



CHURCH MINISTRY PLAN
2011 – 2013

ZION LUTHERAN CHURCH MINISTRY PLAN – 2011-2013

BECAUSE THE HOLY SPIRIT HAS CALLED US BY THE GOSPEL, ENLIGHTENED US WITH HIS GIFTS, MADE US HOLY AND KEPT US IN THE TRUE FAITH, ZION LUTHERAN CHURCH RESOLVES THE FOLLOWING:

MOTTO

GROWING CHILDREN OF GOD

MISSION

OUR MISSION AT ZION LUTHERAN CHURCH IS TO UNITE GOD'S CHILDREN IN OUR LOCAL COMMUNITY AND BEYOND BY ENCOURAGING GOD'S CHILDREN, THROUGH HIS CHURCH, TO GROW A PERSONAL RELATIONSHIP WITH JESUS CHRIST BASED ON HIS EXAMPLE OF FORGIVENESS AND SERVICE TO OTHERS

VISION

ZION LUTHERAN CHURCH IS A LOVING, CARING CONGREGATION DEEPLY DEVOTED TO BEING SERVANTS OF JESUS CHRIST AND FOLLOWING HIS EXAMPLE, WHILE GIVING WITNESS OF HIS CHURCH. WE EMBRACE AND CELEBRATE OUR LUTHERAN HERITAGE, WHILE ALWAYS SEEKING INNOVATIVE AND MEANINGFUL WAYS TO COMMUNICATE BIBLICAL TRUTHS THROUGH INSPIRING WORSHIP AND RELEVANT BIBLE STUDIES.

UNITED AND EMPOWERED BY THE HOLY SPIRIT, WE WILL REACH OUT TO ALL PEOPLE AND SHARE THE GOOD NEWS OF JESUS CHRIST. CELEBRATING BAPTISM AND HOLY COMMUNION, AND GUIDED BY THE BIBLE AND PRAYER, WE WILL BE ENERGIZED AND BETTER EQUIPPED TO MEET LIFE'S CHALLENGES. WE WILL LOVE, CARE FOR, ENCOURAGE, AND SERVE ONE ANOTHER IN LOVE, REFLECTING JESUS' EXAMPLE. WE WILL DEDICATE OUR LIVES AND RESOURCES TO EXPAND THE KINGDOM OF GOD BOTH LOCALLY AND THROUGHOUT THE WORLD.

ZION LUTHERAN CHURCH HAS A RICH HISTORY IN OUR COMMUNITY AS A GIVING AND GROWING CHURCH. WE WILL CONTINUE TO BUILD ON THAT HISTORY. OUR CHALLENGES, SUCCESSES, AND OUR FAITH WILL INSPIRE US TO DO MORE AND BE MORE.

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OBJECTIVES

GROWTH	GROWTH IN OUR RELATIONSHIP WITH CHRIST AS A CONGREGATION AND AS INDIVIDUALS, IN SELF, IN FELLOWSHIP, IN NUMBERS
MINISTRY	STAFF AND MEMBERS RECOGNIZE, DEVELOP AND SHARE THEIR GOD GIVEN TALENTS
STEWARDSHIP	SERVE WITH OUR TIME, GIFTS, AND TREASURES

STRATEGIES

GROWTH

- ❖ BIBLE STUDIES
- ❖ OUTREACH PROGRAMS
- ❖ EVENTS TARGETING THE UNCHURCHED
- ❖ COMMUNICATION
- ❖ SAFE, SECURE, COMFORTABLE AND INVITING FACILITIES
- ❖ ANNUAL MEMBERSHIP GROWTH GOAL

MINISTRY

- ❖ RIGHT MINISTRIES, RIGHT SKILLS
- ❖ IMPROVE LIFE EXPERIENCES
- ❖ EXPAND SPECIALIZED MINISTRIES
- ❖ PROMOTE HEALTH AND HEALING
- ❖ INCREASE MEMBER'S INVOLVEMENT IN MINISTRIES RELATED TO THEIR GIFTS
- ❖ IMPROVE AND CREATE NEW DISCIPLESHIP MINISTRIES

STEWARDSHIP

- ❖ INCREASE MEMBER INVOLVEMENT
- ❖ INSTILL FIRST FRUITS GIVING
- ❖ SHARE SUCCESSES AND FAILURES
- ❖ ANNUAL STEWARDSHIP COMMITMENTS
- ❖ EXPAND AND IMPROVE ACCOUNTABILITY SYSTEMS
- ❖ BALANCE MISSIONS, INNOVATION AND SUSTAINABILITY

GOALS

BASED ON THE STRATEGIES, GOALS ARE SET TO ACHIEVE THE INTENT OF THE STRATEGY. GOALS MUST BE ATTAINABLE, MEASUREABLE AND UNDERSTOOD BY ALL. STRATEGIES AND GOALS ARE LINKED IN THE PLAN DOCUMENT BY LETTER / NUMBER IDENTIFIERS (G = GROWTH, M = MINISTRY, S = STEWARDSHIP).

RESOURCES

RESOURCES IDENTIFY THE GOAL OWNER(S) AND WELL AS THE SUPPORT NEEDED TO ACHIEVE THE GOAL SUCH AS BUDGET, PEOPLE, MATERIALS, ETC.

STATUS

THIS MINISTRY PLAN IS UPDATED ON A REGULAR BASIS WITH A SHORT STATEMENT INDICATING THE PROGRESS BEING MADE TOWARD ACHIEVING THE GOAL.

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STRATEGIES	GOALS	RESOURCES	STATUS
G1. BIBLE STUDIES	G1.1 ALL ELDERS WILL LEAD AND / OR PARTICIPATE IN AN ON-GOING BIBLE STUDY OF THEIR CHOICE.	OWNER: BOARD OF ELDERS	
G2. OUTREACH PROGRAMS	G2.1 FILL OPEN VACANCIES ON THE EVANGELISM BOARD AND RESTART MONTHLY MEETINGS BY JULY 1, 2011.	OWNER: EVANGELISM BOARD	BEING WORKED ON – LOOKING FOR VOLUNTEERS
	G2.2 HOST AN EVANGELISM TRAINING CONFERENCE BY SEP 2011.	OWNER: EVANGELISM BOARD, JACK MOSHER	DELAYED UNTIL 2012
	G2.3 CONTINUE TO HAVE A CHARTERED MOPS GROUP AT ZION THROUGH AT LEAST 2012.	OWNER: MOPS	ACHIEVED
	G2.4 PURCHASE AN UPRIGHT FREEZER TO STORE MEALS MADE FOR MEMBERS WITH MEAL NEEDS BY DEC 2011.	OWNER: CARE & CONCERN	
G3. EVENTS TARGETING THE UNCHURCHED	G3.1 DEVELOP BY OCT 2011 A PROPOSAL TO OFFER AN “APPROACHABLE” CHURCH SERVICE TO ATTRACT THE UNCHURCHED AS WELL AS ZION MEMBERS WHO HAVE FALLEN AWAY FROM THE CHURCH.	OWNER: PASTOR RESOURCES: BOARD OF ELDERS	ACHIEVED

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STRATEGIES	GOALS	RESOURCES	STATUS
G3. EVENTS TARGETING THE UNCHURCHED (CONT.)	G3.2 PROPOSE BY OCT 2011 AN ADVERTISING CAMPAIGN AIMED AT ATTRACTING VISITORS AND THE LOCAL COMMUNITY.	OWNER: JOHN PAULSEN	PROPOSAL DEVELOPED AND BEING ASSESSED
G4. COMMUNICATION	G4.1 EXECUTE A 2012 - 2014 CHURCH MINISTRY PLAN BY JUNE 2012	OWNER: LEADERSHIP REVIEW BOARD RESOURCES: PASTOR, COUNCIL, CONGREGATION	ACHIEVED
	G4.2 COMMUNICATE ON A SEMI-ANNUAL BASIS TO THE CONGREGATION HOW THEIR CONTRIBUTIONS MAKE A DIFFERENCE TO ENABLING ZION MINISTRIES.	OWNER: BOARD OF FINANCE	MOPS PRESENTATION 11/8
	G4.3 PROPOSE TO COUNCIL BY SEP 2011 THE DEVELOPMENT OR ENHANCEMENTS OF PROCESSES THAT FOSTER EFFECTIVE COMMUNICATION, ADDRESS MEETING EFFICIENCIES, AND OTHER INNOVATIONS RELATED TO ZION'S GROWTH AND COMMUNITY INVOLVEMENT.	OWNER: LEADERSHIP REVIEW BOARD	PROPOSAL BEING ASSESSED

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STRATEGIES	GOALS	RESOURCES	STATUS
G.4 COMMUNICATION (CONT.)	G4.4 DEVELOP AND IMPLEMENT BY SEPT 2011 A PROCESS FOR TIMELY ANNOUNCEMENTS OF CHURCH AND PRESCHOOL NEWS IN THE SUNDAY BULLETIN.	OWNER: LEADERSHIP REVIEW BOARD, PASTOR RESOURCES: COUNCIL, ADMIN STAFF	ACHIEVED
	G4.5 CREATE A BULLETIN BOARD (CONSIDER CORK BOARD, ZION WEBSITE, BULLETIN) TO PROVIDE AN ADVERTISING MEDIUM FOR MEMBERS TO POST THEIR AVAILABILITY TO PROVIDE SERVICES OR FOR MEMBERS TO MAKE A REQUEST FOR SERVICES NEEDED.	OWNER: PASTOR	
	G4.6 ANNUALLY DETERMINE THE CONGREGATIONS' OPINION OF THE EFFECTIVENESS OF THE BOARD OF ELDERS BY THE END OF EACH CALENDAR YEAR.	OWNER: BOARD OF ELDERS	
	G4.7 INCLUDE IN THE CHURCH BULLETIN A MONTHLY UPDATE OF PRESCHOOL ACTIVITIES.	OWNER: PRESCHOOL	ACHIEVED

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G.4 COMMUNICATION (CONT.)	G4.8 USE EMAIL AS A PRIMARY SOURCE OF COMMUNICATION AMONG PRESCHOOL BOARD MEMBERS.	OWNER: PRESCHOOL	ACHIEVED
	G4.9 CREATE AND DISTRIBUTE TO ALL PRESCHOOL FAMILIES AND THE CHURCH SECRETARY A CALENDAR OF ALL PRESCHOOL EVENTS AT THE BEGINNING OF THE SCHOOL YEAR.	OWNER: PRESCHOOL	ACHIEVED
	G4.10 ALL ELDERS WILL CONTACT THEIR ASSIGNED MEMBERSHIP LIST AT LEAST THREE TIMES ANNUALLY EITHER BY MAIL, EMAIL, PHONE OR IN PERSON.	OWNER: BOARD OF ELDERS RESOURCES: STAFF TIME AND POSTAGE AND MAILING SUPPLIES IF NECESSARY	CHRISTMAS CARDS SENT
	G4.11 CONTACT ALL ZION MEMBERS ON A REGULAR BASIS TO GIVE ENCOURAGEMENT, ASK FOR PRAYER REQUESTS, AND DETERMINE ANY PHYSICAL NEEDS.	OWNER: CARE & CONCERN RESOURCE: BOARD OF ELDERS	

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<p>G5. SAFE, SECURE, COMFORTABLE, INVITING FACILITIES</p>	<p>G5.1 SEAL COAT, PAINT PARKING STRIPES ON THE CHURCH AND ZION PLAZA PARKING LOTS NO LATER THAN OCT 2011.</p>	<p>OWNER BOARD OF TRUSTEES RESOURCES: BUDGET</p>	<p>ACHIEVED</p>
	<p>G5.2 ASSIST MARY-MARTHA IN THE REMODELING OF THE DOWNSTAIRS BATHROOM TO BE COMPLETED BY DEC 2011.</p>	<p>OWNER: BOARD OF TRUSTEES RESOURCES: MARY-MARTHA, BUDGET</p>	<p>THIS GOAL HAS BEEN PUT ON HOLD BY THE TRUSTEES</p>
	<p>G5.3 SIDEWALK CLEANING AND CRACK FILLING (PHASE TWO), PUT SECOND COAT OF SEALER ON SIDEWALK IN JUNE 2011, THEN APPLY FINAL CLEAR COAT IN SEPT 2011.</p>	<p>OWNER: BOARD OF TRUSTEES RESOURCES: BUDGET</p>	<p>ACHIEVED</p>
	<p>G5.4 OBTAIN BIDS, SELECT VENDOR TO INSTALL A NEW CARILLON TO REPLACE THE OLD DEFECTIVE CARILLON.</p>	<p>OWNER: BOARD OF TRUSTEES RESOURCES: BUDGET</p>	<p>ACHIEVED</p>
	<p>G5.5 DEVELOP A PROPOSAL BY OCT 2011 FOR THE INSTALLATION OF BATHROOM FACILITIES IN A LOCATION CONVENIENT TO ALL CHURCH SERVICE ATTENDEES.</p>	<p>OWNER: BOARD OF TRUSTEES</p>	<p>PROPOSAL DEVELOPED AND BEING ASSESSED</p>

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G5. SAFE, SECURE, COMFORTABLE, INVITING FACILITIES (CONT.)	G5.6 MAKE IMPROVEMENTS TO THE YOUTH ROOM INCLUDING PAINTING, CEILING TILE REPLACEMENT, SHELVING AND WHITE / CHALK BOARD INSTALLATION BY DEC 2011 AND ADDITIONAL ENHANCEMENTS INCLUDING ROOM-WRITING OPPORTUNITIES, BRAG BOARD, NEW CRUCIFIX, ETC. BY MAY 2012.	OWNER: YOUTH GROUP RESOURCES: BUDGET	PARTIAL PAINTING DONE – WORK ONGOING
G6. ANNUAL MEMBERSHIP GROWTH GOAL	NO SPECIFIC GOALS FOR THE NEXT TWELVE MONTHS.		

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STAFF AND MEMBERS RECOGNIZE, DEVELOP AND SHARE THEIR GOD GIVEN TALENTS

STRATEGIES	GOALS	RESOURCES	STATUS
M1. RIGHT MINISTRIES, RIGHT SKILLS	M1.1 MEET THE NEEDS OF ZION MEMBERS WHEN APPROPRIATE DURING 2011 WITH FELLOWSHIP EVENTS, FUNERAL MEALS, MAINTAINING KITCHEN SUPPLIES AND COMMUNICATION BY USING OUR GROUPS TALENTS.	OWNER: MARY-MARTHA	ACHIEVED
	M1.2 DELIVER FOUR SERMONS ANNUALLY UNDER THE TUTELAGE OF PASTOR KENNY.	OWNER: JACK MOSHER RESOURCE: PASTOR KENNY	ACHIEVED – DELIVERED EIGHT SERMONS
	M1.3 FULFILL A PLAN THAT LEADS TO COLLOQUISED ORDINATION INCLUDING: <ol style="list-style-type: none"> 1. LICENSED AS A DEACON IN LCMS BY SPRING 2012. 2. BE AVAILABLE AS A FILL IN FOR LOCAL LCMS PASTORS. 3. START SEMINARY TRAINING IN SUMMER 2012. 4. COLLOQUISED ORDINATION IN 2016. 	OWNER: JACK MOSHER RESOURCES: PASTOR KENNY, BOARD OF ELDERS, BUDGET	ON TRACK

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M2. IMPROVE LIFE EXPERIENCES	M2.1 ANNUALLY CONDUCT A RETREAT OR WORKSHOP TO FACILITATE THE SPIRITUAL ENRICHMENT OF ELDERS, AND / OR THE ACHIEVEMENT OF MINISTRY PLAN GOALS BY THE END OF 2011.	OWNER: BOARD OF ELDERS	WORKSHOP CONDUCTED IN OCTOBER
	M2.2 ASSIGN PRAYER MENTORS TO EACH CONFIRMAND FOR THE NEW TWO YEAR PROGRAM BEGINNING SEPT 2011 AND ENDING JUNE 2013.	OWNER: SHIRLEY RISTOW	
	M2.3 CREATE AND SUBMIT BY JUN 2012 A SURVEY TO ALL CHILDREN'S CHURCH VOLUNTEERS TO EVALUATE STRENGTHS AND WEAKNESSES OF THE PROGRAM ALONG WITH FUTURE PLANS.	OWNER: BOARD OF CHRISTIAN EDUCATION	GOAL OWNERSHIP CHANGED FROM J. PAULSEN AND GOAL RETIMED FROM DEC 2011
	M2.4 PROVIDE OPPORTUNITIES TO THE YOUTH GROUPS FOR FOUR FIELD TRIPS IN 2011.	OWNER: JACK MOSHER RESOURCES: PARENTAL SUPPORT, BUDGET	ACHIEVED - PAINTBALL, TIMBER WOLF YOUTH CAMP, MANNING BBQ, LOCK-IN

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STRATEGIES	GOALS	RESOURCES	STATUS
M2. IMPROVE LIFE EXPERIENCES (CONT.)	M2.5 CREATE OPPORTUNITIES FOR THE YOUTH GROUPS TO PARTICIPATE IN MISSION ACTIVITIES IN 2011.	OWNER: JACK MOSHER	ACHIEVED
M3. EXPAND SPECIALIZED MINISTRIES	M3.1 CONTINUE TO GROW IN 2011 THE MONDAY NIGHT SERVICE ATTENDANCE BY 10% OVER 2010.	OWNER: RANDY HITT RESOURCES: MEMBER INVOLVEMENT INCLUDING HELPING WITH THE DINNER, GREETERS, BEING PART OF THE PRAISE TEAM, HELPING WITH A/V SET UP AND TEAR DOWN, ETC.	
	M3.2 A MUSIC MINISTRY PLAN IS IMPLEMENTED THAT PROVIDES 50% GROWTH IN CHOIR AND 3-5 ADDITIONAL HAND BELL PARTICIPANTS BY THE END OF 2011.	OWNER: DAVE PUGH	ACHIEVED 50% GROWTH HOWEVER TWO MEMBERS STEPPED DOWN OR MOVED AWAY. NO CHANGE IN HAND BELL PARTICIPANTS.
	M3.3 PROVIDE OPPORTUNITIES EACH MONTH FOR THE CONGREGATION TO EXPAND THEIR KNOWLEDGE OF AND FAMILIARITY WITH THE HYMNS OF THE FAITH.	OWNER: DAVE PUGH	ACHIEVED. DAVE NOW LEADS THE HYMN SINGING. NEW SONGS ADDED TO SECOND SERVICE.

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M3. EXPAND SPECIALIZED MINISTRIES (CONT.)	M3.4 INCREASE BY DEC 2011 THE AVERAGE ATTENDANCE AT YOUTH GROUP MEETINGS TO EIGHT PER MEETING FROM FOUR.	OWNER: JACK MOSHER RESOURCES: PARENTS	ACHIEVED
	M3.5 HOLD TWO FUND RAISERS TO SUPPORT THE YOUTH GROUPS AND MISSIONS.	OWNER: JACK MOSHER	ACHIEVED THREE FUND RAISERS RAISING A TOTAL OF \$2050
M4. PROMOTE HEALTH AND HEALING	M4.1 ALL ELDERS WILL VISIT AND / OR PRAY FOR THEIR MEMBERS WHO ARE HOSPITALIZED OR OTHERWISE IN NEED ON AN ONGOING BASIS.	OWNER: BOARD OF ELDERS	
M5. INCREASE MEMBER'S INVOLVEMENT IN MINISTRIES RELATED TO THEIR GIFTS	M5.1 RECRUIT MEMBERS FOR THE CARE & CONCERN COMMITTEE.	OWNER: CARE & CONCERN RESOURCES: COUNCIL	
M6. IMPROVE AND CREATE NEW DISCIPLESHIP MINISTRIES	M6.1 CREATE A MINISTRY BY NOV 2011 THAT FOCUSES ON OUTREACH TO THE ELDERLY.	OWNER: PASTOR RESOURCES: ADMIN STAFF, YOUTH GROUP	IN PROCESS – SEE PASTOR IF YOU HAVE INTEREST IN PARTICIPATING

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OBJECTIVE: STEWARDSHIP

SERVE WITH OUR TIME, GIFTS, AND TREASURES

STRATEGIES	GOALS	RESOURCES	STATUS
S1. INCREASE MEMBER INVOLVEMENT	S1.1 COMPLETE AT LEAST ONE LOCAL MISSION PROJECT INVOLVING AT LEAST THREE ZION MEMBERS BY MAY 31, 2012	OWNER: BOB MANNING, MISSION ELDER RESOURCES: CONGREGATION VOLUNTEERS	ACHIEVED OCT 2011 INDIAN RIVER FOUR ZION MEMBERS INVOLVED
	S1.2 COMPLETE AT LEAST ONE MISSION PROJECT OUT OF THE SURROUNDING COMMUNITY INVOLVING AT LEAST SIX ZION MEMBERS BY MAY 31, 2012.	OWNER: BOB MANNING, MISSION ELDER RESOURCES: CONGREGATION VOLUNTEERS	ACHIEVED NOV 2011 CEDARVILLE EIGHT ZION MEMBERS INVOLVED
	S1.3 SPONSOR A CONGREGATIONAL PICNIC ON JULY 31, 2011.	OWNER: CARE AND CONCERN RESOURCES: BUDGET, CONGREGATION VOLUNTEERS	ACHIEVED
	S1.4 DEVELOP OPPORTUNITIES FOR PARENTAL INVOLVEMENT IN YOUTH GROUP ACTIVITIES IN 2011.	OWNER: JACK MOSHER	ACHIEVED / ONGOING – FAMILY FELLOWSHIP PROGRAM
S2. INSTILL FIRST FRUITS GIVING	S2.1 CREATE AND IMPLEMENT A STEWARDSHIP SEASON BUILT ON A FOUNDATION OF PRAYER THAT INCLUDES A STEWARDSHIP SUNDAY IN AUGUST 2011 AND CONGREGATION STEWARDSHIP GIFT COMMITMENTS.	OWNER: BOARD OF FINANCE RESOURCES: PASTOR	ACHIEVED
S3. SHARE SUCCESSES AND FAILURES	NO GOALS NEEDED AT THIS TIME.		

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S4. ANNUAL STEWARDSHIP COMMITMENTS	S4.1 IMPROVE PARTICIPATION IN THE SIMPLY GIVING PROGRAM TO FIFTEEN FAMILIES FROM FOUR BY JUNE 30, 2012.	OWNER: BOARD OF FINANCE	
S5. EXPAND AND IMPROVE ACCOUNTABILITY SYSTEMS	S5.1 CONDUCT STAFF PERFORMANCE EVALUATIONS BY THE END OF AUGUST 2011 FOR PASTOR, JACK MOSHER, DIRECTOR OF TRADITIONAL MUSIC, DIRECTOR OF CONTEMPORARY MUSIC	OWNER: LEADERSHIP REVIEW BOARD RESOURCES: PASTOR	ACHIEVED
	S5.2 REVIEW AND UPDATE ZION'S ORGANIZATION CHART AND LEADERSHIP HANDBOOK BY DECEMBER 31, 2011.	OWNER: LEADERSHIP REVIEW BOARD RESOURCES: PASTOR, COUNCIL	ON HOLD
	S5.3 DEVELOP BY OCT 2011 A PROPOSAL THAT ADDRESSES THE TIMELY MAINTENANCE AND INFORMATION UPDATE OF ZION'S WEBSITE.	OWNER: INFORMATION TECHNOLOGY COMMITTEE RESOURCES: BUDGET, LEADERSHIP REVIEW BOARD AND COUNCIL	PROPOSAL BEING ASSESSED
	S5.4 POST AND MAINTAIN A CURRENT CALENDAR OF CHURCH USE EVENTS BY JULY 1, 2011.	OWNER: BUILDING USE COMMITTEE	ACHIEVED – SEE CHURCH OFFICE ADMINISTRATOR

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STRATEGIES	GOALS	RESOURCES	STATUS
S5. EXPAND AND IMPROVE ACCOUNTABILITY SYSTEMS (CONT.)	S5.5 POST INFORMATIVE SIGNS REGARDING USE AND / OR REMOVAL OF CHURCH EQUIPMENT BY JULY 1, 2011.	OWNER: BUILDING USE COMMITTEE	ACHIEVED
	S5.6 COMMUNICATE DECISIONS TO THE CHURCH OFFICE REGARDING CHURCH USE EVENT REQUESTS WITHIN THREE WORKING DAYS OF NOTIFICATION TO THE BUILDING USE COMMITTEE.	OWNER: BUILDING USE COMMITTEE	ACHIEVED – PROCESS IN PLACE
S6. BALANCE MISSIONS, INNOVATION AND SUSTAINABILITY	S6.1 REDUCE THE BANK BUILDING MORTGAGE BALANCE TO \$205,000 BY THE END OF 2011 AND \$117,000 BY 2012.	OWNER: GROWTH FUND MANAGER	AUG 15 BALANCE \$204,844 DEC 31 BALANCE \$180,114 REVISED 2012 FROM \$140,000
	S6.2 ACHIEVE 2011 ANNUAL RENTAL INCOME IN EXCESS OF \$60,000 AND \$80,000 IN 2012 THROUGH 100% OCCUPANCY AND MAINTAINING THE BUILDINGS AND GROUNDS IN GOOD ORDER.	OWNER: GROWTH FUND MANAGER	AUG 15 INCOME \$55,816 DEC 31 INCOME \$87,724 REVISED 2012 FROM \$70,000