

ANNUAL MEETING AND BUSINESS BOARD MEETING 2020 - 2024



ONE CHURCH FAMILY IN VARIOUS LOCATIONS



www.CalvaryChapel316.com

BOARD MEETING JULY 5, 2024 SHARP HILL ROAD, NOON – 2:45

(I) THE OFFICIAL BOARD (attending Aaron Hastings, Ron Hastings, John Kirzec, Jered Murphy, Joe Paskewich)

A) The official Board of the church is the elder team or any delegates they turn the responsibility over as provided in our By-Laws and Constitution.

“Subject to limitations of the law and the articles of incorporation, all powers of the corporation shall be exercised by, be under the authority of, or properly delegated by the church elders including:

- a) Approval and selection of officers, elders, deacons, agents and employees of the church.*
- b) Management of church affairs*
- c) Borrowing money or incurring indebtedness for the purpose of the church.”*

B) The elders have expressed more interest in following the Book of Acts Chapter 6 where the spiritual care, teaching, and shepherding of the flock belongs to pastors and elder (in Acts the apostles) and to turn the physical responsibilities off to another team, including (hopefully) eyes and ears from outside of Calvary Chapel in Eastern Connecticut.

C) Acts 6:2-6

Then the twelve summoned the multitude of the disciples and said, **"It is not desirable that we should leave the word of God and serve tables.** Therefore, brethren, seek out from among you seven men of *good* reputation, full of the Holy Spirit and wisdom, whom we may **appoint over this business;** but **we will give ourselves continually to prayer and to the ministry of the word."** And the saying pleased the whole multitude. And they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, whom they set before the apostles; and when they had prayed, they laid hands on them.

(II) PREVIEW & REVIEW “STATE OF THE CHURCH REPORT PRIOR TO PRESENTATION TO ELDERS, STAFF, & CONGREGATION

We did a preview of the Report with Staff on Tuesday, July 2 to try insure accuracy in reporting

- A) All items from Policy Manual “Annual review” (page 1)
- B) Our September 2023 “Silos to Systems, Junk Mangers to Teams Flow Chart” (page 12)
- C) Our September 2023 – December 31, 2024 Consolation Plan & Schedule (pages 3-4)
- D) ‘Ministry Review Survey’ sent to and those returned from Ministry Leaders (pages 5-11)
- E) Children’s Ministry Report (pages 12-17)
- F) Small Groups Report (pages 18-21)
- G) Youth Ministry Report (page 22)
- H) Office and Pastoral Staff Self-Evaluations and Hourly Activity Reports (page 23)
 - a) Cheryl Coutcher (pages 24-30)
 - b) Coleen DeVega (pages 31-35)

- c) Josh Ingalls (pages 36 – 41)
- d) Sharon Morth (pages 42-47)
- e) Joe Paskewich (pages 48-49)
- f) Stefan Paskewich (50-55)
- g) John Powell (pages 56-60)

I) Office & Pastoral Staff Cumulative Hours & Salaries Reported (page 61)

J) Supporting Staff Self-Reporting (page 62)

- a) Sandy Griggs (pages 63-67)
- b) Nancy Hameloth (pages 68-71)
- c) Tim Lambert (pages 72-75)
- d) Tina Perry (pages 76-80)
- e) Joe Prendegast (pages 81-84)
- f) Zottis (pages 85-88)

K) Office & Pastoral Staff Cumulative Hours & Salaries Reported (pages 89)

L) Baptisms & Conversions (page 90)

M) Prayer Ministry & New Believers (pages 91)

N) Affirm Yearly MOU's (pages 92-98)

O) New London (page 99)

P) Financial Profit & Loss Reports 2022 – 2024 (pages 100)

(III) BOARD ITEMS

A) Items of business that should pass through the board can come in a few different ways. The elders can send a funding or vision funding request to the board for implementation, planning, budgeting, and consultation. The Board can make the same requests and proposals sending them to the elder team for consideration and approval. The staff (not one person, but the team) can send recommendations, requests, suggestions in either direction.

(IV) NEXT MEETINGS AND ITEMS

A) See enclosed Consolation Chart and discuss the level of board activity needed to work on this with elder and staff team.

B) Ongoing interaction between board members by text, email, conversations may continue, but no official actions are taken outside of a quorum of board members.

C) Schedule a follow-up meeting no later than the second week of September with proposed agenda items

D) Schedule a mid-year meeting in January 2025

(V) IMMEDIATE ACTIONS

A) We are on schedule to follow next steps on September 2024 Consolidation Plan attached.

ANNUAL REVIEW:

Reviews happens in July every year after closing of the fiscal year

The purpose of the meeting is to review the business, direction and affairs of the church on an annual basis to provide adequate accountability, balance and communication.

WHAT IS REVIEWED?

(A) Financial Reports

(B) Evaluation of Church Goals, Purposes and Values

(C) Staff Goals Evaluation

(D) Policies

(E) Reviews of all Ministries of the church

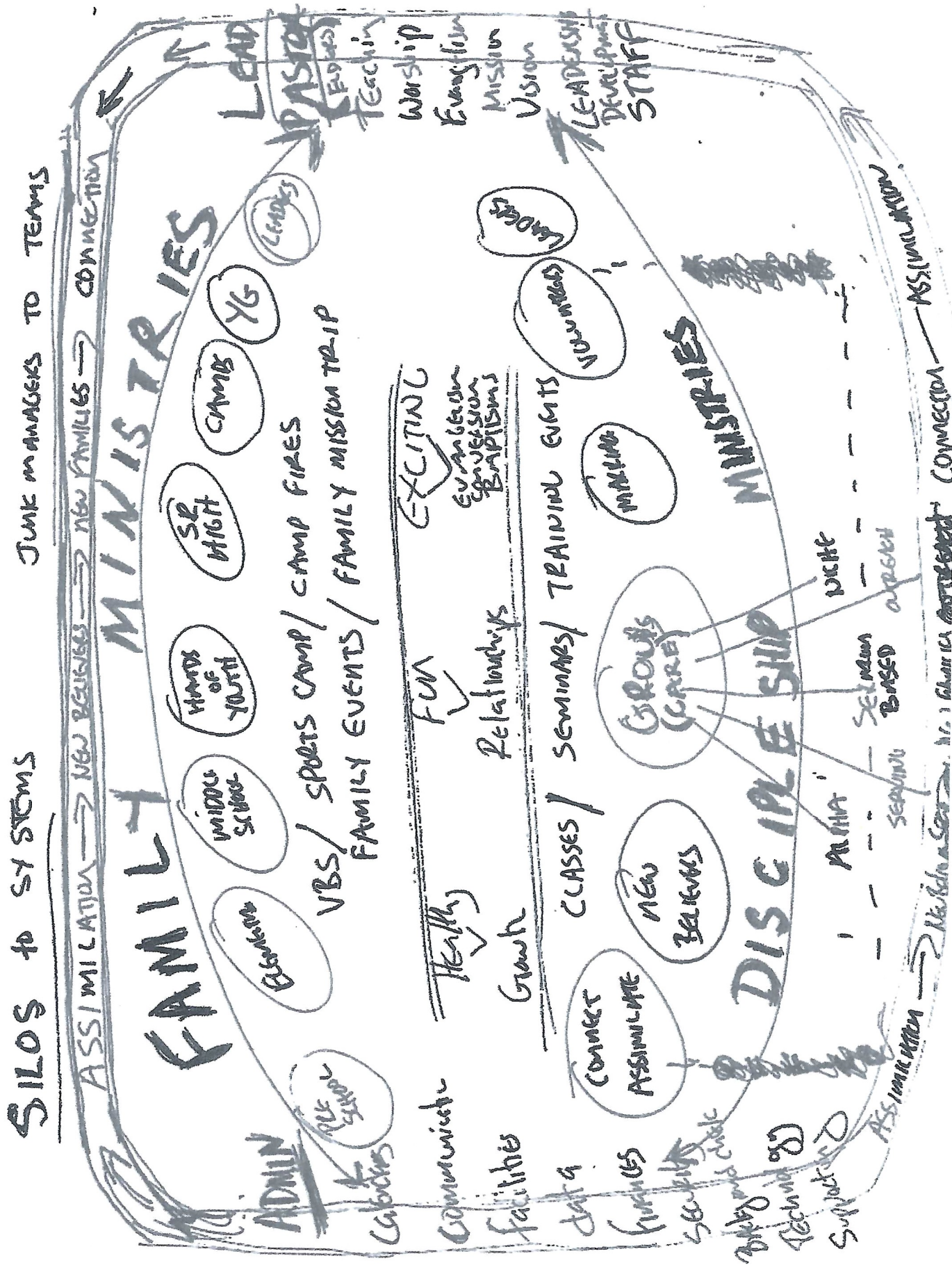
- **Training**
- **Missions**
- **Outreach**
- **Children's Ministries**
- **Youth Ministries**
- **Service Ministries/Mercy Ministries**
- **Worship and Services**
- **Small Groups**
- **Counseling and Family Ministries**
- **Other**

(F) Growth Patterns

(G) Annual Meeting requirements/affirmations/legal requirements

RECOMMENDATIONS: Recommendations for changes in the areas listed above will be discussed at this time.

OUR FLOW CHART SINCE SEPT. 2023



OUR CONSOLIDATION WORK SINCE SEPT 23

TUESDAY, MAY 28th STAFF MEETING

— ON TRACK —

PROCESS OF GETTING EVERYTHING IN ORDER 2023

WE ARE ACTUALLY AHEAD OF SCHEDULE

(I) GATHERING & CONSOLIDATING INTO ONE PLACE

~~(Deadline December 31)~~ **COMPLETED**

Data

Calendars

Events

Training Materials

Processes & Workflows

Launching Dates

Nurture Gatherings

**(II) COLLECTED DATA COMPLIED AND EDITED INTO
REVISED POLICY MANUAL COMPLETED**

~~(Deadline December 31)~~

**(III) POST I & II IN ONE PLACE, EASILY ACCESSIBLE, &
SIMPLY PRESENTED COMPLETED**

~~(Deadline December 31)~~

**(IV) COMPILE AND DESIGN ALL COMMUNICATION
STRATEGIES INTERNAL & EXTERNAL TO IMPLEMENT I-III**

~~(Deadline January 31)~~ **COMPLETED**

**(V) WORK WITH ALL LEADERS IN EVERY DEPARTMENT
TO SYNCHRONIZE WHAT 'WIN, DISCIPLE, SEND' LOOKS
LIKE FOR EVERY MINISTRY BEGINNING WITH:**

~~(Deadline July 31)~~ **IN PROCESS**

- New People
- New Converts

(3)

- Follow-up
- Discipleship Pipeline
- Children
- Youth
- Small Groups
- Leadership Development
- Facilities
- Missions

(VI) LET EVERYTHING RUN LIKE CLOCKWORK FOR THREE MONTHS WITHOUT ONLY MINOR TWEAKS
(August 1 – November 1)

(VII) DEFINE PERSONNEL AND STRUCTURE NEEDED TO MOVE THE SYSTEMS TO NEXT LEVEL
(July 31) ‘STATE OF THE CHURCH’ BOARD MEETING SCHEDULED FOR TUESDAY, JULY 9th IMMEDIATELY FOLLOWING THE DEFINING PROCESS WILL BEGIN.

(VIII) DESIGN, FIND, SEARCH, RE-ARRANGE, PERSONNEL AND / OR FACILITIES TO MOVE THE VISION TO THE NEXT LEVEL FOR THE NEXT GENERATIONS
(December 31, 2024)

Any number of these can be happening simultaneously but must be completed by these dates.

**MINISTRY REVIEW SEND TO
VOLUNTEER WORKERS ACROSS THE BOARD
AND THE RESPONSES THEY SUBMITTED**

A) I took liberty and substituted 1-5 A – F

1=F 2=D 3=C 4=B 5=A

B) We didn't receive any F's or A's

C) We landed on a "B"

D) Highest grade 4.6 "People appreciate being served"

F) Lowest Grade 3.0 "This ministry brings in New Christians"

G) People serving generally are not stressed and seemingly relatively happy

H) All data is subject to interpretation

Calvary Chapel of Eastern CT

FY24 Ministry Review – July 9, 2024

This review surveyed the leaders of all the major ministries of Calvary Chapel of Eastern CT. Some of the ministries are directly spiritual/teaching ministries, such as our regular Saturday night and Sunday morning services, and others are more personal ministries such as Mentoring Moms and New Commandment Men's Ministry. Others are more logistical, such as the Production Team.

The purpose of this review is to gauge the health of the church, or to provide a sort of "State of the Union" address for the church. The questions included in this review were taken directly from the Ministry Review document in the church's Handbook and Policy Manual. Each ministry's response was collected, compiled, and summarized to create this report.

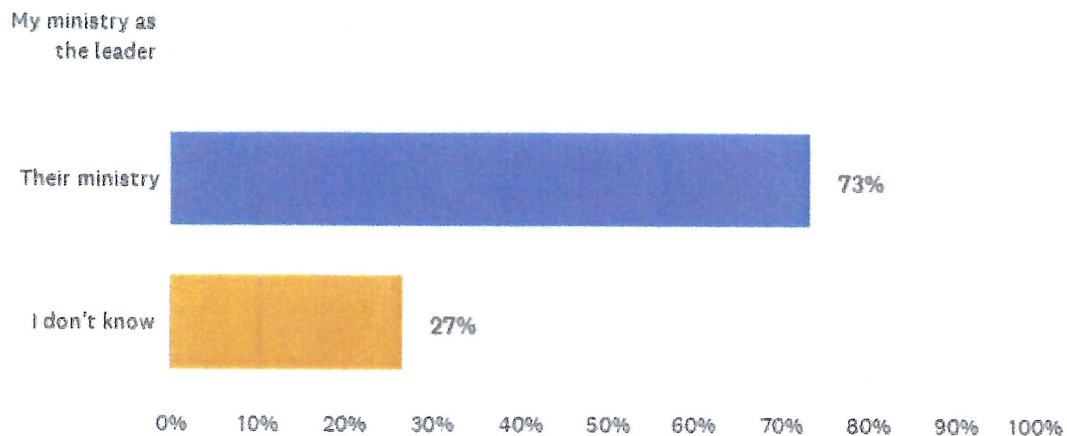
~~10/18~~

(6)

1. How many people does your ministry regularly serve?

Our ministries serve anywhere from 3 people to the entire congregation, to the World Wide Web.

2. Do you feel like people consider this "your ministry" as the leader, or "their ministry" as collective participants?



Most people across the church consider their ministries to be a collective effort rather than owned by one leader.

3. Who, if anyone, do you report to organizationally?

Most people feel that they are to report to pastoral staff or the elder team.

4. Who are the emerging or potential leaders in your ministry/team?

Most of our ministries have at least one emerging leader currently identified. Many have two, and some have even more than that. Current leaders appear to be keeping their eyes out for these potential new leaders.

5. How many people usually help you?

Nearly all ministries are a team effort, with the exception of Grief Share. No one is going it totally alone, since even Grief Share has an emerging leader identified.

6. Briefly state the goal and vision of your ministry/team.

&

7. Briefly state the goal and vision of Calvary Chapel of Eastern Connecticut, as you understand it.

All our ministry leaders identified some version of "Win - Disciple - Send" as the vision of the church.

The spiritual ministries are all an extension of the "Win - Disciple - Send" vision, but many of them are serving an unnamed component of the vision, which is to care for the flock itself in practical ways (think NCMM, Grief Share, Mentoring Moms, etc.).

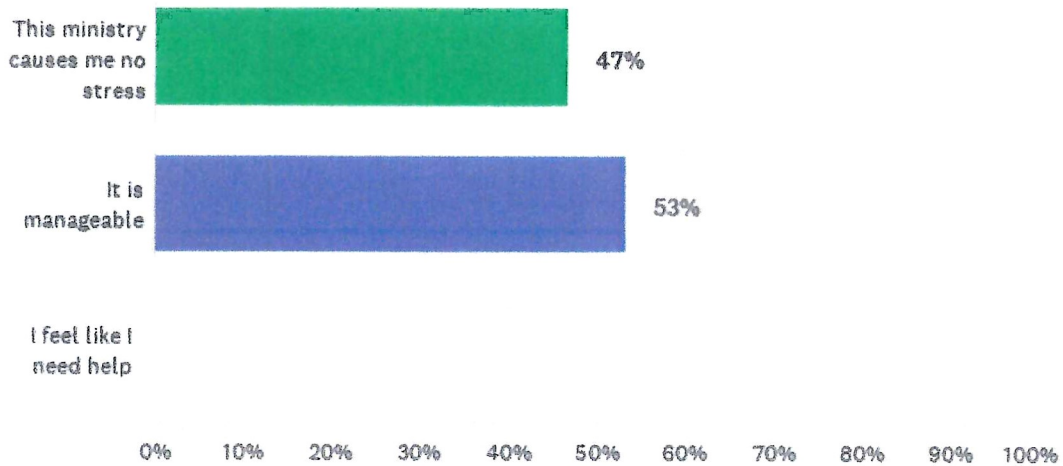
The remainder are logistical ministries that are necessary for the function of a modern institutional church (Production Team, Facilities Team, etc.), so they do not technically meet the Calvary vision directly. Rather, they provide the necessary infrastructure for the spiritual ministries.

8. Rate these statements according to how true you feel they are. (scale of 1-5 or N/A)

<u>Statement</u>	<u>Average</u>
1. Church leadership cares about this ministry. -----	4.3
2. The church body cares about this ministry. -----	4.1
3. I feel cared for by the church. -----	4.5
4. Those that work with me feel cared for. -----	3.9
5. Those that work with me understand our vision. ----	4.3
6. This ministry brings new Christians in. -----	3.0
7. I/we follow up with those who leave our team. -----	3.9
8. We operate well as a team. -----	4.5
9. Church leadership communicates the availability of this ministry to the body. -----	3.9
10. We are able to identify and recruit helpers/new team members. -----	3.6
11. The facilities we use are adequate. -----	4.4
12. I/we delegate many of the responsibilities of this ministry. -----	3.3
13. We have clearly defined objectives and goals. -----	4.0
14. The objectives and goals are understood by team members/helpers. -----	4.1
15. This ministry has a sense of family/belonging. -----	4.5
16. People enjoy serving. -----	4.5
17. People appreciate being served. -----	4.6
18. Church leadership clearly communicates visions and goals. -----	3.7
19. This ministry creates stress in my life. -----	1.9

Each ministry leader appears to have an individualized experience and perspective as a leader here. No one reported anything extremely negative. Several ministries do not bring in new believers at all, but they do fulfill the discipleship part of the vision, or are otherwise logistical groups that are not meant to have a direct spiritual application.

9. Is the stress (if any) caused by your ministry manageable, or do you feel like you need help?



10. How do you personally balance your ministry, family, work, and other priorities?

None of our ministry leaders reported their ministries causing unmanageable stress, and exactly half reported that they feel no stress at all related to their ministry. Everyone seems to balance their life priorities well by leaning on God and asking for help whenever necessary.

No negative trends emerged in the areas of support that each ministry identified. Many need no additional support, and others have small and specific needs.

11. What areas would you like help or support in?

12. If there is teaching content, what is/has been taught?

Teaching content in all groups that provide it tends to be expository in nature, with a few topical exceptions for groups like Grief Share and Youth Group, which aim to specifically be as relatable as possible.

13. Do you have any additional comments?

"Sunday services seem more spiritually robust now that prayer teams are active again. Altar calls are getting better. Administrative recovery seems to be working well."

"Saturday night service seems a little stale. It's the same 8 to 15 or 10 to 20 people every week. They do eat but it seems more like a social club. I understand that many of these people have to come on Saturday night so it's good. And the other hand when I'm there, I rarely see anybody new. As a teacher, I feel it's a good warm-up for the next day to work the bugs out of my message. I feel the service will age out within a few years because there's no young people there. I would say the average age is probably 65 or so."

"My hope is that I can spend my time teaching and discipling the sheep"

"Sometimes its hard to know what the true vision is for the church: Is it just a "hospital" for the lost and hurting, to get them out as soon as we can? Are we trying to impress the other churches that we are the best around? ie: a bunch of meaningless events on a calendar? Do we really care for the people the way Jesus would? I really like the prayer ministry at the end of the service. I believe that will communicate we really care about people and help get them plugged in."

"I think we should drive home to the saints that as sheep God has called them to be salt and light. I feel we need not encourage the saints to bring someone to a gathering on Saturday or Sunday to hear preached message from the platform which is well in good. Being a witness and going out and understand they may water or plant"

"I love this ministry [Greeting Card Ministry] because it is centered on the needs of folks during difficult/happy times in their lives. They know that we are thinking of them and they love receiving the many cards that are sent. It is a loving reminder that their church family cares about them."

"Good: The young adults appreciate the expository style of Calvary Chapel. The church is willing to support the group in any way I ask. Bad: There is a lack of integration or pathway between ministries."



CHILDREN'S SUNDAY MINISTRY 2021 - 2024

We had higher numbers in Covid, than post Covid.

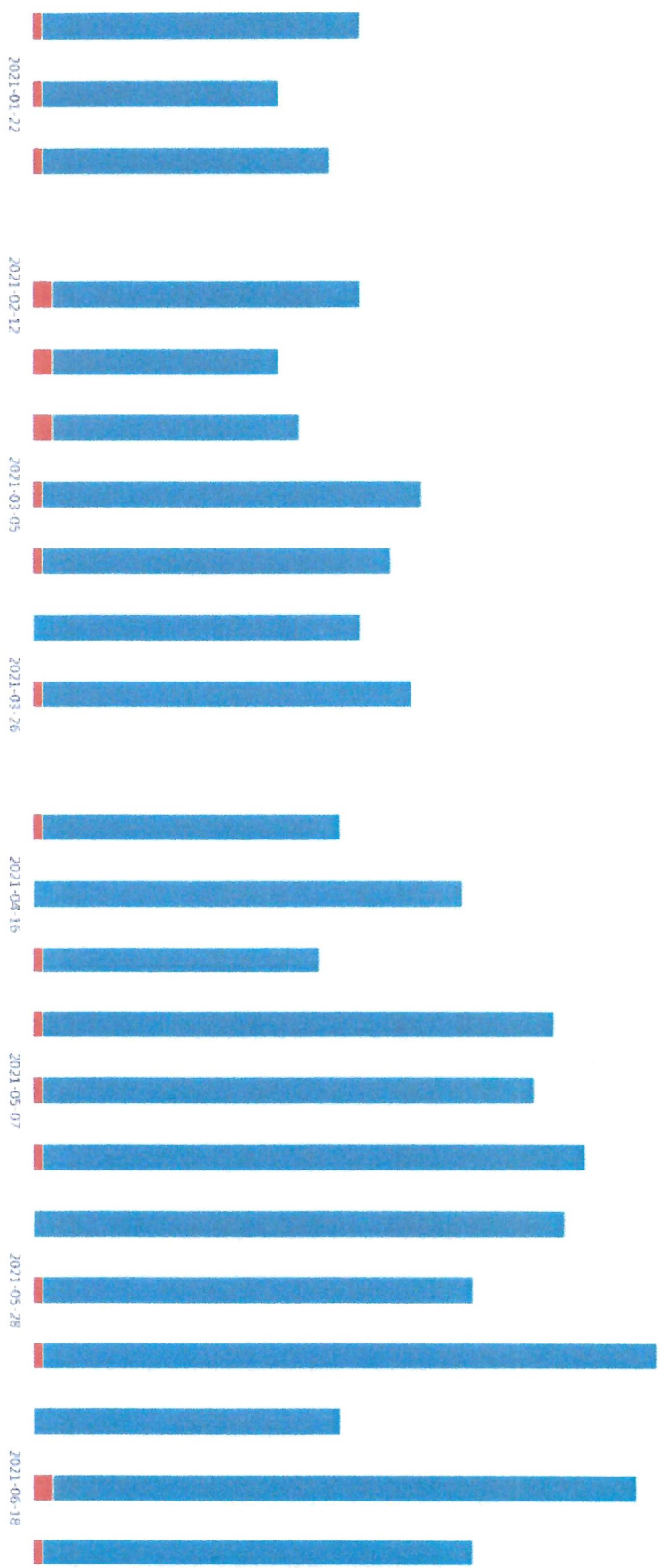
We have slipped 22% in Children's attendance since 2022

We did not try and gauge whether children have dropped out or if families are coming less frequently. Post-Report we will dig deeper into the metrics



CHILDREN'S CHURCH TRENDS 2020 - 2024

Custom From: 1/1/2021 To: 6/29/2021 month week 2021 01/01 - 06/29



Average attendance: 38.7

Use the legacy attendance chart

Average 38.7



2022 01/01 - 06/29/

Options

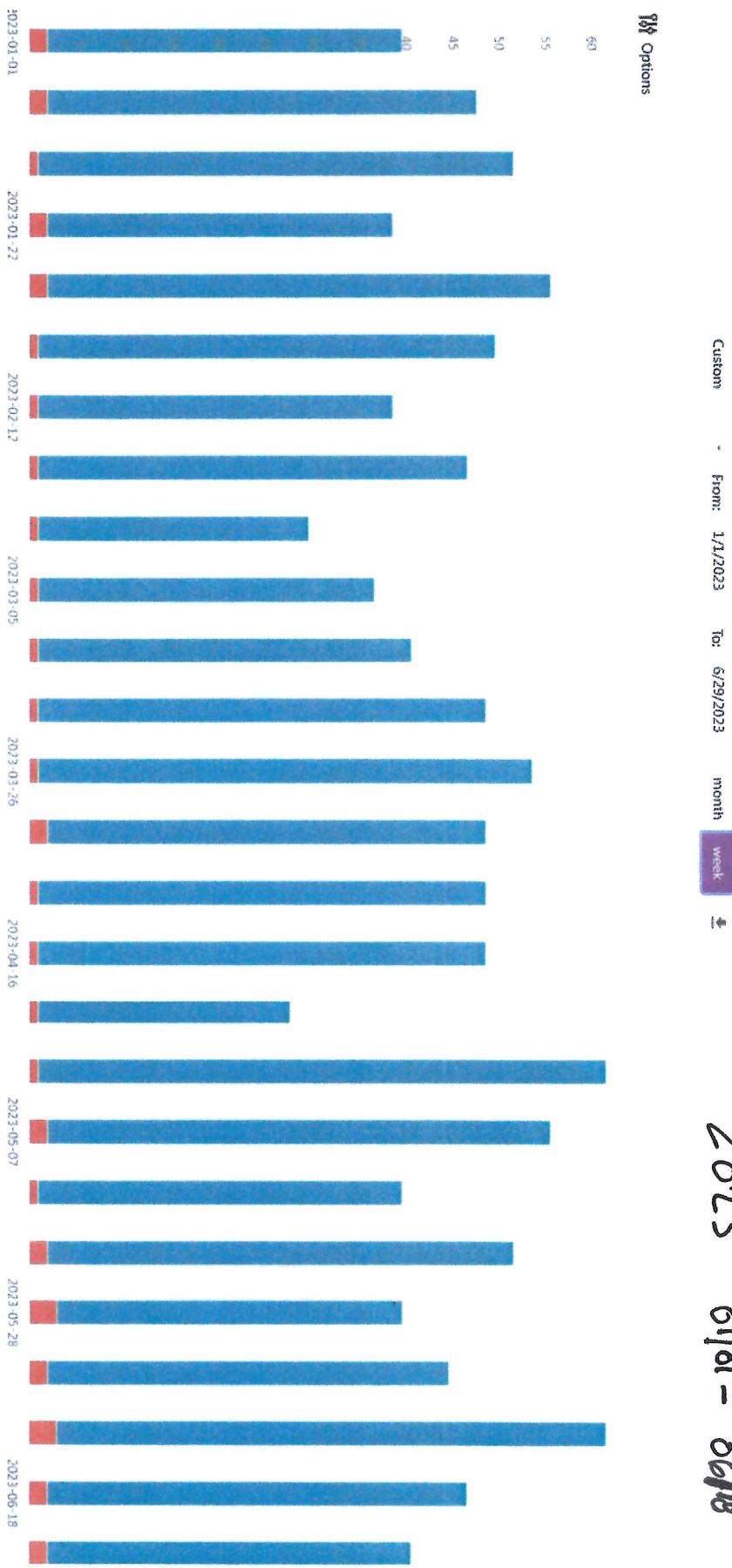


Use the legacy attendance chart

51.8

2023 6/10 - 6/18

Options



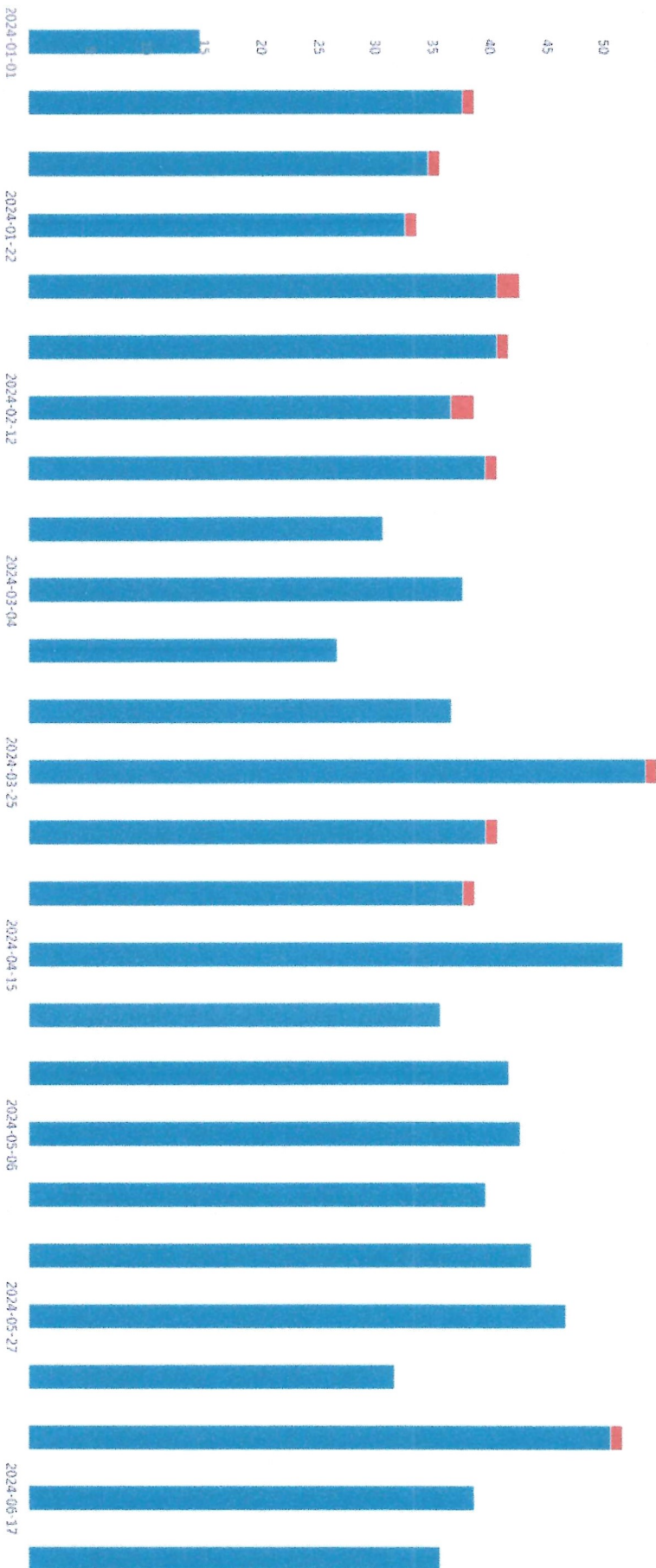
Use the legacy attendance chart

Average 46.2

10% Loss over 2022

Options

Custom * From: 1/1/2024 To: 7/1/2024 month week



Average attendance: 39.2

Use the legacy attendance chart

39 1270 loss over previous year
2270 loss since 2022

SMALL GROUPS MINISTRY 2021 - 2024

We have the three less small groups in Summer of 2024 as did in Fall of 2024. Most of those are the same groups. A few existing groups have new leaders. Comparative lists attached. No new classes in two years.

The only new groups started in the last two years are Nancy started and finished two ALPHA GROUPS. Rachel Newer has started a growing and healthy new Women's Discipleship group.

Six of our ongoing groups are run by people outside of Calvary Chapel

A few that are listed are non-functional and either
not meeting or nobody comes



FAC 2022

Small Groups/Leaders - Fall 2022 REVISED 10.4.22 UNLESS NOTED ALL GROUPS START THE WEEK OF OCTOBER 10TH

#	Leader	Group Name	Location	Day	Time	PC	Calendar	Comments
1	Joe Cordano	Bella Sheba Prayer Group	Plainfield	Wed	6:30 PM	X	X	
2	Bill Muscella	Bible Study and Prayer Group	Uncasville	Tues 2nd, 4th and 5th	6:30 PM	X	X	
3	Coleen Devega	Bible Study and Prayer Group	Mystic	Mon 2nd and 4th	9:30 AM	X	X	
4	Shawn Doniger	Bible Study and Prayer Group	Uncasville	Tues	6:30 PM	X	X	
5	Joe Paskewich	Bible Study and Prayer Group	New London	Tues	2:30 PM	X	X	
6	Steve Payette	Boy Scouts Troop #93	Oakdale/CH	Tues	6:00 PM	X	X	
7	Ruth Griggs	Calvary Chapel Homeschoolers	Uncasville	Fri e/o week	10:00 AM	X	X	Closed
8	Angela Rehl	Care Team		as needed				
9	Mark Morth	Christian Islamic Dialogue		as needed				
10	Glenn McKenzie	Christianity 101 - New Believers	Zoom	Mon	7:00 PM	X	X	
11	Tom Lush	Christianity 201 - The Basics of Christianity	Zoom	Mon	7:00 PM	X	X	
12	Josh Ingalls/Jedidiah Sprague	Conquer Series	Uncasville	Mon - starting 10/17	6:00 PM	X	X	
13	Josh/Victoria Williams	Family Friendly Bible Study	Uncasville	Mon	5:30 PM	X		
14	Greg Clark	For Men Only	Uncasville	Tues	6:30 PM	X	X	
15	Cheryl Coucher	Greeting Card Ministry		as needed				
16	Katha Burda/Nancy Kobelski	Grief Share	Uncasville	Thurs - starting 9/29	6:30 PM	X	X	
17	Mark Chemernyski	Homeless Hospitality	New London	Tues 1st and 5th	5:00 PM	X	X	
18	Joy and Tim Murphy	Hope for Hurting Parents	Uncasville	Fri 1st and 3rd - starting 10/21	6:30 PM	X	X	
19	Suzee Costa	Intercessory Prayer	Waterford	Mon	7:00 PM	X	X	
20	Shawn Doniger	James Gang AA	New London	Fri	7:30 PM	X	X	
21	Kathleen Skrabacz	Moms in Prayer	New London	Wed/conference call	7:00 PM	X	X	
22	Kathleen Skrabacz	Moms in Prayer New London	New London	Mon 3rd - starting 10/17	11:15 AM	X	X	
23	Tricia Blum	Moms with Young Children	Uncasville	Wed	10:00 AM	X	X	
24	Tim/Sheri Lambert	Monday Night Marriage	Norwich	Mon	6:30 PM	X	X	
25	Dave Allen	New Commandment Men's Ministry	Uncasville	Sat 2nd	7:00 AM	X	X	
26	Joe Paskewich	PITS School of Ministry	Uncasville	Mon	7:00 PM	X	X	Need date
27	Rose/Sean Barnes	Prayer and Communion	Norwich	Mon 1st and 3rd - starting 10/17	6:30 PM	X		
28	Dave Allen	Prayer and Study Group	New London	Wed	6:30 PM	X	X	
29	Joe Paskewich	Prayer Partners	TBA	TBA	TBA			Pending?
30	Nancy Hameloth	Praying for Prodigals	Uncasville	Tues	9:00 AM	X	X	
31	John Powell	Recovery in the Gospel Bible Study	Norwich	Thurs	6:00 PM	X	X	
32	Rose/Sean Barnes	Roaming Communion		as needed				
33	Mark Chemernyski	Soup Kitchen	New London	Sat 2nd	5:00 PM	X	X	
34	Sarah Renzoni	The Serve Kids		as needed				
35	Dixie Meyers	Upper Room Quilters	Bozrah	Tues	6:30 PM	X	X	
36	Staci Simone	Women's AA	New London	Wed	7:00 PM	X	X	
37	Leslie Fabricant/Joy Murphy	Women's Bible Study Group	New London	Mon - starting 9/26	9:30 AM	X	X	
38	Lorna McLaughlin	Women's Bible Study and Growth Group	Zoom/Montville	Thurs	6:00 PM	X	X	
39	Rachel Newer	Women's Breakfast Group	Uncasville	Sat 1st	9:00 AM	X	X	
40	Josh Ingalls	Young Adult's Bible Study	Oakdale/CH	Wed	6:30 PM	X	X	
41	Bryan Collins	Youth Group for Ages 12-18	Uncasville	Fri	6:00 PM	X	X	

41 Groups

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Spring Semester

revised 6.10.24

June 10 2024

39 Groups

(2)

Leader	Group Name	Location	Day	Time
Joe Cordano	Bella Sheba Prayer Group	Plainfield	Wed - 1st and 3rd	6:30 PM
Bill Muscella	Bible Study and Prayer Group	Uncasville	Tues 2nd, 4th	6:30 PM
Coleen Devega	Bible Study and Prayer Group	Mystic	Mon 2nd and 4th	9:30 AM
Shawn Doniger	Bible Study and Prayer Group	Uncasville	Tues	6:00 PM
Joe Paskewich	Bible Study and Prayer Group	New London	Tues	2:30 PM
John and Judy Kirzec	Bible Study and Prayer Group	East Haddam		4:00 PM
Steve Payette	Boy Scouts Troop #93	Oakdale/CH	Tues	6:00 PM
Ruth Griggs	Calvary Chapel Homeschoolers	Uncasville	Fri e/o week	10:00 AM
Lexi Collins	Calvary Kids Playgroup	Salem	Thurs	10:00 AM
Angela Reihl	Care Team		as needed	
Mark Morth	Christian Islamic Dialogue		as needed	
Glenn McKenzie	Christianity 101 - New Believers	Zoom	Mon	7:00 PM
Rachel Newer	Deborah's Daughters	Uncasville	Meeting night not noted yet	
Josh Ingalls	Family Friendly Bible Study	Uncasville	Mon 1st and 3rd	5:30 PM
Cheryl Coucher	Greeting Card Ministry		as needed	
Nancy Kobelski	Grief Share	Uncasville	starting in April	6:00 PM
Mark Chemernyski	Homeless Hospitality	New London	Sat 1st	10:30 AM
Joy and Tim Murphy	Hope for Hurting Parents	Uncasville		6:30 PM
Suzee Costa	Intercessory Prayer	Waterford	Mon	6:30 PM
Shawn Doniger	James Gang AA	New London	Fri	7:30 PM
Suzee Costa	Moms and Mentors Ministry		As needed	
Kathleen Skrabacz	Moms in Prayer	New London	Wed/conference call	7:00 PM
Kathleen Skrabacz	Moms in Prayer New London	New London		11:15 AM
Tim/Sheri Lambert	Monday Night Marriage	Norwich	Mon	6:30 PM
Dave Allen	New Commandment Men's Ministry	Uncasville	Sat 2nd	7:00 AM
Joe Paskewich	PITS School of Ministry	Uncasville	Starting Feb 5	7:00 PM
Dave Allen	Prayer and Study Group	New London	Wed	6:30 PM
Nancy Hameloth	Praying for Prodigals	Uncasville	Tues	10:00 AM
John Powell	Recovery in the Gospel Bible Study	Oakdale	Thurs	6:00 PM
Mark Chemernyski	Soup Kitchen	New London	Sat 2nd	5:00 PM
Sarah Renzoni	The Serve Kids		as needed	
Staci Simone	Women's AA	New London	Wed	7:00 PM

Leslie Fabricant/Joy Murphy	Women's Bible Study Group	New London	Mon - starting 9/25	9:30 AM
Lorna McLaughlin	Women's Bible Study and Growth Group	Zoom/Montville	Thurs	6:00 PM
Rachel Newer	Women's Breakfast Group	Uncasville	Sat 1st	9:00 AM
Josh Ingalls	Young Adult's Bible Study	Salem	Wed	6:30 PM
Bryan Collins	Youth Group for Ages 12-18	Uncasville	Fri	6:00 PM



YOUTH MINISTRY 2021 - 2024

Had some bright spots this year.

Youth Ministry ran all year with no direct Staff Leadership.

Youth Group happened every Friday Night.

Youth Camp was organized

First Mission Trip in several years happened

New Leaders joined the team

Middle School Sunday happened every week

Graduate Dinner happened



**OFFICE &
PASTORAL STAFF
SELF-EVALUATIONS
2021 - 2024**



STAFF
SELF-EVALUATIONS
2021 - 2024
Cheryl Coutcher

CHERYL COUTCHER

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
Office Administrator	15-20	* Process Bank Deposits	* STAFF MTG	* OFF but available for texting and calls	* Repeat items	* OFF but available for texting and calls	* OFF attend occasional event set-ups (Mother's Day, Outside Services Prep, Christmas Play, Christmas Eve, (Etc.)	* Arrive 830 @ Sharp Hill 9:00 when in New London	* Run 40 plus events per year that require:
FOR THREE LOCATIONS		* Run to bank	* Continue from Monday		* Focus on Work Orders with John Powell			* Greet 9 and / 10 AM Service	- planning
* Process weekly bank deposits		* Place weekly food / donut orders							-supplies
									- food
* Monitor voice messages & emails		* Emails			* Run Bulletin			* Welcome Center	- equipment
		* Workflows			* Send Prayer Guide				- volunteers
* Event Planning Coordinator		* Event Planning Process Work orders						* Infor for New Visitors @ SH or NL	- custodial
					* Prepare Sunday Cookouts June - Oct				- insurance
* Ordering Suppliers		* Staff Agenda						* Assist Baptisms	* Baptism 12 per year
- Weekly Cookouts		* Order Supplies						* Coordinate photography for events	* Baby Dedications 6 xs year
- Custodial					* Prepare for Weekend Services three locations			* Trouble shoot Weekend Service issues	* Newcomers 12 times a year
- Office									* Outside service
- Kitchen									* Big & Small Events
- Welcome Packs								* Additional Prayer Partner as need	* Supplying additional support and administration for Walter McNeil's
- Donuts									Church Faith to Faith Community Church
ALL LOCATIONS								* Collect and catalog tithes	* Baptism towels
* Coordinator for Prayer Guide								* Be available throughout	* Tablecloths for all kinds of things..
* Coordinator for Workflows, forms, planning center, work orders								* Leave 12:30 SH or 12:00 NL	
* Calendar and Updating Groups									
* Certificates of Liability									

* Responsible for follow-up and communication for Facilities & Safety								
* Prepare Weekly bulletin for printing, distribution, for 3 campuses								
* Coordinator for Baptisms, Connection Cards,								
* Greeters Schedule & Welcome Center Schedule								
* Problem Solving for Office / Building related issue								
* Preparation weekly staff agenda								
* Work closely with bookkeeper								

#3

COMPLETE

Page 1

Q1

What is your name and job title?

Cheryl Coutcher, Office Administrator

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Coleen Devega, Children's Ministry

Sharon Morth, Office clerk for Children's Ministry

Stef Paskewich, IT

John Powell, Pastor and Facilities Manager

Sandy Briggs, bookkeeper

Josh Ingall's, Associate Pastor

Pastor Joe, Lead Pastor

Custodians, Safety Team Leader

Judy Kirzec, Volunteer Coordinator (volunteer position)

NL Pastor Martin and Nell

Nancy Hameloth, Welcome Center

Robin St. Pierre, Maintenance Worker

Rachel Newer, Admin for Youth Group and Women's Ministry

NL custodian Joe Prendergast

Coffee team, Don Johnson

Q3

How many people work with/for you?

Essentially everyone that enters the office that needs assistance

Q4

Who are any emerging or potential leaders/apprentices you know of?

None at the moment other than recommending Josh Ingalls as Executive Administration Pastor.

2/20

27

Q5

Who do you report to/communicate with?

I report to Pastor Joe Paskewich

Q6

Briefly state the goal of your ministry.

The goal of my ministry is to serve the church leaders and members with all the administration gifts that have been bestowed upon me and to bring order and honor to my position within the church

Q7

Briefly state the goal of this church.

The goal of this church is to win, disciple and send people into the southeastern area of CT.

Q8

What areas would you like help or training in?

We need help staying on the same page and better communication outside of the silos

Q9

Do you have other family, personal, or ministry goals that we can help you with?

I am asking God to use me more effectively during prayer time at altar call.

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Completely or always true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Usually or mostly true
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Not sure
I effectively delegate responsibilities	Usually or mostly true
I often feel like my work is never done	Only sometimes or a little bit true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Only sometimes or a little bit true
I understand clearly what I am to do	Usually or mostly true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Usually or mostly true
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Usually or mostly true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Usually or mostly true
I feel like Pastor Joe tries to make my job easy	Not sure
I feel like Pastor Joe tries to equip me for my tasks	Usually or mostly true

Q12

What I need/would like to see:

Better communication from Pastor Joe and not so much in his silo

Q13

Please include any comments, ideas, or input you may have.

I would recommend an Executive Administration Pastor to oversee Facilities, Safety, Personnel Management, Higher end of decision making for insurance policy oversights and any contracts needed for copiers etc. also, I would recommend that all office invoices and account/billing info be stored in the office for easy access when dealing with vendors. That material should not be stored at the person's home after processing the invoices. On a occasion I have needed account information to troubleshoot a problem and I have no reference material on hand. No one does. Also to have a fully functioning office the board needs to know how each and every staff member is paid and what their current rate is. There also should be some attention and consideration given to the Pastor's wages and whether that position has ever had an increase in annual salary. These are my thoughts, comments and recommendations to help us create a better functioning organization and to help reduce the chaos that has been prevalent. All of this in God's holy name.



STAFF
SELF-EVALUATIONS
2021 - 2024
Coleen DeVega

COLEEN DEVEGA

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
* CHILDREN/ FAMILY MINISTRY: Minister to children and their families	40 plus, never counted	8 HOURS * Review Sunday with Assistant - Attendance - Registrations - teachers - Classrooms - Issues - Kids who haven't been	8 hours * STAFF MTG * BIBLE STUDY - Facilitate as needed	7 HOURS * WORK @ HOME - Schedules - Recruiting	8 HOURS * WORK @ SHARP HILL - Office, review all with Assistant - Check on maintenance	5 HOURS * FACILIAT ATE / ATTEND WOMEN' S BIBLE STUDY	* OFF IN AM Personal PM - Field call-outs for Sunday	* Pick up rides for whoever * Attend and minister @ 9 AM	* Work directly and through leaders to over 100 volunteers a year
* Pray for discernment			* Field and make calls	- Plan, Organize, review Work,			- recruit for Call outs	*Meet with teachers / kids @ 1030	* Working with Sharon Cheryl, Judy, Josh, John and Stef has been great, The occasional conflicts are minimal and resolved well with prayer and grace.
* Recruit Volunteers: Teachers, subs, Leaders, Assistants. Be alert and prayerful to who the Lord is leading.		- Background checks - Call families - Field Calls - Prepare for Bible Study	* On call	* Phone calls * On call	* Work @ Orders - Seasonal Events - Prepare for Bible Study	* Work @ home PM	- Call those who don't respond to reminders - On Call	* Meet with New Recruits	
* Communicate with New London Staff for teacher scheduling								* Ensure rooms are in good order and with suppliers,	
* EVENT PLANNING. Work with staff to steer event in godly direction								* Pray for kids often and as needed	
* Put out fires									
TRAINING. Teachers, Classroom info, Curriculum. Interact with other church ministries, pastors. Leaders. Ongoing with Assistant								* Patrol grounds and classrooms, playgrounds	

#11

COMPLETE

Page 1

Q1

What is your name and job title?

Coleen Debega Dir kids min

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Sharon Morth Asst Dir Kids Min

Q3

How many people work with/for you?

3

Q4

Who are any emerging or potential leaders/apprentices you know of?

Karen Hagerty, Lelia Sanchez

Q5

Who do you report to/communicate with?

Pastor Elser

Q6

Briefly state the goal of your ministry.

Win disciple send

3/7/20

33

Q7

Briefly state the goal of this church.

Win disciple swnd

Q8

What areas would you like help or training in?

IT

Q9

Do you have other family, personal, or ministry goals that we can help you with?

Salvation for unsaved

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes

hwy

(34)

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Completely or always true
I feel cared for by the church	Completely or always true
This position creates stress for me	Only sometimes or a little bit true
I find the facilities adequate for what I do	Only sometimes or a little bit true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Not sure
I effectively delegate responsibilities	Usually or mostly true
I often feel like my work is never done	Usually or mostly true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Only sometimes or a little bit true
I understand clearly what I am to do	Usually or mostly true
I feel appreciated by the church staff	Only sometimes or a little bit true
I feel appreciated by the church	Completely or always true
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Only sometimes or a little bit true
I think the team is highly effective	Not sure
I am able to have fun while working/serving	Only sometimes or a little bit true
I often feel interrupted	Usually or mostly true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Only sometimes or a little bit true
I feel like Pastor Joe listens to me	Only sometimes or a little bit true
I feel like Pastor Joe tries to make my job easy	Usually or mostly true
I feel like Pastor Joe tries to equip me for my tasks	Usually or mostly true

Q12

What I need/would like to see:

Facilities upgrade, young people stepping up and being trained, happy people rejoicing praying etc.

Q13

Please include any comments, ideas, or input you may have.

I look forward to change.



STAFF
SELF-EVALUATIONS
2021 - 2024
Josh Ingalls

JOSH INGALLS

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
* Pastor/Elder	30ish	Sabbath	* Staff Mtg (txt & Call people)	* Call Small group leaders	* One on One meet-ups	* One on One meet-ups	* Sermon Prep	* Preset to pray	* 3 Men's Bkfst's Yrly
* Small Groups (start new groups, coordinate logistics, pastor leaders, help people join groups)			* bi-weekly Family Bible Study (prep/run)	* Young Adults	* School	* School Work		* Teach on Schedule	* 2 Group Leaders Bkfst Yrly
* Young Adults					* Prep when preach	* Prep when preach			* 2 Leaders Training Yrly
* Newcomer Meeting					* Fill in youth worship	* Fill in youth worship			* 12 Monthly reports
* Family Study									* 12 Sunday Welcome Mtgs
* Tech Schedule									* 50 Young Adult Mtgs
									* 5-8 Preaching Rotation

#12

COMPLETE

Page 1

Q1

What is your name and job title?

Joshua Ingalls, associate pastor

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Senior Pastor Joe Paskewich; Pastor John Powell; Coleen Devega, Children's ministries director; Cheryl Coutcher, office administrator

Q3

How many people work with/for you?

The team above works with me, none for me

Q4

Who are any emerging or potential leaders/apprentices you know of?

Dylan Makuchowski and Nathanael Ruppert have shepherd potential

Q5

Who do you report to/communicate with?

Pastor Joe

Q6

Briefly state the goal of your ministry.

Disciple young adults, faithfully teach the Word, pastor small group leaders

thrup

(38)

Q7

Briefly state the goal of this church.

Win - Disciple - Send

Q8

What areas would you like help or training in?

Everything, I have never received training or mentorship in any area since starting in this position. Small groups in particular have been very challenging, I cannot seem to get people to start new ones and I have received no guidance.

Q9

Do you have other family, personal, or ministry goals that we can help you with?

No, I feel I am moving towards my goals slowly but surely

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

It is difficult right now with full time school, this job, military service, and being a (relatively) new father, but things will be less chaotic when school ends in February.

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Completely or always true
This position creates stress for me	Usually or mostly true
I find the facilities adequate for what I do	Completely or always true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Usually or mostly true
I effectively delegate responsibilities	Not sure
I often feel like my work is never done	Not sure
The environment I work in is peaceful	Only sometimes or a little bit true
There is clear communication	Only sometimes or a little bit true
I understand clearly what I am to do	Only sometimes or a little bit true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Completely or always true
The work environment has a sense of family	Not sure
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Not true at all
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Only sometimes or a little bit true
I often feel interrupted	Not sure
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Not sure
I feel like Pastor Joe listens to me	Not sure
I feel like Pastor Joe tries to make my job easy	Not sure
I feel like Pastor Joe tries to equip me for my tasks	Only sometimes or a little bit true

Q12

What I need/would like to see:

I have not really received much guidance since joining the staff. Maybe the expectation was that I already know how to do these things? There is rarely feedback provided on how I have performed. I started this job with no full-time ministry experience, feels like I am expected to figure everything out on my own. I need feedback & coaching. Have tried on several occasions to set one-on-one meetings with Pastor Joe to address these things but only have managed to land one meeting in 18 months of employment here.

Q13

Please include any comments, ideas, or input you may have.

This has been a fairly stressful job so far. Many tasks that are given to me are taken away with little explanation, including:
Organizational review/restructuring of staff and volunteers (this was in my job description but my initial efforts were dismissed);
teaching & worship scheduling; web redesign; promotion/announcements scheduling; scheduling of small group semesters/trimesters.

Not upset, just confused. Need some feedback, I am willing to be corrected and shown my mistakes.



STAFF
SELF-EVALUATIONS
2021 - 2024
Sharon Morth

SHARON MORTH

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
* Prepare Sunday School Curriculum for Nursery through 5-6 Grade	10-12 hours a week, unless there is an all day staff mtg	Come in to the office and punch in. Turn my computer on and go to planning center. Send out reminders, print out :check-ins"			I come and punch in. I will check on background checks to see if they cleared. If so, I will check it on PC and give it to Cheryl. If any of them come back with an alert, I let Cheryl know and print out the report and attach it to the application, I do this with all applications, I will usually get all of the Sunday School things together and make attendance sheets for each class. Hopefully by Thursday I will have had all the responses back from this e serving on Sunday.			* Get to church 10:00 and go to welcome Center or Toddlers. Tidy up area in the Welcome Center if needed. Greet families and help new families register kids. If I am on the Prayer Team I go up with Mark at the end of the service.	
* Prepare Lessons for New London Church		If there are nay background checks that were done in the previous week I check to see if they were cleared, nmake sure I give them a green light on PC, then give them to Cheryl to look over, then it goes to Judy. And I also do any needed background checks that have been left on my desk, I then look over attendance sheets to make sure each child was checked in properly. If I find a child that was not checked in correctly, I make a note of it and let Coleen know. I file any attendance sheets or paperwork from the week before. I make copies of activity sheets for Sunday School (sometimes I do this on Thursdays) but if I have time I							
* Provide Attendance Sheets for all Classes (New London as well)									
* Background Checks for all volunteers in all campuses. Also did background checks for Youth Group leaders going to Camp Hume, volunteers serving in VBS and Sports Camp and for the Homeschool Groups									
* Sign new families in Welcome Center each week									
* Send out email reminders on Monday to everyone serving @ Calvary (all campuses) each week.									

<p>Then I send out text reminders on Thursdays to those that don't respond to Monday reminders.</p> <p>* I call leaders when someone does not respond or if they decline to make sure that the position is covered.</p> <p>* Prepare folders for Coleen for Sunday School teachers</p> <p>* Make sure classrooms have supplies</p> <p>* Complete kids reviews when scheduled</p>		<p>can do it on Monday. It changes from week to week because sometimes Coleen will need me to do other things for her. We have lunch break for about a half hour and then go back to work, Sometimes we do cleaning and organizing.</p>			<p>reminders via GLOO. By Friday I will usually contact the Leaders to let them know that someone on their team did not respond. Then I usually hear back from them yes of No. I bring all the folders to the classrooms and put them on the teachers desk, I post the Sunday schedule on the bulletin board in the lobby.</p>			<p>and register new families.</p> <p>* I help with VBS.</p> <p>I help with worship @ Women's Events</p> <p>I am part of Hope for Hurting Parents Group</p>	
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#5

COMPLETE

Page 1

Q1

What is your name and job title?

Sharon Morth- assistant director of Children's Ministry

32 HOURS MONTHLY

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Coleen DeVega- Director of Children's Ministry

Cheryl Coutcher-Administrative Director

Judy Kirzik- Volunteer Coordinator

Q3

How many people work with/for you?

Usually 3

Q4

Who are any emerging or potential leaders/apprentices you know of?

Not sure

Q5

Who do you report to/communicate with?

Coleen DeVega

Q6

Briefly state the goal of your ministry.

To make sure the teachers have their Sunday School curriculum all set. To make sure background checks are done to ensure the safety of our kids. To make sure that everyone who is scheduled to serve knows each week.

11/5/20

49

Q7

Briefly state the goal of this church.

The reach the lost with the gospel of Jesus. To show the love of Jesus to people.

Q8

What areas would you like help or training in?

N/A

Q9

Do you have other family, personal, or ministry goals that we can help you with?

Just prayer for family

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes I think so

tan

44

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Only sometimes or a little bit true
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Completely or always true
Those that work with me understand my goals	Completely or always true
I effectively delegate responsibilities	N/A
I often feel like my work is never done	Only sometimes or a little bit true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Usually or mostly true
I understand clearly what I am to do	Usually or mostly true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	N/A
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Only sometimes or a little bit true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Usually or mostly true
I feel like Pastor Joe tries to make my job easy	N/A
I feel like Pastor Joe tries to equip me for my tasks	N/A

Q12

Respondent skipped this question

What I need/would like to see:

Q13

Respondent skipped this question

Please include any comments, ideas, or input you may have.



STAFF
SELF-EVALUATIONS
2021 - 2024
Joe Paskewich

JOE PASKIEWICH

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
<p>LEAD PASTOR</p> <p>* The president (Pastor) shall have general supervision, direction and control of the business and affairs of the corporation. He shall preside at all meetings of the members, directors, elders and deacons. The pastor shall be the president of the Corporation, its Chief Executive Officer and Chairman of the Board of Elders. He shall oversee the business of the church on a daily basis and give leadership to the associate and assistant pastors, the elders, the general church body and its ministries. The pastor shall have general supervision of the entire church and charge of all services, gatherings and meetings.</p>	50ish	<p>* Prepare, Produce 'Bible in Daily Life' for email / text list, FBook, YouTube</p> <p>* Paperwork</p> <p>* Prepare for PTIS class</p> <p>* Lead PTIS class</p>	<p>* Prepare, Produce 'Bible in Daily Life' for email / text list, FBook, YouTube</p> <p>* Staff Mtg</p> <p>* Lead Bible Afternoon Study</p>	<p>* Prepare, Produce 'Bible in Daily Life' for email / text list, FBook, YouTube</p> <p>* Church Planting Catalyst and Church Planting Coaching with BCNE</p> <p>* Lead Spiritual Heritage Tours for Visiting Church Planters and /or Denominational Leaders</p>	<p>* Prepare, Produce 'Bible in Daily Life' for email / text list, FBook, YouTube</p> <p>* Lead Morning Men's Bible Study</p> <p>* Weekly Work Day</p> <p>* Study Day</p>	<p>* Prepare, Produce 'Bible in Daily Life' for email / text list, FBook, YouTube</p> <p>* Church Planting Catalyst and Coaching for Calvary Global Network</p> <p>* Try to meet with someone every Friday</p>	<p>* Teach mostly two times a month</p> <p>* Prepare and Broadcast Online Communion every third weekend</p>	<p>* Teach just about every Sunday somewhere</p>	<p>* Prepare and present about 450 Bible Studies a year in various venues, days, and outlets</p> <p>* Attempts to feed the flock, lead church and staff into ministry W/in, Disciple, Send</p> <p>* Attempt to interact, advise, direct, pray for, and lead all ministries in the church</p> <p>* Funerals, Meeting with various people, groups, weddings, usually a couple of conferences and teaching seminars throughout the year and assorted travel activities</p>



STAFF
SELF-EVALUATIONS
2021 - 2024
Stefan Paskewich

STEFAN PASKEWICH

PRIMARY	HOUR	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
<p>TOP LEVEL ADMIN FOR I.T.</p> <p>* Collect, Edit, Upload all Sunday School Curriculum on Classroom Computers</p> <p>* Maintain, upgrade, Trouble-shoot 24 computers, 5 Projectors, 8 kiosks, numerous screens</p> <p>* Maintain, upgrade, trouble-shoot, cameras and Broadcast systems</p> <p>* Maintaining, Upgrading, Troubleshooting, Websites, App, Social Media, Communication Tools</p> <p>* Consult, Trouble-shoot, Train as needed.</p> <p>* Maintain accounts for web, mail, software, etc</p> <p>* Maintaining, Upgrading, Troubleshooting</p>	<p>20 - 25</p>	<p>* Edit & Post BIDL</p> <p>* Edit Weekend Video(s)</p> <p>* Create Shorts</p> <p>* Post Videos to YouTube, TikTok, Instagram</p> <p>* Be sure "latest Sermon: goes under "Latest Services" on YouTube</p> <p>* Post Weekend services to Podcast platforms</p> <p>* Collect, Prepare, Edit, Send Material for Weekly Newsletter</p> <p>* BIDL</p> <p>o YouTube CC & BIDL</p> <p>o Facebook CC & BIDL</p> <p>o Instagram</p> <p>o TikTok</p> <p>o Text</p> <p>o Email</p>	<p>* Edit, Catalog & Post BIDL to text, Email, Facebook, YouTube, Instagram, TikTok</p> <p>* Be available by phone, text, Remote Control for trouble shooting / questions</p> <p>* Create slides for promotions, Invite Cards, website, mailers, promotions, rolling announcements</p>	<p>* Edit, catalog & Post BIDL to text, Email, Facebook, YouTube, Instagram, TikTok</p> <p>* Be available by phone, text, Remote Control for trouble shooting / questions</p> <p>* Create slides for promotions, Invite Cards, website, mailers, promotions, rolling announcements</p>	<p>* Edit, catalog & Post BIDL to text, Email, Facebook, YouTube, Instagram, TikTok</p> <p>* Looking Ahead Mailer. Collect, Prepare, Edit, Send Material</p> <p>* Prep specific areas for Weekend Bulletin</p> <p>* Prep and post specific areas for Prayer Letter</p>	<p>* Edit, catalog & Post BIDL</p>	<p>* Collect and post worship songs</p> <p>* Collect, make, post and upload announcements</p> <p>* Refresh and upload online radio stations</p>	<p>* Network Stability & Troubleshooting</p> <p>* Digital Signage for all Locations</p> <p>* Kiosks and Printers (check-in and giving) in all locations</p> <p>* Livestream Oversight</p>	<p>* edit & catalog, 300 – 400 Videos per year</p> <p>*Cumulative postings to YT, Insta, TikTok, Mailer, etc about 1,500 postings</p> <p>* 100 Newsletters yearly</p> <p>* 50 Bulletins yrlly</p> <p>* Several dozens of slides, yard signs, banners, yrlly</p> <p>*52 weeks of Sunday Curriculum posted to 8-10 Sunday School computers</p> <p>* UPDATE WEBSITES 50 times a year</p> <p>*</p>

15

Remote control and Access to all applicable computer stuff								
* Prepare weekly bulletin								
* Collect, Edit, Prepare, Distribute Weekly Mailers								
* Upload weekly worship lyrics to locations								
* Upload weekly announcements to locations								

#2

COMPLETE

Page 1

Q1

What is your name and job title?

Stefan Paskewich Technology

Q2

List your direct coworkers (if any) and their job titles.Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Cheryl Coutcher-Office Admin

Joe Paskewich- Pastor

Joshua Ingalls - Associate Pastor

Coleen Devega- Children Ministry Leader

John Powell- Maintenance Supervisor

Small Group Leader- Various

Worship Leaders - Various

Q3

How many people work with/for you?

12 If we count the worship leaders and small group leaders i work with 12

Q4

Who are any emerging or potential leaders/apprentices you know of?

I think Caleb Hagrety has potential to be a leader in a few years he has really taken responsibility on sound stream and sound items. I do think he does have a few years to grow but he has potential

Q5

Who do you report to/communicate with?

Cheryl Coutcher, Joshua Ingalls and Joseph Paskewich

Q6

Briefly state the goal of your ministry.

My goal is to Win. Disciple and Send as many young and old to the uttermost to gutter most to spread The Word of Jesus to as many though technology as possible. Glocally (globally and locally).

Q7

Briefly state the goal of this church.

Win. Disciple & Send. To win as many souls for the Kingdom of Jesus and to spread the word as far as we can in our lifetime and lifetime of generations to come.

Q8

What areas would you like help or training in?

Technology or anything that is needed as form of tech.

Q9

Do you have other family, personal, or ministry goals that we can help you with?

I sometimes need help to be more humble and to ask for help when its needed.

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

For the most part yes. Though my health the beginning of year was a bit rocky but now I feel alot better and Praise God for it

Q10

(54)

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Completely or always true
I feel cared for by the church	Completely or always true
This position creates stress for me	Not sure
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Completely or always true
I effectively delegate responsibilities	Only sometimes or a little bit true
I often feel like my work is never done	Usually or mostly true
The environment I work in is peaceful	Only sometimes or a little bit true
There is clear communication	Usually or mostly true
I understand clearly what I am to do	Only sometimes or a little bit true
I feel appreciated by the church staff	Completely or always true
I feel appreciated by the church	Completely or always true
The work environment has a sense of family	Completely or always true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Completely or always true
I often feel interrupted	Only sometimes or a little bit true
I understand the goals and objectives of the church	Completely or always true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Completely or always true
I feel like Pastor Joe tries to make my job easy	Completely or always true
I feel like Pastor Joe tries to equip me for my tasks	Completely or always true

Q12

What I need/would like to see:

Im pretty well set up and we usually have everything needed.

Q13

Please include any comments, ideas, or input you may have.

Love working for the church and love the family i work with

Ang

(55)



STAFF
SELF-EVALUATIONS
2021 - 2024
John Powell

57

[illegible]

#6

COMPLETE

Page 1

Q1

What is your name and job title?

John Powell, Pastor at large

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Joe Paskewich, Senior Pastor Josh Ingalls Associate Pastor, Shawn Donniger, media ministry Recovery Church, plus many others

Q3

How many people work with/for you?

Alot

Q4

Who are any emerging or potential leaders/apprentices you know of?

Robert Baron

Q5

Who do you report to/communicate with?

Verbally

Q6

Briefly state the goal of your ministry.

To serve the Lord and lead the lost to Christ

58

12/10

Q7

Briefly state the goal of this church.

To be a place where people can come be fed with the word of God and grow in the knowledge of Christ

Q8

What areas would you like help or training in?

Computers, and recruitment to draw folks to Recovery Church as a viable resource in their recovery

Q9

Do you have other family, personal, or ministry goals that we can help you with?

God has done so much for us. To be supported in my walk and ministry through prayer

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

No, my wife is currently in a nursing home and when she is released I will need to spend more time with her

59

BN

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Only sometimes or a little bit true
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Usually or mostly true
I effectively delegate responsibilities	Usually or mostly true
I often feel like my work is never done	Only sometimes or a little bit true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Not sure
I understand clearly what I am to do	Not sure
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Usually or mostly true
The work environment has a sense of family	Not sure
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Not sure
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Only sometimes or a little bit true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Usually or mostly true
I feel like Pastor Joe tries to make my job easy	Usually or mostly true
I feel like Pastor Joe tries to equip me for my tasks	Usually or mostly true

Q12

What I need/would like to see:

Better communication

Q13

Please include any comments, ideas, or input you may have.

Let go catch some fish together

60

OFFICE & PASTORAL STAFF

HOURS & SALARIES

NAME	FUNCTION	HOURS	MNTHLY \$	YEARLY \$
Cheryl Couter	Office Administrator	60-80	\$1,350	\$16,200
Coleen Devega	Children's Ministry	160 +	\$2,400 Housing	\$28,800
Josh Ingalls	Associate Pastor	120	\$3,000 Parsonage Electricity Gas Oil Masters Program	\$36,000
Stefan Paskewich	IT & Digital	80+	\$1,600	\$19,200
Joe Paskewich	Lead Pastor	200+	\$3,000 Housing	\$36,000
John Powell	Pastor @ Large / Maintenance	180+	Parsonage	Parsonage
TOTALS		820 PLUS	\$11,350	\$136,200

(61)



SUPPORT STAFF SELF-REPORTING 2024



**SUPPORT STAFF
SELF-REPORTING
2024**

Sandy Griggs

#8

COMPLETE

Page 1

Q1

What is your name and job title?

Sandy Griggs - Bookkeeper

81 HOURS MONTHLY

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Joseph Paskewich Senior Pastor; Joshua Ingalls, Associate Pastor; Cheryl Coutcher, Office Administrator; Coleen Devega, Children's Ministry Director; John Powell, Facilities.

Q3

How many people work with/for you?

0

Q4

Who are any emerging or potential leaders/apprentices you know of?

Nathan Meyer, Jesse Griggs, Orrie Hagerty

Q5

Who do you report to/communicate with?

Joe, Cheryl, Josh, John, Coleen

Q6

Briefly state the goal of your ministry.

My goal is to do the best I can in making sure the church's bills are paid; that we stay on track with being good stewards of the funds that come in and keeping accurate records. Daily reminders, in prayer, that ultimately, it's God that I'm working for and that my desire is to always give Him my best.

2/1/19

64

Q7

Briefly state the goal of this church.

To reach as many unsaved souls as possible. To walk in love. To serve & take care of others. To encourage the church to keep in the forefront the importance, the necessity to always pray. To show love, forgiveness, grace, patience, & mercy in & out of our church family.

Q8

What areas would you like help or training in?

For me, the job has become overwhelming. To keep up with everything is almost impossible. I think a great deal of unnecessary wasted time could be eliminated if systems were put in place to make things more efficient and where everyone followed the same process.

Q9

Do you have other family, personal, or ministry goals that we can help you with?

As I'm getting older, I have been thinking of moving on, in the near future to free up time to do more serving, study time, etc. I wouldn't leave until things were in a much better & organized structured way, but eventually would like to "pass the torch", as they say to someone else willing to take it on.

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

I have to be honest, this last year & 1/2 have been very challenging & quite overwhelming. Even so, being able to turn to Jesus with all my troubles, challenges, & anxiety, has been a life saver for me. I'm blown away that I can still experience so much joy while I'm going through all that I have been; He is the best thing that has ever happened in my life. I am able to see the lessons that God's teaching me through this time, and as strange as it may sound, I'm grateful for them & know I would never learn them when times are smooth sailing. I'm confident He will help me find my balance again.

Calvary Chapel of Eastern Connecticut - Staff Self-Evaluation

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Completely or always true
This position creates stress for me	Usually or mostly true
I find the facilities adequate for what I do	Not sure
Those that work with me feel cared for	Completely or always true
Those that work with me understand my goals	Only sometimes or a little bit true
I effectively delegate responsibilities	Not sure
I often feel like my work is never done	Completely or always true
The environment I work in is peaceful	Not sure
There is clear communication	Only sometimes or a little bit true
I understand clearly what I am to do	Not sure
I feel appreciated by the church staff	Completely or always true
I feel appreciated by the church	Usually or mostly true
The work environment has a sense of family	Completely or always true
The work environment has a sense of teamwork	Only sometimes or a little bit true
I feel highly effective	Only sometimes or a little bit true
I think the team is highly effective	Only sometimes or a little bit true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Only sometimes or a little bit true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Not sure
I feel like Pastor Joe listens to me	Not sure
I feel like Pastor Joe tries to make my job easy	Usually or mostly true
I feel like Pastor Joe tries to equip me for my tasks	Usually or mostly true

Q12

What I need/would like to see:

After going over this survey, I think better communication is needed. I know that we need to have separate groups; Children's ministry, youth group, young adults, etc., but I think it would be beneficial, if we still could maintain some kind of teamwork & not everyone just doing their own thing & no one knowing what's going on with the others.

(66)

2/2/16

Q13

Please include any comments, ideas, or input you may have.

It's strange, this survey made me both sad & encouraged at the same time & also made me know that I truly belong to a church family, that can get through anything, so long as our focus is staying obedient to God's word & not being complacent. ❤️🙏❤️

[Handwritten signature]

67



**SUPPORT STAFF
SELF-REPORTING
2024**

Nancy Hameloth



#7

COMPLETE

Page 1

Q1

What is your name and job title?

Nancy Hameloth connection ministry

29 HOURS MONTHLY

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Judy-volunteers

Sharon-children's ministry

Cheryl-administrator

Jill-in training for Connection ministry

Plus ushers-Staci, Judy D, Sherry c, Lisa

Q3

How many people work with/for you?

7

Q4

Who are any emerging or potential leaders/apprentices you know of?

Jill Jacques

Q5

Who do you report to/communicate with?

Cheryl and Josh

Anna

(69)

Q6

Briefly state the goal of your ministry.

To connect people to Jesus and the church

Q7

Briefly state the goal of this church.

Win people to Jesus

Disciple them to be soul winners

Send out people to won the lost and disciple others

Q8

What areas would you like help or training in?

None

Q9

Do you have other family, personal, or ministry goals that we can help you with?

I'd love to go to Israel some time

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Completely or always true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Not true at all
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Completely or always true
Those that work with me understand my goals	Completely or always true
I effectively delegate responsibilities	Usually or mostly true
I often feel like my work is never done	Not true at all
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Usually or mostly true
I understand clearly what I am to do	Usually or mostly true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Completely or always true
The work environment has a sense of family	Completely or always true
The work environment has a sense of teamwork	Completely or always true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Completely or always true
I am able to have fun while working/serving	Completely or always true
I often feel interrupted	Only sometimes or a little bit true
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Usually or mostly true
I feel like Pastor Joe tries to make my job easy	Usually or mostly true
I feel like Pastor Joe tries to equip me for my tasks	Completely or always true

Q12

What I need/would like to see:

I'd love to see the church grow and teach the lost.

Q13

Please include any comments, ideas, or input you may have.

Nothing i can think of. I would love to see us use Alpha more effectively

Kemo

71



SUPPORT STAFF SELF-REPORTING

2024

Tim Lambert

#4

COMPLETE

Tim Lambert

Page 1

Q1

What is your name and job title?

Tim Lambert, Volunteer, - Elder, Worship leader, Small group facilitator

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Elders, pastor, my wife Sheri. Musicians.

Q3

How many people work with/for you?

None. All volunteers

Q4

Who are any emerging or potential leaders/apprentices you know of?

Leila Sanchez, Orrie Hagerty, Worship team members.

Drew and Karen Hagerty, marriage small group leaders.

Q5

Who do you report to/communicate with?

My wife. Elders.

Q6

Briefly state the goal of your ministry.

Produce Christ-centered, growing marriages that leave a Godly legacy even through conflict and trial. Morality restored. Purity. Prayer for marriages and ministries.

Q7

Briefly state the goal of this church.

It has always been my observation that 'win disciple send' is what happens in some form or other here

Q8

What areas would you like help or training in?

First responder ministry training. Focus on fire maybe? Police as well.

Q9

Do you have other family, personal, or ministry goals that we can help you with?

Duplicate the marriage ministry outreach. Come alongside men with an honest desire to walk in sexual purity.

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Working on it daily. Like sailing, requires constant effort because the wind shifts and currents change.

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Only sometimes or a little bit true
I find the facilities adequate for what I do	Completely or always true
Those that work with me feel cared for	Not sure
Those that work with me understand my goals	Not sure
I effectively delegate responsibilities	Only sometimes or a little bit true
I often feel like my work is never done	Completely or always true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Not sure
I understand clearly what I am to do	Usually or mostly true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Usually or mostly true
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Completely or always true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Completely or always true
I often feel interrupted	Not true at all
I understand the goals and objectives of the church	Completely or always true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Not sure
I feel like Pastor Joe tries to make my job easy	N/A
I feel like Pastor Joe tries to equip me for my tasks	N/A

Q12

What I need/would like to see:

Prayer. More men taking initiative to be at the stage for prayer.

Q13

Please include any comments, ideas, or input you may have.

It's God's church. Not any one person's.



SUPPORT STAFF SELF-REPORTING

2024

Tina Perry

#1

COMPLETE

Page 1

Q1

What is your name and job title?

Tina Perry/custodial staff

10 HOURS MONTHLY

Q2

List your direct coworkers (if any) and their job titles.Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

John Powell- Pastor at Chapel Hill, Maintenance supervisor?

Q3

How many people work with/for you?

0

Q4

Who are any emerging or potential leaders/apprentices you know of?

??

Q5

Who do you report to/communicate with?

Cheryl Coucher, John Powell

Q6

Briefly state the goal of your ministry.

Keep the Chapel Hill building "clean enough to be healthy..." And provide custodial support to Sharp Hill and the New London campus of Calvary chapel.

11

11

Q7

Briefly state the goal of this church.

To reach those whom don't know Jesus and spread the Gospel of Christ Jesus.

Q8

What areas would you like help or training in?

I don't know...

Q9

Do you have other family, personal, or ministry goals that we can help you with?

Yes - create an orderly plan that would help us better manage large and necessary home projects, while continuing with our regular weekly schedules. Pray for the unsaved, and scoffing, family and friends.

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes...except large home projects are 'falling by the wayside.'

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Usually or mostly true
This position creates stress for me	Only sometimes or a little bit true
I find the facilities adequate for what I do	Completely or always true
Those that work with me feel cared for	Not sure
Those that work with me understand my goals	Usually or mostly true
I effectively delegate responsibilities	N/A
I often feel like my work is never done	Only sometimes or a little bit true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	N/A
I understand clearly what I am to do	Completely or always true
I feel appreciated by the church staff	Usually or mostly true
I feel appreciated by the church	Usually or mostly true
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Only sometimes or a little bit true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Not true at all
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Usually or mostly true
I feel like Pastor Joe tries to make my job easy	N/A
I feel like Pastor Joe tries to equip me for my tasks	N/A

Q12

What I need/would like to see:

When guests move furniture, they move it back. That ALL the broken, damaged chairs be REMOVED and NOT brought back into the space.

hmo

79

Q13

Please include any comments, ideas, or input you may have.

I'd like an actual recycle bin for indoors at Chapel Hill.

ms

(80)



**SUPPORT STAFF
SELF-REPORTING
2024**

Joe Prendegrast

#10

COMPLETE

Page 1

Q1

What is your name and job title?

Custodian

JOE PREPDIORAST 18 HOURS MONTHLY

Q2

Respondent skipped this question

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

Q3

How many people work with/for you?

None

Q4

Who are any emerging or potential leaders/apprentices you know of?

Ryan Ahle Morris Burch

Q5

Who do you report to/communicate with?

Cheryl

Q6

Briefly state the goal of your ministry.

Making sure the church is nice and clean for all who enter.

Calvary Chapel of Eastern Connecticut - Staff Self-Evaluation

Q7

Briefly state the goal of this church.

Teach the good news and spread the word about JESUS. Changing lives building the Kingdom

Q8

What areas would you like help or training in?

Video sound

Q9

Do you have other family, personal, or ministry goals that we can help you with?

No

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

Yes

43

427401

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Usually or mostly true
I feel cared for by the church	Only sometimes or a little bit true
This position creates stress for me	Usually or mostly true
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	N/A
Those that work with me understand my goals	Not sure
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I often feel like my work is never done	Completely or always true
The environment I work in is peaceful	Usually or mostly true
There is clear communication	Not sure
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I feel appreciated by the church	Completely or always true
The work environment has a sense of family	Usually or mostly true
The work environment has a sense of teamwork	Usually or mostly true
I feel highly effective	Usually or mostly true
I think the team is highly effective	Usually or mostly true
I am able to have fun while working/serving	Usually or mostly true
I often feel interrupted	Not true at all
I understand the goals and objectives of the church	Usually or mostly true
Pastor Joe is easy to communicate with	Usually or mostly true
I feel like Pastor Joe listens to me	Completely or always true
I feel like Pastor Joe tries to make my job easy	Usually or mostly true
I feel like Pastor Joe tries to equip me for my tasks	Usually or mostly true

Q12

What I need/would like to see:

More men getting involved.

Q13

Respondent skipped this question

Please include any comments, ideas, or input you may have.

(84)



SUPPORT STAFF SELF-REPORTING

2024

Zotti's

#9

COMPLETE

Page 1

Q1

What is your name and job title?

Joani Malerba-Zotti, Construction Landscaper

30 MONTHLY

Q2

List your direct coworkers (if any) and their job titles. Example: John Smith, Senior Pastor; Jane Doe, Custodian; etc.

John Zotti Landscaper

Q3

How many people work with/for you?

1

Q4

Who are any emerging or potential leaders/apprentices you know of?

TIM LAMBERT, JOSH INGALL

Q5

Who do you report to/communicate with?

Joe Paskewich and Cheryl

Q6

Briefly state the goal of your ministry.

Making the landscape very Welcoming for New Commers and for those who been there for years...

(86)

20/20

Q7

Briefly state the goal of this church.

Bring Souls to Jesus

Q8

Respondent skipped this question

What areas would you like help or training in?

Q9

Do you have other family, personal, or ministry goals that we can help you with?

Not at this time

Q10

Are you balancing your priorities? Church, family, work, personal, health, etc.

I feel that iam

81

Jan 10

Calvary Chapel of Eastern Connecticut - Staff Self-Evaluation

Q11

Rate these statements according to how true you feel they are.

I experience personal satisfaction in what I do	Not sure
I feel cared for by the church	Only sometimes or a little bit true
This position creates stress for me	Not true at all
I find the facilities adequate for what I do	Usually or mostly true
Those that work with me feel cared for	Usually or mostly true
Those that work with me understand my goals	Only sometimes or a little bit true
I effectively delegate responsibilities	Completely or always true
I often feel like my work is never done	Not true at all
The environment I work in is peaceful	Completely or always true
There is clear communication	Only sometimes or a little bit true
I understand clearly what I am to do	Completely or always true
I feel appreciated by the church staff	Completely or always true
I feel appreciated by the church	Only sometimes or a little bit true
The work environment has a sense of family	Only sometimes or a little bit true
The work environment has a sense of teamwork	Only sometimes or a little bit true
I feel highly effective	Only sometimes or a little bit true
I think the team is highly effective	Completely or always true
I am able to have fun while working/serving	Completely or always true
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Pastor Joe is easy to communicate with	Completely or always true
I feel like Pastor Joe listens to me	Completely or always true
I feel like Pastor Joe tries to make my job easy	Completely or always true
I feel like Pastor Joe tries to equip me for my tasks	Completely or always true

Q12

What I need/would like to see:

More to way from ppl

Q13

Respondent skipped this question

Please include any comments, ideas, or input you may have.

82

BA/MP

SUPPORT STAFF HOURS AND SALARIES

NAME	FUNCTION	HOURS	MNTHLY \$	YEARLY \$		
Sandy Griggs	Bookkeeper	81	\$1,296	\$15,552		
Nancy Hameloth	Assimilation	29	\$466	\$5,600		
Sharon Morth	Children's Support	32	\$525	\$6,300		
Tina Perry	Custodial	10	\$173	\$2,080		
Joe Prendegast	Custodial	18	\$301	\$3,616		
Tom Shewan	Custodial	46	\$746	\$8,960		
Zotti's	Grounds	30	\$480	\$8,960		
HASTINGS CUSTODIAL	Custodial	_____	\$800			
TOTALS		246 PLUS	\$4,787	\$57,444		

89



CONVERSIONS & BAPTISMS 2024

- * Since we don't keep records it's a little hard to exactly report, yet it does 'feel' like we have less conversions, decisions, inquiries in weekend meetings than in the past
- * There were definite seasons where we saw people coming to Christ just about weekly, we do not seem to be in that season currently
- * We had one baptism outside during Covid with 26 people, including one or two spontaneous
- * Our tracking through baptism certificates has 17 in Uncasville and 5 in New London so far in 2024



PRAYER MINISTRY & NEW BELIEVERS 2024

- * An emerging bright spot
- * People are praying at the altar every week for salvations and pressing needs that people have
- * Elders have been praying every Thursday Morning
- * Staff prays through Prayer Guide every Tuesday
- * People are encouraged to pray as families Sunday Nights
- * New Believers Online Class has people all the time
- * Elders all have list of those to pray for weekly
- * Movement towards every person in congregation getting prayed for every week

91



PARSONAGE MOU's

2024

* The IRS requires every year that Parsonage MOU's be affirmed or reaffirmed

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PARSONAGE MEMORANDUM OF UNDERSTANDING

1. PARTIES. This Parsonage Use Agreement ("Agreement") is effective as of the 31th day of July, 2024 by and between Calvary Chapel ("Church") and Joshua Ingalls ("Occupant") and his dependents (Anne Ingalls and child/ren).

2. PARSONAGE. As part of the Occupant's the church's arrangement "Occupant" will live rent-free, occupy the residence, care for outside property (lawn care, snow removal, etc) and oversee general welfare of the facilities located at 120 Blydenburg Ave in New London, CT (the "Parsonage") until the property is turned over to recent purchaser and future owner (Joe Paskewich.) A three month notice will be given prior to the change of arrangements. Given the responsibilities of upkeep the "Occupant" the church places a rental value of \$1,500 a month.

Appointment Expectations are listed on Schedule A, reviewed on a yearly basis. The "Parsonage" includes the entire physical structure located at and about the address stated above, including appliances, equipment, and appurtenances that are part of the physical structure and grounds. The parsonage, outbuildings and property need to be regularly maintained in a way that reflects positively upon the Church, i.e. no trash in the yard, no overgrown landscaping, etc.

3. USE. The Occupant agrees that the Parsonage shall be used and occupied as a residence for Occupant and family and shall not be used for any other purpose whatsoever. Occupant shall be permitted to entertain guests for limited periods of time. The Church shall insure the Parsonage's continued fitness for use as the Occupant's residence, including the adequate budgeting for maintenance and repairs.

4. PETS. The Occupant and Church acknowledge that the Occupant has two pets (cats). The Occupant acknowledges that any damage to the Parsonage from the pets is the Occupant's sole responsibility and shall be addressed in the same manner as other forms of damage.

5. INSPECTION OF PROPERTY. Occupant agrees that Occupant and officers of the Church have jointly inspected the Parsonage prior to signing this Memorandum of Understanding and find the Parsonage to be in a good, safe, clean condition and repair. Any items in need of repair by the Church are listed in Schedule A, attached to this MOU. The Church agrees to address such items in the timeframe agreed to with the Occupant and set forth in Schedule A. Occupant further agrees that Occupant will keep the Parsonage free of any debris, trash, or filth during the term and upon the expiration of this MOU. Occupant acknowledges that the Parsonage contains the appliances in the general condition set forth in Schedule A, all of which shall be maintained by Occupant and returned to Landlord upon surrender of the premises.

6. UPKEEP AND MAINTENANCE All appliances included in Schedule A, exterior of buildings, and utilities (plumbing, electricity, water, heating) are the responsibility of the church. Any repairs inside of the house that are required because of natural age, wear and tear, defection of materials is the responsibility of the church. Any damage that comes from neglect, accident, or otherwise is the responsibility of the Occupant.

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7. SURRENDER. Upon the Occupant's move from the Church, the Occupant agrees to surrender the Parsonage in the same condition as when received, reasonable wear and tear excepted, and with all keys and remote opening devices. Prior to surrender, the Occupant, Church Staff and Deacons shall make a final inspection, noting any damage in writing. In the event of damages beyond ordinary wear and tear and caused by the Occupant or his/her immediate family members or guests, the Occupant shall be financially responsible for restoring the Parsonage to its previous condition.

8. REGULAR INSPECTION. Occupant and Church shall arrange for the annual inspection of the Parsonage pursuant to the terms of the Guidelines and Recommendations for Church Provided.

9. RISK OF LOSS; INSURANCE. The Occupant is solely responsible for the purchase of an adequate policy of renter's insurance. The Occupant shall bear the risk of loss, including, without limitation, loss arising out of theft, vandalism, rain, flood, fire, earthquake, corrosion, mudslides, earth movements or Acts of God, to any and all Occupant's personal property or vehicles located on or used in connection with the Occupant's occupancy of the Parsonage.

Occupant: _____ Date: _____

Printed Name: _____

Church Representative: _____ Date: _____

Printed Name: _____ Position: _____

Acknowledged by: _____ Date: _____

Printed Name: _____

SCHEDULE A – APPOINTMENT EXPECTATIONS

Appliances provided:

Refrigerator

Oven/range

Microwave

Dishwasher

Washing machine

Dryer

Appointment Expectations:

Job title: Associate Pastor

Compensation: Salary, paid utilities (electric, oil, gas, and water) and Master Program for Ministry

Outbuilding Usage:

Existing outbuildings are available for use by Occupant.

Occupant may not install any non-permanent storage structures on the property.

Landscaping:

Grass cutting, landscaping, snow removal, etc. will be the responsibility of Occupant. Occupant will provide their own equipment for this purpose.

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CHAPEL HILL PARSONAGE MEMORANDUM OF UNDERSTANDING

1. **PARTIES.** This Parsonage Memorandum of Understanding ("MOU") is effective as of the 31st day of July, 2024 ("effective date") by and between Calvary Chapel ("Church") and Pastor John Powell ("Occupant") at a given value of \$1,850 per month.

2. **PARSONAGE.** As part of the Occupant's compensation to be provided by the Church, the Church hereby grants to the Occupant, the rent-free use and occupancy of the residence located at 221 Chapel Hill Road, in Oakdale, CT, (the "Parsonage") for the entire length of the Occupant's appointment. Appointment Expectations are listed on Schedule A, reviewed on a yearly basis. The "Parsonage" includes the entire physical structure located at and about the address stated above, including appliances, equipment, and appurtenances that are part of the physical structure and grounds, as distinguished from the 'church grounds' on the same lot. The parsonage, outbuildings and property need to be regularly maintained in a way that neither draws attention to or distracts visually or otherwise from the church or church activities.

3. **USE.** The Occupant agrees that the Parsonage shall be used and occupied as a residence for Occupant and family and shall not be used for any other purpose whatsoever. Occupant shall be permitted to entertain guests for limited periods of time. The Church shall ensure the Parsonage's continued fitness for use as the Occupant's residence, including the adequate budgeting for maintenance and repairs.

4. **PETS.** The Occupant and Church acknowledge that the Occupant has 2 pets. The Occupant acknowledges that any damage to the Parsonage from the pets is the Occupant's sole responsibility and shall be addressed in the same manner as other forms of damage.

5. **INSPECTION OF PROPERTY.** Occupant agrees that Occupant and officers of the Church have jointly inspected the Parsonage prior to signing this Memorandum of Understanding and find the Parsonage to be in a good, safe, clean condition and repair. Any items in need of repair by the Church are listed in Schedule A, attached to this MOU. The Church agrees to address such items in the timeframe agreed to with the Occupant and set forth in Schedule A. Occupant further agrees that Occupant will keep the Parsonage free of any debris, trash, or filth during the term and upon the expiration of this MOU. Occupant acknowledges that the Parsonage contains the appliances in the general condition set forth in Schedule A, all of which shall be maintained by Occupant and returned to Landlord upon surrender of the premises.

6. **UPKEEP AND MAINTENANCE** All major appliances, exterior of buildings, and utilities (plumbing, electricity, water, heating) are the responsibility of the church. Anything else inside of the house including utilities: internet, electricity, heating oil, etc.) are the responsibility of the occupant. Any repairs inside of the house that are required because of natural age, wear and tear, defection of materials is the responsibility of the church. Any damage that comes from neglect or accident is the responsibility of the occupant. The building will be turned over to the occupant clean, painted, and in good repair.

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7. SURRENDER. Upon the Occupant's move from the Church, the Occupant agrees to surrender the Parsonage to the Church in the same condition as when received, reasonable wear and tear excepted, and with all keys and remote opening devices. Prior to surrender, the Occupant, Church Staff and Deacons shall make a final inspection, noting any damage in writing. In the event of damages beyond ordinary wear and tear and caused by the Occupant or his/her immediate family members or guests, the Occupant shall be financially responsible for restoring the Parsonage to its previous condition.

8. REGULAR INSPECTION. Occupant and Church shall arrange for the annual inspection of the Parsonage pursuant to the terms of the Guidelines and Recommendations for Church Provided.

9. RISK OF LOSS; INSURANCE. The Occupant is solely responsible for the purchase of an adequate policy of renter's insurance. The Occupant shall bear the risk of loss, including, without limitation, loss arising out of theft, vandalism, rain, flood, fire, earthquake, corrosion, mudslides, earth movements or Acts of God, to any and all Occupant's personal property or vehicles located on or used in connection with the Occupant's occupancy of the Parsonage.

Occupant: _____ Date: _____

Printed Name: _____

Church Representative: _____ Date: _____

Printed Name: _____ Position: _____

Acknowledged by: _____ Date: _____

Printed Name: _____

SCHEDULE A – APPOINTMENT EXPECTATIONS

Appliances provided:

Refrigerator
Range
Washer
Dryer

Appointment Expectations:

Pastor-at-Large for:

Recovery Church, Calvary Church, Skull Hill Biker Church, Daily Devotional Videos, Stonington Institute, weekly bible studies, and weekly staff meetings

Outbuilding Usage:

Existing outbuildings are not available for use by Occupant.

Occupant may install non-permanent storage structures behind the Parsonage out of sight of public view.

Church Building Usage:

Church planned events take precedence over Occupant private gatherings in order to provide adequate parking and to ensure church activities will not be in conflict with Occupant private gatherings. Occupant will need to check with the office for upcoming church calendar events before planning their private gatherings.

Landscaping:

Grass cutting will be maintained on a seasonal calendar that is set up by the Landscaping Team. Occupant needs to meet with Landscaping Team to determine grass cutting length and weekly/biweekly schedule according to the growing season and weather forecast. Grass cutting around the parsonage, front, sides and back will be the responsibility of the Occupant. A lawn mower will be provided to the Occupant for this purpose. Landscaping, weeding, and brush cutting around the perimeter of the parsonage will be the responsibility of the Occupant. Equipment will be made available to the Occupant for upkeep.

Snow removal from steps, path to house and decks is the responsibility of the Occupant. A commercial snow plowing company will be responsible for the plowing of the driveway leading up to the parsonage.

Any outstanding issues to discuss / agree upon?



NEW LONDON

2024

- * Yet, another Bright Spot
- * David Fabricant says he keeps a list to everybody that attends New London and the list is of 50 people!
- * Percentage wise New London is baptizing more people than Uncasville
- * New worship leaders and potential worship team members are showing up in New London, as well as Uncasville. The fall worship rotation might show some interesting developments





FINANCIAL REPORTS 2022 - 2024

Calvary Chapel

Profit & Loss

July 2021 through June 2022

	Jul '21 - Jun 22
Income	
40000 · General Fund	
40001 · Miscellaneous income	25,406.19
40150 · Womens Ministry	549.00
40151 · Youth/Teen Ministry	9,780.48
40153 · Family Ministries	-745.67
40200 · Interest Income	0.43
40800 · Tithes & Offerings	
40810 · Calvary-Sharp Hill	235,010.44
40811 · Calvary-Chapel Hill	7,874.55
40830 · New London	1,084.10
40832 · Recovery Church	
40833 · Recovery Church Cafe	780.68
40834 · Womens AA Meeting	400.00
40832 · Recovery Church - Other	7,088.34
Total 40832 · Recovery Church	8,269.02
40860 · Mail in donations	70,935.70
40870 · PayPal	212,023.20
40872 · Stripe Donations	8,833.00
Total 40800 · Tithes & Offerings	544,030.01
Total 40000 · General Fund	579,020.44
40880 · Cash Dividend	423.52
Total Income	579,443.96
Gross Profit	579,443.96
Expense	
60000 · Advertising and Promotion	
60015 · Website	3,805.39
60016 · Printing	3,811.42
60000 · Advertising and Promotion - Other	1,273.16
Total 60000 · Advertising and Promotion	8,889.97
60050 · Bank Service Charges	
60055 · Citizens	1,034.22
60063 · Stripe	189.13
60065 · PayPal	4,673.30
Total 60050 · Bank Service Charges	5,896.65
60100 · Computer	
60101 · Cable & Internet	6,802.82
60102 · Programs	7,937.12
60104 · Computer subscriptions	15,470.53
60106 · Equipment	3,690.38
60107 · Misc.tech/media	15,496.26
Total 60100 · Computer	49,397.11
60150 · Conferences and Meetings	
60151 · Fees	877.00
60152 · Lodging	5,771.15
60153 · Meals	1,686.49
60155 · Travel	5,572.01
Total 60150 · Conferences and Meetings	13,906.65
60200 · Dues and Subscriptions	2,001.94
60250 · Equipment Rental	3,107.93

Calvary Chapel

Profit & Loss

July 2021 through June 2022

	Jul '21 - Jun 22
60300 · Evangelism	
60301 · Honorarium	4,681.00
60304 · Travel	691.40
Total 60300 · Evangelism	5,372.40
60320 · Special Events	
60321 · Easter Service	9,695.55
60323 · Facility Use	1,000.00
60324 · Other	5,367.32
60320 · Special Events - Other	2,487.68
Total 60320 · Special Events	18,550.55
60340 · Teaching Ministry	
60341 · Books/Reference Materials	1,411.83
60343 · Miscellaneous	1,123.47
Total 60340 · Teaching Ministry	2,535.30
60390 · Insurance	
60392 · Liability & Property	10,667.98
60393 · Life	2,733.48
60394 · Retirement	1,920.00
60395 · Vehicles	1,948.00
60396 · Worker's Compensation	5,578.00
60397 · Renters Insurance	-164.00
Total 60390 · Insurance	22,683.46
60450 · Maintenance	
60455 · Landscaping-Mowing	2,636.69
60470 · Repairs	
60475 · Annex	1,852.13
60480 · New London	330.42
60485 · Uncasville	17,870.47
60470 · Repairs - Other	103.00
Total 60470 · Repairs	20,156.02
60490 · Snow Removal	5,672.50
60495 · Supplies	13,374.25
Total 60450 · Maintenance	41,839.46
60500 · Ministry Expenses	
60502 · Babysitting	150.00
60503 · Children's Church	5,763.35
60504 · VBS	3,844.41
60508 · Radio Station	
60509 · Radio Missions Electricity	463.88
60511 · Radio Missions License Fees	1,181.82
60513 · Radio Missions Songs	267.92
60514 · Radio Missions Telephone	1,470.47
60515 · Radio Missions Tower Rental	3,437.90
60508 · Radio Station - Other	2,800.00
Total 60508 · Radio Station	9,621.99
60521 · Local Outreach	
60522 · misc. outreach supplies/needs	5,626.14
60523 · Summer Picnics	6,237.41
60526 · Church Planting	8,400.00
60530 · Benevolence	2,286.60
60521 · Local Outreach - Other	920.60
Total 60521 · Local Outreach	23,470.75

Calvary Chapel

Profit & Loss

July 2021 through June 2022

	Jul '21 - Jun 22
60536 · Music Ministry	1,253.81
60537 · Off Site Venues	354.80
60538 · Young Adults Ministry	302.00
60539 · Women's Ministry	
60539a · IF Gathering*	468.39
60539 · Women's Ministry - Other	326.95
Total 60539 · Women's Ministry	795.34
60540 · Youth Group Ministry	7,551.12
60541 · Family Ministry	6,443.35
60543 · Sports Camp	3,243.38
60545 · Connection Center	18.14
Total 60500 · Ministry Expenses	62,812.44
60550 · Missions	
60556 · Calvary Christian Family	1,800.00
60557 · Care Net	1,200.00
60558 · Chapman	11,143.88
60559 · EME Ministries	6,400.00
60563 · Griggs/Faith2Faith	6,435.63
60575 · Teen Challenge	3,250.00
60582 · Nehemiah International Ministry	1,200.00
60588 · Community of Hope (COH)	1,743.24
60591 · Network For Good	280.00
60592 · Scott Camp Ministry	3,800.00
60593 · Our Daily Bread Ministries	250.00
60594 · His Oaks Ministry	1,100.00
Total 60550 · Missions	38,602.75
60600 · Supplies	
60601 · Office Supplies	1,971.87
60602 · Custodial Supplies	452.47
60603 · Kitchen Supplies	1,153.18
60604 · Misc. Supplies	10,863.15
60600 · Supplies - Other	121.81
Total 60600 · Supplies	14,562.48
60650 · Parsonage	
60651 · DeVega	18,000.00
60655 · Paskewich	35,122.10
Total 60650 · Parsonage	53,122.10
60660 · Medical-miscellaneous	139.40
60750 · Payroll	
60752 · Employer medicare taxes	1,625.01
60753 · Salary	164,400.52
60754 · Employer social security taxes	6,948.20
Total 60750 · Payroll	172,973.73
60800 · Postage and Delivery	1,663.72
60850 · Printing and Reproduction	1,446.74
60900 · Professional Fees	
60903 · Legal	3,537.20
60904 · Licenses and Permits	1,862.00
60905 · Payroll Service	3,077.22
Total 60900 · Professional Fees	8,476.42

Calvary Chapel

Profit & Loss

July 2021 through June 2022

	Jul '21 - Jun 22
60950 · Vehicle Expense	
60951 · Fuel	2,082.74
60952 · Registration	20.00
60953 · Repairs	108.90
60955 · Toll Charges	128.35
Total 60950 · Vehicle Expense	2,339.99
61000 · Utilities	
61001 · Electricity	20,357.88
61002 · Fuel Oil	9,249.66
61003 · Telephone	10,158.97
Total 61000 · Utilities	39,766.51
66900 · Reconciliation Discrepancies	4,425.65
70000 · Local Missions	
70001 · Soup Kitchen	308.78
70100 · New London Missions Expenses	
70101 · N.L. building	11,732.34
70106 · N.L. kitchen/pantry supplies	104.17
70107 · NL miscellaneous	3,092.33
70115 · N. L. Utilities	
70116 · Oil	9,479.78
70117 · Water/Sewer	2,472.78
70118 · Gas & Electric	979.53
Total 70115 · N. L. Utilities	12,932.09
70120 · N.L. Security System	1,501.00
70125 · N.L. Maintenance Montauk	312.97
Total 70100 · New London Missions Expen...	29,674.90
Total 70000 · Local Missions	29,983.68
70500 · Chapel Hill Missions Expense	
70501 · Miscellaneous	3,384.11
70502 · Misc. tech/media	70.52
70510 · Utilities	
70511 · Electric/Gas	8,475.79
70512 · Phone/Internet	958.78
Total 70510 · Utilities	9,434.57
70515 · Chapel Hill Maintenance	
70516 · Repairs	3,509.11
70517 · Supplies	377.75
70518 · Landscaping/Mowing	1,939.02
Total 70515 · Chapel Hill Maintenance	5,825.88
70500 · Chapel Hill Missions Expense - Ot...	2,013.47
Total 70500 · Chapel Hill Missions Expense	20,728.55
70600 · Goshen Hill	
70601 · Goshen Hill-miscellaneous	541.41
70602 · GH tech/media	277.45
Total 70600 · Goshen Hill	818.86
Total Expense	626,044.44
Net Income	-46,600.48

Calvary Chapel

Profit & Loss

July 2022 through June 2023

	Jul '22 - Jun 23
Income	
40000 · General Fund	
40001 · Miscellaneous income	17,833.16
40151 · Youth/Teen Ministry	9,868.00
40153 · Family Ministries	-34.94
40200 · Interest Income	0.48
40800 · Tithes & Offerings	
40810 · Calvary-Sharp Hill	208,794.07
40811 · Calvary-Chapel Hill	10,436.00
40830 · New London	3,089.10
40832 · Recovery Church	
40834 · Womens AA Meeting	260.00
40832 · Recovery Church - Other	5,553.05
Total 40832 · Recovery Church	5,813.05
40835 · New London Cash	150.00
40846 · Calvary-Goshen Hill	100.00
40860 · Mail in donations	100,885.92
40870 · PayPal	203,714.39
40872 · Stripe Donations	15,575.00
Total 40800 · Tithes & Offerings	548,557.53
Total 40000 · General Fund	576,224.23
40880 · Cash Dividend	766.24
41302 · Passover	60.00
Total Income	577,050.47
Gross Profit	577,050.47
Expense	
60000 · Advertising and Promotion	
60015 · Website	2,214.24
60016 · Printing	218.89
60000 · Advertising and Promotion - Other	167.35
Total 60000 · Advertising and Promotion	2,600.48
60050 · Bank Service Charges	
60055 · Citizens	744.03
60063 · Stripe	221.96
60065 · PayPal	4,491.52
Total 60050 · Bank Service Charges	5,457.51
60100 · Computer	
60101 · Cable & Internet	2,480.14
60102 · Programs	10,598.39
60104 · Computer subscriptions	11,532.50
60106 · Equipment	1,678.65
60107 · Misc.tech/media	17,619.83
Total 60100 · Computer	43,909.51
60150 · Conferences and Meetings	
60151 · Fees	867.79
60152 · Lodging	3,762.06
60153 · Meals	2,655.05
60154 · Teaching Materials	280.77
60155 · Travel	9,129.54
60156 · Tuition/Education	10,917.00
60157 · Classes/Trainings	29.64
Total 60150 · Conferences and Meetings	27,641.85

Calvary Chapel

Profit & Loss

July 2022 through June 2023

	Jul '22 - Jun 23
60200 · Dues and Subscriptions	2,607.20
60250 · Equipment Rental	3,115.44
60300 · Evangelism	
60301 · Honorarium	100.00
60302 · Lodging	611.46
Total 60300 · Evangelism	711.46
60320 · Special Events	
60321 · Easter Service	264.41
60323 · Facility Use	1,000.00
60324 · Other	7,230.79
60320 · Special Events - Other	1,510.96
Total 60320 · Special Events	10,006.16
60340 · Teaching Ministry	
60341 · Books/Reference Materials	3,330.62
60343 · Miscellaneous	1,010.29
Total 60340 · Teaching Ministry	4,340.91
60390 · Insurance	
60392 · Liability & Property	18,212.44
60393 · Life	5,287.60
60394 · Retirement	1,920.00
60395 · Vehicles	104.50
60396 · Worker's Compensation	8,359.00
Total 60390 · Insurance	33,883.54
60450 · Maintenance	
60455 · Landscaping-Mowing	1,280.23
60470 · Repairs	
60475 · Annex	14.57
60480 · New London	697.12
60485 · Uncasville	29,612.90
Total 60470 · Repairs	30,324.59
60490 · Snow Removal	950.00
60495 · Supplies	2,047.35
60450 · Maintenance - Other	35.98
Total 60450 · Maintenance	34,638.15
60500 · Ministry Expenses	
60503 · Children's Church	9,483.09
60504 · VBS	6,080.85
60508 · Radio Station	
60511 · Radio Missions License Fees	55.00
60513 · Radio Missions Songs	240.49
Total 60508 · Radio Station	295.49
60521 · Local Outreach	
60522 · misc. outreach supplies/needs	6,634.07
60523 · Summer Picnics	8,270.60
60526 · Church Planting	4,400.00
60530 · Benevolence	1,597.22
60521 · Local Outreach - Other	369.12
Total 60521 · Local Outreach	21,271.01
60535 · Men's Ministry	31.56
60536 · Music Ministry	608.02
60537 · Off Site Venues	940.00

Calvary Chapel

Profit & Loss

July 2022 through June 2023

	Jul '22 - Jun 23
60538 · Young Adults Ministry	136.54
60539 · Women's Ministry	127.98
60540 · Youth Group Ministry	16,356.11
60541 · Family Ministry	4,586.77
60543 · Sports Camp	5,178.81
60545 · Connection Center	31.05
60546 · Safety	165.42
Total 60500 · Ministry Expenses	65,292.70
60550 · Missions	
60556 · Calvary Christian Family	1,650.00
60557 · Care Net	1,000.00
60558 · Chapman	6,000.00
60559 · EME Ministries	6,000.00
60563 · Griggs/Faith2Faith	5,995.01
60575 · Teen Challenge	1,980.00
60582 · Nehemiah International Ministry	1,200.00
60588 · Community of Hope (COH)	2,747.03
60591 · Network For Good	100.00
60593 · Our Daily Bread Ministries	200.00
60594 · His Oaks Ministry	1,200.00
Total 60550 · Missions	28,072.04
60600 · Supplies	
60601 · Office Supplies	1,976.65
60602 · Custodial Supplies	885.46
60603 · Kitchen Supplies	1,467.22
60604 · Misc. Supplies	6,570.55
Total 60600 · Supplies	10,899.88
60650 · Parsonage	
60651 · DeVega	19,500.00
60655 · Paskewich	32,571.25
Total 60650 · Parsonage	52,071.25
60660 · Medical-miscellaneous	2,132.48
60750 · Payroll	
60752 · Employer medicare taxes	1,946.01
60753 · Salary	169,962.00
60754 · Employer social security taxes	8,320.94
60750 · Payroll - Other	3,000.00
Total 60750 · Payroll	183,228.95
60800 · Postage and Delivery	1,423.13
60850 · Printing and Reproduction	1,466.14
60900 · Professional Fees	
60903 · Legal	2,487.50
60904 · Licenses and Permits	1,056.00
60905 · Payroll Service	3,017.41
60906 · Taxes	7,132.23
Total 60900 · Professional Fees	13,693.14
60950 · Vehicle Expense	
60951 · Fuel	1,404.42
Total 60950 · Vehicle Expense	1,404.42

Calvary Chapel

Profit & Loss

July 2022 through June 2023

	Jul '22 - Jun 23
61000 · Utilities	
61001 · Electricity	19,731.69
61002 · Fuel Oil	11,211.99
61003 · Telephone	15,514.63
Total 61000 · Utilities	46,458.31
66900 · Reconciliation Discrepancies	-1,433.95
70000 · Local Missions	
70001 · Soup Kitchen	815.16
70100 · New London Missions Expenses	
70101 · N.L. building	-248.72
70105 · N.L. Office Supplies	92.45
70106 · N.L. kitchen/pantry supplies	-54.30
70107 · NL miscellaneous	5,528.87
70115 · N. L. Utilities	
70115a · 120 Blydenburg Ave	192.16
70116 · Oil	17,222.91
70117 · Water/Sewer	1,301.61
70118 · Gas & Electric	1,067.15
Total 70115 · N. L. Utilities	19,783.83
70120 · N.L. Security System	1,068.00
70135 · N.L. Childcare	-60.00
Total 70100 · New London Missions Expen...	26,110.13
Total 70000 · Local Missions	26,925.29
70500 · Chapel Hill Missions Expense	
70501 · Miscellaneous	5,678.90
70502 · Misc. tech/media	346.23
70510 · Utilities	
70511 · Electric/Gas	9,595.37
Total 70510 · Utilities	9,595.37
70515 · Chapel Hill Maintenance	
70516 · Repairs	5,761.56
70517 · Supplies	1,430.39
70518 · Landscaping/Mowing	55.77
70519 · Snow Removal	250.00
Total 70515 · Chapel Hill Maintenance	7,497.72
Total 70500 · Chapel Hill Missions Expense	23,118.22
Total Expense	623,664.21
Net Income	-46,613.74

Calvary Chapel

Profit & Loss

July 2023 through June 2024

	Jul '23 - Jun 24
Income	
40000 · General Fund	
40001 · Miscellaneous income	17,169.23
40050 · N.L. Missions	
40050g · N.L. Other	4,235.00
Total 40050 · N.L. Missions	4,235.00
40150 · Womens Ministry	1,109.50
40151 · Youth/Teen Ministry	33,356.65
40200 · Interest Income	0.04
40800 · Tithes & Offerings	
40810 · Calvary-Sharp Hill	212,559.12
40811 · Calvary-Chapel Hill	16,754.00
40830 · New London	9,446.00
40832 · Recovery Church	
40834 · Womens AA Meeting	40.00
40832 · Recovery Church - Other	4,815.81
Total 40832 · Recovery Church	4,855.81
40860 · Mail in donations	92,058.99
40870 · PayPal	204,543.24
40872 · Stripe Donations	37,433.08
Total 40800 · Tithes & Offerings	577,650.24
Total 40000 · General Fund	633,520.66
40880 · Cash Dividend	456.90
Total Income	633,977.56
Gross Profit	633,977.56
Expense	
60000 · Advertising and Promotion	
60015 · Website	1,089.67
60016 · Printing	440.27
60000 · Advertising and Promotion - Other	388.88
Total 60000 · Advertising and Promotion	1,918.82
60050 · Bank Service Charges	
60055 · Citizens	-84.64
60063 · Stripe	676.91
60065 · PayPal	3,954.14
Total 60050 · Bank Service Charges	4,546.41
60100 · Computer	
60101 · Cable & Internet	512.13
60102 · Programs	3,837.81
60104 · Computer subscriptions	2,516.07
60106 · Equipment	12,129.13
60107 · Misc.tech/media	2,177.64
Total 60100 · Computer	21,172.78
60150 · Conferences and Meetings	
60151 · Fees	3.95
60152 · Lodging	1,976.08
60153 · Meals	592.24
60155 · Travel	14,536.96
60156 · Tuition/Education	10,102.50
Total 60150 · Conferences and Meetings	27,211.73

Calvary Chapel

Profit & Loss

July 2023 through June 2024

	Jul '23 - Jun 24
60200 · Dues and Subscriptions	1,943.54
60250 · Equipment Rental	2,124.67
60300 · Evangelism	
60301 · Honorarium	3,000.00
60304 · Travel	1,606.82
Total 60300 · Evangelism	4,606.82
60320 · Special Events	
60324 · Other	1,617.72
60320 · Special Events - Other	896.00
Total 60320 · Special Events	2,513.72
60340 · Teaching Ministry	
60341 · Books/Reference Materials	248.23
60343 · Miscellaneous	47.51
Total 60340 · Teaching Ministry	295.74
60390 · Insurance	
60392 · Liability & Property	13,937.18
60393 · Life	3,692.42
60394 · Retirement	1,920.00
60395 · Vehicles	-52.25
60396 · Worker's Compensation	8,351.30
Total 60390 · Insurance	27,848.65
60450 · Maintenance	
60451 · Custodial	200.00
60455 · Landscaping-Mowing	1,408.00
60470 · Repairs	
60475 · Annex	0.00
60480 · New London	-2,903.86
60485 · Uncasville	17,875.48
Total 60470 · Repairs	14,971.62
60490 · Snow Removal	1,200.00
60495 · Supplies	762.59
Total 60450 · Maintenance	18,542.21
60500 · Ministry Expenses	
60503 · Children's Church	3,665.69
60504 · VBS	4,275.94
60508 · Radio Station	
60513 · Radio Missions Songs	255.62
Total 60508 · Radio Station	255.62
60521 · Local Outreach	
60522 · misc. outreach supplies/needs	1,135.40
60523 · Summer Picnics	1,830.79
60526 · Church Planting	10,884.14
60530 · Benevolence	900.00
60521 · Local Outreach - Other	59.87
Total 60521 · Local Outreach	14,810.20
60535 · Men's Ministry	314.32
60538 · Young Adults Ministry	51.23
60539 · Women's Ministry	
60539a · IF Gathering*	546.14
60539 · Women's Ministry - Other	313.90
Total 60539 · Women's Ministry	860.04

Calvary Chapel

Profit & Loss

July 2023 through June 2024

	Jul '23 - Jun 24
60540 · Youth Group Ministry	27,487.83
60541 · Family Ministry	1,744.30
60543 · Sports Camp	3,678.00
60545 · Connection Center	27.62
60546 · Safety	152.94
Total 60500 · Ministry Expenses	57,323.73
60550 · Missions	
60556 · Calvary Christian Family	1,950.00
60557 · Care Net	1,300.00
60558 · Chapman	5,600.00
60559 · EME Ministries	5,500.00
60563 · Griggs/Faith2Faith	6,000.00
60582 · Nehemiah International Ministry	1,200.00
60588 · Community of Hope (COH)	2,066.70
60591 · Network For Good	100.00
60593 · Our Daily Bread Ministries	300.00
60594 · His Oaks Ministry	1,200.00
Total 60550 · Missions	25,216.70
60600 · Supplies	
60601 · Office Supplies	1,141.47
60602 · Custodial Supplies	138.99
60603 · Kitchen Supplies	649.27
60604 · Misc. Supplies	2,531.03
Total 60600 · Supplies	4,460.76
60650 · Parsonage	
60651 · DeVega	16,500.00
60655 · Paskewich	29,417.00
Total 60650 · Parsonage	45,917.00
60660 · Medical-miscellaneous	694.00
60750 · Payroll	
60752 · Employer medicare taxes	2,112.68
60753 · Salary	184,455.41
60754 · Employer social security taxes	9,033.50
Total 60750 · Payroll	195,601.59
60800 · Postage and Delivery	132.00
60850 · Printing and Reproduction	54.90
60900 · Professional Fees	
60903 · Legal	1,229.00
60904 · Licenses and Permits	80.00
60905 · Payroll Service	405.60
60906 · Taxes	3,375.14
Total 60900 · Professional Fees	5,089.74
60950 · Vehicle Expense	
60951 · Fuel	494.15
Total 60950 · Vehicle Expense	494.15
61000 · Utilities	
61001 · Electricity	17,662.07
61002 · Fuel Oil	7,427.11
61003 · Telephone	5,887.22
Total 61000 · Utilities	30,976.40
66900 · Reconciliation Discrepancies	478.05
70000 · Local Missions	
70001 · Soup Kitchen	111.27

12:36 PM

07/04/24

Accrual Basis

Calvary Chapel

Profit & Loss

July 2023 through June 2024

	Jul '23 - Jun 24
70100 · New London Missions Expenses	
70104 · NL Tech/Media	279.99
70107 · NL miscellaneous	1,381.22
70115 · N. L. Utilities	
70115a · 120 Blydenburg Ave	2,117.58
70116 · Oil	16,636.49
70117 · Water/Sewer	675.76
70118 · Gas & Electric	938.82
Total 70115 · N. L. Utilities	20,368.65
70120 · N.L. Security System	295.97
70125 · N.L. Maintenance Montauk	211.46
Total 70100 · New London Missions Expen...	22,537.29
Total 70000 · Local Missions	22,648.56
70500 · Chapel Hill Missions Expense	
70501 · Miscellaneous	741.10
70510 · Utilities	
70511 · Electric/Gas	12,185.23
Total 70510 · Utilities	12,185.23
70515 · Chapel Hill Maintenance	
70516 · Repairs	435.00
70517 · Supplies	118.78
70518 · Landscaping/Mowing	232.08
70519 · Snow Removal	475.00
Total 70515 · Chapel Hill Maintenance	1,260.86
Total 70500 · Chapel Hill Missions Expense	14,187.19
Total Expense	515,999.86
Net Income	117,977.70

OUR CONSOLIDATION WORK SINCE SEPT 23

TUESDAY, MAY 28th STAFF MEETING

— ON TRACK —

PROCESS OF GETTING EVERYTHING IN ORDER 2023

WE ARE ACTUALLY AHEAD OF SCHEDULE

(I) GATHERING & CONSOLIDATING INTO ONE PLACE

(~~Deadline December 31~~) COMPLETED

Data

Calendars

Events

Training Materials

Processes & Workflows

Launching Dates

Nurture Gatherings

**(II) COLLECTED DATA COMPILED AND EDITED INTO
REVISED POLICY MANUAL COMPLETED**

(~~Deadline December 31~~)

**(III) POST I & II IN ONE PLACE, EASILY ACCESSIBLE, &
SIMPLY PRESENTED COMPLETED**

(~~Deadline December 31~~)

**(IV) COMPILE AND DESIGN ALL COMMUNICATION
STRATEGIES INTERNAL & EXTERNAL TO IMPLEMENT I-III**

(~~Deadline January 31~~) COMPLETED

**(V) WORK WITH ALL LEADERS IN EVERY DEPARTMENT
TO SYNCHRONIZE WHAT 'WIN, DISCIPLE, SEND' LOOKS
LIKE FOR EVERY MINISTRY BEGINNING WITH:**

(~~Deadline July 31~~) IN PROCESS

- New People
- New Converts

- Follow-up
- Discipleship Pipeline
- Children
- Youth
- Small Groups
- Leadership Development
- Facilities
- Missions

**(VI) LET EVERYTHING RUN LIKE CLOCKWORK FOR THREE MONTHS WITHOUT ONLY MINOR TWEAKS
(August 1 – November 1)**

**(VII) DEFINE PERSONNEL AND STRUCTURE NEEDED TO MOVE THE SYSTEMS TO NEXT LEVEL
(July 31) ‘STATE OF THE CHURCH’ BOARD MEETING SCHEDULED FOR TUESDAY, JULY 9th IMMEDIATELY FOLLOWING THE DEFINING PROCESS WILL BEGIN.**

**(VIII) DESIGN, FIND, SEARCH, RE-ARRANGE, PERSONNEL AND / OR FACILITIES TO MOVE THE VISION TO THE NEXT LEVEL FOR THE NEXT GENERATIONS
(December 31, 2024)**

Any number of these can be happening simultaneously but must be completed by these dates.



ADDENDUM

Beth Hastings

(arrived late)

BETH HASTINGS (posted as an addendum as was submitted late)

PRIMARY	HOURS	MON	TUE	WED	THUR	FRI	SAT	SUN	CUMULATIVE
<p>* CONTRACTED: Cleaning of the sanctuary building and three outside garbage pails two times a week (submitted an attached sheet)</p> <p>* Restrooms, Classrooms, Sanctuary, Entryways, Nursery.</p> <p>* Sing with John Lecce's band</p> <p>* sing with Aaron when possible</p> <p>* 1st & 2nd grade teacher</p> <p>*Policy creator for special needs ministry (meet one time a month)</p>	10ish	<p>* HOMESCHOOL</p> <p>* Clean the sanctuary</p> <p>*Prep for ministries with Calvary Chapel</p> <p>Prep for Koinonia Homeschool Group</p> <p>* Prep for America Heritage Girl's Meting</p>	<p>* HOMESCHOOL</p> <p>* Appointments</p> <p>* Swim Lessons</p> <p>* American Heritage Girls Meeting</p>	<p>* Homeschool</p> <p>*Prep for ministries with Calvary Chapel</p> <p>Prep for Koinonia Homeschool Group</p>	<p>* Prepare Class material for Co-Op</p>	<p>Co-Op</p> <p>*America n Heritage Girls</p>	<p>* Clean Calvary Chapel</p> <p>* Service projects with American Heritage Girls</p>	<p>* Attend Service & Serve</p>	

HOMESCHOOL: I homeschool my 3 children they are my primary ministry, My goal is to not only give them a rich and meaningful educational/academic experience, but to shepherd them as they grow in the Lord

AMERICAN HERITAGE GIRLS: I sit on the Board as Head of Health & Safety. I also co-lead the 4th-6th grade uit. We meet 1x a week and also meet up 2-3x a month for community service projects, outdoor adventures (hiking/camping) and other events, Our mission is to build women of integrity through service to God, family, community, and country.

KOINONIA HOMESCHOOL CO-OP MINISTRY: Fellowship, Support, and encouragement with Christ-centered homeschool families, I also teach a class and assist in a classroom each semester. I am also part of the events committee.

FOSTER CARE: we are currently fulfilling requirements to become licensed foster parents