

2018 Annual Report



2018 GIVING REVIEW

1734
WEEKLY
ATTENDANCE

29 Missionaries
7 Countries



\$1417152
ONLINE GIVING

37 NEW
MEMBERS

 **1507**
e-news letters
sent bi-weekly

3040
SERMONS
DOWNLOADED

98 **1240**
small people
groups in groups

40
baptisms

16553
Videos
Watched

average
online
attendance

295  Kids
 & Students
weekly attendance

108

THANK YOU!



THE CHAPEL

Our Mission

*"Transforming people into Christ-followers who love God, love people,
and serve the world."*

Our Values

GRACE

Romans 3:23-24; 2 Corinthians 8:9; Ephesians 2:8-9; Galatians 5:1

Growing Disciples Intentionally

Colossians 1:28-29; 2 Corinthians 5:17; Romans 12:1-2

Reaching Neighbors and Nations

Matthew 28:19-20; Luke 10:29-37

Authenticity

Matthew 23:1-32; 2 Corinthians 12:1-10

Commitment to Future Generations

Proverbs 22:6; 1 Timothy 4:12; Titus 2:4-6

Expository Preaching

2 Timothy 4:2-4; 2 Timothy 3:16-17; Hebrews 4:12

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I. Opening Scripture Reading and Prayer

At approximately 3:34 p.m. Associate Pastor High School and College Ministries John Dere read Scripture from Proverbs 3:5-6. Chapel Intern John Diaz followed with prayer.

II. Call to Order

At approximately 3:36 p.m. Board Chairman Larry Heck called the meeting to order, noting with a membership of 1,093, a quorum would require 219 members and since there were approximately 248 members present (the final count, allowing for late arrivals was 316 members signed in) the meeting could begin. Chairman Heck read Scripture from 2 Corinthians 2:15 and then called attention to the Annual Report, noting it highlights many of the good things happening at The Chapel.

III. Review of 2017 Minutes

Chairman Heck called attention to the minutes of the January 29, 2017 Annual meeting shown by pages 1 through 7 of the Annual Report, which had been distributed prior to today's meeting, and asked if there were any changes or additions. Member Dan Schlotterbeck pointed out a correction to Section VI, B, 3, where the word "addition" should be replaced with the word "addiction". There being no other corrections or additions, Elder Mike Hubner made a motion, seconded by Elder Andy Watson, to approve the minutes as corrected. The motion was approved by a unanimous verbal vote.

IV. Affirmation of New Elders

- A. Chairman Larry Heck asked for the video of the Elder candidates to be shown. During the video, each candidate spoke briefly about themselves, described how they were saved, and provided an overview of the ministries they have been involved with during their time at The Chapel.

The Elder candidates (all for Lincoln Park this year) are:

- Sal Dolfi – 14 years at The Chapel, prior Board member, involved with Small Group and Men's ministries at The Chapel and with Grandma's house. Came to know the Lord in college at age 18.
- Tom Flannery – 30 years at The Chapel, involved with Chapel Kids (4-5th grade teacher) and Special Needs ministry. Saved in college.
- Dion Morreale – 15 years at The Chapel, prior Board member (3 times), involved with Loaves and Fishes ministry and serves on Benevolence Committee. Came to Christ 16 years ago.
- Bob Purnell – 50 years at The Chapel, involved with Senior Brigade, Hope for a Thousand Hills, has served as a greeter and usher, and at the Welcome Desk.

- B. Chairman Larry Heck described the Elder nomination process, noting a committee is formed each year and is composed of the Senior Pastor, Board Chairman, two current

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Elders, and two non-Board members of The Chapel, in accordance with The Chapel By-Laws. The 2017 committee (for the nomination of 2018 Elders) consisted of:

- Senior Pastor Dave Gustavsen
- Board Chairman Larry Heck
- Elder Dave Deacon
- Elder Jeff Dyksen
- Member Kim Englishman
- Member Scott Crosta

He then explained the process for developing a list of candidates that met the qualifications listed by 1 Timothy 3 and Titus 1, having it approved by the Board, contacting the candidates in priority order, and finally posting the list of candidates in The Chapel bulletin for six weeks prior to the Annual Meeting. Chairman Heck asked for a motion to approve the proposed slate of Elder candidates. The motion was made by member Andy Meyers and seconded by Elder Kelly Gallagher. A confidential, written vote was taken using pre-distributed ballots, during which time Chairman Heck noted The Chapel was blessed to have many qualified Elder candidates.

The result of the vote on the proposed slate of Elder candidates (reported later by Chairman Heck after the ballots were counted) was: in favor – 295, against – 3, abstain – 0.

V. Chairman's Comments

- A. Chairman Heck used his cell phone and the need for it to be constantly recharged as an analogy to our need to be tethered to and constantly recharged by the living God for us to be effective. He read from Deuteronomy 30:19-20 and quoted Isaiah 49:23 (end of the verse). Chairman Heck concluded by encouraging everyone to stay firmly connected to God.
- B. Chairman Heck expressed his thanks for the opportunity to serve as Board Chairman. He spoke about the Board as a talented group that is passionate about doing God's work.
- C. Chairman Heck thanked the membership for their significant role in the ministries of The Chapel, especially their prayers and encouraged everyone not to underestimate the power of prayer.
- D. Chairman Heck recognized several wives for the support they provide to The Chapel:
 - Norma Jean Gustavsen for supporting Senior Pastor Dave Gustavsen
 - Barbara Voltmer for her support of Executive Pastor Ted Voltmer
 - Chairman Heck's wife Eileen for the love and support she gives him, which enables him to serve.
- E. Chairman Heck spoke about God in our midst building each of us as part of the Body so that we may be used for God's purpose. He noted there are many examples of answered prayer, and he thanked Senior Pastor Gustavsen for his leadership and teaching. He also

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said The Chapel has refused to be silent in the face of tragedy and injustice. Chairman Heck concluded his remarks by praising God for His faithfulness to us.

VI. Proposed By-Law Amendment

- A. The proposed amendment to Article II of The Chapel By-Laws was summarized by Chairman Heck. Article II covers Doctrine and the proposed amendment would remove the word “premillennial” from the sixth item of the Doctrine. Chairman Heck read the current wording and then read it as it would be amended. He then asked for a motion to approve removal of the word “premillennial”. The motion was made by member Natalie Crosta and seconded by member Norma Jean Gustavsen. Following this, Chairman Heck handed off to Senior Pastor Gustavsen to speak on the motion.
- B. Pastor Gustavsen noted informational sessions had been held prior to the Annual Meeting to discuss the proposal and answer questions. He then provided an overview of Article II and the rationale for the proposed amendment.
 1. Pastor Gustavsen read the 10 items of the Doctrinal Statement (By-Law Article II) and said these are not all-inclusive concerning what we believe about God, citing spiritual gifts, the role of Elders, and how we are to treat our bodies as a few examples of what is not included in the Doctrinal Statement. He said the 10 beliefs of the Doctrinal Statement are the essentials which safeguard the purity of the church and are what all Christians must believe. This is why all members must sign an affirmation of these 10 beliefs.
 2. He said that in 21 years this is the only amendment he has proposed to the Doctrinal Statement and acknowledged that some believers hold belief regarding the millennium as a deal breaker. Pastor Gustavsen said if premillennial is an essential it should be left in the Doctrinal Statement, but it should be removed if devout Christian scholars have different views. It was reiterated that no true Christian questions Christ’s return, but the details surrounding His return are debated.
 3. Pastor Gustavsen gave a high-level overview of the three main beliefs around the millennium (1000-year period) written about in Revelation 20.
 - a. Pre-millennial refers to the time before the 1000-year period begins and pre-millennialism is the belief that Jesus will return in this time.
 - b. Post-millennialism is the belief Jesus will return after the 1000-year period.
 - c. Amillennialism is the belief that the 1000 years is not a literal period.
 4. Pastor Gustavsen said he is a pre-millennialist and noted other Chapel pastors also hold this view, but he doesn’t believe this is an essential element of faith. He noted many pastors and Christian authors are not pre-millennialists, citing Pastor Tim Keller (Redeemer Presbyterian Church), author J. I. Packer, and Pastor Tim Lucas (Liquid Church) and said this should make each of us hold our views on the millennium more humbly.

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5. Pastor Gustavsen concluded by saying his heart is most troubled by those that must be turned away from membership or from joining The Chapel staff because of their beliefs concerning the millennium. All Chapel Pastors, Directors, and Board members believe it is right to make the change. He reiterated the essential is the belief in Christ's return which should fill us with urgency and anticipation. The details concerning this return are not the main point. Pastor Gustavsen said he has thought and prayed much about this issue and noted again it is the only change to the Doctrinal Statement that has been proposed.
- C. Chairman Heck thanked Pastor Gustavsen for his summary and opened the floor to questions.
1. Member Jack Bayles referred to 1 Thessalonians 4:17 and suggested the membership listen to the truth and only vote on the proposed amendment if they understand the issue. Pastor Gustavsen said this passage refers to the pre-Tribulation Rapture and has never been a part of the Doctrinal Statement.
 2. Member David Sarkisian said he researched the issue by reading and consulting with his father and found two issues:
 - a. Interpretation of prophecy is like a puzzle which begins to come together the more it is studied and some pieces of prophecy are like corner piece which are not open to interpretation. He believes a pre-millennial belief is correct and not open to interpretation.
 - b. Importance of this as corner piece of the larger prophecy and how Amillennialism requires large leaps of interpretation. He cited Harold Camping as someone knowledgeable about Scripture but wrong in interpretation.
 3. Member Mary Heinold spoke about her 10-year-old daughter's love for God and doesn't think this interpretation, which requires a great deal of study, should bar her from membership.
 4. Member George Brewster said he wasn't asked about pre-millennialism when he joined but learned the finer details as he has matured. He spoke about the history of The Chapel and the pre-millennial view held by its Pastors and Elders. Mr. Brewster quoted Revelation and said he believes this issue is important and requires more discussion. He said most people would rubber stamp the vote if done now and suggested it be tabled.
 5. Member Linda Restivo said she has been a member for 29 years and doesn't recall if she was asked about this when she joined, but doesn't believe it is essential. She asked if the amendment is not made would it impact the past. Pastor Gustavsen said it only impacts the future. Ms. Restivo also asked if a member were to change their view from pre-millennialism and the amendment is not made, what would that mean. Pastor Gustavsen said that is something the member would need to revisit with The Chapel.

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6. Member Donalee Brown said she has been at the Chapel 10 years and became a member about one year ago. This is her first Annual meeting. She suggested taking a step back and put aside personal beliefs on this issue and respect what scholars and leaders are recommending.
7. Member Dan Schlotterbeck said he appreciates the thoroughness of the process behind the proposed amendment, as he did with the prior By-Law amendments. He said this is a complex topic and respects the recommendation for amendment. Mr. Schlotterbeck suggested members consider how their view on this affects the urgency and impact of Christ's return and whether it would prevent aligning with other believers in doing God's work. He concluded by saying the change doesn't preclude a pre-millennial view but makes it non-essential.
8. Member Art Pfeiffer noted he has been at The Chapel 30 years and spoke about the great history that has been handed down. He believes in the need to hold to eternal truths and believes the pre-millennial distinctiveness of The Chapel is the hope of spending time with Christ before the millennium. Mr. Pfeiffer said it is a small but essential word that if removed could open the door to pastors that preach amillennialism or post-millennialism, and could create doubt and ambiguity. He concluded by stating those having post-millennial or amillennial beliefs could be happy to fellowship elsewhere.
9. Member Chris Olsen said he has been a student of the Bible for 40 years and spoke about the different views, noting he sees wisdom in the recommended amendment. He cited Christian author and radio show host Hank Hanegraaff as holding amillennial beliefs.
10. Member Art Weber has been at The Chapel for 40 years and loves how The Chapel stands as a beacon on a hill. He said his thoughts are aligned with member Art Pfeiffer's view and he spoke about erasing 80 years of Chapel history. Mr. Weber said he believes people can walk together only if they have the same beliefs and believes this change will hurt The Chapel by changing its teachings and the whole style of the church.
11. A member asked if it would be possible to require leaders and pastors only to hold a pre-millennial view, leaving others to choose. Pastor Gustavsen said he appreciated her creative thinking but all the other Doctrinal Statement items are very clear cut.
12. Member Richard Dominique said he has been at The Chapel between 4 and 5 years and appreciates the explanation regarding the proposed amendment. He asked how this would affect teaching students if the teachers don't all hold the same viewpoints. He said he is curious regarding what viewpoint would be taught. Pastor Gustavsen said teachers can make their case for a particular viewpoint.
13. Member Nancy Baker said she joined The Chapel 21 years ago and left the section regarding pre-millennialism blank. She said she still does not have a firm view

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and wondered if this would require her to leave The Chapel if the amendment is not approved.

14. Elder Andy Watson said he is very proud to be a member of a Board that takes its stewardship responsibilities seriously and to be part of a body of believers that debates and discusses proposals. He said there was a great deal of debate and prayer by the Elders and staff regarding the proposed amendment. Elder Watson said he holds a pre-millennial view but has a clean conscience regarding the proposed amendment as pre-millennial does not have the same level of criticality as the rest of the Doctrinal Statement.

- D. Chairman Heck thanked everyone for their respectful comments and questions and called for a vote, using the pre-distributed ballots. He said this particular change to the By-Laws requires a 2/3's affirmation of those voting rather than a simple majority.

The result of the vote on the proposed amendment to Article II (Doctrinal Statement) of the By-Laws (reported later by Chairman Heck after the ballots were counted) was: in favor – 219, against – 88, abstain – 3. Chairman Heck noted 211 affirmative votes were needed and thus the amendment was approved.

VII. 2018 Budget Proposal presented by General Treasurer Ed Frye

General Treasurer Ed Frye began by asking those attending their first annual meeting to stand. Those standing received a round of applause. Ed then said this was his 52nd meeting (53rd?) and noted that since the Board meets once per month in his time as Treasurer he has attended a little over 600 meetings. He noted how times have changed as Bibles, paper, and pencils have been replaced with laptops at the meetings. Ed also said he calculated he has listened to about 3,500 sermons and has managed to stay awake in all, or at least most all of them. He concluded his opening remarks by saying The Chapel is very fortunate to have an Elder Board and leaders that are second to none. Ed then called attention to pages 8 (2017 Financial Report) and 9 (2018 proposed budget, including 2017 actuals) of the 2017 Annual Report and provided a summary of how the information was presented. He then used the large screen to present summaries and comparisons in support of the proposed 2018 budget of \$4,111,875.

- A. Consolidated offerings (Lincoln Park + Wayne + Montclair Campuses).

1. 2016 = \$3,542 k
2. 2017 = \$3,839 k vs. a budget of \$3,719 k and noted 2017 offerings were 3.9% over budget and represented a record number.

- B. Lincoln Park Campus 2017

1. \$3,389 k budget
2. \$3,397 k expenditures
3. \$3,442 k offerings (+1.5% relative to budget)

- C. Wayne Campus

1. \$330 k budget
2. \$274 k expenditures

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3. \$302 k offerings (-8.5% relative to budget)
- D. Ed presented a chart showing a continued year-to-year increase in offerings for the period 2012 through 2017 and noted that 2017 showed an 8.4% increase in offerings over 2016. He said the proposed 2018 budget of \$4,111,875 represents an increase of 7.1% (\$272,853) over the 2017 budget. Ed also pointed out adding the \$234 k Multiply offerings brings 2017 total offerings to \$4,315 k.
- E. Ed highlighted the following increases in the proposed 2018 budget.
 1. Montclair Campus
 2. Health care costs
 3. Filling three open staff positions: Youth Pastor Lincoln Park, Youth Pastor Wayne, and Chapel Communications Director.
- F. Ed said the proposed budget was unanimously recommended by the Board and asked if there were any questions. There were none. Ed said if anyone thinks of a question later, they can see him after the meeting or email him.
- G. Ed thanked Director of Operations Kevin Whelan, Financial Administrator Dina Pedersen, and Chairman Larry Heck for their help in developing the proposed 2018 budget. He also noted his 59th wedding anniversary is this month, and he thanked his wife Cathy for her support
- H. Board Chairman Larry Heck called for a vote to adopt the proposed budget of \$4,111,875. A confidential, written vote was taken using pre-distributed ballots.

The result of the vote on the proposed 2018 budget (reported later by Chairman Heck after the ballots were counted) was: in favor – 289, against – 15, abstain – 1.

VIII. Looking Back and Looking Forward by Pastors Gustavsen, Klouse, Rios, and Voltmer

- A. Pastor Gustavsen thanked everyone for attending and introduced Pastors Klouse, Rios and Voltmer.
- B. He began by asking Pastor Rios to summarize 2017 highlights and 2018 objectives for Wayne.
 1. Pastor Rios summarized 2017 Wayne highlights:
 - a. About 40 people attend the English language service, which was established to attract and retain 2nd and 3rd generation Latinos more comfortable worshipping in English.
 - b. Ministries for each stage of life have been established at Wayne. These include Single Adults, a relaunched Men's Ministry, and a Golden Age (Senior's) Ministry.
 - c. Increased interaction with the Lincoln Park Campus.
 2. 2018 Wayne Objectives
 - a. Better serve the community. A key focus will be on the "Garage Event" which consists of garage sale type items which are not sold but given away to those attending. This has been done in 2016 and 2017 and about

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- 40 people have accepted Christ at them. Goal is to have two of these events in 2018.
- b. Student Ministry focus. The recently hired administrative assistant has shown an aptitude in this area and thus has been encouraged to spend more time with the youth.
 - c. Hold English as a second language classes.
 - d. Continued focus on Small Group ministry to increase participation.
3. Pastor Gustavsen thanked Pastor Rios for his leadership.
- C. Pastor Gustavsen asked Montclair Campus Pastor Paul Klouse to speak about 2017 highlights and plans for 2018.
- 1. Pastor Klouse listed the following 2017 milestones for the Montclair Campus, noting the official launch was in April.
 - a. Staff and a team of about 50 volunteers from the Lincoln Park Campus were established.
 - b. Church is up and running
 - c. Several baptisms and several new members
 - d. The Chapel became a part of the Board of Faith and Spirituality of the Montclair State University
 - e. Montclair Campus members have served at Nancy's Place and Toni's Kitchen.
 - 2. Pastor Klouse spoke about 2018 plans for Montclair.
 - a. Increase community presence via serving
 - b. Develop small groups
 - c. Move to a new location to improve consistency in schedule and reduce the distance from the parking area. The United Way building is the lead candidate and in addition to the Sunday morning rental area offers a permanent space that will reduce Sunday morning set-up time.
 - 3. Pastor Gustavsen spoke about and acknowledged Pastor Klouse's leadership.
- D. Pastors Gustavsen and Voltmer gave a summary of 2017 highlights and 2018 goals for the Lincoln Park Campus.
- 1. Pastor Voltmer began with 2017 Lincoln Park highlights.
 - a. The reach of The Chapel was expanded with opening the Montclair Campus. The Chapel will be looking for other opportunities during 2018.
 - b. The Live-Stream service was started and has grown to about 200 viewers each Sunday. This provides a "digital front door" to The Chapel.
 - c. Pastor Gustavsen noted the growth of the Special Needs Ministry and gave the following examples:
 - i. Parents' Night Outs
 - ii. Night to Shine
 - iii. Physical changes have begun at the Lincoln Park Campus.

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- d. The Soul Care Ministry was initiated to increase the ability of The Chapel to provide care by developing a group of volunteers and providing training.
 - e. Pastor Gustavsen said Crisis Response Teams have travelled to Houston and Tennessee, and participated in relief efforts during 2017. One trip has been made to Puerto Rico in early January 2018 and a second is planned. Associate Director of Student Ministries Bryan Weathers has been the catalyst for the formation of these teams.
 - f. There has been an increased focus on The Chapel Men's Ministry during 2017 under the leadership of Pastor of Care Mike Bethune and member Chip Nelson.
2. 2018 Lincoln Park plans by Pastors Voltmer and Gustavsen:
- a. Continued focus on Student Ministries, including filling the Pastor of Student Ministries position. Thanks to Associate Pastor High School and College Ministries John Dere and Associate Director Student Ministries Bryan Weathers for their leadership and extra efforts during the search for a Pastor of Student Ministries. Thanks also to Ministry Assistant Kathy Vitaro and Intern Micah Tampac for their efforts.
 - b. Increase focus on and rebuild the short-term missions program, by increasing visibility and the level of impact.
 - c. Continue to grow the Special Needs Ministry:
 - i. Ingrid Flannery has been made full-time Director of Special Needs Ministry
 - ii. Develop Plans for a Sunday morning Special Needs service to accommodate those that cannot tolerate a high level of sensory input.
 - iii. Pastor Gustavsen noted The Chapel's growing reputation for Special Needs inclusion.
- E. Pastor Gustavsen asked the membership to pray that The Chapel leaders stay in tune with God's leading and stay on the edge and waiting for God to say "Go" regarding expanding the reach of The Chapel. He said The Chapel is a great church with great members that can disagree while continuing to respect one another and where the pastors love their jobs. Pastor Gustavsen concluded by thanking the members for the privilege of serving.

IX. Recognition of 2017 Leaders

- A. Chairman Heck and Vice Chairman Gene Amore went to the podium and Chairman Heck introduced Vice Chairman Amore.
- B. Chairman Heck recognized the following groups by asking those present to stand. He thanked each group and this was followed by a round of applause for each.
 - 1. Chapel Ministry volunteers
 - 2. Board of Elders – Chairman Heck noted it was an honor to serve with them.

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3. Chapel staff – Chairman Heck noted they were on the front lines of ministry daily
4. Missionaries or their families / parents.
- C. Vice Chairman Amore said he echoed Elder Andy Watson’s comments about the Board members taking the role of stewardship seriously and recognized the four Elders that have finished their three-year terms.
 1. Elder Jairo Chaux (Wayne Campus)
 2. Elder Dave Deacon
 3. Elder Jeff Dyksen
 4. Elder and Board Chairman Larry Heck
- X. New Business
 - A. Pastors Gustavsen and Voltmer joined Chairman Heck and Vice Chairman Amore at the podium.
 - B. Chairman Heck asked if there was any new business. There being none he then reported on the results of the three votes.
- XI. Closing Worship / Prayer
 - A. Chairman Heck praised God for the unity during the time of debate and discussion and noted that now it is time to get on with the work of God’s Kingdom. He read from 1 Thessalonians 5:23:24 and said a prayer.
 - B. Worship Arts Pastor Brady Hunt and Worship Leader Taylor Reinhard sang “Praise God from Whom All Blessings Flow”.
 - C. Chairman Heck reminded the membership to stay tethered to God and following a motion by member Bob Magee, which was seconded by member Kevin Wada, the meeting was adjourned at about 5:30 p.m.

Respectfully Submitted,

John Englishman

Board Secretary

2017 FINANCIAL REPORT

Summary of All Funds	Balance 1/1/17	Additions	Deductions	Balance 12/31/17
Chapel Ministries Fund	476,774	4,001,364	3,909,378	568,760
Special Missionary Needs Fund	54,217	35,747	12,489	77,475
Mission Trip Fund	49,513	56,072	30,449	75,136
Youth Scholarship Fund	20,083	11,471	12,865	18,688
Present/Future Fund (Wayne)	6,824	320	7,144	-
Contingency Fund	70,842	6,000	-	76,842
Benevolence Fund	101,244	147,980	112,390	136,833
Construction & Improvements	26,140	78,963	97,952	7,150
Multiply Fund	358,633	223,615	338,713	243,535
John Rumeau Scholarship Fund	2,174	2,916	3,015	2,074
TOTAL ALL FUNDS	1,166,444	4,564,448	4,524,396	1,206,494

Once again, God truly blessed The Chapel in the area of finances last year. With the addition of the Montclair Campus offerings, The Chapel exceeded the planned budget by \$119,842.00.

2017 was a unique year, having a new third campus which was not part of the operating budget and whose expenses were paid from the Multiply Campaign. 2018 is also a unique year with Montclair becoming part of the operating budget.

Some details for 2017 were:

- Lincoln Park exceeded offerings by \$53,123 but was overspent expenses by \$8,347.
- Wayne ended behind in offerings by \$27,853 but was underspent in expenses by \$56,252.

Some of the major projects completed last year were:

- Re-branding of the Jacksonville Chapel to "The Chapel" including new Logo.
- Renovated the Family Restroom.
- Replaced the Auditorium and balcony HVAC units and all three of the 25-year-old boilers.
- Replaced and upgraded the church fire alarm system and installed systems in the office and Impact Center.
- Replaced and upgraded the Auditorium ceiling lighting.
- Renovated the Wayne Resource Room
- Replaced and upgraded the Wayne Auditorium tech equipment and relocated the equipment to the Auditorium floor.

The Multiply Campaign of \$500,000 was completed in December, of which \$233,655 came in during 2017.

2018 Proposed Budget

For 2018, the Board of Trustees has unanimously recommended a budget of \$4,119,469, including Montclair.

This is a 10.8% increase over 2017 budget for only Lincoln Park and Wayne, and a 7.6% over 2017 actual offerings, including Montclair. The bulk of the increase is the inclusion of the Montclair Campus in the 2018 operation budget.

As shown on the detailed Proposed 2018 Budget page, the overall Chapel budget and expenses will be tracked as three independent campus budgets rolled up into one consolidated budget. Each site will have autonomy for their budget controlled by campus leadership.

For all of this, our Chapel leadership wishes to extend our heartfelt appreciation.

Proposed 2019 Budget

Consolidated	2018 Budget	2018 Actual	2019 Budget	% of increase over 2018 Budget	% of increase over 2018 Actual	% of 2018 Budget	% of 2019 Budget
A - Salaries & Benefits	2,433,042	2,287,112	2,481,642	2.0%	8.5%	59.2%	58.2%
B - Missions	430,000	386,548	430,000	0.0%	11.2%	10.5%	10.1%
C - Facilities & Administration	910,165	908,666	1,026,910	12.8%	13.0%	22.1%	24.1%
D - Programs / Ministries	338,668	339,952	325,290	-4.0%	-4.3%	8.2%	7.6%
E - Total Expense	4,111,875	3,922,278	4,263,842	3.7%	8.7%		
F - Total Offering	4,111,875	4,198,656	4,263,842	3.7%	1.6%		

Lincoln Park

A - Salaries & Benefits	2,088,353	2,028,730	2,162,977	3.6%	6.6%	59.5%	59.0%
B - Missions	406,000	368,548	406,000	0.0%	10.2%	11.6%	11.1%
C - Facilities & Administration	721,385	740,940	819,484	13.6%	10.6%	20.5%	22.3%
D - Programs / Ministries	295,590	289,611	280,400	-5.1%	-3.2%	8.4%	7.6%
E - Total Expense	3,511,328	3,427,829	3,668,861	4.5%	7.0%		
F - Total Offering	3,511,328	3,676,374	3,668,861	4.5%	-0.2%		

Wayne

A - Salaries & Benefits	189,343	121,440	182,375	-3.7%	50.2%	56.1%	51.1%
B - Missions	24,000	18,000	24,000	0.0%	33.3%	7.1%	6.7%
C - Facilities & Administration	96,260	80,900	116,273	20.8%	43.7%	28.5%	32.6%
D - Programs / Ministries	28,038	38,749	34,430	22.8%	-11.1%	8.3%	9.6%
E - Total Expense	337,641	259,089	357,078	5.8%	37.8%		
F - Total Offering	337,641	316,529	357,078	5.8%	12.8%		

Montclair

A - Salaries & Benefits	155,346	136,941	136,289	-12.3%	-0.5%	46.0%	38.2%
B - Missions	-	-	-				
C - Facilities & Administration	92,520	86,826	91,153	-1.5%	5.0%	27.4%	25.5%
D - Programs / Ministries	15,040	11,593	10,460	-30.5%	-9.8%	4.5%	2.9%
E - Total Expense	262,906	235,360	237,902	-9.5%	1.1%		
F - Total Offering	262,906	205,752	237,902	-9.5%	15.6%		

Year	2013	2014	2015	2016	2017	2018	2019
FTE	24.2	23.0	24.4	25.1	25.1	28.8	28.3
Attendance	1,639	1,725	1,754	1,781	1,832	1,708	
Salary & Benefits % of overall budget	57.3%	55.7%	57.9%	58.6%	57.7%	58.3%	58.2%

FROM THE BOARD CHAIRMAN AND SENIOR PASTOR

WHAT MAKES THE CHAPEL UNIQUE? God has put all kinds of strong churches throughout northern New Jersey. We're all on the same team, and each church has a distinctive way of representing Jesus here in North Jersey. But what is The Chapel's unique contribution? It's a question that Chapel leadership has been thinking a lot about, and one answer is becoming very clear: we are a church that is uniquely equipped to reach *families*. We love having that reputation! Not just because of our focus on marriage and parenting and kids, but in a broader sense, because we view our church as an extended family for people in every phase of life. The Chapel is a place to find what only a family can provide: belonging, growth, and joy.

To help us leverage this strength, we made a very strategic decision in 2018: we promoted Heather Horn, who has served as Director of Chapel Kids for seven years, to the role of *Director of Family Ministries*. In that role, Heather provides vision and leadership to the way The Chapel serves families—overseeing both Chapel Kids and Chapel Students, and providing resources and training for parents and families to thrive.

As we look back on 2018, here are a few family highlights...

A Healthy Family *Matures*

The Holy Spirit. Our 2018 Common Ground study was focused on the Holy Spirit. What a powerful six weeks! Our church family was instructed, challenged, and inspired to not just know the biblical facts about the Spirit, but learn what it means to keep in step with the Spirit's movements in our everyday lives. Many of our small groups employed the *Lectio Divina* method of studying and meditating on Scripture without the aid of prepared questions, and found this approach to be extremely rewarding—raising their appreciation for the power of the Word and their ability to glean truth directly from it.

SoulCare. In the fall we launched our first SoulCare training. In the eight-week "Foundations" course, we saw about 60 people grounded in the basics of how the gospel shapes our inner health. They were encouraged to apply this truth first to their own hearts, in preparation for helping others in the days to come. We are excited for what this means for The Chapel's future: a place where care, encouragement and counsel come not just from the "professionals," but from an army of wise laypeople who are equipped and released to serve.

Chapel Men. This has been a tremendous year of growth for Chapel Men, under the leadership of volunteer Chip Nelson. Besides their large events, like the annual pig roast and chili cook-off, they have given focused attention to discipleship. Every week, we have about 160 men meeting in small groups. They're growing together, they're supporting each other, and they're serving together—both inside The Chapel, and outside, in places like Market Street Mission. And right now, Chapel Men are making plans to send a 2019 mission team to serve on the streets and in the prisons of Cuba.

A Healthy Family *Includes*

Under the leadership of Ingrid Flannery, who serves as Director of Special Needs Inclusion, this team of volunteers is making a huge impact for God's kingdom. We are ministering to more children with special needs on Sunday mornings; we continue to hold quarterly "Night Out" events, where kids with special needs come and have a great time here at The Chapel while their parents get a chance to enjoy some free time; and in February we hosted our second annual "Night to Shine," a prom-like event for those with special needs, sponsored by the Tim Tebow Foundation. In 2019, we look forward to launching our first-ever worship service for adults with special needs, and we are currently building some designated special needs ministry space in our Lincoln Park facilities.

FROM THE BOARD CHAIRMAN AND SENIOR PASTOR

A Healthy Family *Expands*

We are excited about the progress of our Montclair Campus, under the strong leadership of Campus Pastor Paul Klouse and his committed team of staff and volunteers. They continue to see spiritually disconnected people from the Montclair community and Montclair State University finding hope and fellowship through their ministries. In addition, our Live Stream is continuing to reach 150-200 people each week. Whether they are prevented from attending in person by sickness, work schedule, or geography, we're grateful that the technology of Live Stream helps them connect to a church community.

A Healthy Family *Serves*

Crisis Response. Unfortunately, 2018 was filled with natural and humanitarian disasters, and The Chapel has responded by providing people and resources to help the hurting. In January, we sent a team to Puerto Rico, working with the Salvation Army to help distribute food and water filters to those affected by hurricane *Maria*. And in November, we sent a team to Florida, working with Samaritan's Purse to serve those affected by hurricane *Michael*.

Grains of Hope. Two times in 2018, The Chapel partnered with an organization called Grains of Hope to feed hungry people right here in North Jersey. At our Impact Games in July, our middle school students prepared about 10,500 meals. And at our annual Vision Summit in September, which is a gathering of all Chapel volunteers, we prepared about 5,000 meals for struggling people in our area. As Jesus came not to be served, but to serve, we find our greatest joy when using our time and resources to serve others.

These are just a few examples of how The Chapel has functioned as a strong family in 2018. We thank God for the privilege of representing Christ and proclaiming the gospel in North Jersey and beyond. We are excited for the days ahead! God has placed us here to *transform people into Christ-followers who love God, love people, and serve the world*, and we are fully committed to that mission in 2019 and beyond.

**Now to Him who is able to do immeasurably more than all we ask or imagine,
according to his power that is at work within us, to him be glory in the
church and in Christ Jesus throughout all generations, for ever and ever!**

Amen.

(Ephesians 3:20-21)

Yours in Christ,

Gene Amore, Board Chairman

Dave Gustavsen, Senior Pastor

THE CHAPEL BOARD OF ELDERS - 2018

Gene Amore, Chairman
Kelly Gallagher, Vice-Chairman
John Englishman, Secretary
Ed Frye, Treasurer
Sal Dolfi
Rafael Donado*
Tom Flannery

Michael Hubner
Jackson Min
Dion Morreale
Ryan Olsen
Bob Purnell
Bill Wackwitz, Jr.
Andy Watson

* Wayne Campus



THE CHAPEL STAFF

Dave Gustavsen
Senior Pastor

Ted Voltmer
Executive Pastor

Lincoln Park Campus

- **Adult Discipleship & Chapel Women Team**
Susan Breitz, Director
Karen Vielee, Ministry Assistant
- **Care Ministries Team**
Mike Bethune, Pastor of Care
Jamie Longo, Director of Care
Kathy Petonak, Ministry Assistant
- **Famiy Ministries Team**
Heather Horn, Director
Louise Denos, Ministry Assistant
Kathy Vitaro, Ministry Assistant
- **Children's Ministries Team**
Jasmine Knaus, Associate Director
Bria Gabriele, Campus Coordinator
Louise Denos, Ministry Assistant
Kelly Smith, Ministry Assistant
- **Special Needs Inclusion Team**
Ingrid Flannery, Director
Louise Denos, Ministry Assistant
Kelly Smith, Ministry Assistant
- **Student Ministries Team**
John Dere, Associate Pastor, High School & Young Adults
Kathy Vitaro, Ministry Assistant
- **Worship Arts Team**
Brady Hunt, Pastor of Worship
Brandon Kingry, Technical Director
John Boronow, Choir Director
Amy Nelson, Ministry Assistant

Lincoln Park Campus (cont'd)

- **Pre-School**
Jasmine Knaus, Director
Marie Bogert, Admin. Assistant

Montclair Campus

Paul Klouse, Campus Pastor
Tiffany Tilli, Campus Coordinator
Taylor Reinhard, Worship Leader

Wayne Campus

Victor Rios, Campus Pastor
Cesar Tapia, Associate Director of Student Ministries

Operations

Kevin Whelan, Director of Operations
Cathy Wackwitz, Office Manager
Dina Pedersen, Financial Administrator
Lois Matteson, Assistant to Operations

- **Maintenance Team**
Josh Horn, Maintenance Supervisor
Mike Laauwe, Maintenance Assistant

Interns

Julie Barclay, Adult Disc. & Chapel Women
John Diaz, Pastoral
Katie Egan, Montclair
Brooke Elliott, Chapel Kids
Micah Tampac, Chapel Students & Young Adults
Samantha Voltmer, Worship & Creative Arts

LOVING GOD

Lincoln Park Campus

Jesus said that of all the commandments in Scripture, one rises to the top: *Love the Lord your God with all your heart, soul, mind and strength*. In other words, as followers of Christ, we are called to honor God above all else—with all that we are and all that we have—every moment of our lives. As Paul reminds us in 1 Corinthians 10:31, *Whether you eat or drink, or whatever you do, do all to the glory of God*.

The primary place where we help people love God is our worship services. It is our prayerful, passionate desire that every service will lead people into the presence of God. Each week, our people desperately need to be reminded of God's greatness, the overwhelming grace He gave us at the cross, and His personal love for us. Through music and teaching—under the leadership of Dave Gustavsen, Brady Hunt, John Boronow, Taylor Reinhard, Barry McGuire, and the rest of our staff—we are inspired to celebrate the glory of Jesus and equipped to carry out His mission...in our families, communities, and world.

The preaching of God's Word is a central part of our worship services, and in 2018 we proclaimed the gospel through series on The Seven Deadly Sins, "Cleaning House" (Lent series on repentance), Jesus' "I Am" statements, the book of Ephesians, the Holy Spirit, "The Grass is Always Greener" (envy), and "Four Words for Christmas" (Advent).

We continue to offer musical worship in several distinct "worship languages":

Classic Worship (8:45am) – mostly hymns, includes choir and orchestra.

Modern Worship (10:00 & 11:15am) – mostly guitar-driven, modern musical style.

Acoustic Worship (10:00am, Impact Center) – acoustic mix of modern and ancient elements.

In addition to our Sunday worship services, we continued offering regular "Nights of Worship"—evenings where we gather for unrushed worship through music, prayer, Scripture reading, communion, and occasionally baptism. These events have continued to grow as we consistently emphasize the value of worship in our church family.

Helping people to love God through worship services and special events involves a lot of preparation and a lot of passionate, gifted staff and volunteers. Here are some of the teams we have the privilege of serving with . . .

Our **Worship Teams** help each week to bring us together as we sing in worship. All of the players and singers on our teams are skilled musicians with servant hearts; they play to honor God alone. The same can be said of our **Chapel Choir**. Established over 50 years ago, the Chapel Choir leads us in song most weeks at our Classic service, catalyzing the whole congregation to participate in worship. It has been exciting to see how the choir has continued to grow in size and momentum, and especially exciting to see the choir swell in size for our Christmas celebration, "The Worship of Christmas."

Everything that happens on stage doesn't happen by chance—our **Tech Team** makes sure things run smoothly. Hours before the first worshiper arrives, our tech team is on the job, making sure everything is ready to help create a worshipful atmosphere. Brandon Kingry, our Tech Director, continues to do an excellent job not only with sound but also creating a worship-conducive atmosphere through lighting, stage design, and other artistic elements.

In an age that is highly visually-oriented, we are increasingly utilizing video in our worship services, thanks to the **Video Team**. We are privileged to partner with a highly-talented contractor, Valerie Hunt, who continues to raise the quality of our videos.

When you walk through the doors, the first people there to greet you are our **Welcome Team**. Consisting of our Greeters, Ushers, Welcome Desk, and Café staff, these servants are the "face"

LOVING GOD

Lincoln Park Campus

of The Chapel to first-time visitors and long-time attendees. We are so thankful for their efforts to create a warm, grace-filled atmosphere.

The **Chapel Concert Band** has been around for over 25 years. They enrich the worship at our special events, and also provide an outreach to the community, ministering to beginner and advanced musicians from high school to retired enthusiasts, as well as the general public.

Worship services are not a spectator sport! They are an opportunity for people to actively express their praise for God and then live out their devotion to Him. When we worship in spirit and truth, people naturally want to invite their friends and family to come and experience the living God.

ADULT DISCIPLESHIP

It has been an exciting year for Adult Discipleship!

A primary goal for Adult Discipleship in 2018 was to connect a large number of people in groups. The year began with a well-attended Welcome Brunch for new and unconnected people. The large amount of new people was a catalyst for the first successful “What Makes You Happy” class. The 50 people who attended the class were invited to a continuation group as well as other established groups. The success of this approach led to four more rounds of the “Happy Series”, including one at Montclair, where new people found connections and new leaders were groomed. In the fall, a new event called “Group Connect” was held during services for anyone who wanted to be connected to a group. During the informative and relational hour, most newcomers met leaders and found groups where they fit. Another focus of discipleship this year was an emphasis on marriages. The “Love and Respect” series for couples in all ranges of marriage was led by John and Debbie Diaz. Couples grew and changed as a result of the mentorship and instruction during the eight-week course. New couples continually asked about the class, so it was offered two more times in 2018. A second step in marriage curriculum called “Cherish” by Gary Thomas will also be added in 2019. A Couples Picnic in the summer brought well over 100 people, many first-timers, for food and games. The goal of building relationships and promoting small groups was met.

Training and multiplying leaders is an ongoing goal of Adult Discipleship. We believe that every volunteer leader needs encouragement, training, and materials so that they can passionately and effectively lead their small groups.

Encouragement: A longstanding goal of Adult Discipleship has been to provide a shepherd for all small group leaders of all ages, stages, and campuses. Thankfully, three kingdom-minded couples have each taken on the responsibility of regularly encouraging and communicating with a subset of small group leaders. These shepherds will not only support leaders with individual concerns, but will also help them maintain the broader vision of developing new leaders within their groups. We are asking God to double or even triple the number of shepherds in 2019!

Training: Each year, Small Group Leaders are invited to two VIP’s (Vision, Inspiration, and Practical training). This year began with a “hands-on” training with Leaders and LEGOs. It included leaders of all ministries that utilize a small group approach to discipleship. Over 140 leaders were in attendance. The second VIP was designed to teach and practice the Lectio Divina method of facilitating a small group. A survey of leaders who used the method confirmed that groups generally saw greater participation and a renewed focus on Scripture.

Materials: We are committed to providing leaders with high-quality, effective materials to help streamline their leadership of strong biblical, relational small groups. The development of a library of Small Group Leader Kits is one way leaders can access all they need to a group on a particular topic. Another significant improvement in leader materials resulted from the formation of a Sermon Question Writing Team. This team of qualified volunteers writes small group questions directly related to that week’s sermon. They receive the sermons late in the week and write the questions in time for use by the Sunday Small Groups.

We praise God for His blessing on this ministry! I am thankful for the teamwork and passion of Karen Vielee, Ministry Assistant, and Julie Barclay, Ministry Intern, as well as all the support of the Chapel Leadership.

FAMILY MINISTRIES

This is first Annual Report for Family Ministries! A main part of this year for Family Ministries was setting the vision and asking God what He wants from this Ministry.

Family Ministries Vision:

To partner with families to see children and students transformed into Christ-followers who love God, love people, and serve the world.

More specifically, the desire is to come alongside our families, raising children infant through high school, and support them in this role. To be a place where they can work through stuff without judgement. A place they will look to for help and the tools to be the parents God is calling them to be. A true resource to the family.

What we have done so far:

The Family Ministries encompasses the Chapel Kids and Student Ministries. Oversight of these ministries is crucial.

In the spring, summer, and fall we offered **Baptism** classes for children and their families who are ready to learn more about taking this step of faith.

Also, in the spring and fall we offered **Family Dedication** classes. This class is definitely a highlight as we get to know some of our younger families plus encourage them during this crucial stage of life.

We had our Annual **Parent Seminar** in the spring with Stuart Hall. This is a highlight of the Family Ministry year with Kids and Student ministries coming together to put on this event. We hope now to only add to this parent support.

Although we have done Family Workshops in the past, including Advent Night, we had our first ever co-hosted Chapel Kids and Family Ministry Christmas Event: **JINGLE JAM!** It was a blast, and a great way to kick off the Christmas celebrations.

Goals for the future:

Since the Family Ministries umbrella is so new, I wanted to take this opportunity to give you a better idea of what this will look like moving forward.

1. Clarity on the scope and cycle of our Chapel Kids and Students curriculum.
2. Support for small groups focusing on parenting and marriage.
3. Additional family classes on topics like Communion, Devotions, and Faith.
4. Parenting workshops on discipline, current trends, suicide, etc.
5. Marriage events to support this crucial part of the family unit.

I am so grateful to be at a church that sees the worth of prioritizing young families. I can't wait to see what God does with the Family Ministries.

Respectfully Submitted,

Heather Horn

CHAPEL KIDS

As Heather Horn moved into the Director of Family Ministries position we were able to add to our team by bringing on Bria Gabriele as Chapel Kids Coordinator-Lincoln Park and Kelly Smith as Ministry Assistant. Jasmine Knaus continues as Chapel Kids Associate Director, Tiffany Tilli as Chapel Kids Coordinator-Montclair, Louise Denos as Ministry Assistant, and Brooke Elliott as Chapel Kids Intern.

Sunday mornings we offer Chapel Kids at 8:45, 10:00, and 11:15am. The Kindergarten-5th grade classes all use the curriculum 252 Basics, which is put out by Orange. This fall, we changed up our Sunday morning format. Instead of each grade doing the lesson in their own room, we have brought the K-5th classes together for a large-group lesson time. This is something we have been trying the past couple years during our **Summer Experience**. Kids are dropped off in our large-group room, where they worship and hear the lesson together. Afterwards, each grade is dismissed to their classrooms where they then break off into small groups. We feel this large-group setting is a great way for the younger kids to learn from the older kids but also to empower the older kids to lead the younger kids. This new format also helps put more emphasis on creating small group experiences.

Our **Montclair Campus** continues to hold Chapel Kids during the 10:30am service time. Tiffany Tilli continues as Campus Coordinator and has done a great job developing the team there and making families feel comfortable trusting the team with their children.

Kid City is our mid-week program on Thursday nights for 3 year olds to 6th grade. Boys and girls in preschool and kindergarten, and girls in 1st-6th grade do the Awana curriculum. Boys in 1st/2nd grade are in Tree Climbers, and boys in 3rd-6th grade are in Stockade. We have a great volunteer team, with many new ones joining us for the first time this year! This year we have 135 kids registered for Kid City!

511-Travel Info for Your Journey with Jesus is our small group for 5th graders. These small groups meet weekly and focus on giving kids a safe place to hang out and talk as they navigate this often difficult stage of changing and maturing.

Chapel Kids Camp (CKC) theme this year was *PRAISE* by Go Fish. We had over 400 children in attendance and 140 volunteers. Our volunteers were awesome and went above and beyond in their roles. This year's missions' project was a big hit, and the missions' videos were fantastic!

- Missions Project: On Eagles Wings/Ron Hutchcraft Ministries
- Money: Goal was \$2000 and we collected **\$3473.44**

Other **Outreach Events** we held this year included the annual *Easter Egg Hunt* where children hunted for over 10,000 eggs and heard the gospel story! Our *Trunk or Treat* went great, even despite using the rain date. We added a missions' project, asking people to donate new socks to be handed out in Paterson. We collected a few bags full, which was great for the first year. The Lincoln Park police hosted a trunk this year which was a big hit!

At the end of November, we had our first **Jingle Jam!** The theme was "A Sensi-ble Christmas" which involved experiencing Christmas with the five senses, through skits, stage games, and videos. Families came together for a fun, interactive night of experiencing Christmas, hearing the Christmas story, and singing Christmas carols together. It was held during Kid City, and we had over 100 people in attendance.

SPECIAL NEEDS INCLUSION MINISTRY

We are growing to be a church that meaningfully includes individuals with developmental, intellectual, physical, sensory, and other needs, and supports their families. We strongly believe that every person is “wonderfully made” in God’s image, and that we will all be blessed by the presence of those God calls indispensable (1 Cor. 12:22), as *together*, we love God, love people, and serve the world!

Sunday and Potential Weekday Support – Our one-on-one volunteer pairing system continues to expand, with 18 children, teenagers, and adults currently participating in Sunday morning programs because of inclusion volunteers ministering specifically to them. Family members have been able to attend services and classes, knowing there is safe, loving care for their young and adult children. Besides support in typical programs, this is the third year of providing our Sunday self-contained “Ark” class, capably led by Sarah Siroka and Cynthia Harven and a devoted team. Participants can come and go from this more individually tailored environment to Chapel Kids classes and the adult worship service. The Sunday volunteer team has grown to include 29 members. The one-on-one volunteer pairing system is poised to support individuals in various Chapel programs throughout the week on any campus.

For teens and adults who need an alternative to our typical Sunday adult services, a special needs-friendly service is being planned and is projected to launch in 2019. Unusual in our area and even nationally, this service would allow many more families to join us on Sundays.

Special Events – At Chapel Kids Camp this summer, we were thrilled to once again add support with our Buddy-volunteer system. An equipped “Lounge”, ready volunteers, and special tools provided a welcome relief when a child became overstimulated. At one of our Christmas Eve services we offered a Birthday Party for Jesus for those who needed an alternative.

We are getting ready to host Night to Shine for our third time. This Tim Tebow Foundation sponsored banquet-like event, coming February 8, 2019, has been called by many a highlight of The Chapel calendar and draws 300+ volunteers. The goal of Night to Shine is to communicate the love God has for our honored guests who have special needs. This year we are excited about future gatherings to invite guests to, potentially both at the Montclair and Lincoln Park Campuses.

At the Chapel Kids Easter Egg Hunt, a team of volunteers provided accessible options for children with visual, mobility, and other special needs, including table-top hunts, a quiet indoor hunt, and other sensory options. We plan to expand on the success of this in future hunts.

Parent and Caregiver Support – Night Out, our respite ministry beginning its fourth year, has been called by many families their most appreciated form of support. Parents drop off young and adult children (siblings included) for a fun and safe social time. These events have helped communicate The Chapel’s care to a growing list of 67 families and are helping to expand an enthusiastic Night Out volunteer team, currently 170 members strong. As a result, families have been granted support, and some have become active participants in the church.

Our parent Facebook group and new-this-fall Chapel Women’s group led by Jen Beato, called Special Treasures, were other forms of family support provided this year. Pastor Dave’s frequent references to God’s care and our desire to support those with special needs have continued to be a source of comfort and inspiration.

Goals – Facility improvements are helping to move ministry forward. The accessible family restroom, opened last year on the Lincoln Park Campus, gained an adult sized changing table in recent months. Adding a specially equipped sensory space has been a long-term, essential objective in meeting the needs of many in our population. Projected to be completed and opened

SPECIAL NEEDS INCLUSION MINISTRY

in 2019, this space is currently in construction and equipping mode. This environment will benefit families for decades to come during all our special events and services and will allow for future support activities.

A new short-term mission opportunity has blossomed from our relationship with the international Joni and Friends organization, and we anticipate sending a small team to serve at a Family Retreat for those affected by disability in June 2019 at their Pennsylvania location.

Consistent training will be essential to cultivate an informed climate of acceptance and inclusion. This past year, a key volunteer, Cynthia Harven, sent by The Chapel for Crisis Prevention Institute certification in 2017, provided volunteer/staff trainings in the use of practical de-escalation techniques and strategies to safely address behavioral challenges.

We are grateful to witness God encouraging his people to continue to lend expertise, experience, time, and more. I am personally grateful for superb godly leadership, truly wonderful families, a committed SN ministry prayer team, an excellent volunteer team, and a dream team of Ministry Assistants including Dinah Krenitski with Night to Shine, Louise Denos with other special events, and Kelly Smith with Sunday morning ministry. Please join us in praying for this ministry's direction, that more families will be able to join us, and that we will actively love those God includes at The Chapel.

Ingrid Flannery
Director, Special Needs Inclusion

CHAPEL STUDENTS

2018 proved to be an exciting year of transition for Chapel Students. Heather Horn was given oversight of the Student Ministry as Director of Family Ministries. We were also blessed to add Taylor Reinhard to our team to assist with Sunday night youth group, worship music, tech, and more!

With these changes, our goal this year has been to focus on relationships: a student's relationship with Christ, relationships with the small group leaders, and relationships with their peers. We want to be less about events and activities and more about creating intentional space for these relationships to grow. Although in the report, you will see we still did some wonderful and fun things, please read between the lines and know what we are truly evaluating is the growth and depth of a student's connection with the ministry and those in it.

This past summer was filled with fun events: After graduating a very large class of high school seniors, we spent July hosting our annual Impact Games week, which featured dozens of high school students serving as volunteer leaders for approximately 175 middle school students each day! After Impact Games came to a close, we hosted Fireside Chats, our annual high school summer group that draws as many as 20-25 students.

We then wrapped up the summer by sending middle school and high school students on three different mission trips: one group served locally in Northern New Jersey, where they assisted New City Kids in Paterson with summer ministries and also helped with construction and cleaning at the North Jersey Community Animal Shelter in Bloomingdale. Another group partnered with Envision Ministries and traveled to Miami, Florida, where they engaged in activities such as serving at a homeless shelter, street evangelism, and painting a local church. A third group returned back to Globe, Arizona, where they served with Apache Reservation Ministry doing construction and VBS with younger children. As a whole, the summer was filled with many exciting opportunities for students to grow spiritually and put their faith into action.

This past September, our annual Fall Kickoff event attracted many students and parents for an exciting outdoor carnival featuring food, games, and even a couple of pastors in a dunk tank. Students were also given the opportunity to meet their small group leaders and friends for the ministry year. In October, many of those same students came with us to Camp Shiloh for our Middle School Retreat and Lake Champion for our High School Fall Retreat, where speakers Cesar Tapia (Middle School Retreat) and Justin Thornton (High School Retreat) challenged our students to go ALL IN and take their faith to the next level.

Overall, this has been a challenging but rewarding year for Chapel Students. We are very blessed to have such an incredible community of Chapel Students staff, volunteer leaders, parents, and students. Looking ahead, we are very excited about what the future looks like, especially when it comes to special events such as Impact Games, mission trips, retreats, and so much more.

Thank you so much for loving and supporting our precious middle school and high school students. Please continue to keep all of our students, volunteers, parents, and leaders in prayer as we strive to grow this critically important ministry area.

Blessings,

Heather Horn, John Dere, Kathy Vitaro, Micah Tampac, Cesar Tapia, Taylor Reinhard
The Chapel Students Team

CHRISTIAN SERVICE BRIGADE 3635

Christian Service Brigade (CSB), a national ministry to boys grades 1 – 12, is a scouting experience with a Christian emphasis. Three age-appropriate groups (Tree Climbers, Stockade and Battalion) combine games, achievements, service projects, and cooking/woodworking activities, with Bible-based lessons. The Chapel's CSB unit serves about 60 boys each week.

The Tree Climbers program is booming, allowing fathers and sons an opportunity to connect on a regular basis.

Stockade saw a “changing of the guard” with André Van Houwe leaving as Chief Ranger and Bill Wackwitz, Jr., taking over. A number of young adult rangers were added, most of whom came up in the program and are paired with more experienced rangers to help develop them.

Battalion continues to develop boys into Christian men and future church leaders. Numerous special guests came in to talk about their vocations and being a Christian in the workplace. Battalion sought out several service projects around The Chapel, including cleaning up pumpkins for the Special Needs “Night Out” ministry and participating in the Northern Frontier Camp (NF) work weekend.

The annual Mother and Son Banquet provided time for mothers to enjoy a special evening with their son and walk away with a free photo keepsake. Our year-end BBQ was sponsored by NF and the entire family was invited for an evening of games, food, and fellowship. Twenty adults and boys attended the work weekend at NF, completing various maintenance projects such as roofing, landscaping, plumbing, installing sheetrock, repairing a heater, and painting. Twenty-one boys went to NF for a week over the summer.

This program has existed for decades at The Chapel and continues to be a positive influence in the lives of boys and young men.

CHAPEL MEN

2018 has been a banner year for Chapel Men. The Chapel Men small group leaders were gathered together to hear The Chapel Men's vision ***"Men becoming passionate disciples of Jesus Christ, having authentic experiences in God's Word."*** Chip Nelson delivered the vision "Make Disciples" and shared our continuing strategy to "Create Value, Capture Momentum, and Sustain Change" enabling Chapel Men to realize this vision.

Chapel Men held three main events during this year. First, the Chili cook-off in February which was well-attended, more than 100 men were present to enjoy a chili competition, a message by Pastor Dave Gustavsen, in addition to vision-casting and a call to action by Chip Nelson for Chapel men to become part of a Chapel Men's group.

Second, Chapel Men had their first annual Pig Roast and corn hole tournament. Over 140 men attended this event in July. This event was meant as a fellowship opportunity as groups were mostly off for the summer. In addition this group was an evangelical outreach to men in the community who heard a gospel message from Pastor Ron Rombough.

Third, Chapel Men launched their new season with the Chapel Men Pancake Breakfast with over 100 men attending this event. Chip Nelson delivered a message to the men and Mike Bethune presented a call to action. We saw over 60 men sign up for the new BATTLEGROUND season.

The Chapel Men's BATTLEGROUND group has grown significantly, serving men with four discipleship groups ministering to over 75 men weekly, including our online group.

BATTLEGROUND Men are developing solid relationships through discipleship series such as "Transformed", "Act Like Men", "Man in the Mirror", and "Foundations" along with multiple service opportunities. The men served this year at: Good Shepherd Mission, Market Street Mission, Brigade / Stockade, Simply Christmas event and many internal Chapel opportunities made known to the men, helping people move, and providing transportation.

The Senior Brigade continues meeting on a monthly basis with guest speakers presenting relative topics. The Senior Men have been very active with Chapel Men and many of the service opportunities. Current long-standing Chapel Men's Tuesday night group and the Sunday Life Lessons continued with stable attendance.

More men are ministering to each other, sharing stories of God's redemptive work in their own lives. Encouraging other men by incarnating the love of Jesus. We are seeing men committing their lives to the Lord for the first time and many really re-committing to become the man God has in store for them to be. We have seen multiple men praying for those who are physically ill, and we have seen God heal many of these men, who are now passionately proclaiming the Glory of God. We are seeing more and more men volunteering to serve in other areas of The Chapel. Our Chapel Men Advisory Team has grown to 14 men this season. In addition, Chapel Men is ministering to over nearly 200 men per week.

This upcoming year 2019 we will have The Chapel Men's Chili Cook-off renamed "The Chili Bowl" on February 2, 2019. Where we will introduce Chapel Men's new discipleship series and new service opportunities with the new Chapel Men's Helping Hands team. This team will be focused on evangelism and reaching the inner city areas of Patterson and Morristown as we team with the local Missions to support their efforts of sharing with people to the greatest message the world has ever heard and introducing people to Jesus through music, testimony, street evangelism and good ole fashioned community BBQ. We will also have our 2nd Annual Pig Roast and Corn Hole tournament.

CHAPEL MEN

We plan to have the leadership team attend some developmental leadership conferences this year as well, in an effort to create a sustaining ministry.

Chapel men's strategy to Create Value, Capture Momentum and Sustain Change is on target and supporting the vision of ***"Men becoming passionate disciples of Jesus Christ, having authentic experiences in God's Word."*** More relationships will develop as men focus on ministering to one another as they continue to have opportunities to serve together, while growing into passionate disciples of Jesus Christ.

We continually lift all things in prayer to our Lord and seek his guidance as this ministry moves to bring God glory.

In His grip,

Chip Nelson

CHAPEL WOMEN

Chapel Women is a ministry to women in our church and community who desire a relationship with God and connection to other women. It is comprised of weekly large and small group gatherings, special events, outreaches, and service projects that help women become transformed into Christ-followers.

A primary way women learn to love God is in **small groups**. Over 475 women were involved in over 25 groups, including new groups for young women and moms of special needs kids. Complementing the Common Ground study on the Holy Spirit, most groups participated in Holy Spirit focused studies that helped women grasp a better understanding of who the Holy Spirit is and what role He plays in their everyday lives. The meaningful content of these studies combined with the relational discussions resulted in spiritual growth and life transformations.

Small group involvement prompts growth in women of various ages, life stages, and levels of spiritual maturity. The highlight of 2018 was witnessing the growth and development of women who stepped into new leadership roles this year to meet the ever-growing need for new groups.

MOPS (Mothers of Preschoolers) now has four different groups with a total of 131 attendees, two of which are focused on women growing in their relationships with God. The MOPS Coordinators, Steering Team, and Mentor Moms work together to provide a place of warmth, support, and spiritual growth for young moms in surrounding communities. A highlight in 2018 was the Monday night MOPS group tripling in size since the previous year; it's exciting to see working moms get the support and spiritual growth they need and desire.

In 2018, Chapel Women continued its **service** focus with support for Lighthouse Pregnancy Resource Center and Debbie Dower, school counselor for missionary kids at Black Forest Academy in Germany. We also began new partnerships with Star of Hope and New Destiny in Paterson and adopted Laura Sayre, a two-year missionary in Mexico.

Each year Chapel Women holds two major **events**, one intended for spiritual growth and the other for outreach. During our Spring Retreat, we were blessed by speaker Vicki Courtney who challenged and encouraged us to find our worth and our value in God alone. Wendy Hunt also joined Jamie Longo for fun, uplifting worship. Our weekend ended with a meaningful sharing time where many women boldly stepped forward to share their struggles and how the weekend impacted them. There was also a fun photo scavenger hunt and lip-sync battle that helped women bond and connect while having fun!

The final event of the year was Simply Christmas, where worship leader and speaker Laura Story presented a message of hope and salvation based on her own difficult life story and the truth of the gospel. At this sold out event, a show of "lights" revealed that more than half of the 800 women do not regularly attend The Chapel. In addition, over a dozen women signed up to join the Laura Story Bible study we will be offering in the spring. We are grateful for the amazing volunteers and supportive Chapel Men who helped make it a success.

God has blessed His ministry to women with selfless, positive, enthusiastic **leaders** across many roles, including our Ministry Assistant, Karen Vielee, Intern, Julie Barclay, and the group of 11 leaders we call the "Vision Team". They consistently pour themselves into others in order to raise up new leaders who make disciples. It is truly a privilege to be part of this team for His purpose!

SERVE THE WORLD

Lincoln Park Campus

It's been three years now, and once again I will begin the report with the five Care Ministry Objectives so that you can use as the grid through which to measure what has been accomplished this year:

1. Come alongside of what is already healthy and provide leadership and support for it. 2. Assess what is not healthy and find out why, then make the necessary adjustments as God leads. 3. Recruit and train new leaders to come alongside of/and learn from those already in place. 4. Raise up a CARE ARMY of volunteer servant/leaders. 5. Create a "Culture of CARE" where caring for and looking out for each other's well-being is the norm (predicated upon Galatians 6:2, "Carry each other's burdens, and in this way you will fulfill the law of Christ.")

So, by God's grace, and by the help of countless volunteers, the following is a summation of the quantifiable impact that the Care Ministry was able to contribute in 2018:

- We launched the much anticipated SCLCT (SoulCare Lay Counseling Training)! The first phase of the three-phase training paradigm called *Foundations* registered over 70 participants. We also maintained an average of between 60-65 participants for all eight Sundays that the course ran; amazing, no, amazing grace! Chip Nelson facilitated the *Foundations* Training and did a solid job.

We're now looking forward to kicking off the second phase of training called "Methods" in late January 2019. More Information and announcements will be forthcoming.

- Our CRT (Crisis Relief Team) – participated in two natural disaster relief efforts this year (in partnership with Samaritans Purse), totaling over 37 volunteers. We also had a team consisting of members from every Chapel campus go over to Puerto Rico and help earlier in the year.
- Our visitation team completed 27 visitations this year to Chapel members in hospitals, nursing homes, assisted-living facilities, and to those in hospice.
- I mentioned in my report last year that we had expanded our counseling referral network by adding Erin Bennington and David Dressler, and I am happy to report that they both have done an outstanding job helping both Chapel individuals and families to become healthier! We are very glad to have them on our team.
- MTC (our addiction group/ministry) impacted the lives of over 40 individuals and 23 families in 2018. Since its inception in June 2016, the weekly group meeting continues to average between 25-30 participants, many of whom have since thoroughly integrated into the Chapel family through small groups, and other ministries...which was a primary goal from the beginning!
- Through your generous donations, our Benevolence ministry (which includes Loaves & Fishes, financial/budgeting, and assistance with acquiring counseling services) was blessed to help close to 90 individuals and families in 2018...to God be the glory!

In closing, I'd like to thank Jamie Longo, Kathy Petonak, Amy Nelson, as well as all of the volunteers that make up the SoulCare Ministry, for their continued selfless (and oftentimes sacrificial) dedication!

In His Service,

Mike Bethune

CROSS-CULTURAL MISSIONS

2018 Missions Profile

Supported Missionaries: **35**

Countries Represented: **7**

Chapel Short-Term Mission Trips: **3**

New Missionaries Supported in 2018:

Laura Sayre – United World Mission

Mark Scott – CRU

Travis Skinner – InterVarsity

Jordan Whitmer – How to Life Movement

Missionaries retired from the field in 2018:

Ron & Mikel Ann Pritz – One Challenge

Ron & Linda Rynd – Christian Service Brigade

As we reflect back at 2018, we are thrilled with the new missionaries that The Chapel had the opportunity to partner with. It is exciting to see young godly men and women willing to accept the calling of full-time ministry and for The Chapel to play a small role in their faith-walk. Please join me in praying for their safety, for God's provision, and for their ministries to be fruitful and impactful.

I would also like to take this opportunity to once again highlight and bring to your attention the Special Missionary Needs Fund. This is a separate fund from our annual budget and is comprised entirely from offerings given by Chapel members and attendees. The money in this fund is carefully used to take care of personal and special needs that arise from our active, supported missionaries, ranging from something as simple as covering a minor repair cost in their homes, to something more serious such as a special medical procedure for our missionaries and their families.

We encourage you to prayerfully consider contributing to this fund in addition to your normal tithes and offerings. Please contact The Chapel office and speak with Linda Kolmodin for more information on this very important fund and how to contribute.

On behalf of the entire Chapel Missions Committee, we are truly humbled for God's awesome provisions and for your sacrificial and generous giving throughout the year. Your prayers and financial giving allow The Chapel to support missionaries and mission efforts throughout this country and around the globe.

Short-Term Mission Trips – Sharing the Gospel Near and Far!

The Chapel is strongly supportive of short-term mission programs because of the proclamation of the gospel, the spiritual growth of the participants, the strengthening of the Body of Christ, and the exposure to missions as a potential career.

This past year many of The Chapel attendees helped meet the spiritual and physical needs of new and existing believers around the world. Chapel attendees joyfully volunteered their time and efforts by going to Africa and South America. Members of our Chapel Students Team gained valuable perspective by serving on short-term mission trips throughout North America.

In addition to sharing the gospel of grace through Jesus Christ, Chapel attendees also helped meet the physical needs of the people the Lord touched through our teams by providing medical, dental, community transformation, construction services, forming new Bible and fellowship groups, and other special projects. Not to be overlooked was the transforming impact these mission trips had on the team members themselves in helping them grow in their own discipleship and love of the Lord.

CROSS-CULTURAL MISSIONS

One of the highlights for 2019 is The Chapel's new partnership with International Cooperating Ministries (ICM.org). This partnership will allow our congregation the opportunity to walk alongside local churches around the world that are passionate for Jesus and ready to evangelize. We will be sending short-term mission teams and provide church-building resources these congregations need to grow their faith, serve their community and plant churches in new areas. Pastor Dave will be announcing more information about this partnership over the next few months—so stay tuned!

The Chapel will also be sending out short-term teams throughout 2019 with trips planned to Colombia, Jamaica, Mali, Peru, Rwanda, and here in the United States.

If you are interested in serving others as ambassadors for Jesus Christ, we encourage you to put your trust in the Lord and GO! Please contact The Chapel office or speak with Bill Sayre, Chapel's Short-Term Missions Coordinator for more information.

Respectfully submitted,
Jackson Min
Chairman, Missions Committee

MISSIONARIES SUPPORTED BY THE CHAPEL

Missionary	Organization	Location
Mr. and Mrs. Al Armijo	<i>CDC Ministries</i>	<i>Chile</i>
Mr. and Mrs. Mike Brickley	<i>Pocket Testament League</i>	<i>USA</i>
Mr. and Mrs. Mike DeLorenzo	<i>AIM</i>	<i>USA</i>
Mr. and Mrs. Bruce Dower	<i>Cadence Int.</i>	<i>USA</i>
Miss Debbie Dower	<i>Teach Beyond</i>	<i>Germany</i>
Mr. and Mrs. George Gartside	<i>Camp Shiloh</i>	<i>NJ</i>
Mr. and Mrs. Dave Echols	<i>Christian Miss. Alliance</i>	<i>Chicago</i>
Mr. and Mrs. D. Gonino	<i>Biblical Missions WW</i>	<i>USA</i>
Mr. and Mrs. Kevin Howard	<i>Narrow Road</i>	<i>Pennsylvania</i>
Rev. Ron Hutchcraft	<i>RHMinistries</i>	<i>USA</i>
Mr. and Mrs. Brad Hutchcraft	<i>RHMinistries</i>	<i>USA</i>
Mr. and Mrs. Doug Hutchcraft	<i>RHMinistries</i>	<i>USA</i>
Rev. and Mrs. Sam Ingrassia	<i>E3 Partners</i>	<i>USA</i>
Mr. and Mrs. Dick Jacquin	<i>Reach Beyond</i>	<i>USA – semi-retired</i>
Mr. and Mrs. Dwight Jarboe	<i>Missionary Maintenance</i>	<i>USA</i>
Mr. Jeremy Jerschina	<i>New City Kids</i>	<i>Paterson, NJ</i>
Mr. and Mrs. Dan Kim	<i>Team Healthcare</i>	<i>Mali, Africa</i>
Mr. and Mrs. Stephen Lopez	<i>Word of Life</i>	<i>Mexico</i>
<i>Miss Emily Niehoff</i>	<i>BGAV Adventurers</i>	<i>Austria</i>
Mrs. Twyla Pellegrino	<i>Child Evan. Fellowship</i>	<i>USA – NJ</i>
Mr. and Mrs. Keith Rundquist	<i>Inner City Impact</i>	<i>Chicago</i>
Mr. Bill Schuit	<i>Liebenzell Ministries</i>	<i>USA</i>
<i>Ms. Laura Sayre</i>	<i>United World Mission</i>	<i>Mexico</i>
<i>Mr. and Mrs. Mark Scott</i>	<i>CRU</i>	<i>USA</i>
<i>Mr. and Mrs. Travis Skinner</i>	<i>Inter Varsity</i>	<i>USA</i>
Mr. and Mrs. Bob Strong	<i>Avant Ministries</i>	<i>USA – semi-retired</i>
Rev. and Mrs. Raphael Thomas	<i>Annotto Bay Gospel Church</i>	<i>Jamaica</i>
Mr. and Mrs. Mike Viera	<i>Good Shepherd Mission</i>	<i>NJ</i>
Mr. and Mrs. Chris West	<i>CRU</i>	<i>USA</i>
Mr. and Mrs. Rick Whitmer	<i>RHMinistries</i>	<i>USA</i>
<i>Mr. Jordan Whitmer</i>	<i>How to Movement</i>	<i>USA</i>

RETIRED MISSIONARIES

Mrs. Jean Beach	<i>TEAM</i>
Miss Wanda Burcham	<i>Christar</i>
Mrs. Nina Kendrick	<i>Baptist Mid-Mission</i>
Mrs. Mae Tarter	<i>Christar</i>



- We offer nine classes for children ages 2-5 years old. We currently have 16 staff members and 105 students registered for the 2018-2019 school year.
- The Chapel Preschool was created as an outreach ministry of The Chapel, with 60% of students coming from the local community. Our staff consistently reaches out to students and their parents, in hopes that each family would come to know Christ as Savior and grow to develop a personal relationship with Him.
- Families who bring their children to our Preschool are highly likely to later join MOPS, Chapel Women, Kid City, Chapel Kids events, and to participate in other Chapel-wide activities as a result of their positive experience at school.
- *The Chapel Preschool provides:*
 1. A state licensed facility
 2. Certified teachers and assistant teachers for each class
 3. Up-to-date training for CPR, First aid, and Epi-pens for staff
 4. A fenced outdoor playground and full-size gym
 5. Music Education by a certified teacher
 6. Secure keypad entry system and 18 security cameras throughout the building
- There are eight members on the Preschool Advisory Board who help make decisions about the school. They are: Michelle Sarkisian (Chairman), Rebecca Curcio (Treasurer), Larry Heck, Pat Barone, Lynne Talaga, Ruth Biczak, Nancy Knaus, and Jasmine Knaus.
- Registration for the 2019-2020 school year is now taking place! For more information, visit our website www.chapelpreschool.org or join us on February 6 at 6:00pm for our Open House. This is a great opportunity to see the classrooms and meet the teachers.

Respectfully Submitted,
Jasmine Knaus, Director

THE CHAPEL AT MONTCLAIR

The Chapel Montclair had an exciting year in 2018! As the new year began, it became clear that a new location was needed to establish a more consistent and conveniently located footprint in Montclair and broader Essex County. Thankfully, through a volunteer, we were able to find and secure our new location in the United Way Building located at 60 S. Fullerton Ave., Montclair.

This move allowed us to meet consistently on Sunday mornings, have church on Easter and Christmas, gave us a semi-permanent space in which to office out of and store our equipment, and brought us into the heart of Montclair. Our new building is easily accessible and has its own parking area, access for those with mobility challenges, and a beautiful, crisp, clean Chapel Kids area.

We moved into the United Way on March 4 and officially opened our doors on Easter Sunday! From that point on, we have seen a consistent, slow-growing increase in attendance, giving, volunteerism, and small group participants. We have also welcomed a number of local Montclair families into our church and volunteer teams.

Taylor Reinhard continues to be a talented and humble worship leader in Montclair. He had developed leadership skills this year and does an excellent job authentically leading our people into worship. Tiffany Tilli, our Chapel Kids Coordinator has also done an excellent job with the transition into our new space and continues to love our kids, engage our parents, and develop great teams around her. Katie Egan, aka: Intern Katie, joined our crew early in the year and provides an on-going link into service opportunities for our people in and around Montclair.

We celebrated 10 baptisms and 2 family dedications this year and loved seeing how God is at work in our people's lives! We sent a team to Puerto Rico in March and painted the entire first floor of Nancy's Place in the spring! Our team formed great relationships with CRU (Campus Crusade for Christ) while at MSU and continues to serve them each week while hosting 'coffee on campus' which is a place where we spend time with students and support them as they practice their faith in college.

We held our first ever Community Worship Night in November, and it was a huge success! Our teams welcomed many from our community, and we shared the message that peace is found through a relationship with Christ. It was well-received, and we will be planning more for 2019.

Please continue to pray for our Montclair Campus. God is growing and establishing His church in His timing and at His pace. Please pray that our influence would grow within our community and that God would continue to lead our new church!

Thank you to all of you who help make The Chapel what it is in all of its locations!

Paul Klouse

Campus Pastor, Montclair

THE CHAPEL AT WAYNE

“To him who is able to keep you from stumbling and to present you before his glorious presence without fault and with great joy— ²⁵ to the only God our Savior be glory, majesty, power and authority, through Jesus Christ our Lord, before all ages, now and forevermore! Amen”. **Jude 1:24-25 NIV**

By the grace of God we come to the end of another year. In every step of the way the Lord has been with us. It is him who has accomplished everything through us.

For me as a pastor the most important achievement have been to be able to open space in ministry for people to exercise their gifts. As part of this strategy we made significant changes in the leadership mid-year. We are investing in the new generation to help them grow and to contribute to the work of the church. As a result we have seen improvement in the Sunday school, Men's ministry, Single Adults, The Seniors, etc. But even more important, we have been able to solve most of the issues we had with the Worship and Tech Team. Praise be to God!

Just like last year, we baptized a good number of people, giving is about there, and expenses are under control.

This year we officially named Cesar Tapia as our Associate Director of Youth Ministries, and he has been working with middle and high school students, as well as the worship service in English.

Small groups continue to be our main strategy to provide care and outreach. More than 15 of those groups meet every week in different places. We estimate that represents about 150 people praying and studying the Bible every week.

The care (counseling) ministry has been a great blessing to our congregation. Pastor Escoto and his team have been doing a great job, not only providing the much needed help, but also recruiting and training people to serve.

This year we had two Garage Events instead of just one the year before. This activity is always a blessing for the community and for the church. More than 70 people made profession of faith in those events this year.

Some of the activities of 2018:

- Three vigils of prayer for all the church
- Three events for seniors
- Training for Sunday school teachers
- Dinner/Conference for couples in February
- Workshops for personal evangelism.
- Easter Special Week Celebration
- Women's Retreat
- Men's Retreat
- Single Adults Retreat and Conferences
- Youth Retreat
- Week of Prayer for Missions
- Several Mission Trips.

I want again to thank the pastors and the staff at Lincoln Park for all the support provided to our campus. May the Lord continue to bless you all.

To God be the glory!

DR. VICTOR RIOS, Campus Pastor, Wayne