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*"Thank you to Geneva
Presbyterian Church for
sponsoring our first book!"*
-Jim Milley



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unmasked
HEARTS

Annual Report 2020





Top left: Bridge Leaders advocate for social justice.
Bottom: Celebrating Jim Milley's Doctorate, which involved measuring the success of Bridges over six years.



unmasked HEARTS

There has never been a year like this one.

And yet Bridges was ready. Covid-19 took away buildings and office hours from a lot of organizations. Bridges was designed without these things from the start. Bridges simply pressed the accelerator.

And our Bridge Leaders with their hearts unmasked did amazing things. They delivered food for people in quarantine. They helped food banks obtain fresh vegetables. They trained Moms and children to lead on-line morning devotions. They just kept serving people, loving people and helping people connect with God.

Through this booklet, you will enter deeper into the adventure through stories and reports of what God has been doing in our midst over the past 12 months. Let's thank God together. Let's celebrate. And let's anticipate that God will continue to show us God's love and caring heart for all of the many peoples across America.

Thank you for partnering together on this adventure. I thank God for you. I thank God for your unmasked heart.

With the heart of Christ,

Jim
Rev. Dr. Jim Milley

Bridges. Our Purpose and Vision



Beth Teran is constantly improving our Support Groups.

The purpose of Bridges is to train a new type of leader for a new model of church, bringing together both old and new, that spreads across America and transforms one community after another.



Bridge Leaders gather Disciples into groups that follow Jesus.

Bridge Leaders serve part time. They learn to join groups, befriend people, and make disciples outside of church culture. This new type of leader creates a life style that is free to serve people who are outside the existing church without requiring payment, neither from those they serve nor from existing churches. If they do need compensation, they learn how to raise funds from Christians who are committed to their ministry. When they do gather disciples into groups, they do so in low cost ways that don't require owning property or buildings.



Disciples make Disciples.

Bridges dreams of thousands upon thousands of these low-cost groups, networked together with each other and with larger churches with property, all working together

THE PAST 12 MONTHS



Accelerating through the Coronavirus Pandemic

Bridges is designed as a post-internet, online support platform for a multiplying movement that does not depend on high cost things such as buildings, full-time Christian workers, and large group gatherings. Therefore, our ministry actually increased in intensity and volume during Covid-19.

We Moved All Support Groups to Zoom

When Support Groups began meeting face to face again, we used social distancing and face masks.

We modified our 3-day annual training into shorter monthly trainings by Zoom.

Some Bridge Leaders started new events such as:

- daily mom & daughter devotions led via Facebook
- raising money from friends, buying meals from restaurants, and then serving meals to people in a homeless shelter
- pasta dinner competitions via Zoom



Bridge Leader Norm and his group inspire their supporters by sharing stories on Zoom.

How We Made a Difference

Impact of our Ministry over the past 12 months.

Bridges supported 50 leaders leading 50 discipling ministries among 50 different types of people groups in four different States around the USA. Rather than give them monies that might help them this year but not create a sustainable base, Bridges gives them the services they need that enable them to grow not only their ministry but also the support base that their ministry needs to succeed year after year. Bridges provided assessments, trainings, mentoring, coaching, nonprofit status, counseling, support groups, fund development training, accounting, and more. And this year Bridges was excited to grow our own base for our ministry so that we can serve a lot more leaders in the years to come.



Building relationships across cultures is core of what Bridges does.



To prepare to scale our supporting ministry services, Bridges:

- finished the first year-long training program for new Coaches.
- established a monthly training program for Support Group Leaders.
- automated weekly financial reports for 26 ministries.
- standardized accounting procedures with monthly reconciliation and close.

Thank you for making possible so much for so many!

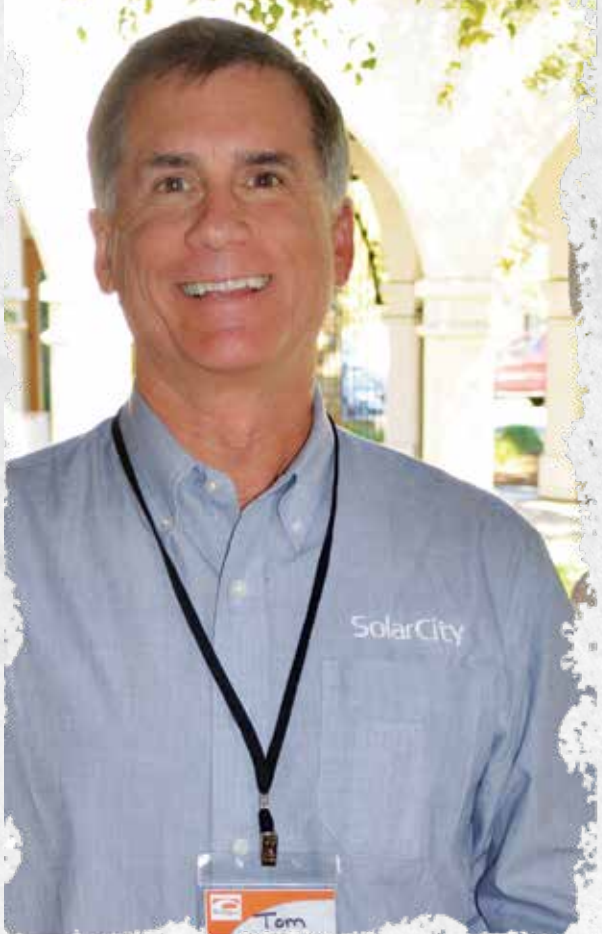
Measurable Results:

Bridge Leaders on average participate in five unchurched groups, influence 63 people, have 15 intentional friendships, and seven disciples. Over the past 12 months, of those surveyed this past June, each leader had joined two more groups, influenced 13 more people, made one more friend, and made one more disciple among people outside of faith.

Bridges Honors Tom King



Tom King



Tom King is a man with an unmasked heart. He has been passionately caring about others and serving through his local church for many years. Tom has sought to mentor leaders in every role, whether as a manager at work or raising his two sons. Tom multiplied his

influence through serving on the Board of Bridges over the last eight years. He helped guide Bridges from the first group of 10 leaders to over 120 leaders and the thousands of lives they have impacted. Tom King used his entrepreneurial, risk embracing, passionate energy to create a platform of support for many leaders. He is both a man of vision and a man of action. And his caring heart has encouraged us all.

Tom lives in Pasadena with his wife Nancy. He loves cycling on weekends with a group of fellow men. He serves at La Cañada Presbyterian Church.



Tom and Nancy King

Bridge Leader Organizes a New Church

Bridge Leader Norm Gordon launched a new Christ-following community. Norm was able to transition to serving full-time the "Germantown Global Connection." They have mobilized to serve their community during Covid-19 by:

- delivering food to quarantined families
- raising funds, buying meals from distressed restaurant owners, and delivering the meals to hungry people in homeless shelters
- collecting fresh vegetables for a local food bank when the grocery store would not sell to the food bank in bulk due to rationing during Covid-19

"Bridges has provided so much: training, support, a fantastic coach, assessment. But by far the greatest gift to me has been its perspective: no other organization. I know understands better what it means to be a missionary in North America."

— Norm Gordon on October 23, 2020



Florence Annang

"Bridges is building bridges across different denominations, different socio-economic groups, and to different resistances... For my ministry, it gave me accountability, transparency for my donors, a foundation of ministry, conversation for my community, and established for me that being a missionary was not being the oddball."

— Florence Annang on April 22, 2020

Featured stories during Unmasked Hearts 2020



Emilio Martinez

Emilio dreamed of producing movies in hopes of sharing people's genuine stories. Instead he found himself homeless, living in his parked car when a police officer knocked on his window. Now Emilio has launched a thriving Christ-following community of actors and producers



Sue Brooke

Sue had invested everything into her Tutoring and After school Learning Center. She sold it for \$250,000 but the buyer never paid. She was devastated. Through being with lots of Bridge Leaders, she discovered hope and now, trains others to start new businesses.



Mike Eshete

Coming from Ethiopia, Mike was shocked to find homeless people sleeping on benches in his American neighborhood. Bridges has given him a platform to befriend people on the streets and seek solutions together.



Tandi Byrne

As a successful TV Producer and Director in Christian Television, Tandi felt a calling that she could not shake. Did God really want her to move to Los Angeles and start over? When she arrived, she discovered that Bridges was here to help.

Bridge Leader Florence Annang organizes summer camp each year for children in her neighborhood.



2021

THE NEXT 12 MONTHS

Program Goals

1. Recruit 10 more Bridge Leaders in 12 Months
2. Add two more Support Groups
3. Train four more Coaches
4. Train two more Support Group Leaders
5. Double the amount of funds raised for program ministries from about \$360,000 to \$660,000



Planning to add new Bridge Leaders.



Bob Bugeja planning for new ministries such as Musicians 4 Missing Kids.

Scaling Goals

1. Change the incentive structure for paying mentors for Fund Development to increase the results for Bridge Leaders in funds raised
2. Transition to the Sage Accounting Software System
3. Increase Ease of the On-Boarding Process for Bridge Leaders through Web Portal Development

Advancement Goals

1. Recruit five more congregational partners for training leaders
2. Recruit 10 more businesses for Sponsorship Partnerships
3. Expand the Bridges Board of Directors to six Board members with diverse networks



Planning to add new Christ-following communities.

Major Project Goals

Bridges has a list of major projects that can be accomplished if funds become available.

1. Creating a Web-based Portal Service Delivery System (\$100,000 Phase I)
2. Creating an App for accessing services for Bridge Leaders (\$50,000)
3. Installing a new accounting system for scaling to 1000 leaders (\$40,000)
4. On-line Store (\$10,000)
5. On-line Assessment Center (\$25,000)
6. Legal Compliance, HR Compliance, Trademark registration, copyright registration to protect Bridges into future growth (\$15,000)
7. Installing a new accounting system for scaling to 1000 leaders (\$40,000)
8. Hiring a Program Director or Operations Director or Product Manager to expand Bridges' overall capacity to serve Bridge Leaders (\$50,000 PT/ \$100,000 FT)



Bridges brings together people with many differences and builds relationships.

"No other agency assists people who want to make an impact outside of the church like Bridges"

— Norm Gordon on June 22, 2020



Planning to add new Christ-following communities.

Financials

BRIDGES FINANCIAL REPORT

Summary Explanation

Bridges plans to add 10 Bridge Leaders to our ACTS Services program. The services provided to each Bridge Leader cost approximately \$5000, so that increases Bridges cost by \$50,000.

Bridges ended the last fiscal year this past June 30 with a deficit of more than \$63,000. Over \$26,000 of this \$63,000 is from a PPP Loan. Bridges plans to get this \$26,000 forgiven within a few months. Bridges is

king to rectify last year's deficit and create a reserve fund for managing cash flow by ending the next fiscal year with a surplus of approximately \$77,000.

Bridges does seek to reduce operating costs each year and spread that cost over more Bridge Leaders, thereby increasing our efficiency and effectiveness. Any funds in excess of budget will be used to train more Bridge Leaders.

Projected Income and Expense for 2020-2021

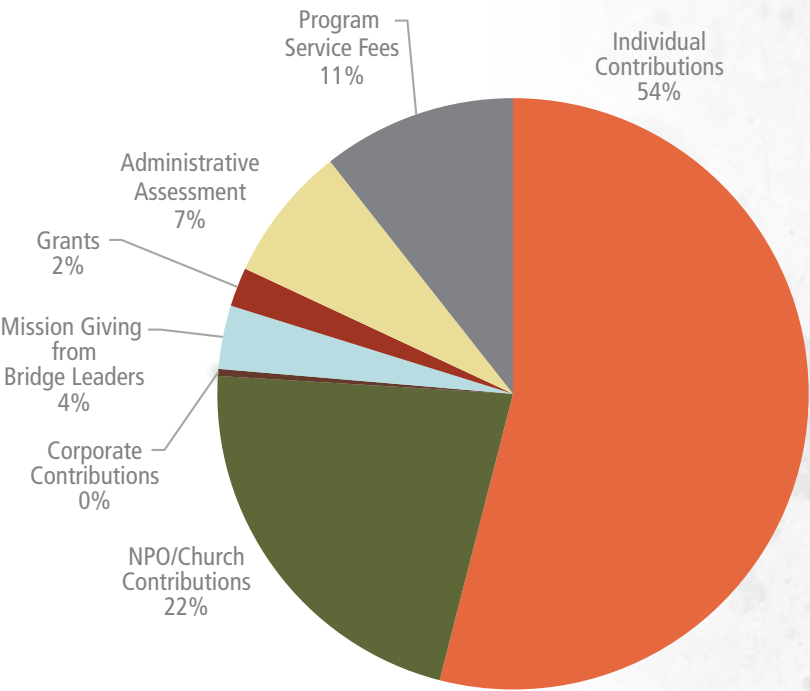
2020-2021	BRIDGES GENERAL	PROJECT FUNDS	TOTAL
Projected Income	\$347,500	\$660,000	\$1,007,500
Projected Expense	\$270,500	\$660,000	\$930,500
Projected Net	\$77,000		

Income and Expense for 2019-2020

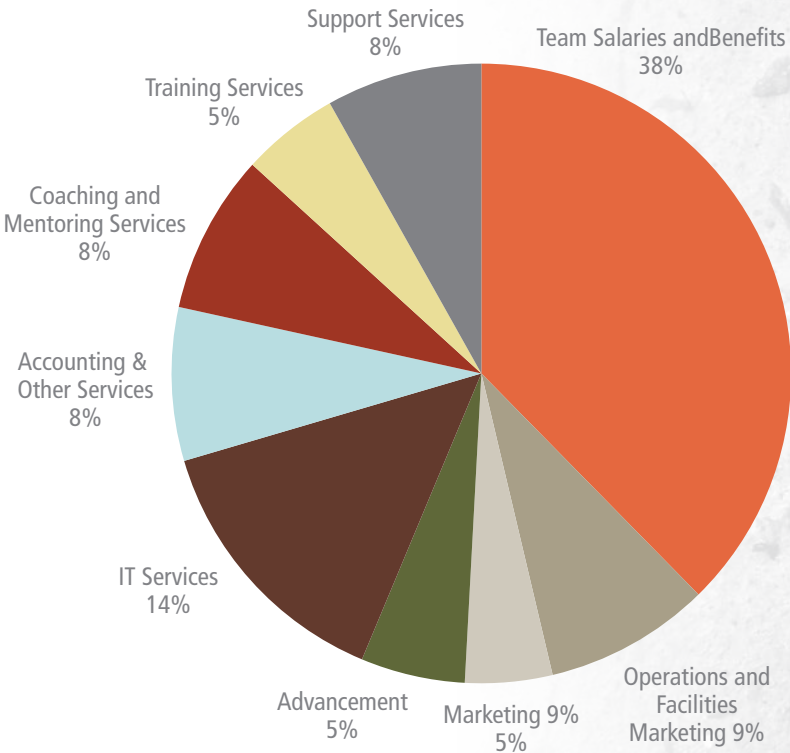
2019-2020	BRIDGES GENERAL	PROJECT FUNDS	TOTAL
Income	\$281,655	\$289,617	\$571,272
Expense	\$344,661	\$315,694	\$660,355
Net	(\$63,005)		

* Bridges General Funds are those funds used to serve all Bridge Leaders. They are not designated.
** Project Funds are designated to a particular project related to one of the Bridge Leaders.

INCOME



EXPENSES



Purpose Report

BRIDGES GENERAL ONLY PURPOSE OF EXPENSES

Purpose	\$	%
Program:	\$180,087	52%
Administration:	\$83,856	24%
Fund Development:	\$80,718	23%

ALL FUNDS PURPOSE OF EXPENSES

Purpose	\$	%
Program:	\$495,781	75%
Administration:	\$83,856	13%
Fund Development:	\$80,718	12%

Thank You

Financial Partners

Bridges General Fund

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Ray and Kathy Albrektsen
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James and Angela Peng
Plan Ahead Events
Jose and Marta Porcell



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Presbytery of San Fernando
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Reality Church of Los Angeles
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Robert E. Hansen Fam Foundation
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San Marino Community Church
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Mike and Patty Smith
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Anne Soule
Russ and Jennifer Stanton
Hugh Stilley
Lee Taft Johnson
Linda Taix
Beth and John Teran
The Berns Team
Keller Williams Realty

"I really appreciate the collegiality of Bridges and the dedication and experiences of my fellow Bridge Leaders. The community helps one feel not alone in a very niche type of work."

— Taeler Morgan on May 12, 2020

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Schwab Charitable
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Kevin and Diane Sheldahl
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Alice Velarde



Bridges wants to thank all our Financial Partners. Its only with you and God's help that this Annual Report is possible.

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John and Kay Travis
Vanguard Charitable
Doug and Joyce Wachsmuth
Steven Ward
Wheeler-Waddell Family Charitable Fund
Sylvia Woodall
Charles and Susan Wright



Volunteers are essential to our success.

"Bridges cares as much for the minister as for the ministry. Bridges goes looking for God's activities in the world and encourages us to be participants."

— Betsy Hall on May 15, 2020