Craig & Tina Holmquist** | *Fort Wilderness: N. WI.* | The Holmquists started at Fort Wilderness in 1996. They met and affirmed their call to ministry there. Fort is a year-round Christian camp serving 8,000 campers of all ages and backgrounds each year. Craig leads the church partnerships, marketing and donor care teams. Tina engages with campers and staff who return year after year.

**Sean & Jenna Kaiser** | *InterVarsity Christian Fellowship: UW-Eau Claire, UW-Stout* | The Kaisers work with the campuses of the Chippewa Valley, leading both staff and students. One of their primary responsibilities is the chapter at UW - Eau Claire, which has had a decades-long legacy of thriving student ministry. There is also a specific small group ministry for international students, Asian American students, arts students, and athletes.

**Jim & Donna Kelly** | *CRU: Green Bay/NE WI.* | The Kelleys seek to turn lost students and faculty into Christ-centered laborers. We serve on multiple campuses in NE Wisconsin directing student-led ministries of evangelism and discipleship.

They also direct multiple specific movements that focus on International students (Bridges), athletes (Athletes in Action) and high school students (Cru High School). They promote opportunities for training and mission opportunities state-side and throughout the world.

**Erick & Ellisa Lettner** | *CRU: MKE.* | The Lettner's mission is to "Turn lost students into Christ-centered laborers." Ellisa serves on a team to reach traditional American college students. She primarily works at Marquette University discipling women and also helps with larger events with other campuses. Erick specifically works with Bridges International which is Cru's outreach to international students studying in the U.S. He is at UW-Milwaukee and hopes to begin meeting students at Marquette and Milwaukee School of Engineering.

**Phil & Kym Schank** | *C2K Ministries: Mississippi* | The Schanks live and work in a small, impoverished, rural community where many young people struggle academically and socially. They provide tools and resources to help them to overcome, giving them a chance to be successful in life.

## EUROPE CARE TEAM Serving on the continent of Europe

**NEW! JD & Alice Atkins** | *Tyndale Seminary & InterVarsity: The Netherlands* | J.D. is a missional scholar with UWM's Theological Education Initiative. He'll be serving as a New Testament professor at Tyndale Theological Seminary. Tyndale is an international, evangelical seminary near Amsterdam that trains pastors, missionaries, church planters, Bible school professors, and denominational leaders from 80 different nations. Alice serves as the Associate National Director of Asian American Ministries for InterVarsity Christian Fellowship/USA. She is leading the charge to launch a national movement to reach SE Asian students in secular orgs.

**Brooke Bateman** | *Wycliffe Bible Translators: Romania* | Brooke's ministry is with the Global Sign Language Team based in Romania to reach the deaf unreached people groups around the world through support of Bible Translation and other various capacities.

**NEW! Miguel & Ilaria Castillo** | *East West Ministries: Madrid, Spain* | The Castillos are part of the leadership team of an urban church planting project in Madrid, Spain. Miguel is also a coach to half a dozen of young leaders who are church planting throughout different cities of Spain. In the European context, Miguel is the coaching coordinator and trainer for M4 Europe, a church planting network with a vibrant presence in 15 nations. Ilaria is also a pattern maker and textile artist and intentionally seeks to reach artists and creatives with the gospel in urban settings.

# HARVEST FUND

FIELD WORKERS

**Carlos & Yolanda Gomez** | *Equip: Madrid, Spain* | Carlos and Yolanda are church planters in Madrid. Their time is spent sharing God's love through word and deed with people they meet so they can hear that God has a plan for them. They then help them join a church or form a group which, in time, becomes a church where they can grow in knowledge of God.

**Timo & Manu Heimlich** | *Reach Global: Berlin, Germany* | The Heimlich's support a movement of new, gospel initiatives leading to multiplying churches in secular and influential Berlin, Germany. They build bridges between US churches, field workers, German leaders, and migrants from different countries and generations.

**JoAnne Klandrud** | *TeachBeyond: Germany* | JoAnn is serving with the mission agency, TeachBeyond, as a High School Guidance Counselor at Black Forest Academy (BFA) in Kandern, Germany. BFA is home to students whose families serve and work in over 40 countries to advance the Gospel.

**Mariano & Fanny Pineda** | *International Teams/One Collective: Santiago, Spain* | The Pinedas are leading Casa de Pan (House of Bread), a guest house for pilgrims on the Portuguese Route to Santiago de Compostela (also known as Camino de Santiago, or Saint James way). Through hospitality, soul care and spiritual formation, they desire to see lives transformed by the love of God.

**Diet & Jan Schindler** | *TEAM: Frankfurt, Germany* | The Schindlers serve with TEAM based in Germany. Having planted five German speaking churches, Diet is a consultant for church planting in Europe (conference speaking, webinars, writing). Jan completed her two-year course with the Renovaré Institute for Spiritual Formation, ministers to our neighbors, and serves a neighbor with cancer.

**Ray & Susan Stensgard** | *Greater Europe Mission: Brussels, Belgium* | Ray & Susan serve with Greater Europe Mission in Bruxelles, Belgium. They have a ministry of evangelism, discipling, training leaders, and personal counseling. Susan meets individually with women and leads small group Bible studies. Ray has formed and leads a team of evangelists and another of disciplers, gives training workshops, and meets individually with teens and men.

**Dan Sweeney** | *United World Mission: Bonn, Germany* | Dan provides strategic planning along with leadership and organization development consulting services to To All Nations (a German mission organization), partnered with Bibelseminar Bonn (a German Bible school) in Bornheim, Germany. He is also working with German nationals to facilitate church planting and renewal, leadership/organization development, men's ministry, and outreach to immigrants/refugees.

## EXECUTIVE CARE TEAM

**Serving in executive roles with mission agencies**

**Malcolm & Juls Clegg** | *Navigators: Eastern Europe/Central Asia* | Malcolm and Juls are based in Poland, traveling and ministering with the Navigators. They founded and coordinate a network of sixteen indigenously led, mission oriented, inter-denominational ministries called Central Eurasian Partners working in ten countries. These partners are working in evangelism and disciple-making, youth, student and children's work, widows and orphans, arts, education, business, church growth, and holistic ministry, aiming at spiritual transformation, social impact and financial self-sustainability.

**Larry & Jill Goring** | *Ethnos 360 HQ: Florida/Worldwide* | The Gorings spent 31 years in Indonesia and the Philippines in church planting, consultant, and leadership roles. Larry is currently the director of Global Partners International Ministries Team. Jill is a Bible translation consultant and the



ELMBROOK  
APPRENTICES  
WHO NOW ARE  
**FIELD  
WORKERS:**  
**11**

**91**  
THE NUMBER  
OF ELMBROOK  
**SUPPORTED**  
field workers,  
ministry organizations,  
& mission apprentices

Did you know: We support field workers who are originally from the following countries:

Albania	Germany	Moldova	South
Argentina	Guatemala	Peru	Sudan
Cambodia	Jordan	Russia	& Spain





author of the four volume RockSolidKids: Drawing Kids to God's Unchanging Heart foundational Bible teaching program. The Gorings live in central Florida and travel frequently around the world as a part of their ministries.

**Dave & Pam Lovett** | *Operation Mobilization: Central & South Asia* | Dave and Pam oversee 300 national missionaries who are church planting among the most unreached in Pakistan, Bangladesh and India. There are 600 million Muslims in these three countries. They also serve as Associate Area Directors for ten additional countries, building strategic partnerships, providing oversight, accountability, teaching, training, coaching, leadership development, prayer mobilization, and recruiting.

**Ralph & Linda Mierow** | *Fellowship of Christian Athletes: WI, Statewide* | Ralph is the state representative for FCA in Wisconsin, and serves athletes and coaches in middle schools, high schools, and colleges in a multitude of ways during the school year and through an extensive camp ministry in the summer.

**Mark & Ayuna** | *Global Serve Intl.: Florida/Worldwide* | Mark and Ayuna mobilize people towards considering their role in The Great Commission, specifically among unreached people groups. In addition, they work together with field workers to plant mature churches in unreached people groups in closed countries.

**Steve & Julie Olsen** | *Tyrannus Hall: Europe/South Asia* | The Olsens establish and nurture small residential communities of university students in Europe and South Asia that seek to train disciples in a like manner to Jesus. These training centers of 12-16 men or women prepare university students over the course of 3-5 years to impact the marketplace for Christ.

**Don & Lynda Pederson** | *Ethnos 360: Florida/Worldwide* | Don and Lynda assist teams planting churches among unreached people groups to learn language and culture, develop literacy programs, and produce materials used in presenting the gospel. This is accomplished by organizing on-field training and producing software to speed up the work.

**Mike & Donna Sigfrids** | *Athletes in Action: Colorado/Europe* | Athletes In Action Basketball sends competitive teams of collegiate athletes around the world. During these mission trips, our goal is to create an environment where athletes can grow in their faith while sharing the gospel with others. We are a faith-centered global sports organization serving coaches and players.

**Robert & Carol Strauss** | *Worldview Resource Group: Arizona* | The Strausses are cross-cultural workers with Worldview Resource Group (WRG). Robert is the President and CEO of WRG. WRG provides coaching, consulting, and training to global mission leaders. The focus of their work is a story-based worldview approach to cross-cultural ministry.

**Veronica Ventrice** | *CRU: Prison Ministry, SE WI* | Veronica works with women in the prisons of Southeast Wisconsin telling them how they can have a personal relationship with Jesus. She teaches them basic Biblical principles to grow stronger and deeper in their relationship with Jesus.

## GLOCAL/REFUGEE

**Working with refugees globally and/or locally.**

**Jamal & Susan H.** | *Global Hope Network Int'l: Middle East* | Jamal leads a team of forty people in Jordan, Egypt and Lebanon who show God's love in practical ways by blessing refugees with blankets, clothing, shoes and care packs. Global Hope runs several clinics as well, offering both medical and dental services. Dozens of refugee families have come to the Lord and are growing in their faith.

**Dave & Rebecca H.** | *New Generations: Chicago/Worldwide* | Dave and Rebecca are involved in both global and local ministries from their base in Chicagoland. They do training and coaching of disciple-making movements (DMM) around the world. They are also working locally to catalyze a broad partnership of Christians to make disciples and plant churches among immigrants and refugees.

**Tom & Ann H.** | *Pioneers: Canada/South Asia* | Tom and Anne serve both at a local and global level. In Canada they reach out to immigrants and refugees that have come from the least reached nations of the world. They focus on providing Disciple Making Movement/Church Planting Movement training and coaching. They desire to see this training used both in Canada and back in the home countries of the people they train. Tom also travels to parts of Asia to bring this same training which allows for the multiplication of disciples and churches.

**Heather** | *N. Africa* | Heather is teaching English, learning Arabic and building relationships in an isolated area of North Africa. A primary focus of the team is building a groundwork of strategic prayer, but Heather specifically is diving into learning Scripture in the local dialect and developing more language-learning resources for current/future teammates, as well as other teams in the area.

**Janine R.** | *ReachBeyond: Middle East* | Janine has served in Asia and South America, but is now reaching into cultures that need to be nameless for her safety and the success of her ministry. Janine uses social media to connect with people who desire to learn English. Through this type of ministry, she is able to develop relationships and share the gospel.

**Donior & Yasmeen** | *Middle East* | Donior and Yasmeen (pseudonyms) are building relationships with displaced Iranian believers, strengthening and supporting churches where they are currently located.



**Dan & Devri W.** | *Frontier Alliance International: N. Cyprus* | The Wickwires have been sharing the Gospel with Turkish-speaking Muslims since 1985 with 28 years in Turkey and over 7 years in the Turkish Republic of Northern Cyprus. In Cyprus they are currently involved in church planting; children's ministry; training new missionaries; women's ministry; and mentoring church leaders.

**Nicole Wriedt** | *Peace Catalyst International: San Diego, CA* | Nicole joined Peace Catalyst International as Program Director in June 2020. Peace Catalyst is a community that supports everyday Christians locally and globally in our journeys as Jesus-centered peacemakers. We offer resources on the biblical basis for peace-making, practical tools for maturing as peacemakers, and opportunities to build trust and collaborate with Muslims to create safer, more just and more vibrant communities.

## STRATEGIC SUPPORT

**Serving with a mission agency in support roles.**

**Dana & Carolyn Belton** | *SIM Headquarters: North Carolina* | Dana and Carolyn live in Charlotte, North Carolina and help to recruit, train and debrief American missionaries that serve in more than sixty countries around the world with SIM, an evangelical mission sending agency.

**David & Kristen Burson** | *Ethnos 360: Florida Headquarters* | David develops specialized software to help church planters living among unreached people groups. Church planters use this software to help them learn the language and culture, develop teaching aids for explaining the Bible, and create literacy curricula.

**Josh & Josie Dyck** | *Ethnos 360: Indonesia/Worldwide* | After twelve years in Indonesia, Josh and Josie have continued their ministry, serving remotely from Wisconsin since 2018. They work closely with the leadership team to oversee and support finance, personnel, administration, aviation and related IT systems. This provides the necessary infrastructure for frontline church planters and translators to serve among isolated people groups across Indonesia. Josh also works with a broader global IT team to offer similar resources and technical support to other Ethnos affiliates around the world.

**Jeff & Becky Meyer** | *CRU Headquarters: Orlando, Florida* | Jeff has a role in helping to influence Cru's U.S. and international ministries, as he helps to accelerate the spread of spiritual movements by expanding operational capacity. His role as part of Cru's Corporate Reporting Team helps provide strategic financial resources to ministry leadership and over sixty additional ministries. This involves partnering in order to streamline financial processes and resourcing them so they can reach their goals.

**John & Kelley** | *Jesus Film Project: The World* | Based in Orlando, John directs the International Recording Team which travels to the uttermost parts of the world in order to redub the Jesus Film into new languages.

**Dawn Kruger** | *Southeast Asia Wycliffe-SIL Int'l* | Dawn is currently working with Wycliffe partner SIL. The vision and mission of SIL is to promote the holistic well-being of minority language communities through language development and Bible translation initiatives. Along with her writing and editing assignments, Dawn is co-facilitating the production of a book on the significance of language in the mission of God.

**Jonathan & Jenny Roundy** | *Ethnos 360: North Carolina* | Jonathan & Jenny serve with Ethnos 360, working remotely from North Carolina. Jonathan is an IT System Administrator for the Ethnos 360 office in Florida. He supports church planting and Bible translation among unreached people groups.

**Bryan & Jan Thompson** | *OMF: Colorado, Asia* | Bryan oversees the OMF Volunteer Ministry here in the US, enabling hundreds of gifted volunteers to serve alongside OMF staff in high-impact ministry roles seeking to mobilize people, prayer, and resources to take the hope of Christ to East Asia's peoples. Jan provides debriefing and follow up for field workers in transition. She also oversees a team who pray for and correspond with field workers to provide encouragement and support.





## GLOBAL PARTNERS

**CONGO INITIATIVE** was established to bring Christian transformation in the Democratic Republic of the Congo. Their work engages in areas where intervention is needed: education, Christian vocation, holistic family development, governance, and economic development. The vision began with the Christian Bilingual University of Congo to develop a community of Christ-centered Congolese leaders who will help create a flourishing DRC. It has expanded to include schools for marginalized children, counseling services, vocational training, mentoring of entrepreneurs, church renewal, and justice initiatives.

**KIRCHE AM START** is a church network in Offenbach, Germany, reaching the immigrant community that lives near Frankfurt. The goal of Kirche am Start is to grow missional communities meeting in homes and restaurants. They have opened a kindergarten to meet the educational needs of children and build relationships with their families, as the immigrant children are not allowed to attend German schools. Elmbrook is partnering with Kirche am Start to ensure the successful launching of this initiative.

**OPERATION MOBILIZATION (BANGLADESH)** cares for vulnerable people and pioneers work among different communities in the 10-40 window. While OM serves in 110 countries, the Bangladesh office has been tasked with being a refuge in the wake of multiple natural disasters. This organization has also been resourcing the stateless Rohingya refugees that have fled Myanmar, now living in crowded refugee camps.

## LOCAL PARTNERS

**CARE NET-** Upholds the sanctity of human life shares the love of Christ with women and their families facing an unplanned pregnancy. We offer spiritual and practical care during and after pregnancy. Jesus Christ is the foundation of our ministry and we serve our clients with mercy, grace and a non-judgmental spirit.

**COMMUNITY WAREHOUSE/PARTNER'S IN HOPE** exists to glorify the Lord Jesus Christ by serving the people of Milwaukee, Wisconsin. We are a faith-based organization that provides Milwaukee's most challenged neighborhoods with home improvement materials. We partner with foundations, individuals, builders, and manufacturers to provide the resources that are needed for rebuilding Milwaukee's under-resourced communities. As a result, the quality of life in our neighborhoods is significantly improved. We also operate a prisoner reentry program, Partners In Hope.

**HOPE STREET MINISTRY** is the Greenhouse for People on 26th and Capitol. Home to about 40 men, women, and children. The staff, volunteers and members cultivate a nurturing community in which we can live, learn and develop new habits that help people flourish. empowered by the love of Christ.

**INTERNATIONAL COMMUNITY CENTER** -The ICC (formerly the International Language Center & Tutoring) is located near the airport, close to the homes and shops of many immigrants. ICC is a place where immigrants receive help learning English, children receive help with school work, and many cross-cultural relationships form. Volunteers and staff aim to celebrate immigrant cultures as we welcome them to life in US culture, and introduce scripture to those who are interested.

**SAFE FAMILIES** for Children is a movement fueled by compassion and faith to keep children safe and families intact. Through Host Families, Family Friends, and Family Coaches, Safe Families temporarily host children and provide support while parents get back on their feet. Safe Families for Children Greater Milwaukee Area started in 2011 and is now serving: Milwaukee, Ozaukee, Waukesha, & Washington counties. The work is done through volunteers from 16+ different Partner Churches, including Elmbrook Church.

**WISCONSIN INMATE EDUCATION ASSOCIATION-** Angola Prison in Louisiana was one of the most dangerous prisons in the world. Things began to change in 1995 after the prison offered a Bachelor of Arts degree in Biblical Studies. The gangs that ran the prison are no longer in control, the facility is run by 400 fewer staff, prisoner's lives have changed, and Angola is seen as one of the safest prisons in the world! The Wisconsin Inmate Education Association (WIEA) established a similar program in our maximum-security prison in Wau-pun, where Trinity International University offers a Bachelor of Arts degree in Biblical Studies, and next spring we will be celebrating our first graduating class!

BUILDING  
RELATIONSHIPS, RESPONDING TO NEEDS,  
AND OFFERING  
HOPE IN THE NAME OF  
JESUS.

# JAMES PLACE

FAITH. HOPE. LIFE. IN OUR COMMUNITY.



## J.P. Waukesha | 129 W. Broadway Waukesha, WI 53186

This location works with many homeless, disenfranchised, mentally ill, and jobless of Waukesha. We assist people with resume writing, budget coaching, finding jobs, preparing for interviews, finding shelter and assistance, and more.

## J.P. South Side | 807 S. 14th St, Suite 200, Mke, WI 53204

Located Inside the Milwaukee Christian Center, this location provides Immigration Services to refugees and immigrants who are settling on the south side of Milwaukee.

## J.P. Washington High School

2525 N. Sherman Blvd. Mke, WI 53210

In partnership with Eastbrook Church, this location is on the 4th floor of Washington High School and assists high school students with tutoring, job applications, life skills, and college prep.

## J.P. Obama School | 5075 N. Sherman Blvd. Mke, WI 53209

Located in Barack Obama School of Career and Technical Education (previously Custer High School). James Place is a resource center for assisting and mentoring students and teachers. Special emphasis is placed on in-class teacher support and training students to go into the trades.

## J.P. North Side | 324 W. North Ave, Mke, WI 53204

This location works in partnership with Community Warehouse and their Partners in Hope Initiative to mentor returning citizens coming out of incarceration. This location will offer the community assistance with connections to local resources.

### Specialty Services:

#### J.P. Immigration Services

Located at James Place Waukesha and James Place South Side. We provide legal advice and assistance in filing applications for immigrants and refugees.

#### James Place Behavioral Health

Counseling services provided by graduate interns are available at James Place Waukesha, James Place North Side and in partnership with Hope Street Ministries.



James Place is always looking for caring individuals to serve! To learn more, contact  
Shannon, Director of James Place Ministries,  
at: [solsen@elmbrook.org](mailto:solsen@elmbrook.org) | p: 262-786-7051 x 368

[elmbrook.org/jamesplace](http://elmbrook.org/jamesplace)



# ELMBROOK CHURCH

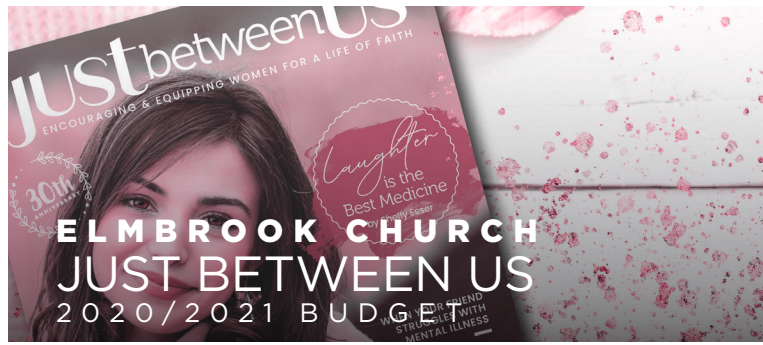
## CONSOLIDATED BALANCE SHEETS

### 2020/2021 BUDGET

	HOME FUND	HARVEST FUND	THE COMMONS	ECCEC	JBU	CONSOLIDATED
<b>ASSETS</b>						
Cash & Short-term Investments	\$3,059,604	\$794,200	\$9,280	\$108,621	\$146,172	\$4,117,876
Accounts Receivable	\$39,555	\$-	\$-	\$-	\$10,202	\$49,757
Intercompany Receivables	\$80,725	\$-	\$-	\$-	\$-	\$80,725
Inventory	\$-	\$-	\$107,374	\$-	\$-	\$107,374
Prepaid Expense	\$43,459	\$3,997	\$370	\$4,025	\$968	\$52,819
Fixed Assets	\$37,540,236	\$18,828	\$477,426	\$171,909	\$14,525	\$38,222,923
Less: Accumulated Depreciation	\$(22,523,860)	\$(2,575)	\$(231,597)	\$(147,736)	\$(14,525)	\$(22,920,293)
<b>TOTAL ASSETS</b>	<b>\$18,239,718</b>	<b>\$814,450</b>	<b>\$362,853</b>	<b>\$136,819</b>	<b>\$157,342</b>	<b>\$19,711,182</b>
<b>LIABILITIES</b>						
Accounts Payable	\$79,721	\$5,493	\$23,614	\$858	\$716	\$110,403
Business Notes Payable	\$3,374,000	\$-	\$-	\$-	\$-	\$3,374,000
Accrued Expenses	\$199,207	\$9,376	\$1,240	\$15,486	\$7,537	\$232,847
Intercompany Payables	\$-	\$18,711	\$4,277	\$37,065	\$20,673	\$80,725
Gift Certificates	\$-	\$-	\$26,466	\$-	\$-	\$26,466
Deferred Revenue	\$15,360	\$-	\$-	\$-	\$97,063	\$112,423
<b>TOTAL LIABILITIES</b>	<b>\$3,668,289</b>	<b>\$33,580</b>	<b>\$55,597</b>	<b>\$53,409</b>	<b>\$125,990</b>	<b>\$3,936,865</b>
<b>NET ASSETS</b>	<b>\$14,571,429</b>	<b>\$780,869</b>	<b>\$307,256</b>	<b>\$83,410</b>	<b>\$31,353</b>	<b>\$15,774,317</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$18,239,718</b>	<b>\$814,450</b>	<b>\$362,853</b>	<b>\$136,819</b>	<b>\$157,342</b>	<b>\$19,711,182</b>

“COME TO ME,  
all you who are weary & burdened,  
& I WILL GIVE  
YOU REST.”

MATTHEW  
11:28



	2020/2021 Budget
<b>Revenue</b>	
Contributions	\$150,000
Subscriptions	115,000
Advertising Revenue	60,000
Other Income	10,000
<b>Total Revenue</b>	<b>\$335,000</b>
<b>Personnel</b>	
Salaries	\$159,196
Benefits	23,217
<b>Personnel Total</b>	<b>\$182,413</b>
<b>Administration</b>	
Care and Development	\$1,800
Dues and Fees	5,500
Supplies and Environments	1,500
Printing, Postage, Promotion	40,000
Honorarium, Contract Svcs	8,000
Donor Development	10,580
<b>Administration Total</b>	<b>\$67,380</b>
<b>Magazine</b>	
Advertising Sales Commission	\$12,000
Printing, Postage, Mailing Service	56,000
Layout/Graphic/Photography/ Design	16,000
<b>Magazine Total</b>	<b>\$84,000</b>
<b>Capital</b>	
Equipment	
<b>Capital Total</b>	<b>1,100</b>
<b>Net Revenue over Expenses</b>	<b>\$ 107</b>

	2019/2020 Budget
<b>Revenue</b>	
Tuition	\$530,700
Event Fees	2,000
<b>Revenue Total</b>	<b>\$532,700</b>
<b>Personnel</b>	
Salaries	\$332,000
Benefits	117,759
<b>Personnel Total</b>	<b>\$449,759</b>
<b>Administration</b>	
Staff Care and Development	\$3,730
Dues / Subscriptions	889
Credit Card Fees	10,500
Building	38,725
Office Supplies	1,000
Printing, Postage, Promotion	2,200
<b>Administration Total</b>	<b>\$57,044</b>
<b>School</b>	
Food/Kitchen/Paper Supplies	\$5,750
Student/Teaching Supplies	1,500
Honorariums, Contract Services	5,660
<b>School Total</b>	<b>\$12,910</b>
<b>Capital</b>	
Furniture	\$-
Building Improvement	3,500
Equipment	1,500
<b>Capital Total</b>	<b>\$5,000</b>
<b>Total Expenses</b>	<b>\$524,713</b>
<b>Net Revenue over Expenses</b>	<b>\$7,987</b>



# NOTES



ELMBROOK  
CHURCH



**BROOKFIELD**

777 S. Barker Road  
Brookfield, WI 53045  
262.786.7051

**LAKE COUNTRY**

1100 WI-83  
Hartland, WI 53029  
262.367.8422

**ELMBROOK EN ESPAÑOL**

777 S. Barker Road  
Brookfield, WI 53045  
262.352.3902