



ELMBROOK
CHURCH

BUDGET BOOKLET

2021/2022



THEREFORE,
THERE IS NOW NO CONDEMNATION
for those who are in
C h r i s t J e s u s ,
because through Christ Jesus
the law of the Spirit
W H O G I V E S L I F E
HAS SET YOU FREE
from the law of sin & death.

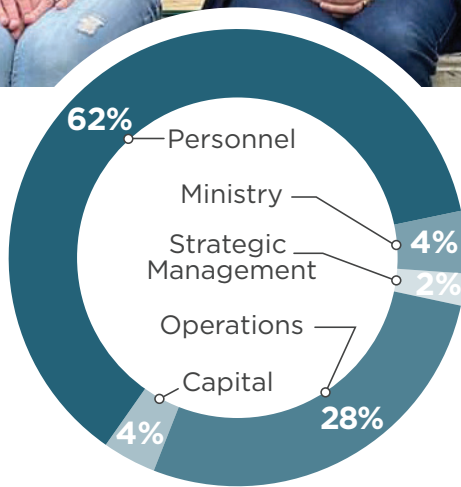
ROMANS 8:1-2

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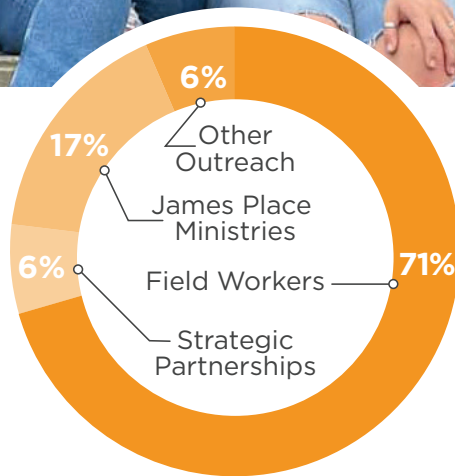
2020/2021 BUDGET



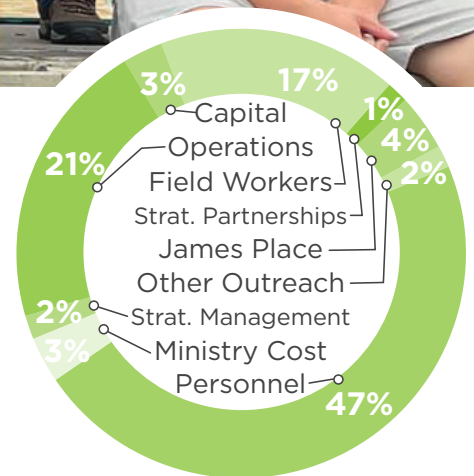
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**HOME
FUND**
2021/2022
BUDGET



**HARVEST
FUND**
2021/2022
BUDGET



**TOTAL CHURCH
BUDGET**
2021/2022

HOME FUND

2021/2022
BUDGET

	2019/2020 Actual	2020/2021 Preliminary Actual	2021/2022 Budget	CHANGE from 2020/2021 Preliminary Actual	
				\$	%
CONTRIBUTIONS	\$7,026,114	\$5,914,338	\$5,937,607*	\$23,269	0%
PERSONNEL					
Salary & Benefits					
Salary	\$3,086,986	\$3,080,116	\$3,066,872	\$(13,244)	0%
FICA/SECA	189,743	167,238	239,588**	72,350	43%
Health Insurance	347,411	322,694	317,695	(4,999)	-2%
Dental Insurance	15,340	15,556	16,194	638	4%
Vision Insurance	4,437	4,426	1,847	(2,579)	-58%
HSA Contribution	60,475	33,816	26,125	(7,691)	-23%
Life, AD&D	22,050	21,429	17,210	(4,219)	-20%
403(b) Plan	104,297	51,148	21,494	(29,654)	-58%
Worker's Comp	34,929	26,592	40,000	13,408	50%
Payroll Processing	29,787	28,669	24,765	(3,904)	-14%
Salary & Benefits	\$3,895,455	\$3,751,684	\$3,771,790	\$20,106	1%
STAFF GROWTH & DEVELOPMENT					
Staff Development & Appreciation	\$34,744	\$29,271	\$30,000	\$729	2%
Staff Meetings & Events	12,702	4,118	10,000	5,882	143%
Staff Growth & Development	\$47,446	\$33,389	\$40,000	\$6,611	20%
Personnel Total	\$3,942,901	\$3,785,073	\$3,811,790	\$26,717	1%
MINISTRY COST					
Senior Leadership	\$37,931	\$76,727	\$19,950	\$(56,777)	-74%
Worship Arts	91,296	85,828	90,000	4,172	5%
Family Ministry	51,786	27,587	53,900**	26,313	95%
Adult Ministry	18,006	4,820	17,400	12,580	261%
Congregation Engagement	49,106	45,394	62,250	16,856	37%
Care Ministry	25,891	16,612	18,800	2,188	13%
Mission	9,757	8,488	8,000	(488)	-6%
Ministry Cost Total	\$283,772	\$265,456	\$270,300	\$4,844	2%
STRATEGIC MANAGEMENT					
Data, Analytics, Process & Admin	\$58,070	\$59,239	\$54,800	\$(4,439)	-7%
Communications	51,659	59,855	65,000	5,145	9%
Print/Mail Services	42,186	46,212	20,000	(26,212)	-57%
Strategic Management Total	\$151,914	\$165,306	\$139,800	\$(25,506)	-15%



	2019/2020 Actual	2020/2021 Preliminary Actual	2021/2022 Budget	CHANGE from 2020/2021 Preliminary Actual	
OPERATIONS				\$	%
Information Technology					
Software	\$18,140	\$22,662	\$19,200	\$(3,462)	-15%
Supplies & Repairs	16,701	12,297	17,800	5,503	45%
Cell Phone	28,560	33,520	14,500	(19,020)	-57%
Network & Telecom	43,404	39,650	47,000	7,350	19%
Tech Support Contract	117,029	117,399	117,000	(399)	0%
Kitchen	22,507	1,957	11,000	9,043	462%
Building & Security					
Building Rental Revenue	(107,137)	(95,434)	(100,000)	(4,566)	5%
Debt Reduction	385,517	385,517	373,792***	(11,725)	-3%
Utilities	266,923	295,095	270,000	(25,095)	-9%
Storm Water & Sewage Utility	27,336	26,127	25,000	(1,127)	-4%
Building Supplies & Repairs	150,316	117,813	138,800**	20,987	18%
Contract Cleaning	254,172	218,428	258,000**	39,572	18%
Rubbish Removal	17,793	10,052	14,200	4,148	41%
Security	9,833	8,137	14,900	6,763	83%
Snow Removal	128,272	94,336	103,000	8,664	9%
Grounds	38,062	41,266	31,600	(9,666)	-23%
Asphalt Maintenance	9,697	3,500	37,725**	34,225	978%
Vehicle Repairs & Maintenance	11,835	12,133	13,000	867	7%
Property & Liability Insurance	96,783	85,751	90,000	4,249	5%
Finance	104,462	108,599	108,000	(599)	-1%
Human Resources	143,484	104,847	91,200	(13,647)	-13%
Operations Total	\$1,783,690	\$1,643,652	\$1,695,717	\$52,065	3%
CAPITAL				\$	%
BROOKFIELD CAMPUS					
West & Northwest Parking lot	\$182,409				
Horseshoe & west sidewalk concrete	43,000				
Fellowship Hall roof	247,289				
Computer Equipment & Other Technology	72,076				
Furniture	6,614				
CAD Drawings (For Fire Suppression)		22,750			
Fire Suppression - Year 1 of 3		153,350			
14 entrance doors (Tunnel Entrance)		-			
Loading Dock		31,139			
HVAC - heating elements in Worship Center		97,051			

Continued on next page

HOME FUND

2021/2022
BUDGET



	2019/2020 Actual	2020/2021 Preliminary Actual	2021/2022 Budget	CHANGE from 2020/2021 Preliminary Actual	
CAPITAL (BROOKFIELD CAMPUS - CONT'D)					
Computer Equipment & Other Technology		74,569	55,000		
Gutter tape heaters for Chapel North & South			8,000		
Worship Center lobby heat exchangers (2)			30,000		
Replace doors for the West entrance			80,000		
Replace C wing emergency door			6,000		
LAKE COUNTRY CAMPUS					
Parking lot repairs	30,191				
HVAC - office unit	18,586				
Replace carpet in Commons	39,621				
Furniture for Commons	-				
Snow Plow Tractor	19,884				
Computer Equipment & Other Technology	3,693				
HVAC unit Lake Country		24,996			
Furniture for Lake Country Commons		15,520			
Computer Equipment & Other Technology		10,214	5,000		
Replace roof top HVAC unit for Kid's wing			30,000		
Gutter replacement/repairs			20,000		
Capital Total	\$663,363	\$429,589	\$234,000	\$(195,589)	-46%
Total Expenses	\$6,825,640	\$6,289,076	\$6,151,607	\$(111,963)	-2%
Prior Year Surplus/Reserve/Other Funds	(311,000)	(374,738)	(214,000)	160,738	-43%
Total Home Fund	\$6,514,640	\$5,914,338	\$5,937,607	\$48,775	1%
(Deficit)/Surplus	\$511,474	\$(0)	\$0		

* **Note:** Contributions were set at the anticipated 2020/2021 contribution level.

** **Note:** Categories with changes of \$20,000 or more over actual 2020/2021

FICA/SECA: Received COVID credits in 2020/2021 that won't happen in 2021/2022

Family Ministry: The realities of COVID meant that student ministry was unable to do many larger events.

Building Supplies & Repairs: Both our facilities are aging and need more repairs and supplies have picked up with more onsite ministry

Contract Cleaning: Contract was reduced due to limited activity during COVID but back to full level.

Asphalt Maintenance: We delayed any maintenance in 2020/2021 for financial reasons but need to do this year.

*****Note:** Debt Reduction

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

Balance refinanced on 8/1/21 at a rate of 3.85% for 10 years with Waukesha State Bank



	2019/2020 Actual	2020/2021 Preliminary Actual	2021/2022 Budget	CHANGE from 2020/2021 Preliminary Actual	
				\$	%
CONTRIBUTIONS	\$2,194,327	\$2,000,352	\$1,995,000*	\$(5,352)	0%
FIELD WORKERS					
F.W. Support - Africa	\$143,245	\$134,416	\$127,800	\$(6,616)	-5%
F.W. Support - Asia/Middle East	183,325	178,025	190,900	12,875	7%
F.W. Support - Europe	198,100	178,300	188,025	9,725	5%
F.W. Support - The Americas	196,200	195,700	195,200	(500)	0%
F.W. Support - Executive	150,300	140,825	137,280	(3,545)	-3%
F.W. Support - Refugee/Glocal	152,150	185,100	177,000	(8,100)	-4%
F.W. Support - College/Youth	163,600	195,600	220,560**	24,960	13%
F.W. Support - Strategic Support	133,800	117,100	110,160	(6,940)	-6%
F.W. Support - New Field Workers	56,100	65,900	30,000	(35,900)	-54%
F.W. Grants	27,147	38,328	30,000	(8,328)	-22%
Field Workers Total	\$1,403,967	\$1,429,294	\$1,406,925	\$(22,369)	-2%
STRATEGIC PARTNERSHIPS					
Mission of Hope Haiti	\$10,000	\$-	\$-	\$-	0%
OM Bangladesh	15,000	15,000	-	(15,000)	-100%
India Initiatives	-	-	15,000	15,000	0%
Congo Initiative	15,000	15,000	15,000	-	0%
Kirche Am Start	10,135	10,080	5,000	(5,080)	-50%
PRISM EDC	25,000	-	-	-	0%
World Relief	-	-	10,000	10,000	0%
ELAN Church Plant - Year 2	-	-	5,000	5,000	0%
India Institute of InterCultural Study—Year 2	-	-	4,700	4,700	0%
Hope Street Ministry	15,000	15,000	15,000	-	0%
International Community Center	20,000	20,000	20,000	-	0%
Community Warehouse	5,000	15,000	15,000	-	0%
Wisconsin Inmate Education Association	5,000	5,000	5,000	-	0%
Care Net	-	5,000	10,000	5,000	100%
Safe Families	-	5,000	8,000	3,000	60%
Local & Global Undesignated	74,293	114,826	-***	(114,826)	-100%
Strategic Partnerships Total	\$194,428	\$219,906	\$127,700	\$(92,206)	-42%

HARVEST FUND

2021/2022
BUDGET

	2019/2020 Actual	2020/2021 Preliminary Actual	2021/2022 Budget	CHANGE from 2020/2021 Preliminary Actual	
JAMES PLACE MINISTRIES				\$	%
Personnel Cost	\$221,160	\$202,128	\$228,597***	\$26,469	13%
Rent & Utilities	49,028	53,740	45,000	(8,740)	-16%
Staff Development & Appreciation	6,592	5,403	10,073	4,670	86%
Volunteer Development & Appreciation	2,304	4,457	4,500	43	1%
Printing, Postage, Promotion	1,440	1,548	5,000	3,452	223%
Supplies	8,190	6,854	20,000	13,146	192%
Honorarium, Contract Srv & R&M	9,225	9,937	8,405	(1,532)	-15%
Immigration Services	(356)	(8,171)	9,500	17,671	-216%
James Place Ministries Total	\$297,582	\$275,896	\$331,075	\$55,179	20%
OTHER OUTREACH					
Travel	\$9,482	\$9,927	\$12,000	\$2,073	21%
International Center	2,796	903	5,000	4,097	454%
Harvestfest	44,099	37,976	41,000	3,024	8%
Local & Global Apprentices	49,931	15,414	46,000**	30,586	198%
Mission Storytelling	4,755	7,023	3,000	(4,023)	-57%
Community Engagement	-	-	3,000	3,000	0%
Prision Ministry	-	-	4,300	4,300	0%
Telling the Truth	24,996	20,004	15,000	(5,004)	-25%
Other Outreach Total	\$136,059	\$91,247	\$129,300	\$38,053	42%
Total Expenses	\$2,032,037	\$2,016,343	\$1,995,000	\$(21,343)	-1%
Prior Year Surplus/Reserve	\$-	\$(15,991)	\$-	\$15,991	-100%
Total Harvest Fund	\$2,032,037	\$2,000,352	\$1,995,000	\$(5,352)	0%
(Deficit)/Surplus	\$162,290	\$-	\$-		

*Note: Contributions were set at the anticipated 2020/2021 contribution level

** Note: Categories with changes of \$20,000 or more over actual 2020/2021

Field Worker Support-College/Youth Additional new field workers working with college and youth

James Place personnel: Additional staff due to increase demand of service and a new location potentially opening at Synergy High School and paid staff leadership at James Place North Side

Local & Global Apprentice: Increase due to the inability in 2020/2021 to send apprentice to most locations due to COVID

***Note: All one time Local & Global undesignated grants will be funded from our reserve fund this year

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LAMENTATIONS
3:22-23

THE STEADFAST LOVE OF THE LORD NEVER CEASES;
HIS MERCIES NEVER COME TO AN END;
THEY ARE NEW EVERY MORNING;
GREAT IS YOUR FAITHFULNESS.



AFRICA CARE TEAM

Serving on the continent of Africa

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

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

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

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

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

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

AMERICAS CARE TEAM

Serving in Canada, Mexico, Central and South America

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

NEW! Taylor & Harold Diaz | *Eastern Dominican Christian Mission: DR* | Taylor and Harold are working in the Dominican Republic with Eastern Dominican Christian Ministries, which operates five churches named Iglesia Cuerpo de Cristo (Body of Christ Church), a school, a seminary, and a clinic.

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

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

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

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



HARVEST FUND

FIELD WORKERS

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

Dave & Sue Rodman | *Ethnos 360: Venezuela/North Carolina* | After 29 years of living in the Amazon jungle planting churches, Dave and Sue have spent the last 16+ years discipling and supporting the churches they helped plant by bringing leaders to the city for training. They also serve on a national team that seeks to finish the Bible translation into the language of the group they have been serving.

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

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

ASIA CARE TEAM

Serving on the continent of Asia.

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

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

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

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

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

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

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

Jordan & Alainna | *Student Mobilization: Southeast Asia* | Jordan and Alainna were married in October 2020 and have recently relocated to a Southeast Asia area, where Alainna will join the team Jordan has served on for three years. Their focus will be to share Jesus with others by building relationships in their local community.

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

COLLEGE & YOUTH

Serving with children, students &/or camping ministry.

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

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

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



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

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

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

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

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

Sean & Jenna Kaiser | *InterVarsity Christian Fellowship: Northwest WI.* | Sean and Jenna are now the Area Ministry Directors of the "Rivers and Bluffs" colleges in Northwest Wisconsin. They work with student leaders, equipping them to lead Bible studies and share their faith with their friends, modeling what it looks like to follow Jesus in college.

Jim & Donna Kelly | *CRU: Green Bay/NE WI.* | The Kelleys seek to turn lost students and faculty into Christ-centered laborers. We serve on multiple campuses in NE Wisconsin directing student-led ministries of evangelism and discipleship. They also direct multiple specific movements that focus on International students (Bridges), athletes (Athletes in Action) and high school students (Cru High School). They promote opportunities for training and mission opportunities state-side and throughout the world.

Erick & Ellisa Lettner | *CRU: MKE.* | The Lettner's mission is to "Turn lost students into Christ-centered laborers." Ellisa serves on a team to reach traditional American college stu-

dents. She primarily works at Marquette University discipling women and also helps with larger events with other campuses. Erick specifically works with Bridges International which is Cru's outreach to international students studying in the U.S. He is at UW-Milwaukee and hopes to begin meeting students at Marquette and Milwaukee School of Engineering.

NEW! Jared Mathison | *CRU - UW Milwaukee/UW Waukesha* | Jared's mission and passion is to connect college students to the God that made them and has a plan for them. Jared will be serving primarily at UW-Milwaukee, as well as UWM at Waukesha. He will be leading Bible studies, discipling younger men, planning events, and sharing the gospel.

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

EUROPE CARE TEAM

Serving on the continent of Europe

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

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

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

Carlos & Yolanda Gomez | *Equip: Madrid, Spain* | Carlos and Yolanda are church planters in Madrid. Their time is spent sharing God's love through word and deed with people they meet so they can hear that God has a plan for them. They



HARVEST FUND

FIELD WORKERS

then help them join a church or form a group which, in time, becomes a church where they can grow in knowledge of God.

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

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

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

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

EXECUTIVE CARE TEAM

Serving in executive roles with mission agencies

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

Larry & Jill Goring | *Ethnos 360 HQ: Florida/Worldwide* | The Gorings spent 31 years in Indonesia and the Philippines in church planting, consultant, and leadership roles. Larry is currently the director of Global Partners International Ministries Team. Jill is a Bible translation consultant and the author of the four volume RockSolidKids: Drawing Kids to God's Unchanging Heart foundational Bible teaching program. The Gorings live in central Florida and travel frequently around the world as a part of their ministries.

Dave & Pam Lovett | *Operation Mobilization: Central & South Asia* | Dave and Pam oversee 300 national missionaries who are church planting among the most unreached in Pakistan, Bangladesh and India. There are 600 million Muslims in these 3 countries. They also serve as Directors for ten additional countries, building strategic partnerships, providing oversight, accountability, teaching, training, coaching, leadership development, prayer mobilization, and recruiting.

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



ELMBROOK
APPRENTICES
WHO NOW ARE
**FIELD
WORKERS:**
9

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

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

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



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

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

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

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

GLOCAL/REFUGEE

Working with refugees globally and/or locally.

Thearith & Angela | *YWAM: Pittsburgh* | After almost 20 years serving in Southeast Asia, the Cheng family has returned to the US to work with southeast Asian immigrants and refugees located in Pittsburgh. Their family will be working with kids club ministry and training the next generation of field workers through their YWAM Discipleship Training School.

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

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

es among immigrants and refugees.

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

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

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

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

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



HARVEST FUND

FIELD WORKERS

STRATEGIC SUPPORT

Serving with a mission agency in support roles.

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

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

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

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

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

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

“ I PRAY THAT OUT OF HIS GLORIOUS RICHES
HE MAY STRENGTHEN YOU WITH POWER
THROUGH HIS SPIRIT IN YOUR INNER BEING,

SO THAT CHRIST MAY DWELL IN YOUR HEARTS THROUGH FAITH.

AND I PRAY THAT YOU,
BEING ROOTED & ESTABLISHED IN LOVE,
MAY HAVE POWER, TOGETHER WITH ALL THE LORD'S HOLY PEOPLE,

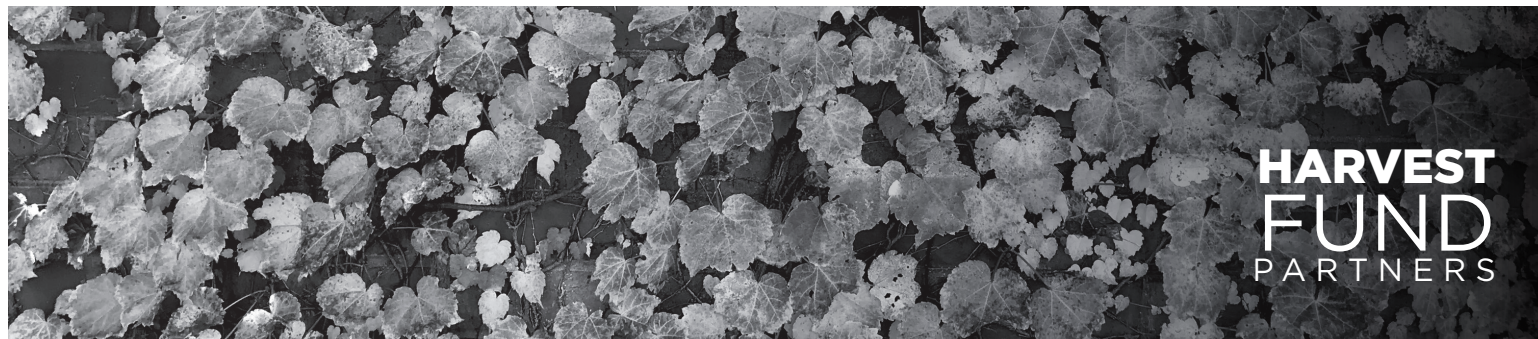
TO GRASP HOW WIDE AND LONG AND HIGH AND DEEP

IS THE LOVE OF CHRIST,

AND TO KNOW THIS LOVE THAT SURPASSES KNOWLEDGE—

THAT YOU MAY BE FILLED TO THE MEASURE
OF ALL THE FULLNESS OF GOD.

EPHESIANS
3:16-19



HARVEST FUND PARTNERS

GLOBAL PARTNERS

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

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

ELAN CHURCH PLANT (SPAIN) is a part of the M4 church planting movement, active in Spain and in all of Europe. (Acts 1:8) This church body longs to boost people into a transforming relationship with Jesus, making disciples that make disciples who will have a practical positive influence in each area of society. This partnership will include funding a larger meeting space allowing space to grow this body of believers.

INDIA INSTITUTE FOR INTERCULTURAL STUDY (INDIA)
The India Institute of Intercultural Studies (IIICS) is a Ph.D. program in Bangalore, India for national missionaries. It also serves as an accrediting agency for over 50 national Indian missionary training programs. This partnership will give the IIICS Board of Directors the ability to recruit a new long-term Executive Director from India until the funds for this position are able to be raised regionally from India/Southeast Asia.

WORLD RELIEF (SOUTH SUDAN)

Since 1998 World Relief has responded to the crisis in South Sudan, tackling problems through humanitarian and disaster response across five different counties, in addition to South Sudan's largest displacement camp hosting over 100,000 people. Elmbrook's partnership will help to build the capacity of local staff, communities, community leadership and church networks to ensure they take a leading role in responding to the urgent and longer term needs of their communities while having a spiritual impact on the lives of many, drawing people closer to Him.

LOCAL PARTNERS

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

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

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

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

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

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

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

JAMES PLACE

FAITH. HOPE. LIFE. IN OUR COMMUNITY.



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

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

NEW LOCATION!

J. P. Synergy School |

Build relationships with students, grades 6-12, provide resources to parents, and provide practical assistance in the classrooms.

Specialty Services:

J.P. Immigration Services

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

James Place Behavioral Health

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

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

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

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

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

J.P. Washington High School

2525 N. Sherman Blvd. Mke, WI 53210

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

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

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



James Place is always looking for caring individuals to serve! To learn more, contact Shannon, Director of James Place Ministries, at: solson@elmbrook.org | p: 262-786-7051 x368

elmbrook.org/jamesplace



ELMBROOK CHURCH CONSOLIDATED BALANCE SHEETS 2021/2022 BUDGET

ELMBROOK CHURCH RESERVE FUND 2021/2022 BUDGET

	HOME FUND	HARVEST FUND	ECCEC	JBU	CONSOLIDATED
ASSETS					
Cash & Short-term Investments	\$3,207,205	\$781,607	\$165,725	\$193,145	\$4,347,682
Accounts Receivable	\$6,780	\$-	\$-	\$440	\$7,220
Intercompany Receivables	\$91,321	\$-	\$-	\$-	\$91,321
Inventory	\$82,494	\$-	\$-	\$-	\$82,494
Prepaid Expense	\$31,905	\$3,541	\$2,881	\$3,500	\$41,826
Fixed Assets	\$38,639,141	\$18,828	\$171,909	\$14,525	\$38,844,403
Less: Accumulated Depreciation	\$(23,769,964)	\$(4,200)	\$(151,971)	\$(14,525)	\$(23,940,660)
TOTAL ASSETS	\$18,288,883	\$799,775	\$188,545	\$197,084	\$19,474,287
LIABILITIES					
Accounts Payable	\$173,930	\$724	\$4,351	\$3,468	\$182,473
Business Notes Payable	\$3,112,264	\$-	\$-	\$-	\$3,112,264
Accrued Expenses	\$251,727	\$10,753	\$17,687	\$8,532	\$288,699
Intercompany Payables	\$-	\$26,390	\$40,827	\$24,104	\$91,321
Gift Certificates	\$26,456	\$-	\$-	\$-	\$26,456
Deferred Revenue	\$64,628	\$-	\$-	\$138,781	\$203,409
TOTAL LIABILITIES	\$3,629,005	\$37,866	\$62,865	\$174,886	\$3,904,622
NET ASSETS	\$14,659,878	\$761,909	\$125,679	\$22,199	\$15,569,665
TOTAL LIABILITIES & NET ASSETS	\$18,288,883	\$799,775	\$188,545	\$197,084	\$19,474,287

Elmbrook Church Reserve Fund Home Fund

Net Cash	3,304,933
Ministry Restricted Cash	(384,976)*
Board Restricted Reserves	(654,227)**
Operating Reserves	2,265,730
2021/2022 Budgeted weekly spend	118,300
Weeks of Reserve	19***

***Note:** Ministry restricted funds are donor designated for Compassion Cash and scholarship fund or are self-sufficient events like Summer Camp, student events and special projects.

****Note:** Board restricted reserve funds are additional reserves outside of our operating reserves and are used for capital, ministry initiatives, responding to local crisis, contract or other non-budgeted one time costs. We also are using reserves to pay down \$200,000 of principal on our loan in August 2021.

*****Note:** Our operating reserve target is 12 weeks

Elmbrook Church Reserve Fund Harvest Fund

Net Cash	839,534
Ministry Restricted Cash	(112,391)*
Board Restricted Reserves	(400,000)**
Operating reserves	327,143
2021/2022 Budgeted weekly spend	38,365
Weeks of reserve	9***

***Note:** Ministry restricted funds are donor designated for Mission Trips, disaster relief or other special projects

****Note:** Board restricted reserve funds are additional reserves outside of our operating reserves and are used for grants, ministry initiatives, responding to global crisis, or other non-budgeted one time costs.

*****Note:** Our operating reserve target is 6 weeks



	2021/2022 Budget
Revenue	
Contributions	\$155,000
Subscriptions	120,000
Advertising Revenue	55,000
Other Income	7,000
Total Revenue	\$337,000
Personnel	
Salaries	\$159,169
Benefits	41,681
Personnel Total	\$200,850
Administration	
Care and Development	\$1,800
Dues and Fees	6,000
Supplies and Environments	1,600
Printing, Postage, Promotion	40,000
Honorarium, Contract Svcs	15,000
Donor Development	10,800
Administration Total	\$75,200
Magazine	
Advertising Sales Commission	\$11,000
Printing, Postage, Mailing Service	58,000
Layout/Graphic/Photography/ Design	16,000
Magazine Total	\$85,000
Capital	
Equipment	1,000
Capital Total	1,000
Total Expenses	362,050
(Deficit)/Surplus	\$(25,050)

	2021/2022 Budget
Revenue	
Tuition	\$521,000
Event Fees	2,400
Revenue Total	\$523,400
Personnel	
Salaries	\$354,000
Benefits	80,000
Personnel Total	\$434,000
Administration	
Staff Care and Development	\$3,775
Dues / Subscriptions	2,470
Credit Card Fees	12,000
Building	45,150
Office Supplies	1,500
Printing, Postage, Promotion	3,550
Administration Total	\$68,445
School	
Food/Kitchen/Paper Supplies	\$6,025
Student/Teaching Supplies	1,500
Honorariums, Contract Services	6,000
School Total	\$13,525
Capital	
Furniture	\$-
Building Improvement	6,300
Equipment	300
Capital Total	\$6,600
Total Expenses	\$522,570
(Deficit)/Surplus	\$830

NOTES



ELMBROOK
CHURCH

BROOKFIELD

777 S. Barker Road
Brookfield, WI 53045
262.786.7051

LAKE COUNTRY

1100 WI-83
Hartland, WI 53029
262.367.8422

ELMBROOK EN ESPAÑOL

777 S. Barker Road
Brookfield, WI 53045
262.352.3902