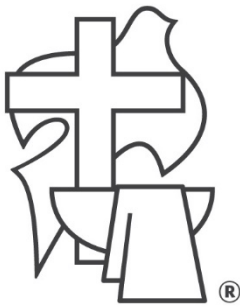


Susquehanna Regional Conference Annual Meeting 2024

AGENDA



Saturday, April 13th, 2024

New Life Community Church

Carlisle, PA

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PART ONE
CONFERENCE REPORTS

Item 1.

Conference Staff

Moderator.....Heather Beaty, Bishop
Assistant Moderator..... Denise Rupp
Registrar.....Kathy Bennett
Conference Secretary..... Jan Kerstetter

Annual Meeting 2024: Faithfully Multiplying

This year, the Brethren in Christ Church U.S. will be releasing a new edition of our Core Values book entitled *Compelling Convictions: Finding Our Future in a Modern World* complete with reflections from our BIC brothers and sisters around the world. As we recommit to these core values, we again confess our commitment to Jesus and our need for the transformative power of the Holy Spirit.

We are a people of the Word and of the Way. We are first and foremost disciples of Jesus, making disciples with him. During our 2024 Susquehanna Annual Meeting, we will be rejoicing in the work that God has been doing in our churches, particularly in the area of discipleship. Then, we will turn our gaze to the coming year as we discuss our future in fulfilling God’s calling to multiply healthy disciples, leaders, programs, and sites.

We look forward to joining together to celebrate what God is doing, recommitting to the work he has entrusted to us, and seeking Him together for our next steps.

⁶This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples.”

John 15:8

Item 2.

List of pastors and elected delegates

Big Valley	Steve Munger, Linda Munger
Cedar Grove	Ken Hepner, Garrick Paden, Amber Supplee, Zach Bashore, LaDonna Benner, Shawn Benner, Gary Lauver
Cedar Heights	Scott Garman, Laurie Garman, Bill Neimond, Linda Neimond
Colyer	Darrell Smucker
Dillsburg	Rob Douglass, Naomi Smith, Arlene VanDyke, Ginny Spurrier, Art Bert
Eschol	Andrew Meiser
Fairview	Denise Rupp, Steve Hartman, Katrina Rife
Ferguson Valley	Ken Grove, Lyle Yoder, Serenna Crozier
Grantham	David Flowers, Melissa Lowther, David Perry, Denise Fogelsanger, Dan Alonso, Kelle Alonsa, Brantley Gasaway, Katie Gasaway
Granville	Ken Grove, Tiffany Boozel
Green Grove	Darrell Smucker, Ruth Harter
Hanover	Brian Casale, Jane Casale, Anthony Snively, Katlyn Snively
Iglesia Hispana Vida y Esperanza	Evelin Montoya, Juan Ramon Montoya
Jemison Valley	Guy Murray, Paul Bowes (alternate: Lauren Murray)
Luz Alegria y Esperanza	Mike Holland, Fernando Bedon, Maliaj Yang, Patty Ponce
Marsh Creek	Dan Longmore, Marty Longmore
Mechanicsburg BIC	Layne Lebo, Dave Hershberger, Quin Hock, Evan Lebo, Harmony Petty, Jen Souter
Mechanicsburg Community	Steve Mann, Cheryl Hopkins
Messiah Village	David Parry, Richard Ross, Lucy Mellinger Ross, Doug Miller
Mi Casa de Oración	Mario Francisco Tepexicuapa, Carmen (Leny) Rivera-Vazquez, Alexandra de la Cruz
Morning Hour Chapel	Joseph Durika
Mountain Ridge	Ken Landis
MRC Gettysburg	
New Harvest	Terry Burton, Christine Campbell
New Life Community	Ryan Brown, Maureen Brown, Ron Crawford, Jaylene Shannon, Glenda Baublitz, Joshua Brown, Andrew Berg, Destiny Vasquez, Don Pratt
Pathway Community	Jim Dinger, Sharon Stoner, Larry Stoner

Redland Valley

John Dunlap

Saville

Andrew Meiser

The Meeting House
TMH Dillsburg

Bob Beaty, James Yutzy, Leah Fisher, Bob Verno, Rich Love, Dave Downey, Zach Salazar, Shelley Eichelberger, Scott Hallman, Sal Buonocore, Diane Baltaeff, Cecelia Zukauckas, Bonnie Kirk, Emma Killian

The Upper Room

Jenny Hagemeyer

Item 3.

**Susquehanna Regional Conference
Annual Meeting Minutes
Pathway Community Church--York
April 15, 2023**

1. We were led by a Pathway worship team in our opening song, “Worthy of It All.”
2. Bishop Heather Beaty welcomed us to the 2023 annual meeting and opened the meeting with prayer.
3. **A motion was made, seconded, and approved to confirm the List of Board Members/Trustees as found on pages 33-35 of the agenda.**
4. **A motion was made, seconded, and approved to confirm the Personnel Report as found on pages 31-32 of the agenda.**
5. We were led by the Pathway team in some more songs: “Sing His Praise Again,” “What a Beautiful Name,” “Worthy is the Lamb”, and “Gratitude.”
6. **A motion was made, seconded, and approved to receive the following reports: Bishop Report as found on pages 10-12 of the agenda and Hispanic Ministries Report as found on pages 13-14 of the agenda.**

Mike Holland introduced the Hispanic church leaders present today. There are now 8 Hispanic churches and the goal is to have 20. Bishop Heather highlighted the Conference Leadership Team (CLT) structure and its objectives: community, collaboration, consistency, care, curiosity, creativity, coaching, and confidence. We heard from the members of CLT about an example of each objective being displayed in the past year. Community: pastoral cluster groups are helpful in developing deep relationships. Collaboration: Pastor Jim Dinger of the Pathway church developed a website for the Messiah Village church. Consistency: a pastor shared the importance of finding others to journey with and pursuing wholeness during times of brokenness and exhaustion. Care: during a pastoral crisis people traveled a long distance to provide prayer and care in person. Curiosity: a church is providing space for people to share and ask questions in groups in order to reduce anxiety during times of transition. Creativity: we are urged to keep asking questions like “What would it look like to...” and “How might we...” Coaching: a pastor shared the help he has received from his coach, being challenged and guided, sharpening his ministry, getting practical help when needed, and having a safe place to process sensitive things outside his church family. Confidence: three people shared how they have been encouraged by Grace Holland that her confidence comes from God and that He should be the source of their confidence also.

7. We congratulated those who received provisional licenses in the past year: Anthony Snively, Melissa Lowther, Glenda Baublitz, Nick Pine, and Amber Supplee. We congratulated those who received six-year licenses in the past year: Naomi Smith, Scott Hallman, Angela Fickes Mountz, Shelley Eichelberger, and Jaylene Shannon.

8. Bishop Heather delivered the Annual Meeting message. The BIC Project 250 priorities are demographics, global missions, multiplying congregations, identity, and discipleship. We are giving these priorities attention on all levels of leadership. Our conference goal is that before the next Annual Meeting each congregation will develop a discipleship pathway or plan. Jesus was very intentional about how to make disciples, and we desire to be intentional too. In Colossians 2:1-7 there are four elements that should characterize any discipleship pathway.

A. Jesus-centered. Remember that our current culture is post-Christian and invite people to follow Jesus and not only to belong to a church.

B. Belonging. People need to know that even when they mess up, they will still be loved.

C. Understanding. Learning, preaching, and teaching people how to read the Bible are integral parts.

D. Living out of faith. Living for Jesus is essential in inviting others to follow Him.

9. A motion was made, seconded, and approved to receive the following reports: Board of Directors Report as found on pages 17-18 of the agenda, Treasurer's Report as found on pages 20-30 of the agenda, and Roxbury Camp Report and Christian Retreat Center Report as found on pages 45-49 of the agenda.

Bishop Heather reminded us that the following grants are available for conference congregations: pastoral growth and renewal, technology, internship, and outreach. In addition, there are now grants of larger amounts available for programs or projects that support Project 250 related initiatives.

10. A motion was made, seconded, and approved to approve the 2023 Susquehanna Conference Spending and Budget Plan as recommended by the Board of Directors and as found on page 26 of the agenda.

11. We had discussion around each table about these questions: What have you been doing in your congregation to promote a healthy sense of BIC identity? Core values? Positions? Belonging? What work has your congregation done in the area of discipleship already? How well do you feel that your people could describe your discipleship strategy?

12. A motion was made, seconded, and approved to receive the following reports: Report from the National Director as found on pages 53-56 of the agenda, Report from BIC US World Missions as found on pages 57-58 of the agenda, Report from the BIC Foundation as found on pages 59-60 of the agenda, Report from BIC Development as found on page 61 of the agenda, Report from Awaken as found on pages 62-63 of the agenda, and Report from Shared Services as found on pages 64-67 of the agenda.

13. Alan Robinson, BIC National Director, provided sponsorship for that report. We are increasingly welcoming people of diverse backgrounds to the BIC. Things like our core values

and Project 250 priorities help us to remain united. It is important to keep our focus on Jesus and not on differences like politics and other things that can divide us. We will continue to work on Project 250 priorities from now till 2028. Congregations are where ministry happens, and this is increasingly difficult in modern society. We noted that of the 16 objectives supporting the 5 Project 250 priorities, 6 of them are to be accomplished by ministers, 5 by congregations, 4 by regional conferences, and 1 (providing an updated edition of the book Focusing our Faith) by the denomination. The conference and denominational levels of leadership want to help congregations with this work. We are asking each congregation to give \$250 per year between now and 2028 in addition to its regular Common Ministries giving and to designate that gift to pay for bringing at least 250 people to the BIC 250th anniversary celebration in 2028 from BIC congregations outside the U.S.

14. Sean Kleckner from the BIC Foundation provided sponsorship for that report. The BIC Foundation provides loans to congregations and pastors and last year it was able to provide 9 new loans. It finances this work by receiving investment deposits.

15. Mark Templeton, BIC U.S. Development Officer, provided sponsorship for that report. Development work is not in competition for members' tithe dollars. Its focus is primarily on estate giving from accumulated wealth. The BIC U.S. Legacy Society now has 70 members who have included a BIC organization in their estate plans. There is no minimum amount of gift required to belong to the Legacy Society. There is a new Ministry Grant of \$1000 available from the BIC Foundation to kick start any new ministry of a congregation.

16. Jonathan Lloyd, Director of BIC U.S. World Missions, provided sponsorship for that report. There is a Global Prayer Gathering via Zoom every Wednesday at 10:00 a.m. Eastern time, to which everyone is invited. To send prayer requests or to receive the link to join, contact missions@bicus.org. There are short-term trips going to Greece, Thailand, Colombia, and Dearborn MI. If interested, please visit the missions table in the lobby or contact the same email address as above.

17. The dates for future Ministry Development Days, lead pastor cluster meetings, Board of Director meetings and core courses are found on page 50 of the agenda. On May 6, 2023 from 9:00 a.m. to 4:00 p.m. the Susquehanna and Atlantic Conferences are having a joint Ministry Development Day on intergenerational discipleship. The next Susquehanna Conference Annual Meeting will be held on Saturday, April 14, 2024 at New Life Community Church in Carlisle. Heather prayed to conclude our meeting and for the luncheon to follow.

Item 4. Bishop's Report

It is a pleasure to submit this Bishop's report on behalf of the Susquehanna Conference Leadership Team (CLT). The CLT continues to engage with congregations across the conference in resourcing, development, and administrative roles. We are grateful as a conference to be able to resource local congregations more frequently and comprehensively because we utilize a shared leadership model.

Our team presently includes: Heather Beaty (Bishop), Rob Douglass (Credentialing), Layne Lebo (Pastoral & Church Health and Growth), Mike Holland (Hispanic Ministries), Jim Spurrier (Pastoral Care & Celebration), and Kathy Bennett (Administrative Assistant). This summer we are looking forward to Anna Lloyd serving as a conference student intern helping us focus on leadership development and better communication strategies. Please give her a big welcome as you have opportunity to engage with her.

We are delighted to have five new pastors joining us this year: Ramon and Evelin Montoya (co-pastors, Iglesia Hispana Vida y Esperanza), Guy Murray (Jemison Valley), David Parry (Messiah Village), and John Dunlap (Redland Valley). Please remember to pray for these pastors and their congregations as they walk through the first few years of ministry together.

A number of you have been involved in a learning cohort this past year, and many of you have been stepping forward to serve other pastors and congregations through mentoring, shared preaching, and collaborative initiatives. We are excited to have four of our Susquehanna churches participating in the first Thriving Congregations Lilly Initiative cohort as well. We also celebrate the full house participation for our fall Impact Seminar on discipleship, and it has been encouraging to hear and see your congregations more clearly communicating how disciples of Jesus are being developed in your local setting. Thank you for the investments you are making in developing relationships and growing together.

Project 250 priorities continue to guide our conversations and resourcing as we pursue the following objectives together: a clear sense of identity, strategic discipleship, healthy multiplication, evangelism through missions, and full representation in church leadership. This year, two of our churches have utilized the conference Project 250 Grant which was presented during Annual Meeting 2023. At this year's annual meeting, we will be presenting an overview of Susquehanna Conference vision, and you will notice that Project 250 objectives are integrated into our conference mission and vision for the next four years. This year, we will intentionally shift our focus to Priority #3: Multiplying healthy leaders, programs, and sites. This objective has implications for church health, discipleship, and church planting.

Our team counts it a privilege to serve the Susquehanna Conference. We are so thankful for your participation and your prayers as we pursue Jesus and the Great Commission together.

With deep gratitude,

Heather R. Beaty

Heather Beaty, Bishop
Susquehanna Conference BICUS

2023 SUSQUEHANNA CONFERENCE HISPANIC MINISTRY REPORT

Mike Holland, Hispanic Ministry Facilitator

The scripture says, “The fear of the Lord is the beginning of wisdom.” We are praying and teaching a true reverence and awe for the Lord leading to repentance, faith and obedience. In a time when many are growing cold toward God, we continue to press forward against the distractions, traps and temptations the enemy brings. The immigrants we minister to tend to be especially trapped by their need and the opportunity to work and make money and we must battle that spirit.

CONGREGATIONAL DEVELOPMENTS



Vida y Esperanza, Mifflintown- Four years into a “from zero” restart, a solid group of 30 attend regularly and a second group of members were received, including the leading family from the group who had left with the previous pastor. Ramon and Evelin Montoya received their pastoral licenses and became the lead pastors January 1, 2024, being officially installed, March 17, 2024.

Luz y Salvacion, Mechanicsburg has several new people coming and is bringing pastor Fernando and Magaly Bedon’s son, Andres, with his family, as an associate pastor in 2024. Magaly needs prayer as she recovers from hip surgery this winter.

Mi Casa de Oracion (MCO), Carlisle- MCO made a huge step forward in November, achieving the purchase of their rented building with a loan from BICF. A ministry highlight is the mid-week Iglesia del Niño (Children’s church) which has a higher attendance than their Sunday service with 30-35 kids coming every week. Pastor Leny’s husband, Mario, was licensed and assigned as associate pastor! Leny said, “I feel like I have real help now.”

Luz, Alegria y Esperanza (LAE), York Springs- We press in for greater prayer covering through our small phone prayer groups that connect every day of the week.

Maliaj Yang got her pastoral license and became associate pastor in September and Josiah Long became our director of discipleship, working for 10 people involved in 1 on 1 discipleship.

TEAM SUPPORT

I continue with weekly 1 on 1 coaching, mentoring and prayer with a leader from each of the 4 churches. Our monthly pastors and leaders meeting has focused on hearing the Lord in these times, growing ministry capacity, mutual encouragement and prayer. We did a spring and fall pastors' and leaders' retreat last year focusing on discipleship. This Spring our retreat will be with Bruce and Merly Bundy with the theme: Keys for a Lasting Fruitful Ministry in Changing Times. Our largest joint all church Hispanic event was the Spanish programming during Roxbury Holiness Camp with 300 people attending the Sunday morning service.



BROADER PICTURE

Four of our leaders received ministry licenses in 2023. We are 4 (3 congregations and one missional site) Hispanic congregations in the Susquehanna conference. With 3 in the Allegheny conference and a new one in the Atlantic, there are 8 congregations in the Northeast US. Each church has a vision for church multiplication with a goal of 20 congregations by 2028. The strategy will be to see 2-3 more churches planted in 2 years and then work for each church to open a daughter church or site in the next 3 years. It is a big challenge, but nothing is impossible with God. New leaders are key and last year we held a core course at La Roca BIC, Virginia, with 20 participants from PA and VA.

Thanks for your support in sustaining prayer, partnering and encouragement.

Item 5.
Congregational Statistical and Financial Reports
2023 Statistical Data

	Avg. attendance for weekly worship service(s)	# of Conversions	# of Baptisms	Avg attendance youth programs	Avg attendance children's programs	Growth through Conversions	Growth through Transfers	Births	Deaths
Susquehanna									
Reporting									
Big Valley BIC	47	-	-	-	-	-	-	-	1
Cedar Grove BIC Church	280	4	7	25	35	4	2	7	4
Cedar Heights BIC Church	95	1	6	6	5	-	5	2	1
Colyer BIC Church	8	-	-	-	-	1	-	-	-
Dillsburg BIC Church	187	8	5	14	45	4	3	4	2
Eshcol BIC	25	1	-	8	8	1	1	2	1
Fairview BIC	25	-	1	-	-	-	-	-	2
Ferguson Valley BIC	35	1	3	-	3	-	(1)	-	-
Grantham Church	356	13	13	12	-	11	-	5	4
Granville BIC Church	5	-	-	-	-	-	-	-	-
Green Grove BIC	45	1	3	-	-	-	-	-	1
Hanover BIC Church	70	-	4	8	7	-	7	2	1
Iglesia Hispana Vida y Esperanza	25	3	-	2	5	-	3	-	-
Jemison Valley	45	-	2	2	5	-	2	-	1
Luz Alegria y Esperanza BIC	45	5	6	6	8	2	-	2	-
Marsh Creek BIC of Howard	41	-	-	4	10	-	2	-	1
Mechanicsburg BIC	453	2	13	100	67	1	6	4	1
Mechanicsburg Community Church	111	-	7	14	40	-	-	3	-
Messiah Village BIC Church	61	-	-	-	-	-	2	-	8
Mi Casa de Oracion BIC Church	29	3	-	6	24	-	-	2	1
Morning Hour Chapel BIC	85	3	-	8	13	1	2	2	-
Mountain Ridge Regional Church	140	5	2	-	49	-	-	4	-
New Harvest Community BIC	206	2	3	30	40	5	-	6	1
New Life Community	265	17	6	15	25	6	11	1	-
Pathway Community BIC of York	135	15	7	15	25	15	20	2	2
Pleasant Valley BIC	20	-	-	-	-	-	-	-	-
Redland Valley BIC Church	65	-	-	10	10	-	-	3	2
Saville BIC	55	4	-	20	-	5	7	-	-
The Meeting House U.S. Network	898	-	20	63	160	-	4	17	7
The Upper Room (Belleville)	30	-	4	-	-	4	-	-	1
Reporting Total	3,887	88	112	368	584	60	76	68	42
Grand Total	3,887	88	112	368	584	60	76	68	42

2023 Financial Data

	INCOME				GIVING			
	Undesignated Donations (tithes and offerings)	Designated Donations (e.g. building campaign)	Other Income	Total Income	BIC U.S. Common Ministry*	BIC U.S. Ministry Projects*	Other Ministries	Total Giving
Susquehanna								
Reporting								
Big Valley BIC	100,883	7,500	-	108,383	12,097	-	17,735	29,832
Cedar Grove BIC Church	715,856	22,048	17,976	755,880	85,489	4,175	86,500	176,164
Cedar Heights BIC Church	214,092	10,980	-	225,072	22,500	-	2,410	24,910
Colyer BIC Church	29,918	-	22,100	52,018	-	-	2,797	2,797
Dillsburg BIC Church	552,943	62,071	7,164	622,178	78,763	2,500	112,275	193,538
Eshcol BIC	35,744	5,387	-	41,131	-	-	300	300
Fairview BIC	45,815	10,153	12,600	68,567	5,877	1,965	-	7,842
Ferguson Valley BIC	45,500	1,000	-	46,500	3,000	-	2,675	5,675
Grantham Church	841,640	133,397	49,550	1,024,587	88,041	3,016	21,900	112,957
Granville BIC Church	18,747	-	-	18,747	1,000	-	325	1,325
Green Grove BIC	116,837	4,127	328	121,292	-	-	21,463	21,463
Hanover BIC Church	178,923	7,893	59,592	246,408	13,250	-	6,817	20,067
Iglesia Hispana Vida y Esperanza	21,500	-	-	21,500	-	-	-	-
Jemison Valley	94,295	10,100	22,624	127,019	6,771	825	12,396	19,992
Luz Alegria y Esperanza BIC	22,414	30,101	26,350	78,865	500	-	17,408	17,908
Marsh Creek BIC of Howard	93,899	2,375	-	96,274	9,180	170	3,795	13,145
Mechanicsburg BIC	1,128,482	157,977	-	1,286,459	126,463	-	50,315	176,778
Mechanicsburg Community Church	214,683	-	-	214,683	17,256	-	1,800	19,056
Messiah Village BIC Church	154,637	-	216	154,852	53,000	4,400	15,300	72,700
Mi Casa de Oracion BIC Church	32,389	10,000	20,500	62,889	2,847	-	-	2,847
Morning Hour Chapel BIC	125,650	9,230	-	134,879	10,919	100	8,570	19,589
Mountain Ridge Regional Church	445,000	-	-	445,000	-	-	-	-
New Harvest Community BIC	398,630	139,033	2,244	539,907	18,333	1,667	11,000	31,000
Pathway Community BIC of York	523,699	-	-	523,699	7,500	-	11,346	18,846
Pleasant Valley BIC	35,273	5,958	-	41,231	-	-	6,839	6,839
Redland Valley BIC Church	200,000	3,000	20,000	223,000	8,600	1,265	10,000	19,865
Saville BIC	77,933	19,432	22,315	119,680	7,275	-	18,450	25,725
The Meeting House U.S. Network	2,123,051	978,377	5,358	3,106,786	320,453	13,000	119,139	452,592
The Upper Room (Belleville)	35,576	-	-	35,576	500	-	1,100	1,600
Reporting Total	8,624,007	1,630,139	288,917	10,543,062	899,614	33,083	562,655	1,495,352
Grand Total	8,624,007	1,630,139	288,917	10,543,062	899,614	33,083	562,655	1,495,352

*These figures are based on receipts received by Brethren in Christ U.S. for 2023

Item 6.
Report of the Board of Directors
TO SUSQUEHANNA CONFERENCE ANNUAL MEETING 2024

During 2023, the Susquehanna Conference Board of Directors (BOD) met in person on March 8, June 14, September 6, and December 13. We also conducted business via Zoom on March 15 and July 19 and via email five times.

In these meetings, our topics of discussion included ways to support the Project 250 goals, Project 250 grant proposal guidelines, church loan requests, pastoral searches, pastoral reviews, church revitalization programs, advice and support for our bishop, best practices to use in processing benevolence requests, sabbatical leave recommendations, New Life Community (NLC) LifeWorks articles of incorporation and bylaws, strong positive results of our bishop's mid-term evaluation, possible sale of a church building, and a document retention and destruction policy.

We received various recommendations for consideration. In each case we made and seconded a motion, discussed the issue, and approved the motion.

1. We affirmed Dave Downey as our conference representative on the East Coast Mennonite Central Committee Board.
2. We affirmed Sharon Stoner as our conference representative on the Roxbury Camp Board of Directors.
3. We approved the sale of a piece of land owned by the Colyer congregation.
4. We approved a Pastoral Growth and Renewal grant to a conference pastor.
5. We approved a gift to the Christian Retreat Center to help pay for training for its Board of Directors.
6. We approved a gift to a conference pastor for his role in conference leadership.
7. We approved a gift to the Wesleyan Holiness Connection.
8. We approved a loan from the BIC Foundation and a Project 250 grant for the Mi Casa de Oracion congregation.
9. We approved a Project 250 grant and the Articles of Incorporation of NLC LifeWorks for NLC.
10. We approved a Technology Grant to the Fairview congregation.
11. We approved the sale of both the Baltimore church building and parsonage.

12. We appointed a task force to recommend to the General Church Board (GCB) changes to the Manual of Doctrine and Government (MDG) related to non-traditional models of ministry.

In 2024, we will continue to search for ways to support pastors and congregations as they faithfully serve in the communities where God has placed them. Please join us in prayer that we may all love the Lord our God with all our hearts, souls, minds, and strength and love our neighbors as ourselves.

Respectfully submitted,
Jan Kerstetter, Susquehanna Conference BOD Secretary

Item 7.

Recommendations from the Board of Directors

1. The Board of Directors recommends the approval of the Spending Plan for 2024 (Item 8, p. 19).

Confirmations Presented by Board of Directors

1. The Board of Directors presents the Personnel Report for confirmation (Item 9, p. 26).
2. The Board of Directors presents the Trustees and Board Members for confirmation (Item 10, p. 27-29).

Item 8.
Conference Financial Reports/Budgets

Monthly Profit and Loss

December 2023

	Total
INCOME	
4 - Investment Income/Distribution x5155	47,975.68
5 - Invt. Distribution Church Closing x6847	12,522.58
9 - OTHER	109.43
Total Income	60,607.69
GROSS PROFIT	60,607.69
EXPENSES	
13 - Susquehanna Ministry Grants	1,750.00
15 - Office	670.68
BLT - Leadership Training Team	150.00
Total 15 - Office	820.68
16 - Ministry TEAMS	75.00
Pastor & Spouses Retreat	105.00
Total 16 - Ministry TEAMS	180.00
17 - Specific Gift	1,000.00
18 - Wages and Honorariums	2,209.78
19 - Church Planting Subsidies (Multiplication)	9,583.33
Total Expenses	15,543.79
NET OPERATING INCOME	45,063.90
NET INCOME	\$45,063.90

Balance Sheet

As of December 31, 2023

	Total
ASSETS	
Current Assets	
Bank Accounts	
General Operations Checking	61,643.84
Money Market Business	1,974.43
Total Bank Accounts	63,618.27
Total Current Assets	63,618.27
Other Assets	
BIC Securities	0.00
BLF 5yr SIC No. 9883	2,973.74
BLF Special TAP No. 3577	10,923.24
BLF Special TAP No. 3806	4,247.27
Total BIC Securities	18,144.25
Schwab Investment 1485-6847	653,904.36
Schwab Investment 8110-5155	1,415,029.68
Total Other Assets	2,087,078.29
TOTAL ASSETS	\$2,150,696.56
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Henry Hauser Fund	1,000,000.00
Retained Earnings	879,080.15
Net Income	271,616.41
Total Equity	2,150,696.56
TOTAL LIABILITIES AND EQUITY	\$2,150,696.56

Budget vs. Actuals 2023

January - December 2023

		Total
	Actual	Budget
INCOME		
1 - Donations	435.47	900.00
3 - CM Church Planting	38,000.00	38,000.00
4 - Investment Income/Distribution x5155	269,006.85	107,556.00
5 - Invt. Distribution Church Closing x6847	81,204.05	36,000.00
6 - Shaping Leaders	2,140.60	4,427.00
8 - Rental Income	23,622.00	24,617.00
9 - OTHER	9,866.51	
Total Income	424,275.48	211,500.00
GROSS PROFIT	424,275.48	211,500.00
EXPENSES		
12 - Annual Meeting	3,206.09	2,500.00
13 - Susquehanna Ministry Grants	4,225.00	12,000.00
14 - Project 250 Grant	34,000.00	50,000.00
15 - Office	2,786.12	7,000.00
BLT - Coach/Training Exp	3,534.00	
BLT - Leadership Training Team	1,603.50	
BLT - Supplies, Mailing Exp	19.29	
Total 15 - Office	7,942.91	7,000.00
16 - Ministry TEAMS	10,567.11	
Mileage for Ministry Team Leaders	1,742.26	4,000.00
Ministry Team/MDD Event Budgeting	1,602.89	9,000.00
Pastor & Spouses Retreat	442.58	6,000.00
Total 16 - Ministry TEAMS	14,354.84	19,000.00
17 - Specific Gift	2,250.00	10,000.00
18 - Wages and Honorariums	26,329.76	35,000.00
19 - Church Planting Subsidies (Multiplication)	49,999.96	71,000.00
20 - General Property Expenses	6,020.51	
21 - OTHER - Conference	4,330.00	5,000.00
Total Expenses	152,659.07	211,500.00
NET OPERATING INCOME	271,616.41	0.00
NET INCOME	\$271,616.41	\$0.00

SUSQUEHANNA CONFERENCE SPENDING & BUDGET PLAN

FINAL

CODE	INCOME			2024 PROPOSED	2025 PROPOSED
1	Donations	\$	-	\$ 900	
2	CM Shared	\$	-	\$ -	
3	CM Church Planting-Regional Conf Grants	\$	-	\$ 38,000	
4	Investment Income/Distribution x5155	\$	-	\$ 42,500	
5	Invt. Distribution Church Closing x6847	\$	-	\$ 109,720	
6	Shaping Leaders	\$	-	\$ 1,963	
7	Registrations				
8	Rental Income	\$	-	\$ 24,617	
9	Travel Income	\$	-	\$ -	
10	Training & Development			\$ -	
11	Other Expense Income			\$ -	
12	TOTAL INCOME	\$	-	\$ 217,700	
EXPENSES					
12	Annual Meeting	\$	-	\$ 3,000	
		\$	-	\$ -	
13	Conference Ministry Grants			\$ 10,000	
14	Project 250 Grant			\$ 50,000	
15	Office	\$	-	\$ 8,000	
				\$ -	
16	Ministry TEAMS	\$	-		
		\$	-		
	a. Min Team/All Conference Events	\$	15,000		
	b. Milage for Ministry Team Leaders	\$	4,000		
		\$	-		
	Total Ministry Teams			\$ 19,000	
17	Specific Gift	\$	-	\$ 10,000	
		\$	-	\$ -	
18	Wages and Honorariums	\$	-	\$ -	
	Appointees	\$	27,000		
	Other(s)-Developmental Comp	\$	11,500		
	Professiona & Legal Expenses	\$	3,200		
	Total Wages & Honorariums	\$	-	\$ 41,700	
19	Church Planting Subsidies (Multiplication)			\$ 71,000	
20	General Property Expenses-not annualized	\$	-		
21	OTHER-BIC (Depreciation)	\$	-	\$ -	
22	OTHER-Conference			\$ 5,000	
23	Training Development			\$ -	
	TOTAL EXPENSES	\$	-	\$ 217,700	
	NET			\$ -	

Conference Investment Account

Charles Schwab Investment Account

2023 Summary

January 1, 2023	\$	1,196,022.83	
Withdrawals		\$50,000.00	
Expenses - Fees		\$8,471.38	
Expenses - Income reinvested		\$9,595.91	
Dividends		\$35,676.09	
Investment Change in Value	\$	220,619.27	
December 31, 2023	\$	1,416,642.10	
Asset Composite		Market Value	%
Cash and Money Market		\$13,509.80	1.0%
Fixed Income*		\$369,879.95	26.1%
Equities		\$120,398.12	8.5%
Bonds Funds		\$80,710.56	5.7%
Equity Funds		\$781,170.61	55.1%
Exchange Traded Funds-Stocks		\$30,583.84	2.2%
Exchange Traded Funds-Bonds		\$20,389.22	1.4%
		\$1,416,642.10	
STOCKS		\$932,152.57	65.8%
BONDS		\$470,979.73	33.2%
CASH		\$13,509.80	1.0%

* par value-\$9120.05; +34,611.31 +.64%

Portfolio Statement

As of 12/31/2023

12/29/2023 Prices

Susquehanna Conf Of The Brethren In Christ Church ND - CORP (M) Acct #: 81105155
 431 Grantham Road
 Mechanicsburg, PA 17055

<u>Weight</u>	<u>Description</u>	<u>Quantity</u>	<u>Cost Basis</u>	<u>Unit Cost</u>	<u>Current Value</u>	<u>Current Price</u>	<u>Unrealized Gain (Loss)</u>	<u>% G/L</u>	<u>Current Yield</u>
Equities									
1.8%	Cisco Systems Inc	500	0.00	0.000	25,260.00	50.520	25,260.00	100.0%	3.1%
5.2%	First Tr Nas 100 Eql	625	67,599.94	108.160	73,406.25	117.450	5,806.31	8.6%	1.1%
0.8%	Global X Cybersecurity	398	10,896.59	27.378	11,665.38	29.310	768.79	7.1%	0.4%
12.6%	Invesco Qqq TRUST	434	135,812.20	312.931	177,731.68	409.520	41,919.48	30.9%	0.8%
4.5%	Invesco S&P 500 Revenue	752	61,683.85	82.026	64,175.68	85.340	2,491.83	4.0%	1.8%
2.5%	Invesco S&P Midcap	404	33,773.96	83.599	35,838.84	88.710	2,064.88	6.1%	0.7%
1.1%	Invesco Zacks Mid-Cap	165	14,148.27	85.747	15,479.03	93.812	1,330.76	9.4%	5.5%
1.5%	Ishares Global 100 Etf	258	19,570.72	75.856	20,774.16	80.520	1,203.44	6.1%	2.2%
1.3%	Ishares Latin America 40	650	15,036.91	23.134	18,889.00	29.060	3,852.09	25.6%	11.8%
4.2%	Ishares Russell Top 200	514	39,842.66	77.515	59,156.26	115.090	19,313.60	48.5%	1.5%
5.6%	Ishares Russell Top 200	456	42,546.02	93.303	79,900.32	175.220	37,354.30	87.8%	0.9%
5.1%	Ishares S&P 100 Etf	323	63,490.74	196.566	72,154.97	223.390	8,664.23	13.6%	1.2%
6.7%	Microsoft Corp	253	0.00	0.000	95,138.12	376.040	95,138.12	100.0%	0.8%
2.1%	Pacer Trendpilot 100	460	28,679.10	62.346	30,051.80	65.330	1,372.70	4.8%	5.9%
1.1%	Pacer US Small Cap Cash	316	13,931.49	44.087	15,177.48	48.030	1,245.99	8.9%	1.4%
1.1%	Riverfront Strategic	667	14,794.06	22.180	15,450.12	23.164	656.06	4.4%	1.4%
5.7%	Schwab Fundamental US	1,299	73,134.72	56.301	80,460.06	61.940	7,325.34	10.0%	2.1%
1.9%	Vaneck Morningstar Wide	310	24,897.65	80.315	26,309.70	84.870	1,412.05	5.7%	3.4%
4.6%	Victory II Victoryshares	1,316	64,115.39	48.720	65,260.44	49.590	1,145.05	1.8%	2.8%
69.4%			723,954.27		982,279.29		258,325.02	35.7%	1.8%
Mutual Funds									
3.6%	T. Rowe Price Capital Appre	1,503.63	45,255.52	30.098	50,973.06	33.900	5,717.54	12.6%	26.8%
Fixed Income									
1.4%	Apple Inc.	20,000	19,178.80	95.894	19,501.70	97.509	322.90	1.7%	2.6%
	02/09/2025 2.50%								
10.2%	Bank Of Montreal,	150,000	150,000.00	100.000	144,600.00	96.400	(5,400.00)	-3.6%	0.0%
	12/31/2025 0.00%								
1.4%	Citigroup Inc.	20,000	20,067.40	100.337	19,641.54	98.208	(425.86)	-2.1%	5.6%
	11/25/2025 5.50%								
1.7%	Dominion Energy G	25,000	23,929.25	95.717	24,356.45	97.426	427.20	1.8%	2.6%
	11/15/2024 2.50%								
2.5%	Fh1b	35,000	34,900.45	99.716	34,810.79	99.459	(89.66)	-0.3%	5.2%
	05/28/2026 5.125%								
3.5%	The Toronto-Do	50,000	50,346.00	100.692	49,146.00	98.292	(1,200.00)	-2.4%	3.8%
	06/06/2025 3.766%								
1.7%	Truist Bank	24,000	23,502.96	97.929	23,843.78	99.349	340.82	1.5%	3.2%
	04/01/2024 3.20%								
2.1%	US Treasu Nt	30,000	30,026.52	100.088	29,315.63	97.719	(710.89)	-2.4%	2.9%
	05/31/2025 2.875%								
1.7%	US Treasur Nt	25,000	24,731.09	98.924	24,664.06	98.656	(67.03)	-0.3%	2.0%
	05/31/2024 2.00%								
26.1%			376,682.47		369,879.95		(6,802.52)	-1.8%	2.2%
Cash and Money Funds									
0.8%	CASH		11,897.38		11,897.38				0.0%
100.0%			1,157,789.64		1,415,029.68		257,240.04	22.2%	2.8%

Portfolio Statement

As of 12/31/2023

12/29/2023 Prices

Susquehanna Conf Of The Brethren In Christ Church ND - CORP (M) Acct #: 81105155

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Portfolio Statement

As of 12/31/2023

12/29/2023 Prices

Susquehanna Conf Of The Brethen In Christ Church ND - CORP(MC) Acct #: 14856847
 431 Grantham Rd
 Mechanicsburg, PA 17055

<u>Weight</u>	<u>Description</u>	<u>Quantity</u>	<u>Cost Basis</u>	<u>Unit Cost</u>	<u>Current Value</u>	<u>Current Price</u>	<u>Unrealized Gain (Loss)</u>	<u>% G/L</u>	<u>Current Yield</u>
Equities									
9.6%	Ft Cboe Vst US Eqty	1,417	57,997.81	40.930	62,560.55	44.150	4,562.74	7.9%	0.0%
3.1%	Invesco Qqq TRUST	50	19,766.00	395.320	20,476.00	409.520	710.00	3.6%	0.8%
3.1%	Ishares Russell Top 200	174	19,926.65	114.521	20,025.66	115.090	99.01	0.5%	1.5%
3.7%	Ishares Russell Top 200	138	21,034.54	152.424	24,180.36	175.220	3,145.82	15.0%	0.9%
6.2%	Ishares S&P 100 Etf	181	37,803.59	208.860	40,433.59	223.390	2,630.00	7.0%	1.2%
7.1%	Jpmorgan Equity Premium	839	49,929.24	59.510	46,128.22	54.980	(3,801.02)	-7.6%	3.1%
18.7%	Jpmorgan Ultra Short	2,433	121,868.73	50.090	122,209.59	50.230	340.86	0.3%	1.9%
4.0%	Riverfront Strategic	1,119	24,796.59	22.160	25,920.07	23.164	1,123.48	4.5%	1.4%
7.7%	Schwab Short Term US	1,042	50,016.00	48.000	50,484.90	48.450	468.90	0.9%	1.3%
2.7%	Schwab US Large Cap Etf	310	14,870.64	47.970	17,484.00	56.400	2,613.36	17.6%	1.6%
65.7%			418,009.79		429,902.94		11,893.15	2.8%	1.4%
Fixed Income									
14.7%	Bank Of Montreal, 12/31/2025 7.60%	100,000	100,000.00	100.000	96,400.00	96.400	(3,600.00)	-3.6%	7.9%
1.5%	Chubb Ina Holdin 05/15/2024 3.35%	10,000	10,152.00	101.520	9,913.85	99.139	(238.15)	-2.3%	3.4%
1.5%	Franklin Resourc 03/30/2025 2.85%	10,000	9,563.70	95.637	9,716.26	97.163	152.56	1.6%	2.9%
3.6%	Harman Interntnl 05/15/2025 4.15%	24,000	23,486.40	97.860	23,626.56	98.444	140.16	0.6%	4.2%
5.3%	Truist Bank 11/03/2025 4.05%	35,000	33,654.95	96.157	34,390.02	98.257	735.07	2.2%	4.1%
3.0%	US Treasur Nt 05/31/2024 2.50%	20,000	19,851.34	99.257	19,771.87	98.859	(79.47)	-0.4%	2.5%
3.3%	US Treasur Nt 04/30/2024 2.25%	22,000	21,420.08	97.364	21,780.00	99.000	359.92	1.7%	2.3%
33.0%			218,128.47		215,598.56		(2,529.91)	-1.2%	5.4%
Cash and Money Funds									
1.3%	CASH		8,402.86		8,402.86				0.0%
100.0%			644,541.12		653,904.36		9,363.24	1.5%	2.7%

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In 2023 the markets rebounded sharply from a dismal 2022. The S & P 500 gained 24.2%, the NASDAQ gained 43% while the Dow Jones gained 13.7%. The Federal Reserve (Fed) interest rates hiked slowed to three 25 basis points hike in 2023. That followed with a pause in further rate hikes. By the time 2023 ended, it was all about rate cuts. This was fuel for the markets. Though at the time of this writing the Fed hadn't cut rates yet but a forecast of 2-3 rate cuts in 2024 would seem quite plausible. The Fed has taken a very cautious approach and trying to achieve a soft landing and avoid a recession like has occurred in many countries/regions. The unemployment has remained at very strong levels while inflation has cooled quite a bit. Whatever you bought a few years ago is still 13% ish more expensive but nonetheless the pace is creeping closer to the Fed inflation target of 2%. This has helped increase bond prices as yields dropped especially in the 4th quarter 2023. The bond market is now much more aligned with traditional valuations and truer yields. The leaders in the market were Large Cap Tech as well as the Magnificent Seven companies (Apple, Microsoft, Alphabet, Amazon, Nvidia, Meta & Tesla) that rocketed forward. The biggest emergence in 2023 was the explosion in AI and the impacts across a broad swath of sectors and industries. The semiconductor (chips) were the biggest winners. However without exposure to those companies, the returns would have been mooted which is somewhat noticed in the Dow. It is expected that the future will broaden the appreciation in the market including small and mid-cap companies in 2024. Commodity prices generally also cooled which is part of the inflation reduction narrative. Oil prices remained flat and down especially from multi year peak. Geo political risk remains a concern with conflicts continuing in Ukraine, Israel and now the terrorism impacting shipping in the Red Sea. None of these have created havoc on the markets except for higher short term shipping costs. China never emerged economically from Covid and is nowhere near it's pre 2020 levels. The trade talk has got en a bit tougher with China especially with the technology. The big winner in that is an emerging Latin America/Mexico, etc. Near shoring is replacing some of the off shoring while domestic manufacturing has been increasing. Our domestic company's earnings have held up quite well. Though we seen these revolving recessions across virtual all sectors at different times, we are clearly the best/strongest economy in the world. The dollar remains strong and almost too strong. While other regions have flourished on the rebound, we are still the global leader. As we go into 2024, Washington still remains a bit of a headwind. Another election season, that most people aren't looking forward to, as well as a seemingly monthly discussion over the debt ceiling does create angst but we do constantly persevere. A US presidential election has historically been good for the markets though this may not be the historical type of election. There are many positives on the horizon with lower interest rates, cooling inflation, strong earnings, and low unemployment just to mention a few. This should act as a catalyst as we go through 2024 and have to be reminded that long-term judgement is the most important element in executing policy regardless of the challenges.

**Item 9.
Personnel Report and Recommendations for 2024**

Terms for BOD Members

	Year Term is Complete	Number of Term Completing	Replacement
Ramon Montoya	2027	1	
Curt Zimmermann	2025	2	
Jim Dinger	2025	1	
Jan Kerstetter	2024	2	Julie Douglass 2027
Naomi Smith	2026	1	
Ron Crawford	2025	1	
Denise Rupp	2026	1	
Mike Stoltzfus	2026	1	

Naomi Smith serves as the Susquehanna General Conference Board Representative.

2023-2026 Assistant Chair- Denise Rupp

Ministry Team Leaders for 2024

Hispanic Ministries—Mike Holland

Pastoral Care and Celebration—Jim Spurrier

Church & Pastor Health – Layne Lebo

Credentialing -Rob Douglass

Other Boards

MCC East Coast Rep- David Downey

Roxbury Board- Sharon Stoner and Ray Brubaker

Christian Retreat Center- Johnathan Hershey, David Whitesel, Andrew Ranck, Amber Supplee, Jim Naddon, Steven Kaufman

Julie Douglass
Dillsburg Brethren in Christ Church

Hello! :) My name is Julie Douglass. I'm a member of Dillsburg Brethren in Christ. I grew up in central Ohio and moved with my family to Pennsylvania when I was 16 years old. I graduated from Messiah College with a degree in accounting in 2021, and I've worked in tax preparation ever since.



I'm plugged into several different ministry areas at DBIC, but two that I'm very passionate about are our youth ministry and the worship team. My husband Cameron and I also recently began hosting a young adult group at our house a few times a month, and we're extremely excited to see how God will work in that group.

I live in Grantham with Cameron and our cat Cowboy. On any given evening, you can catch us strolling around the Messiah College campus or watching cooking shows on TV. I enjoy learning new skills, spending time in nature, and visiting coffee shops. My dream is to eventually have a big garden and lots of time to knit.



Ramon Montoya
Iglesia Hispana Vida y Esperanza

Ramon, along with his wife, Evelin, has been part of our Vida y Esperanza Church for about twelve years. During the year that the church was inactive, they continued attending Cedar Grove BIC and their family joined Mike Holland in relaunching Vida y Esperanza. Over the past three years, they have been taking increased responsibility in leadership at the church, have been credentialed with the BIC, and were both installed as co-pastors this past month. Ramon serves as the teaching and administrative pastor of the church. and will bring a needed voice from our Hispanic community which will be a blessing for our board.

Item 10.
Confirmation of Board Members/Trustees

Big Valley	Steven Munger, Joyce King (2026), Ruth Ritchey (2026), Scott Ritchey (2026), James Byler (2025)*, Mahlon Long (2027)*
Cedar Grove	Ken Hepner, Dean Willow (2026), Jimmy Diven (2026), Micaiah Bilger (2027), Dennis Peachey (2026), Esther Bashore (2025), Mike Gephart (2025)*, Scot Goodling (2025), Sandy Hershey (2029), Dave Graybill (2026) Trustees: Roger Saner (ex officio), John Berry (2026), Zach Bomberger (2027), Mike Gephart (2025), Abe King (2027), Caleb Shertzner (2026), Mike Shertzner (2025), Lonnie Snyder (2025), John Saner(2027)*
Cedar Heights	Scott Garman, Gwen Bechdel (2024)*, Sandra Packech (2024)*, Matt Kellander (2026)*, Bill Neimond (2024)*, Jeff Packech (2024)*, Della Watson (2026)*, Dan Force (2024)*, Brad Guthrie (2024)*
Colyer	Darrell Smucker, Deb Stitzer (2033)*, Brad Stitzer (2033)*
Dillsburg	David Vader (2026), Jason Smith (2025), Rachel Pease (2026), Randy Fish (2027), Travis Moyer (2026), Melanie Brough (2027)*, Tom Hatch (2027)*
Eschol	Andrew Meiser, Vernon Burkholder (2033), Shar Heiney (2025), June Hoffman (2025), Sally Reisinger (2025), Jonny Barrick (2025)
Fairview	Steve Hartman (2025), Stacy Fogle (2025), Katrina Rife (2025)*
Ferguson Valley	Clarence Grove (2024), Lyle Yoder (2024), Mary Griffith (2025), Leah Heimbaugh (2026), Gary Griffith (2024), Robert Goss (2025), Gary Griffith (2024) Trustees: Gary Griffith (2024)*, Penny Grove (2025)*, Joyce Grove(2026)*
Grantham	Phil Thuma (2024), Brian Zweiacher (2024), Pam Thomas (2024)
Granville	Shirley Hunt (2024), Leah Heimbach (2033), James Heister (2025) Trustees: Gary Griffith (2024)*, Penny Grove (2025)*, Joyce Grove(2026)*
Green Grove	Darrell Smucker, Carole Copeyon (2025), Fred Stover (2026)

Hanover	Brian Casale, Dan Deardorff (2024), Debbie Henze (2025), Rebecca Hinchman (2025), Dave Hoover (2024), Kathye Maus (2026), Jeff Stern (2026), Bryan Perry (2024); Anthony Snively (2025)* Trustees: Jeff Stern (2026)*, Brian Palmer (2026), Tim Hinchman (2026), Katlyn Snively (2026)
Iglesia Hispana Vida y Esperanza	Evelin Montoya (2025), Juan Ramon Montoya (2025), Gladys Ramirez (2025), Victor Curbina (2025)*, Javier Ramirez (2025)
Jemison Valley	Guy Murray, Paul Bowes (2026), Jerilyn Brubaker (2025), Leslie Ollies (2025), Wayne Wood (2025), Marti Stahli (2027), Steve Brubaker (2026), Lauren Murray (2027)*, Jack George (2026)
Luz Alegria y Esperanza	Mike Holland, Patricia Ponce (2026), Jessica Hershey(2026), Abel Ramirez (2025), Maliaj Yang(2027)
Marsh Creek	Board: Dan Longmore, Sheila Yoder (2025), Bonnie Young (2025), Sherri Bartholomew (2026), Lois Bowes (2024) Linda Watkins (2025) Trustees: Tim Carter (2024), Sheila Yoder (2024), Bonnie Young (2024)
Mechanicsburg	Layne Lebo, Kristen Slabaugh (2024), Derek Mauldin (2025), Chris Earley (2024), Gabi Fish (2026), Shawn Greenland (2026), Sally Weller (2026)*, Mitch Martin (2024), Harmony Petty (2024), Quin Hock (2025)
Mechanicsburg Community	Rebecca Otsby (2025)*, Eli Landers (2026)*, Sara Shaffer (2025)*, Andrew Minner (2026)
Messiah Village	Doug Miller (2025)*, Glenn Ginder (2025), Richard Ross (2026), Marilyn Ebersole (2026), Lucy Mellinger Ross (2027), Janet Wolgemuth (2025), Lois Lehman (2027)*
Mi Casa de Oración	Carmen Rivera, Alexandra Mendez (2025), Alexandra Cruz (2025), Mario Tepexicuapa (2025)
Morning Hour Chapel	Board: Bob Anderson (2024), Cindi Wenger (2024), Roy Brodbeck (2024), Linda Guise (2024), Joseph Durika, Renee Anderson (2024), Rebecca Speelman (2024), Tori Berwager (2024), Paul Guise (2024)* Trustees: Louis DeNofrio (2024), Tim Webb (2025), Brian Smeltzer (2024), Joseph Durika
Mountain Ridge	Jim Barton (2029), Melissa McElwee (2029), Joe Shoffner (2029), Jami Himes (2029), Beth Adams (2029)
New Harvest	Terry Burton, Jeff Becker (2025)*, Christine Campbell (2025)*, Kimberly Savercool (2027) *, Mallory McClure (2026)*, Julianna Zellers

	(2025)*, Kevin Brightbill (2025)*, Kenny Platt (2027)*, Pete Brummer (2027)*
New Life Community	Board: Don Pratt (2026)*, Michael Kelso (2025), Andrew Berg (2027)*, Abram Bert (2027), Craig Griffie (2025), Sean Carvalho (2026), Adrienne Walter (2026);Destiny Vasquez (2027)*
Pathway Community	Jim Dinger, Larry Stoner (2026), Josh Roth (2025)
Redland Valley	John Dunlap*, George Spiess (2024), Andy Helsley (2026)*, Jen Minium (2025)*, Dustin Messinger (2024)
Saville	Board: Andrew Meiser, Stever Wacker (2025), Gary Rife (2024), Jennifer Stoltzfus (2024), Andrew Brubaker (2024), Kathleen Webb (2025), Julianna Henry (deacon - 2027), Stever Innerst (deacon - 2024) Trustees: Jay Brubaker, Mike Stoltzus, Jim Kleeman
The Meeting House	Wes Snyder (2025)*, Stefani Sweger (2025), JohnPaul Bennett (2025), Allison Watts (2025), Shari Stuckey (2025), Del Hawbaker (2026), Kyle Letner (2026), Mark Swarner (2024), Steve Lehman (2025), Dick Smith (2025)
The Upper Room	Jenny Hagemeyer, Isaac Land (2026), Gwen Mills (2026)

Item 11.

Roxbury Holiness Camp

Report to the Conferences 2024

Worship. That is the theme that was chosen to focus on in 2023. Throughout the year we were able to explore worship in a variety of context and styles. As staff shared with guests at mealtimes, worship isn't necessarily an hour on Sunday morning, but also happens when we walk through nature, fellowship with other believers, and have personal quiet times with Jesus.

Roxbury was blessed in 2023 with great guest groups and well at ended events. Roxbury's ministry is a mixture of guest groups – about 90% of guests, and in house programming – the other 10% of guests.

PROGRAMMING:

Senior Day – we have a Spring and Fall day for senior adults. The day includes 2 hours of singing out of the hymnal, a devotional a delicious lunch and then an afternoon concert. Between 150 and 200 at end each of these.

Young at Heart retreat – We are working to provide a fresh retreat for people aged 55+. We went to East Broadtop narrow scale railway, enjoyed a picnic in nature, and had teaching times out of doors worshipping God in nature.

Men's breakfast – in March around 40 men gathered for a breakfast and devotional by Dale Winger.

Bible Journaling retreat – In November we host Tess Crawford and her excellent Bible Journaling classes. 30 ladies gathered for the weekend to explore worship through scripture and art.

Ladies Christmas Brunch - The first Friday and Saturday in December we host a brunch for ladies to have a time of reflection on Christs birth. Just under 400 ladies were in at endance of those brunches.

Camp Meeting – For 10 Days in August Camp Meeting continues to thrive as an average of 1000 people gather to give a focused to being revived in our spirit and challenged in our spiritual walk. There are concerts, sessions for all ages, a Missions 5k road race(150

participants), and evening gatherings in the Tabernacle for worship, and challenge. Camp Meeting 2024 is August 2-11. Dr. Jeff Baxter and Darius Salter are the evening speakers. Perfect Harmony and The Gold City Quartet are the weekend concerts. Post cards have been mailed and registration is open. Plan now to at end. Our theme this year is "Called."

The camp also hosted many personal retreat and Pastoral retreats. Thank you for your prayers and support as we work to be a place where God's presence is found and lives a changed by His love and grace. If we can serve your church or provide your pastoral staff a place for retreat please contact the camp. 717-532-2208 or roxburycamp.com

Jeremy Spear

Roxbury Holiness Camp
Balance Sheet
As of December 31, 2023

Dec 31, 23

ASSETS

Current Assets

Checking/Savings

01-1010 · LIQUID ASSETS

1015.00 · OTB Checking

1015.01 · Orrstown Operating Acct 235,332.32

1015.10 · ICS Sweep Acct 235,937.47

Total 1015.00 · OTB Checking 471,269.79

1016.02 · Orrstown Savings - 7913 343.47

1020 · BIC Foundation - Savings - 1918 5,716.45

Total 01-1010 · LIQUID ASSETS 477,329.71

Total Checking/Savings 477,329.71

Other Current Assets

12000 · Undeposited Funds 14,000.00

Total Other Current Assets 14,000.00

Total Current Assets 491,329.71

Fixed Assets

01-1400 · FIXED ASSETS

1500 · Land 283,960.00

1505 · Skyline Property 75,000.00

1510 · Buildings 6,605,930.06

1515 · A/D Buildings -3,302,828.73

1520 · Building Contents 288,943.63

1525 · A/D Building Contents -281,404.29

1530 · Building - Work in Progress 6,051.95

1550 · Equipment 745,636.51

1555 · A/D Equipment -629,825.02

Total 01-1400 · FIXED ASSETS 3,791,464.11

Total Fixed Assets 3,791,464.11

Other Assets

01-1700 · OTHER ASSETS

1701 · Prepaid Expense 2,205.70

Total 01-1700 · OTHER ASSETS 2,205.70

Total Other Assets 2,205.70

TOTAL ASSETS 4,284,999.52

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

01-2000 · CURRENT LIABILITIES

2030 · Penna Inc. Tax w/h 440.49

2035 · PA Sales Tax 6.30

2051 · Local EITax w/h 1,316.21

2060 · Pension Liability 847.29

2085 · Cleaning Deposit 600.00

2090 · Reservation Deposits 25,210.92

Roxbury Holiness Camp
Balance Sheet
As of December 31, 2023

	Dec 31, 23
Total 01-2000 · CURRENT LIABILITIES	28,421.21
Total Other Current Liabilities	28,421.21
Total Current Liabilities	28,421.21
Long Term Liabilities	
01-2700 · LONG TERM LIABILITIES	
2755 · BICF Mtg (Legacy Building)	1,253,514.81
2756 · Loan Closing Costs (auditors)	-7,433.00
2757 · Accumulated Amortiz. (auditors)	2,973.20
Total 01-2700 · LONG TERM LIABILITIES	1,249,055.01
Total Long Term Liabilities	1,249,055.01
Total Liabilities	1,277,476.22
Equity	
01-3200 · RESTRICTED FUNDS	
3201 · Temporary Restricted	1,500.00
3204 · Camp Meeting Scholarships	655.95
3205 · Prayer Chapel & Gardens Desig.	15,315.69
3206 · Fireworks Designated	1,000.00
3210 · Elementary Camp (Sunbeam) Desig	7,212.23
3214 · Outdoor WiFi	2,123.46
3215 · Jr. Camp Designated	1,789.89
3220 · Teen Camp Designated	2,110.00
3230 · Capital Donations Designated	
3230.23 · 2023 CM Capital Offering	124,639.05
3230 · Capital Donations Designated - Other	13,275.00
Total 3230 · Capital Donations Designated	137,914.05
3233 · Outdoor Lights by Cabins	8,841.83
Total 01-3200 · RESTRICTED FUNDS	178,463.10
01-3999 · Unrestricted Net Assets	2,737,479.81
Net Income	91,580.39
Total Equity	3,007,523.30
TOTAL LIABILITIES & EQUITY	4,284,999.52



Reflecting back to the summer, TIMS served at 11 sites throughout East Waterford, Port Royal, Mifflin, Mifflintown, & Shermans Dale. At one site, our crew built a handicap ramp for a gentleman that recently had his leg amputated. A couple blocks away, a team rebuilt a porch for an elderly couple. This house & porch sits at an intersection and is a bus stop for school children. When it rains or snows, the couple invites the students to wait on their porch, under their roof, to stay dry as they wait for the bus. With a secured porch, they have many years of hospitality to offer to the children of their neighborhood.

CRC had another great counseling staff that served their campers with the sole focus of reflecting Jesus as beautiful. It's an immense joy to see children & families return to camp every year. It's special to know that CRC is playing an important role in the faith formation of many children (& counselors). Over the month of July, 20 children made a decision to follow Jesus & proclaim him Lord. 12 children made this decision for the first time & another 8 children made a re-dedication to faith. Counselors also told stories of several campers asking good questions about faith as they search & wrestle to make faith their own. Like every summer, I trust that the words & actions of our summer staff, combined with the power of the Holy Spirit, will move in the hearts of the campers to produce good fruit & live a life worthy of the Kingdom of God. Truly, we may never know the depths of influence a week of camp can have on a camper

On a weekly basis CRC has the joy of welcoming various churches, organizations, & families to camp as they come retreat & rest from their normal rhythms of life. The highlights include: Hosting a marriage event with a church from the Chambersburg area, welcoming youth groups in every season of the year, when pastors come and take a personal retreat, and crafting retreats where ladies are placing memories in scrapbooks, piecing together beautiful quilts, & enjoying the company of friends.

For many years, our donor base has been concerned about CRC's debt load from the construction of the White Oak Lodge. In 2019, the amount owed was \$1.9 million. Over the last five years, amazing progress has taken place as we reduce our debt. It is with great joy that I can share CRC has crossed a major threshold as our debt comes under a million dollars! The staff, the board of directors, and several donors have all taken time to celebrate this accomplishment and acknowledge the Lord has faithfully sustained CRC. In January my team launched a giving effort to be debt free by January of 2026 as we seek 3,000 gifts of \$300. I would love if you and your church chose to be involved!

It's an immense joy to serve at CRC, with the camp's staff, & with the Board of Directors.

Zachary Bashore, Executive Director

Project 3000



About CRC



Summer Camps



Christian Retreat Center
Balance Sheet
As of December 31, 2023

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	
01-1010 · Liquid Assets	
1014 · Pennian Checking #2	15,779.94
1016 · Savings Pennian Bank	20,781.10
1020 · BIC Foundation	
1020.01 · BICF - TIMS/General - 1422	1,500.25
1020.02 · BICF - PC Sponsorship -- 3281	8,077.74
1020.03 · BICF - Lodge/ACC - 3739	209,380.41
1020.04 · BIC Foundation - Bridge - 3918	34.93
Total 1020 · BIC Foundation	218,993.33
Total 01-1010 · Liquid Assets	255,554.37
Total Checking/Savings	255,554.37
Other Current Assets	
01-1700 · Other Current Assets	
1720 · 1720 Petty Cash	11.87
Total 01-1700 · Other Current Assets	11.87
1900 · In Kind Asset	3,899.00
Total Other Current Assets	3,910.87
Total Current Assets	259,465.24
Fixed Assets	
1999 · Furniture and Equipment	37,974.94
Total Fixed Assets	37,974.94
TOTAL ASSETS	297,440.18
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
01-2000 · Current Liabilities	
2037 · Local Hotel Tax	1,432.25
2100 · Payroll Liabilities	
2100.11 · PA State w.h	290.36
2100.21 · Local EIT	560.36
2100 · Payroll Liabilities - Other	77.16
Total 2100 · Payroll Liabilities	927.88
01-2000 · Current Liabilities - Other	-588.18
Total 01-2000 · Current Liabilities	1,771.95
25500 · Sales Tax Payable	2,116.02
Total Other Current Liabilities	3,887.97
Total Current Liabilities	3,887.97
Long Term Liabilities	
01-2500 · Long Term Liabilities	
2510 · BIC Loan 936 - Mortgage	1,088,285.49
Total 01-2500 · Long Term Liabilities	1,088,285.49
Total Long Term Liabilities	1,088,285.49
Total Liabilities	1,092,173.46

6:41 AM

01/08/24

Cash Basis

Christian Retreat Center

Balance Sheet

As of December 31, 2023

	<u>Dec 31, 23</u>
Equity	
3000 · Opening Bal Equity	34,968.26
3900 · Retained Earnings	-989,374.21
Net Income	159,672.67
Total Equity	<u>-794,733.28</u>
TOTAL LIABILITIES & EQUITY	<u><u>297,440.18</u></u>

**Item 12.
Important Dates and Events for 2024-25**

Ministry Development Days	Susquehanna BOD Meetings
<p>MDD: Multiplying Our Impact Thursday, May 23 9:00 a.m. – 3:00 p.m. Location: Mountain Ridge BIC</p> <p>MDD or Impact Seminar Thursday, November 14 9:00 a.m. – 3:00 p.m. Location: TBD</p>	<p>Wednesday, June 12 @ 9:00 a.m. Location: TBD</p> <p>Wednesday, September 4 @ 9:00 a.m. Location: TBD</p> <p>Wednesday, December 11 @ 9:00 a.m. Location: TBD</p> <p>Wednesday, March 12 @ 9:00 a.m. Location: TBD</p>
Lead Pastor Clusters	Core Courses
<p>York Pastors' Cluster Location: BIC Churches @ 9:00 a.m.</p> <p>Wednesday, May 15, Fairview BIC Thursday, Aug. 1, 6:00 pm, Summer Picnic Wednesday, Sept. 25, Luz, Alegria y Esperanza Wednesday, Nov 13, Redland Valley</p> <p>Carlisle Pastors' Cluster Location: Panera, Carlisle @8:30 a.m.</p> <p>Wednesday, May 29 Wednesday, August 28 Wednesday, November 27 Wednesday, February 26</p> <p>Northern Pastors' Cluster Location: Country Pride, Milesburg @ 8:30 a.m.</p> <p>Thursday, October 3 Thursday, January 2 Thursday, April 3</p> <p>Bivocational Pastors' Cluster Dates and locations TBD</p>	<p>May Leadership and Structure of the BIC Church May 6-9 from 6:00-9:30 pm Location: Zoom</p> <p>June Theology of the Church June 10-12 from 8:30 am- 4:00 pm Location: Manor BIC, Lancaster, PA</p> <p>Brethren In Christ History and Values June 17-19 from 8:30 am - 4:00 pm Location: Roxbury Camp, Orrstown, PA</p> <p>August Theology of Salvation August 12-14 from 8:30 am- 4:00 pm Location: Mechanicsburg BIC Church</p> <p>October Liderazgo y Structura October 9, 10, 11 from 7:00 -9:30 pm ET and October 12 from 11:00 am - 4:00 pm ET Location: Zoom</p> <p>To register for these courses, go to https://bicus.org/training/core-courses/</p>

BIC U.S. General Assembly | July 12-15, 2024 | Sharonville Convention Center, Cincinnati, OH

Susquehanna Conference Annual Meeting 2025

Friday Evening Prayer & Worship Service – 7:00 p.m. March 28 @ Marsh Creek BIC
Saturday Business Meeting, 9:00 a.m. March 29 @ Cedar Heights

Item 13.

Testimonies from the Susquehanna Conference 2023

Big Valley:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We are trying to understand and address the limiting factors that hinder growth in the environment in which we live and minister.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We proclaim the necessity of personal evangelism and encourage our church family to connect with the community and share the message of Jesus.

Cedar Grove:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Our church family has seen a remarkable set of ministry opportunities open up to us in conjunction with Juniata County School District. We are currently serving between 25 and 35 packed weekend meals for children who would otherwise have little to nothing to eat on the weekends. This is our fifth year of the "Backpack Project." Lots of volunteers make this work really light for all!

The second opportunity with our local School District is we are now doing a full Vacation Bible School Day for children whose parents work and would otherwise be all alone for the days when the school has their training days. This past week on Friday, there were 45 children here for a painting party and Bible teaching times! The children are fed breakfast and lunch by our volunteers at Cedar Grove!

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We have now become a local frozen food distribution center for needy people in our area, who would not be able to afford meat or basic necessities to feed their households. We buy the food from the Food Bank and distribute it all free of charge to those in need.

We have a Spanish language church meeting in our sanctuary on Sunday mornings, pastored by two wonderful people Ramon and Evelyn Montoya. The church is growing slowly but certainly. They are reaching out to the Spanish-speaking community in Juniata County.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? This summer in our Sunday School hour will offer a discipleship training

time for all parents and grandparents to do hands on Biblical training with their children of grandchildren. It will take place in June, July, and August, and will be taught by our staff.

Cedar Heights:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We have reconfigured our Deacon ministry in 2023 to better care for our members/attenders and assist followers of Jesus in their discipleship journey. There is more accountability and service opportunities, along with a purposeful attempt to walk with others in the journey of faith. It has allowed many to serve and invest in others in our congregation and connect with God and people.

We also spent 10 weeks preaching through the Core Values of the Brethren In Christ to begin the year in 2023. This was one attempt to affirm our identity as Christ-followers. The sermon series was very well received and encouraged discussion in our congregation and communities.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We celebrated the 11th year of our Baby Goods Exchange this past year. One of the members of our congregation leads an event where we collect gently used baby-teen clothing, toys, furniture, etc. leading up to the day of the event. Prior to the event, we organize all of the items for anyone from the community to come and take whatever they need for their families on that day, free of charge. We also get local businesses to donate time and material for the event and this year ended up with about 80 cases of diapers of all sizes and 100 cases of wipes. Our foot traffic for the day was about 3x the normal amount for the event. This has also allowed us the leftover resources to provide for families in our community throughout the year as necessary, due to the donations for this one day.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? There is a men's ministry developing here in 2024 that is the result of an organic interest in gathering men together for fellowship and accountability. This group has been a long time coming, but will hopefully act as an opportunity for men to gather, fellowship and connect with themselves and the community as opportunities become available.

Colyer:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Teaching on discipleship

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Providing assistance to a local distressed mother with 2 severely handicapped children.

Dillsburg BIC:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

In the past year, the pastors have preached a series from the BIC Core Values. We are in the process of considering the way that we emphasize them in 2024.

As we have been asked about intentional discipleship pathways, DBIC has been going through an intentional process with our various leaders to both “do” discipleship together and to consider how we will integrate a new emphasis into our various ministries in the church at large.

Share a story of how your congregation has been fruitful in helping people in their following of Christ. Share a story of how your congregation has connected with your local community.

In the past year, we have been more intentional about including our children in the leading of worship. This intentionality has meant being more thoughtful and frequent than simply having a “Children’s Sunday.” Several of our kids have responded well to the opportunity. It has been a blessing to the kids, their parents, and to the congregation.

DBIC has continued its efforts to have the community feel our presence. In addition to continuing many of the things we have done in the past years, this year we sponsored some things at the Dillsburg Farmer’s Fair like a bounce house at the elementary school. We continue to connect with the Northern York School District when needs arise there. One example this past year is, as a result of previous connections we have made, we were contacted by the school district’s social worker regarding some physical needs of students and their families. Our deacons provided some significant church funds in order to address those needs.

As you prepare for your ministry in 2024, what opportunities do you feel Jesus invites your church to say yes, regarding mutual discipleship and connection with others?

One of the endeavors in 2024 that has the potential to be significant is rolling out the results of our intentional discipleship process with our leaders. We hope to be better at making disciples than we have been.

We are also sensing a need for new leadership for our youth ministry. We have been looking for some time, but as we now have 19 kids in our 3rd-5th grade Wednesday night group, the urgency has grown considerably. We want to have a growing thriving youth ministry for the sake of our present youth and in place as they transition out of children's ministry. This is both a discipleship and community item as most of our kids in Wednesday night programming are not from our church.

Eshcol BIC:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We do outreach work by supporting Tonya Starnier in Mongolia. Encouraging our youth to work together to study God's word and do service for our community..

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We proclaim the necessity of personal evangelism and encourage our church family to connect with the community and share the message of Jesus. Our church and Saville church join to do a Bible School in the summer and reach many children. Our congregation including the youth help supply job skills for some families and also supply food for veterans in the area.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? We continue to encourage unity and a good working relationship with each other in the church. Planning a community picnic and some fellowship time at a local park to get to know the neighbors.

Fairview:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Fairview's theme for 2023 was "The kingdom of God has come!". Our goal was to take Jesus to the community in new and inventive ways. Fairview reached out to the local Senior Center where we provided spiritual support through a monthly Bible Study and intentional prayer for the participants. The men of Fairview began a monthly breakfast event that serves as a casual outreach to any and all who want to come. They are touching those without Jesus.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Fairview hosts a program, every Wednesday, called Bible Adventure. This is a time for 3-5th graders to spend 1 hour away from school learning about Jesus, memorizing Bible verses, and building relationships with the volunteers and with each other.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? Fairview will be opening a sensory play area in February. It is designed for children with special needs to play in safety and inclusiveness.

In January, Fairview began an interactive discipleship class via email. We are studying together and responding to the devotional "Praying the Names of God".

Ferguson Valley/Granville:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We have spent time looking at the core values, what they mean, their value.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We have spent much time questioning ourselves and how we see others. We also have been asking ourselves if we truly see others, their needs, pain, fears. Do we see ourselves as those that can be there for them.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? It seems we have become very good at connecting with one another, oh that we will realize the value of souls and reach out to others.

Grantham:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We sought to grow in several areas related to Project 250. Some highlights were that we partnered with a Nepali/Bhutanese church plant. Ignite Church is using our building for worship and ministry events. Pastor David Flowers (senior pastor) is mentoring their lead pastor, Royal Rai. We also did a sermon series "We Are Disciples" that addressed discipleship and defined "disciple" and what we mean by it at Grantham Church. In addition, we have started several intentional discipleship (3-4 person same-gender) groups, which will continue to multiply in 2024. As for increasing global awareness and impact, we held a "Missions Sunday" that focused on the value and impact of short-term mission trips, and we recently invited congregants to apply for the Dearborn, MI summer trip. Throughout the year in various ways (sermons, lunch & learns, workshops) we emphasized our value, pursuing peace.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. A couple in our congregation had lived together for 10 years with children from previous marriages. Their relationship was nearing the end (after infidelity) and

they came to us to get help and begin following Jesus. They received pre-marital counseling, were married, took the membership class, joined the church, attend regularly, began volunteering, and are growing in their faith. The husband just joined a small men's group for deeper discipleship. It is an amazing story of God's grace and redemption.

Green Grove:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Teaching on discipleship

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Supporting by finances and involvement in the community Christian youth center

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? Prayer for the removal of the shroud of demonic darkness which oppresses this place; keeping people's souls and spirits blind, deceived, hard and indifferent.

Hanover:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We began a focus on discipleship and missions in 2023 and are continuing those things into 2024. We have established a discipleship model for our setting and are engaging in the process together. We are also in the process of completely revamping our mission foci and strategies. We are excited about the future together.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We have made a concerted effort to be a Jesus-Centered church. This has enabled us to connect to several hurting and lost people who are now on a journey of faith in Jesus.

As far as local community, we have partnered with a local domestic abuse ministry and we are actively pursuing other partnerships with both a local school district and our local government to offer ministry to students and to several neighborhoods.

Jemison Valley:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? We focused our outreach on our local community through mailings and flyers. We participated in local events to gain community awareness.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We participated in trunk-or-treat, and were the first local church to participate in this. Many in the community, and other churches were impressed and inspired to participate in coming years.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? We have restarted weekly small groups. As part of our Sunday morning worship, twice a month we take time to focus on what it means to be a disciple.

Luz, Alegria y Esperanza:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

- We did a series preaching through the Core Values to strengthen our congregation's sense of BIC identity. The people responded very well to it.
- We installed a woman leader in the congregation as our associate pastor working for diversity in leadership including women.
- We also established a discipleship ministry with a director of discipleship.

Share a story of how your congregation has been fruitful in helping people in their following of Christ. Share a story of how your congregation has connected with your local community.

We baptized 6 people this year and before the baptisms, we took them through a basic discipleship class of: being born again, the meaning of baptism, growing in Christ and overcoming temptation. We also took two people through our membership class and received them as members. The membership class has elements of BIC identity, theology and history as well as working toward the unity of a congregation and contributing through the spiritual gifts God has given each person.

As you prepare for your ministry in 2024, what opportunities do you feel Jesus invites your church to say yes, regarding mutual discipleship and connection with others?

We are preparing to give a discipleship training and then work with 8 to 10 people in a one to one discipleship mentoring relationship. We also are supporting one of our members with an outreach Bible study in Harrisburg.

Marsh Creek

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

- Increasing global awareness and impact
- An expanded missions outreach by partnering with Gospel Tide and Carlisle Truck Stop ministries.
- Sponsored a young lady to go to Turkey to help with earthquake relief.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community.

- We started a Celebrate Recovery support group.
- We had a VBS in June for local children and their parents.
- Had intentional quarterly fellowship opportunities for people to build relationships with one another.
- We collected food for the Howard food bank.
- Provided gift baskets for area families at Christmas.
- Held a special service for residents at and area personal care home.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors?

- Continue our VBS ministry.
- Do something for area families at other times besides Christmas. What it will look like, we don't know yet.
- Continue our small discipleship group.

Mechanicsburg Community Church

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? In 2023 we began laying a foundation to make sure we are a church that is multiplying missional Jesus movements. In prayer and listening to the Spirit it became clear that there were three people at MCC who were gifted as evangelists. These three individuals all articulate feeling more at home with people outside of the church than people within. They have an ease about them when it comes to loving, seeing, and sharing with people who are outside of the Jesus community. I intentionally had them share on a panel with our church, even naming the gifting of evangelism I see in them. That was a stretch for each of them. Each of them has been wrestling with what that gifting means for how they engage with their MCC family. I encouraged them to share that welcoming posture with others at MCC as a way to

pioneer our church moving towards others. In January of 2024 they began hosting an 8 week learning group to model how to do this well for those at MCC who want to grow in their capacity to share their faith in winsome ways.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. One of the ways we connect with our local community is through a handful of community partnerships. We see that partnership working on 3 levels. First, to share what those organizations are doing with our church community so that we can be informed and have opportunities to pray. Secondly, we allocate funds to support them in their work, believing that the church's blessing should go beyond our walls. The third way we partner is by creating volunteer opportunities and encouraging the body to engage. More practically we pause our regular worship service on every fifth Sunday so that we can engage in service with our community partners.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? One of the next steps for us is to move our discipleship communities to be less programmatic and more in line with a multiplying movement. We have been doing that by naming our end game for our small groups. When there are multiple people who are able to lead the group we aim to divide the group to make room for new people. My sense is one or two groups will divide come Fall 2024. The other multiplying initiative we are taking a next step in is launching Micro Discipleship groups. These are groups of 3-4 people who meet to discuss what they've read in the Bible, share openly about their God life, and pray for each other on a weekly basis for a year with the express intent of each person involved initiating their own group the following year.

Mechanicsburg BIC

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Our congregation completed our participation in a Messiah U. initiative called Thriving Together: Pursuing Racial Justice. This 2 year program was designed to help churches take intentional steps toward pursuing racial justice.

Over 8 Sundays we promoted the development of new missional communities in the areas of orphan care and refugee care. We were able to make our church family aware of these needs in our community and recruit people to invest time serving in these areas.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Our kids' ministry does a wonderful job discipling children & their parents.

An initiative our Kids' Pastor, Jen Souter, began several years ago was presenting a Bible to 2nd graders. Jen and volunteers then led the children and their parents in learning how to read and study the Bible.

Once again in 2023, volunteers in our church, led by Sarah Martin, collaborated with several downtown Mechanicsburg churches to host 3 community dinners for people in downtown Mechanicsburg who are economically challenged and food poor. The event involved volunteers from 5 churches and they were able to bless over 50 community members each time by feeding them and providing community for them.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? We plan to continue encouraging our church family to view the neighborhood/community where they live as a mission field and to view themselves as missionaries. We plan to continue promoting missional communities that focus on orphan care, refugee care, elderly care, and ministering to women in the sex-trafficking industry.

Mi Casa de Oracion

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

1. We were able to install a Hispanic Associate Pastor.
2. We managed to buy our own premises.
3. We started the Children's Church with 25 children attending weekly.

Share a story of how your congregation has been fruitful in helping people in their following of Christ. Share a story of how your congregation has connected with your local community.

We visited a Hispanic person from the (non-Christian) community in a grieving situation for his mother and this resulted in him joining our family of faith and still persevering with us.

We distribute food donated by another sister congregation weekly and reach the entire Carlisle community, approximately 30 to 35 families benefited.

As you prepare for your ministry in 2024, what opportunities do you feel Jesus invites your church to say yes, regarding mutual discipleship and connection with others?

Our priority is to bring evangelistic workshops to homes where the priority is to present Jesus Christ and the inner healing of the human being.

Morning Hour Chapel:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? Our congregation walked through a three-month study of the

book of James. We wanted reaffirm our identity as a community of Christ-followers by learning what it is to live a Christ-centered life among a culture that would have us deny God, deny our faith, and live according to the whims of the world around us.

Our congregation, and specifically our youth group, began plans for a week-long missions trip to the Navajo Nation (scheduled for this spring). While the Nation exists in the United States, they have learned that the culture of the people is much different and that serving them well requires a knowledge of how the culture is both similar and different.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Every summer, our congregation holds a Vacation Bible School. We invite everyone in the community to bring their children to this five-night event where they can be introduced to one another and be introduced to the person of Jesus Christ. At the end of VBS, we invite the families of the children to join us in a time where the children share what they've learned and introduce their families to new friends.

We have seen several families join our congregation as a direct result of how Morning Hour Chapel answers the call of service and discipleship simply and biblically.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? This spring and into the summer, our congregation is going to be learning, through Sunday sermons and midweek classes, how to share our faith. We are going to prepare ourselves to "provide a defense to anyone who asks about the hope we have" in Jesus Christ, and we're going to learn practical techniques that will allow us to do that "with gentleness and respect."

Mountain Ridge Regional Church:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? After attending the course: "Learning to be Good Neighbors" and learning how to be a better neighbor and be more missional moving into 2024, we used the information from Mission Insite to discover who we as a church are and who our community is moving into 2024.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Worked with the BIC Foundation to pay for a billboard that advertised help for mental health issues. We directed people to the Ready Heart Podcasts created by Sam Hepner to address the struggle of mental health and how Jesus is the answer.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? Currently walking through the '100 Days to a Healthier Church' book to encourage and enable everyone to participate in the mission of Jesus. From this, people are meeting in February to discuss practical steps in how to be better at engaging our community.

Pathway Community Church:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

Reaffirming Our Identity as a Community of Christ-Followers - Back to Basics in understanding what a Follower of Jesus Christ is and how they approach life.

Growing to Reflect the Demographic Realities of Our Communities - Focusing on the community that surrounds our location. Understanding the demographics and needs. Programming to meet those needs.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. Community Kids - Pioneering an after-school club that introduces the children of our community in a low/no cost to the participant to Jesus Christ through Activities, Art, Science, and Homework Help. West York has a high percentage of single parent homes, high numbers of "latch key" children, and deplorable scores in mathematics and reading especially. Regularly, we are receiving reports from the parents of these children of how much love and support they feel from Pathway.

Following Jesus - Very conscious approach of "more than Sunday" growth in Jesus. Relevant courses and studies in Small Groups, Large Groups that lead others into a deeper understanding of the Gospel, Discipleship, and Growth. We run every program through the following filters: Worship, Connect, Grow, Serve and Go.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? Continued Faithfulness. This is not something that is new for us. We are continuing to see fruit as a result of faithful consistency and obedience to Holy Spirit in our community.

Redland Valley Church:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250? In 2023 our church completely revamped its governance to focus on core ministries and foster a more community based view of our mission field. This has resulted in a number of outreach events service opportunities in the community, and greater communication and coordination among ministry leaders.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community. We recently hosted a Community Skating Party with 215 people attending. Most of those were young families from outside of our church. Through raffles and sign ups, we were able to capture contact information and add those names to our community email list. The success of this event has led to the planning for more in the near future.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? Our congregation has completed a prolonged search for a Senior Pastor. All throughout the search we made it clear that our priority was engaging our community. We believe our new Senior Pastor will do well in leading our efforts.

Saville BIC:

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

Reaffirming our identify: In late October, the board held a day long retreat at Christian Retreat Center. We affirmed the primacy of discipleship, the bedrock of Scripture, and the imperative of reaching out beyond church walls.

Making lifelong disciples: At the retreat, we spent time studying discipleship pathways that were shared at a BIC retreat and prayed heavily into a new focus for discipleship.

Multiplying Ministry Locations: Saville continues to support and invest in a ministry to unchurched teens that is in Ickesburg, right between Saville and its sister church, Eshcol BIC. Nearly one-hundred teens have gone through this ministry in the past four years, a number of them have been baptized, and a girl from Eshcol recently accepted Christ as a result of this ministry. Andy Meiser, the pastor of both charges, assists with this ministry. We are hoping to start a Saturday evening church for teens in the coming year.

Increasing Global Awareness and Impact: Saville sponsors monthly mission marches that send designated giving to local, satellite and distant part of the world. We are often able to have a representative from these ministries share what God is doing.

Reflecting Community Dynamics: Saville touches socioeconomic, and racial representation consist with the demography of Perry County. This past year we partnered with the Amish community to send Samaritan's Purse shoeboxes to foreign countries.

Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community.

A local widow, a believer who attended Eshcol BIC before her health failed, was in need of a new boiler to heat her house. Through community giving, an Everence Grant, and

money from our youth/mission fund, we were able to have a meaningful impact toward the cost, and also to supply her with heaters, food and encouragement before the boiler was installed.

Additionally, we assist a ministry that provides food every six weeks. We recently partnered to help a man with car repairs, food, and other assistance. We give targeted benevolence gifts to hurting people in our area.

As you prepare for ministry in 2024, what opportunities do you sense Jesus inviting your congregation to say yes to, regarding discipleship of one another and connecting with neighbors? We have spent a lot of time applying for the Lily Grant through the BIC. We are anxious for outside counsel to inform our efforts. As part of that effort, and the emphasis on outward facing ministries, we are considering a food bank (Saville), and a thrift shop/coffee shop (Eshcol.) We are hoping for more organic connection and intentionality to direct our efforts.

Vida y Esperanza

In 2023, what were one or two ways your congregation sought to grow in the areas addressed in Project 250?

We support two people, a man and a woman, to get their pastor licenses and they are exercising their ministries in the church.

We have included several new women in the leadership of services and worship.

We held a class of new members to the history and core values of the Brethren in Christ.

In multiplication, we started a cell in Harrisburg and there are about 14 people attending with some regularity.

Share a story of how your congregation has been fruitful in helping people in their following of Christ. Share a story of how your congregation has connected with your local community.

The congregation has been maintaining prayer and personal support and a financial offering to a sister new to the church who has been facing a difficult situation due to having her husband detained in jail for lack of legal status documents. She is moving forward with firmness and maturity, facing the difficulty of her situation day by day.

As you prepare for your ministry in 2024, what opportunities do you feel Jesus invites your church to say yes, regarding mutual discipleship and connection with others?

We have been offering a Sunday morning Bible class and want to encourage more people to attend this class.

We also want to engage several of the 6 possible candidates for baptism to take the class to continue to grow in faith and to understand and take the step of believer's baptism.

PART TWO
General Church Reports



Brethren in Christ U.S.

National Director Report for 2023

For almost 250 years the Brethren in Christ have earnestly sought to honor God and to live and serve so that God's kingdom would come and his will be done on earth as it is in heaven. It is a blessing and honor for me to be part of this wonderful family and to serve in this role.

BIC U.S. is us, all of us, in over two hundred congregations across the country. Each year there are so many things that happen in our congregations that should be celebrated. Jesus stated that there is joy in heaven over one sinner who repents (Luke 15:7). We celebrate the over six hundred people who began or renewed a relationship with Jesus in 2023 across the congregations of BIC U.S. We celebrate the over six hundred people who declared their faith and commitment to Christ through believer's baptism. We celebrate the lives and homes that have been transformed by the grace of God and the power of the gospel. We celebrate that Jesus-followers lived out their faith among their neighbors and in their communities. We celebrate that millions of dollars were generously and sacrificially given to support the work of congregations and the Common Ministry that we all share together.

In addition to all that has been done by God's grace and help in our U.S. congregations, we also celebrate the ministry of our world missions department. We celebrate the witness and work of missionaries who are willing to endure the sacrifices of leaving home, family, and familiar culture to serve in cross-cultural settings. We celebrate the partnership with many international church plants. We celebrate the invaluable help given to hundreds of families and children through the SPICE program. We celebrate the many special projects supported through the partnership handbook.

As we celebrate all that has been done across the U.S. and around the world, we give thanks to God for his grace in our lives and the calling we have to be his witnesses in this world. Thank you for your partnership in this great work.

Project 250

Project 250 (<https://bicus.org/project-250/>) is an eight-year (2020 – 2028) initiative leading to the 250th birthday celebration of the Brethren in Christ Church. The objectives of Project 250 are intended to help focus our efforts and energies on a number of important objectives. We are called to be a community of Christ-followers that is making disciples of Jesus. We are called to multiply missional congregations, movements, and leaders. We are called to increase global awareness and impact. We are called to reach our communities so that we reflect the demographic realities of those communities.

These objectives are integral to God’s purpose for the Church. Highlighting them as specific objectives within Project 250 helps to focus our efforts, energies, and resources. I am grateful for the way in which regions and many congregations have been prayerfully reflecting on how they can work on these objectives. I am grateful for the many congregations that participated in the demographic analysis of their community so that they can be better equipped and prepared to reach that community. I am grateful for the many congregations that have engaged in focused prayerful conversation on being and making disciples of Jesus. I am grateful that an updated book on the ten core values of the Brethren in Christ is soon to be published (hopefully in time for General Assembly in July). The title of the book is *Compelling Convictions* and contains contributions from over thirty authors representing multiple countries. This book will help us reflect on what it means to live out the core values in our world today.

Multiplication and/or church planting continues to be an emphasis. There continues to be new models of multiplication/church planting. Whatever the model or method, planting new congregations continues to be one of the most effective ways to reach new people with the good news of Jesus. If BIC U.S. is to have a healthy future, we will need to be constantly planting new congregations. Additional funds are available to Regions for this work. These funds are from donor-designated donations given under the *Honor the Past, Build the Future* campaign.

Lilly Grant

We were delighted that our grant application to the Lilly Endowment under their *Thriving Congregations Initiative* (TCI) was successful. The Lilly Endowment wants to help congregations thrive and it established a number of goals and parameters for the initiative. They received over 800 applications and selected 105 for funding. The \$1.25 million that has been received will enable us to help and support up to seventy-five congregations. More information can be found at: <https://bicus.org/thriving-congregations/>

General Assembly 2024

We continue to plan for General Assembly 2024 (<https://bicus.org/event/general-assembly-2024/>) in Sharonville, Ohio (just north of Cincinnati). General Assembly is a time for the family to come together for worship, equipping, conversation, and decision-making. It is a time when we share and celebrate what God has done and continues to do in and through the Church. I ask that each pastor make it a priority to attend and to make sure each congregation is represented by a full complement of delegates.

In addition to the reports that are ordinarily brought to each General Assembly, the following are additional business items that will be on the agenda for the 2024 Assembly:

1. A report on the motion from the floor approved at the 2022 General Assembly “to investigate how to broaden the exercise of authority in the Brethren in Christ Church.”

2. A report outlining Leadership Council’s response to the recommendations from the Taskforce on Women in Ministry Leadership that was introduced at the 2022 General Assembly.
3. A vote on the second reading of the Amendments to the Articles of Faith and Doctrine that were approved at the 2022 General Assembly.
4. A vote on proposed new Articles in the Bylaws of BIC U.S.

In order to facilitate broad, grassroots, participation in the decision-making processes of the Church we have included an addendum to this report. The addendum will provide information on the business items listed above. The addendum will be provided to each Regional Conference Annual Business Meeting.

Human Sexuality

We are all aware that culture continues to redefine multiple aspects related to human sexuality and that our congregations continue to experience the challenge of ministry in a quickly changing cultural landscape. BIC U.S. recognizes that this is a very personal and painful conversation for many people. We also recognize that matters of human sexuality have become very difficult and divisive for society as a whole, and for other denominations. We remain committed to our biblical and theological understandings as presented in the Doctrine section of the *Manual of Doctrine and Government*.

Our desire is to love all people well and to help congregations as they wrestle with the realities of being salt and light in our world. We want to be like Jesus, full of grace and truth, and we admit this is not easy. In December 2023 we became aware of a recent statement from The Wesleyan Church on the topic of homosexuality. Leadership Council reviewed the statement and found that it very much represented our perspectives on this important topic. At its meeting in February 2024, Leadership Council endorsed the statement from the Wesleyan Church (<https://www.wesleyan.org/the-wesleyan-church-and-homosexuality>) as a helpful resource. We continue to look for other resources that may be helpful.

Common Ministry

Common Ministry is the ministry that all of us do together—it is something that we share in common. While each member, each congregation, and each Region follows the direction of God in different ways and ministries, Common Ministry is what we do together across the whole of BIC U.S. It includes Global Ministry (including sending and supporting missionaries, supporting international church planting and leadership training, SPICE, and other projects), Regional Ministry (including bishop leadership, congregational support, church planting, leadership development and support), and National Ministry (including ministerial credentialing and training, finance, communications, human resources, and relationships with other agencies).

Common Ministry is supported by donations from congregations and individuals. The request and expectation is that each congregation will contribute 10% of its undesignated revenue to help support Common Ministry. We are grateful for the many congregations that have made a commitment to this important communal support. We continue to be concerned that some congregations do not support Common Ministry. It may be that the congregation is experiencing a challenging time with their own ministry and financial health. However, it appears that others may be reducing or withholding Common Ministry support for other reasons. We desire that all congregations make the decision to be in full partnership in the work that we do together through Common Ministry.

Respectfully submitted,

Alan Robinson
National Director, BIC U.S.

Reports and Recommendations for the 2024 General Assembly

This document is primarily intended to prepare those who will be attending the Brethren in Christ U.S. General Assembly, July 12—15, 2024. It will be distributed at the Annual Meetings of the seven U.S. Regional Conferences. Its purpose is to help all General Assembly delegates to engage in prayerful conversation and reflection in advance of General Assembly.

A motion from the floor was accepted at the 2022 General Assembly in Salina, Kansas. The motion stated: “We move that the denominational leadership investigate how to broaden the exercise of authority in the Brethren in Christ Church.” Denominational Leadership has diligently conversed about the ways in which appropriate church-wide conversation can best be accomplished. It concluded that significant opportunities for broad conversation, decision-making, and the exercise of authority already exist and that the most appropriate step is to encourage the Church to engage in those processes.

Denominational Leadership suggested that one way the Church can better engage in the existing processes is that in the year of a General Assembly information should be provided for the Regional Conference Annual Meetings on specific business items that will come before the General Assembly. This will enable broad conversation to take place well in advance of General Assembly.

In addition to the reports that are ordinarily brought to each General Assembly, the following are additional business items that will be on the agenda for the 2024 General Assembly:

1. A report on the motion from the floor approved at the 2022 General Assembly “to investigate how to broaden the exercise of authority in the Brethren in Christ Church.”
2. A report outlining Leadership Council’s response to the recommendations from the Task Force on Women in Ministry that were introduced at the 2022 General Assembly.
3. A vote on the second reading of the Amendments to the Articles of Faith and Doctrine that were approved at the 2022 General Assembly.
4. A vote on proposed new Article 7.8 in the Bylaws of BIC U.S.
5. A vote on amending Article 11.3.1.3 in the Bylaws of BIC U.S.

1. Motion from the Floor at General Assembly 2022

A motion from the floor at the 2022 General Assembly was seconded and adopted by the Assembly. It is recorded on page 150 of the 2022 General Assembly Minutes. The motion stated: “We move that the denominational leadership investigate how to broaden the exercise of authority in the Brethren in Christ Church.”

In response to the motion, Leadership Council appointed a task force to research the matter and make recommendations. The taskforce reviewed how leadership structures in the church have changed over time. They concluded that the current structure, when exercised appropriately and diligently, is broad-based and inclusive of all levels of the church. They recommended that we encourage the full exercise of authority as established in the *Manual of Doctrine and Government* (MDG). The following is a summary of some of the ways the Church currently seeks to be broad-based in decision-making:

The *Manual of Doctrine and Government* of BIC U.S. states that “Leadership Council, in consultation with General Conference Board, shall plan the program and agenda for the General Assembly” (Bylaw 2.3.3, 2022 MDG, page 36), and that General Conference Board “Bring recommendations for action to the General Assembly” (Bylaw 3.3.4, 2022 MDG, page 38). This pattern is similar to the way in which the agenda and recommendations are prepared for the Annual Meeting of a Regional Conference and the annual business meeting of a congregation.

If a member of a congregation feels that an item should become part of the agenda for General Assembly, he/she should request the governing board of the congregation to consider placing it on the agenda for the congregational business meeting. If it becomes part of the agenda of the local congregational business meeting, and if a resolution or recommendation is adopted by the congregation, a request can then be made to the Regional Conference Board of Directors (BOD) to place the item on the agenda of the Regional Conference Annual Meeting. If it becomes part of the agenda of the Regional Conference Annual Meeting, and if a resolution or recommendation is adopted by the Region, a request can then be made for it to be on the agenda of the General Assembly.

These processes enable a very broad-based conversation and decision-making to take place at every level of denominational life.

Congregational Authority and Decision-Making

Each BIC U.S. congregation is expected to have at least one business meeting in each calendar year. At this meeting the members of the congregation have authority to amend, repeal, or suspend any part of the congregational bylaws (subject to the approval of the Regional Conference BOD), appoint members of the governing board of the congregation, and take action on any recommendations deemed necessary by the governing board for the functioning of the congregation.

Once a congregational governing board is appointed, its duty is to provide for the administration of the congregation consistent with the actions of the congregational business meeting. In addition, the governing board serves, under the direction and authority of the bishop, as the lead pastor search committee and the lead pastor review committee. Once a lead pastor is assigned by the bishop, the governing board also serves as a support and advisory group for the lead pastor.

In order for grass-roots participation in the exercise of authority to take place, it is important for congregational members to attend and participate in the annual congregational business meeting.

Regional Conference Authority and Decision-Making

Regional Conferences are the geographic units of the BIC U.S. Each Regional Conference is led by a Regional Bishop and a Regional Conference BOD. Each Regional Conference must have at least one business meeting in each calendar year (Annual Meeting). This meeting includes all assigned ministers in the Region and delegates elected by every congregation in the Region. The voting members of the annual meeting appoint the members of the Regional BOD. The BOD helps to provide leadership to the Region, and it serves as the nominating committee for the Regional Bishop. The nominee for Bishop is approved by the General Conference Board and appointed by the voting members of the Annual Meeting of the Regional Conference.

In order for grass-roots participation in the exercise of authority to take place, it is important that all assigned pastors attend the Annual Meeting of the Regional Conference and that every congregation sends a full complement of elected delegates to the meeting.

Denominational Authority and Decision-Making

The General Assembly is the highest authority in the Church. It alone has the authority to amend, repeal, or suspend any part of the MDG, to set the number and boundaries of Regional Conferences of BIC U.S., to appoint members of the General Conference Board, and to appoint the National Director of BIC U.S. (Bylaw 2.2, 2022 MDG, page 35).

The General Conference Board includes members who are known as “the board member from (named) Regional Conference” (Bylaw 3.4.2, 2022 MDG, page 38). These members are recommended by the Regional Bishop in consultation with the Regional Conference Board of Directors, nominated by the General Conference Board, confirmed by the Regional Conference, and appointed by the General Assembly.

In order for grass-roots participation in the exercise of authority to take place, it is important that all assigned pastors attend the biennial General Assembly and that every congregation sends a full complement of elected delegates to the meeting.

2. Leadership Council's Response to the Recommendations of the Women in Ministry Task Force

In 2022 a task force on women in ministry submitted a report to the Leadership Council (LC). The report was provided to the 2022 General Assembly. The final section of the report included recommendations from the task force to LC. These recommendations were considered and discussed by LC and the following is a summary of the LC response to the recommendations.

1. Develop policies related to sexism, nepotism, and the abuse of power that carefully define the issues and provide clear direction on how to identify and address specific situations.

LC Response: The BIC U.S. employee handbook (for employees of the denomination) has sections related to these topics. LC encourages congregations to utilize the BIC U.S. employee handbook as a template for developing local congregational staff handbooks. BIC U.S. is finalizing an updated Ministerial Misconduct Policy (MMP), and it addresses these topics. When it is finalized, each minister and congregation should make sure they are familiar with the MMP.

2. Develop a grievance and appeals policy for congregational staff members during situations of conflict with the senior/lead pastor. The policy should also include a process for addressing the trauma experienced by a staff member, as well as the designation of an impartial ombudsman to handle the grievance and appeals process.

LC Response: The BIC U.S. employee handbook (for employees of the denomination) has sections related to these topics. The BIC U.S. Ministerial Misconduct Policy (MMP) addresses these topics, and each minister and congregation should make sure they are familiar with the MMP.

3. Revise the "Articles of Faith and Doctrine" so that they clearly articulate the theological position of the Brethren in Christ affirming women in ministry.

LC Response: Amending the Articles of Faith and Doctrine of BIC U.S. requires a two-thirds majority vote at two successive biennial meetings of the General Assembly. The 2022 General Assembly took the first vote to amend the Articles of Faith and Doctrine. The 2024 General Assembly will have the responsibility to take the second vote.

4. Include all policies related to sexism, nepotism, abuse of power, and handling grievances and appeals in the *Manual of Doctrine and Government*.

LC Response: The 2022 General Assembly approved updates to the Congregational Governance section of the MDG. These include guidance for the hiring and discipline, in the event of misconduct, of pastoral staff. Please see Article 8 on page 68 and Article 9 on page 70 of the 2022 MDG. The MMP (see response to #1 and #2) will contain these policies. Future consideration will be given to include these in the MDG.

5. Develop templates for congregations to develop their own specific policies that protect against sexism, nepotism, and abuse of power and point to resources that will help individuals know how to file a complaint or grievance, including a single point of contact.

LC Response: We affirm that congregations should be aware of the importance of these topics and will continue to provide and/or recommend resources. These resources include the BIC U.S. employee handbook as an example or template, the BIC U.S. Ministerial Misconduct Policy, and other resources made available from time to time from the denominational office.

6. Ensure that all candidates for bishop and denominational employment demonstrate affirmation for women in ministry, in addition to other Brethren in Christ distinctives, and are advocates for women in ministry. Current bishops and denominational employees, during their term reviews, should also reaffirm their support and advocacy for women in ministry.

LC Response: The screening that is suggested in this recommendation is already in place and all members of Leadership Council affirm and advocate for women in ministry. This screening will continue to be part of the search and nomination process for members of LC.

7. Update Articles VI and VII in the Congregational Handbook section of the *Manual of Doctrine and Government* and create guidelines for job descriptions and titles so it is clear who can be a “pastor.”

LC Response: The 2022 General Assembly approved amendments to the MDG. Helpful sections of the 2022 MDG include Bylaws Articles 13.1, Congregational Governance Articles 1.4, 6.3.2, 8, 9 and Credentialing Articles 1.1, 3.1, 4.1, 5.1, 6.1.

8. Require that all individuals who hold the title of pastor go through the credentialing process.

LC Response. This is already the case for assigned lead pastors. We affirm the desire, and we recommend to every congregation that any person who is given the title “pastor” by a local congregation go through the BIC U.S. credentialing process.

9. Expand the Leadership Council to include the Director of Awaken Network as a voting member.

LC Response. We do not affirm this recommendation. Leadership Council believes that the best way to include the Director of the Awaken Network in Leadership Council conversations is to invite her/him to participate when the Leadership Council Advisory Team (LCAT) meets with Leadership Council.

10. Add all Awaken regional conference representatives as voting members of regional boards of directors.

LC Response. We do not affirm this recommendation. Leadership boards tend to be healthier and more effective than representative boards. We do not have any other affinity groups represented on Regional Conference BODs. Demographic analysis of Regional Conference BODs indicate they are balanced with male/female members.

11. Ensure that women are more visible in denominational and regional events and leadership.

LC Response: We affirm this recommendation and will continue to be alert to its importance.

12. Update the “Women as Pastors” impact seminar curriculum and offer it at regular intervals.

LC Response: We affirm the suggestion of more frequent teaching on the Church's position on women in leadership as well as other theological distinctives or "accents" of BIC U.S. We affirm making resources available to the Church. The newly developed "Getting to Know the BIC" (see response to #13 and also #14) will be helpful in this regard.

13. Add a core course on Brethren in Christ distinctives, including topics like women in ministry and peace, or restructure the existing core courses to ensure that attention is given to them.

LC Response: We affirm denominational resources being available to help people better understand the theological distinctives or "accents" of BIC U.S. An online course is currently under development that is intended to meet this need and it will be a required course for any person desiring ministerial credentialing with BIC U.S. We strongly encourage any individual desiring or currently serving in a ministry leadership position to complete the course.

14. Add a Directed Study Program (DSP) course on the biblical basis for women in ministry.

LC Response: We affirm that denominational resources on the biblical basis for women in ministry should be available. This could take the form of a DSP course and/or other formats.

15. Promote Awaken's online resource library on women in ministry.

LC Response: We affirm the work of Awaken and encourage use of its website: <https://awakennetwork.org>. We will continue to include information in BIC U.S. communications on Awaken.

16. Provide funding for the director for Awaken and empower the Awaken Network to do the following:

- A. Create a credentialing team to support women through the credentialing process.
- B. Explore creating a scholarship fund or subsidy at the regional conference level for women while they complete the credentialing process.
- C. Advocate for bishops and senior/lead pastors to encourage women to complete the credentialing process and to offer financial assistance for those in part-time and volunteer positions.
- D. Offer mentorships, leadership development activities, and peer support groups for women in ministry.
- E. Identify and encourage women with pastoral potential and forward the information about potential women pastors to bishops and congregations.
- F. Develop a cadre of women who can teach core courses, directed study courses, and impact seminars.
- G. Create opportunities for bishops to meet with all women in pastoral positions.
- H. Create, maintain, and promote an online library of recommended books, videos, podcasts, and other resources on women in ministry.
- I. Continue to develop Awaken representation in each region and strengthen relationships with bishops and boards of directors.
- J. Appoint women to serve as denominational representatives to relevant national interdenominational organizations (for example, Wesleyan Holiness Women Clergy).

LC Response: BIC U.S. affirms and supports the ministry of the Awaken Network for Women in Ministry. Funds were provided from BIC U.S. Project 250 funds. Awaken has worked and continues to work on a number of these specific recommendations. Maureen Brown, the Director of Awaken, participates annually in the BIC Leadership Orientation. A copy of her annual report is distributed by BIC U.S. to the annual meetings of each Regional Conference and to General Assembly.

3. The second reading of the Amendments to the Articles of Faith and Doctrine

The 2022 General Assembly adopted a recommendation to amend the Articles of Faith and Doctrine (AFD) of BIC U.S. so that the Church's biblical and theological understanding that both men and women are equally called and equipped for ministry leadership would be clearly stated in the AFD.

A brief summary of previous General Conference/Assembly action on the subject of women in leadership/ministry includes General Conference action in 1982 and 1992, and a statement from the Leadership Council in 2017.

1982: The Church's understanding was officially adopted at the 1982 General Conference. The Minutes of the 1982 General Conference (page 85) contain the following statement:

WHEREAS God has gifted men and women for service in the church through the pouring out of the Holy Spirit; and

WHEREAS women and men were called to leadership roles in both the Old and New Testaments; and,

WHEREAS the Christian church has been built up through the faithful service of women as well as men, in many spheres of service—missions, education, medicine, languages, etc., and,

WHEREAS the Brethren in Christ Church has specifically prospered through the service and leadership of the sisters, in both the past and present, with no evidence of General Conference rulings restricting the exercise of their gifts.

We therefore RECOMMEND:

- a. That General Conference affirm the ministry of women in the life and programs of the church;
- b. That the paper, "Theology of Women in Pastoral Ministry," prepared for the study process, be circulated to the brotherhood at large.
- c. That the General Conference authorize the Board of Administration to keep the matter of women in ministry before the church through on-going study and discussion.

The recommendation was adopted by the 1982 General Conference.

1992: The 1992 General Conference received a report from the Board of Administration that included these words, "The Board of Administration appointed a task force to consider the possibilities for an ongoing educational process for the denomination concerning women in leadership.... The Board of Administration also affirmed the continued credentialing of women for ministry in the life of the church. A recommendation is presented to General Conference." (1992 General Conference Minutes, page 50)

The recommendation from the Board of Administration to the 1992 General Conference read (1992 Minutes, page 65):

Whereas in 1982, General Conference approved a recommendation stating, ‘that General Conference affirm the ministry of women in the life and programs of the church” (1982 Minutes, p. 85) and

Whereas ten years later we are giving an account of how that statement is being practiced in the life of the denomination. The following has been designed to bring clarity to this issue:

Historically the Brethren in Christ has encouraged, provided, and benefited from the ministry of women in a variety of roles within church life. Most recently, this has been expressed by the appointment of women in denominational leadership and the licensing and ordination of women to pastoral ministry. The Board of Administration therefore

Recommends that the General Conference reaffirm the 1982 statement which includes support for women to respond to the call of God to leadership and pastoral ministry.

The recommendation was adopted by the 1992 General Conference.

2017: The Leadership Council of BIC U.S. issued a position statement on the subject on women in ministry leadership (<https://bicus.org/wp-content/uploads/2017/08/Women-Ministry-Leadership.pdf>). It included the following:

The Brethren in Christ U.S. fully affirms women in ministry leadership at all levels of Church life. Women are ordained and commissioned as pastors, bishops, deacons, denominational leaders, and members of local, regional, and national BIC U.S. governing boards.

As a denomination within the historic Christian faith, we are committed to the Bible as the divinely inspired, authoritative Word of God. And it is our reading of the Bible that leads us to support women in ministry leadership, grounded, more specifically, in our understanding of 1) the outpouring of the Holy Spirit on all people — both women and men, 2) the witness in both the Old and New Testaments of women called to spiritual leadership, and 3) the example of Jesus partnering with women in ministry.

The 2017 statement concluded with these words:

In 1982, the General Conference of the Brethren in Christ Church took formal action to “affirm the ministry of women in the life and programs of the Church” — an action that was re-emphasized a decade later by the 1992 General Conference.

In keeping with historic convictions of the Brethren in Christ Church and our desire to remain faithful to our understanding of Scripture, the BIC U.S. continues to fully recognize and support women in ministry and leadership at all levels of Church life. We believe that the Church truly does constitute God’s new community inaugurated by Christ, where both women and men are gifted and empowered for ministry, so that, together, we may fulfill the calling upon each of our lives:

Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength

God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen (1 Peter 4:10-11, NIV)

2018: The 2018 General Assembly approved amendments to the Bylaws of BIC U.S. that included the following statement:

The BIC U.S. fully affirms women in ministry at all levels of Church life. Women are ordained and commissioned as pastors, bishops, deacons, denominational leaders, and members of congregational, regional, and national BIC U.S. governing boards. (Article 13.1.1, 2022 MDG, page 55)

2022: The 2022 General Assembly approved amendments to the *Ministerial Credentialing* section of the *Manual of Doctrine and Government* (MDG) of BIC U.S. that state:

BIC U.S. ministers are men and women who meet the biblical qualifications for ministers such as those in 1 Timothy 3:1-7 and Titus 1:7-9. (Article 1.1, 2022 MDG, page 74)

The recommendation brought to the 2022 General Assembly stated:

Whereas the Brethren in Christ U.S. has a *Manual of Doctrine and Government* (MDG) that contains the doctrine and government of the Church, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to amend Article II and Article V of the Articles of Faith and Doctrine so that they more clearly state the view of the Church, and

Whereas Article 1.3.1.1 of the BIC MDG states that “The Articles of Faith and Doctrine may be amended or repealed by a two-thirds majority at two-successive biennial meetings of the General Assembly of BIC U.S.”

It is hereby resolved that the 2022 General Assembly approves the amendment of Article II and Article V of the Articles of Faith and Doctrine of BIC U.S. and that, if the amendments are approved by the 2022 General Assembly, they will be brought for a second reading and vote to the 2024 General Assembly.

Article II: God and Creation

God gave human sexuality a good place in creation. Being either male or female is integral to who we are and ~~in a complementary way~~ provides for the full expression of our humanity. God has given standards for expression of our sexuality that are necessary for proper relationships among people. Human sexuality is affirmed within the chaste single life or a lifelong marriage between a man and a woman.

Article V: The Holy Spirit and the Church

The Holy Spirit gives spiritual gifts to all believers according to His sovereign will and purposes. Scripture identifies a variety of gifts, given for the building up of the church and for ministry in

the world. **Followers of Jesus are gifted, empowered, and called by the Holy Spirit to serve at all levels of church life, and t**The Holy Spirit guides the church in setting apart persons, **both women and men**, for leadership. The church is responsible to discern and encourage the use of the gifts of the Spirit in its life and ministry.

At the 2024 General Assembly the recommendations will come in two separate votes—a vote on Article V (above) followed by a vote on Article II (above).

Proposed new Article 7.8 in the Bylaws of BIC U.S.

Whereas the Brethren in Christ U.S. has a *Manual of Doctrine and Government* (MDG) that contains the doctrine and government of the Church, and

Whereas the incorporation documents and/or Bylaws of regional conferences and local congregations often refer to the *Manual of Doctrine and Government*, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to add a new Article to the Bylaws of the Brethren in Christ U.S. regarding the closure or dissociation of congregations,

It is hereby resolved that the 2024 General Assembly approves the **Article 7.8 Closure of Dissociation of Congregations**.

7.8 Closure or Dissociation of Congregations

In the event that a congregation is closing or dissociating from the BIC U.S., the following provisions shall apply:

7.8.1 The lead pastor, governing board, and congregation shall follow a process for closure and/or dissociation outlined by Leadership Council.

7.8.2 The final determination of closure or dissociation shall be made by General Conference Board after receiving the recommendation of Leadership Council.

7.8.3 The property assets of the congregation shall be available to be utilized as indicated in Article 11.

4. Amending Article 11.3.1.3 in the Bylaws of BIC U.S.

Whereas the Brethren in Christ U.S. has a *Manual of Doctrine and Government* (MDG) that contains the doctrine and government of the Church, and

Whereas the incorporation documents and/or Bylaws of regional conferences and local congregations often refer to the *Manual of Doctrine and Government*, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to amend Article 11.3.1.3 in the Bylaws of the Brethren in Christ U.S.,

It is hereby resolved that the 2024 General Assembly approves Article 11.3.1.3 to be amended as follows:

- 11.3.1.3 In the event that ~~the work of any~~ a congregation has ~~been terminated~~ **closed** or dissociated from the BIC U.S. the property assets of such congregation shall be at the disposal of the Board of Directors of the Regional Conference within which the congregation was located. **The assets shall be to invest in available to be utilized** work consistent with the purpose of the BIC U.S. **as stated in Article 1.2.** ~~The determination whether a congregation has terminated or dissociated shall be made by General Conference Board after receiving the recommendation of Leadership Council.~~ If the Regional Conference BOD ~~resolves~~ **proposes** to ~~invest~~ **utilize** such assets ~~in~~ **to benefit** a project or organization that is not a ministry of the BIC U.S., **such action is subject to the approval of** the General Conference Board ~~must approve such action.~~

WORLD MISSIONS

A CHURCH FOR EVERY PEOPLE • THE GOSPEL TO EVERY PERSON • A MISSION FROM EVERY CHURCH • JESUS WORSHIPPED IN THE NATIONS

God continues to demonstrate His faithfulness in and through our world missions efforts. We remain committed to active missions witness in a world where the task of making disciples of all nations is yet to be completed.

I am grateful for the increasing number of BIC congregations that are seeking greater relationship with our missionaries and staff. It is exciting to partner together in God's great mission to the nations!

There are many reasons for thanksgiving; I will highlight just a few:

- Global prayer gatherings continue to be well supported every Wednesday at 10 am Eastern Time. We typically have at least 30 intercessors gathered to pray for the church across the U.S. and around the world. Email mission@bicus.org if you are interested in joining!
- We recently published an article highlighting the fruit of long-term missions service. This article is included in the 2023 BIC U.S. Annual Report, and excerpts have been shared on multiple digital platforms with good engagement.
- Despite the war in the Middle East, our households serving in that region continue to be engaged in active witness, pointing people to the Prince of Peace.
- Several congregations have decided to go above and beyond by supporting the work of missionary care with a special offering over the Christmas season.
- We were able to support 69 long term missionaries serving in 21 countries in 2023.
- A team of fantastic volunteers provided renovations for the 2-unit house in Grantham that is used for missionaries on home assignment. This involved a long overdue relocation of the first-floor bathroom to make it more accessible to those with mobility challenges.
- Our brothers and sisters in India continue to plant churches and train leaders. India has the highest population of all the countries of the world, and the highest percentage of ethnic groups without Christians. Indian BIC churches are sending missionaries to different tribal groups, and it is a gift to come alongside them by funding leadership development and by continual investment in our relationship, through visits and regular correspondence.
- We were able to support 113 international pastors and missionaries with scholarships for ministry training.
- The Thai BIC church grew by 50% in 2023, as the 6 house church groups multiplied to 9. Although small, these groups are serious about following Jesus in their communities and reaching others with the Gospel.
- Medical missions at Macha Hospital continue to impact both the physical and spiritual health of a large region of Zambia.
- We have partnered with church leaders from Zimbabwe as they provide leadership and governance support to BIC conferences in Malawi and Mozambique.
- We are celebrating the deployment of two missionary families from the Southeast Conference, and we are excited that more are considering deployment.
- In 2023, we supported three non-missionary pastoral couples who have begun to lead the churches in Spain.
- We are planning a gathering in Columbia in 2024 that will include delegates from five different parts of Columbia, Panama, Spain, and the Southeast Conference.



Brethren in Christ U.S.

Opportunities:

1. Join our intercessory prayer community by emailing missions@bicus.org

Pray for Nikki Grimes of Madison Street who is facing a serious illness - **Ben W**

Continue to pray for Yolanda Rice at El Camino Academy in Colombia. Pray as she gets connected at her church and finds community there. Pray for good retention and courage as she continues to learn and grow in using the Spanish language. Pray also for the church in Colombia that Colombians would hear God calling them to go out as missionaries, and that the churches there would have a vision for sending and supporting them. **Glenda**

Pray as Ben and Eunice Stoner (New Mexico) work toward launching a new Freedom of Nations house church, which will meet on their side of Farmington at the same time on Sunday morning as an existing group. Pray especially for Navajo leadership for this group; Pray for God's provision of resources for this endeavor and that the people invited to this new group would get excited about attending. **Pray for health and energy. Grace**






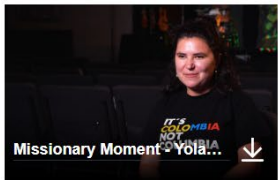

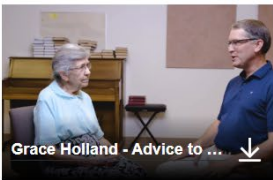




Pray with Donald and Karen Vundhla for southern Africa. Pray: 1) for continued church growth and unity in Malawi and Mozambique; 2) for effective leadership and biblical training in each country; 3) for growing vision for African intercountry involvement in assistance and training; 4) for greater economic stability in Zimbabwe, Malawi, and Mozambique; 5) for generous giving to special projects to provide adequate funding for theology students, tutoring at risk students, and hospital assistance, especially in Zimbabwe; and 6) for daily wisdom, patience, and grace to realize that relationships, more often than not, are more valuable than efficiency. **Esther**

Bevin and Judy G. were delighted earlier this fall to share with the growing population of Asian missionaries being trained in South East Asia. These folks got a taste of "God's Heart for the Nations" through a weeklong teaching at the YWAM CallZell Discipleship Training School and then went on outreach in three Asian countries. Praise God with Bevin and Judy as they witness God raising up new missionaries from new sending nations! **Ben S**

Our English Teacher in Asia has begun connecting regularly with a few women for study and growth. Some of

2. Help your congregation learn more about missions:

Visit our resource page: <https://bicus.org/resources/multimedia-library/>

 Who We Are - World Missionary	 On Mission: Steve and Phyllis	 Missionary Moment - Mark and Miep	 Missionary Moment - Mark
 On Mission: Bogotá, Colo...	 Missionary Moment - Yolanda	 Conversation with Rob T.	 Grace Holland - Advice to ...
 Grace Holland - Life in Min...	 Missionary Moment - Brian	 Donald and Karen Vundhla	 Meet Kris G.

3. Open Posts

An open post is a mission position that has been identified as a need and affirmed by the Commission for World Missions and Leadership Council. There are many opportunities to become involved in our world missions effort *as a global worker*. There are also many opportunities to be a part of the *sending team for these missionaries*. If you, or someone you know, would be interested in learning more about these ministry posts, please contact us at missions@bicus.org

Effective Date	Region of the World	Type of Ministry Role
2/6/2024	U.S. International	Student ministry – (two households)
2/6/2024	Thailand	Church planter
9/12/2016	Thailand	University Ministry
9/12/2016	Zimbabwe	Doctor
9/12/2016	Japan	church support – provide relational encouragement and counsel to the local church leaders.
9/12/2016	Colombia	church planter
9/12/2016	Middle East	church planter
1/28/2020	Dearborn, Michigan	Kingdom professional and church planter
1/28/2020	Greece	Evangelism and discipleship – refugees
1/28/2020	Malawi	church support – provide relational encouragement and counsel to the local church leaders.
1/27/2022	Spain	church planter
1/27/2022	Greece, Zambia	Nurse
1/27/2022	Ecuador	Evangelism and Discipleship
<u>7/22/2022</u>	<u>Middle East Nation #2</u>	<u>(3) Households – Professional (ex: Nurse, Engineer) + disciple maker</u>

With deep appreciation for your commitment to God’s global mission!

Jonathan Lloyd

BIC U.S. World Missions Director

Brethren in Christ Foundation

Report for the 2024 Annual Regional Meetings

The Brethren in Christ Foundation supports the Church by providing Christ-centered financial services enabling local congregations to transform lives through Jesus.

Lending Activities

After experiencing a downturn in lending activities because of the lingering concerns relating to the pandemic, loan originations saw a dramatic increase in 2023. The Foundation funded 9 new loans totaling \$5.8 million. Nearly half of the loans were closed in December of 2023.

Of particular interest is the building project undertaken by a congregation in Salina, KS. The congregation is refurbishing an old bowling alley and converting it to a church with a meeting space for 500+ and new children's space to accommodate more than 100 children. They expect to complete the project in March 2024.

A small congregation in Canton, OH purchased an old VFW building. They provide significant ministry to those in need in the area. Their current building location is out of the way, difficult to reach by those in need and lacks adequate space. Their new building is located in the city, has a commercial size kitchen and large meeting spaces. This new space will allow them to better serve their community, once some renovations are complete.

Our loan portfolio remains very secure. We are blessed to have borrowers who are extremely responsible for their finances. As of December 31, 2023, all loans in our portfolio are either current or paid ahead. In fact, during 2023, 7 borrowers paid off their loans early. This totaled \$1.6 million. We expect this trend to continue in the future.

As we enter 2024, we continue to see strong interest in new loans. Currently, we have three loans in a construction phase, another four in the middle of the application phase, and at least four more expected to apply for funding in the next few months. In total, we anticipate distributing approximately \$7 million in loan funds if all are approved, and that does not include potential loan requests that may come about yet during the year.

Securities

In August, the Foundation introduced a 15-month Stewardship Investment Certificate. This certificate offers a fixed promotional rate until August 2024. This offering was a first for the Foundation. The issuance attracted \$550,000 in new funding to our fixed-term securities. Additionally, \$486,000 was transferred from our TAP program.

Overall, we had a reduction in outstanding securities of \$3.2 million. Of this, \$2.0 million was withdrawn from TAP accounts owned by organizations. These funds were used for funding building programs, loan payments and other operational needs. Since TAP accounts are demand accounts this reduction is not out of the ordinary. Our term securities (SIC and Notes) saw only a slight reduction.

Matching Grants

In 2023 the Foundation awarded 9 matching grants for outreach initiatives, totaling over \$6,500. Those

programs included weekly outreaches to a nearby senior center, vacation bible school, harvest parties, podcasts on mental health, and outdoor movies and other community gatherings.

This year we are putting more focus on our grants and have updated our webpage and will be featuring the grants in February in both the denominational newsletter, Connect, and its Facebook page. In addition, we are increasing the reimbursement amount for the first year of a new outreach from \$1,000 to \$2,000. Working with our Communications staff, we hope to tell more of the outreach stories.

Technology

In December, we launched our new and improved website. The new site was designed by our Account Officer and the BIC U.S. Communications team.

As part of the design process, a focus group was engaged to ensure the site met the needs of our audience. This process resulted in an enhanced ability to navigate throughout the site. Information for our investment and loans is much more accessible. Participants in the BIC U.S. 403(b)(9) plan can now navigate to a dedicated page.

We plan to utilize our new site to provide current information on the Foundation's programs as well as telling the stories of our constituents' efforts to further their ministries with the help of the Foundation.

BIC U.S. 403(b)(9) Plan

The Foundation provides administrative services for the denomination's pension plan.

As TPA, the Foundation is responsible for the day-to-day operation of the plan. On a daily basis, we assist congregations and employees with their questions regarding enrollment, contributions, disbursements and loans. We have continually upgraded technology to improve access to the plan for both employees and employers.

We remain excited about the future of the Foundation and its partnership with BIC U.S. ministries.

Your partners in ministry,
Brethren in Christ Foundation
Jim Reynolds, Executive Director

Development Update for 2024 BIC U.S. Regional Conference meetings

2023 was a busy and productive year in building awareness of the Development function within the Brethren in Christ U.S. Membership in the **Brethren in Christ U.S. Legacy Society** has grown from 64 last year to over **100** as of the writing of this report. As a reminder, members of the Legacy Society are people who have made a provision for a gift to the Brethren in Christ U.S., BIC U.S. World Missions, a regional conference, or a specific Brethren in Christ ministry or congregation by:

- including Brethren in Christ U.S. in their will,
- naming Brethren in Christ U.S. as beneficiary on a life insurance policy or retirement plan,
- opening a Charitable Gift Annuity naming Brethren in Christ U.S. as beneficiary, or
- creating a charitable trust naming Brethren in Christ U.S. as beneficiary.

To put some perspective on the future value of this work, the national average bequest gift for charitable organizations is \$37,000. With that in mind, 100 members at an average of \$37,000 per bequest intention equates to **\$3,700,000** of commitment for future ministry and mission work!

With a goal of 250 members by 2028, these 100 members represent 40% progress toward the goal! In 2024, plans are in process to build momentum through an increased number of presentations in congregations, mailings that build awareness of legacy giving and its potential for impact on BIC U.S. ministry, expanded distribution of the Gift Legacy eNewsletter, individual visits with donors and pastors, and pieces in denomination-wide communications like the annual report.

Over the course of the last year, I have continued working to understand the needs of our local congregations. Many of our congregations could utilize resources relative to fundraising and grant funding opportunities. I have been researching and sharing information across the Regional Conferences related to grants for congregations and conferences. This is good news for congregations of all sizes and levels of resources.

Relative to grant funding, the biggest news of the year is that we have been awarded \$1.25 Million from the J.P. Lilly Foundation to fund a specific training program for approximately 75 congregations over the next 5 years. The primary purpose of this *Thriving Congregations* initiative is to help congregations foster ministries relevant to the lives of congregants, connecting them more deeply to God, and strengthening outwardly focused ministries that serve the community. We are busy preparing and taking next steps to implement the program.

Communication efforts have continued and expanded over the last year, specifically in creation of informational handouts relative to various giving options. Currently we have an “overview” flyer that provides general information on a broad range of planned giving options, and individual pieces on Charitable Bequests and Charitable Gift Annuities. We will be working together in the coming year to create a number of additional pieces that outline other methods of planned giving in more detail. In addition to printed pieces, plans are taking shape to create a library of video resources related to charitable giving, will and estate planning, and related topics. Stay tuned!

While attention continues in meeting with those that may consider a gift for future ministry in their estate plans, I will continue reaching out to pastors and church leaders in an effort to build relational capital and share the vision of development and its benefits across BIC U.S. ministries. Over the year I plan to attend five of the seven Regional Conference Annual Meetings, General Assembly, Memorial Holiness Camp, and Roxbury Holiness Camp.

God’s continued blessing on this ministry of Development is apparent. I anticipate that participation in the implementation of the Thriving Congregations program will increase exposure with our congregations and provide increased opportunity to serve as a resource for gathering a harvest of additional gifts and planting seeds for the next season of growth and giving! To God be the glory!

Respectfully submitted, Mark Templeton, Development Officer, Brethren in Christ U.S.

Awaken Annual Report 2023

Awaken, the BIC network for women in ministry is fully invested in a vision of God's Kingdom reality, where our lived experience in the church reflects the biblical foundations of mutuality as women and men lead together, according to gifts and calling. We pursue this as we work together to empower, engage, and equip women in ministry and leadership, and these are some of the ways we do that...

- Networking, Training, Affirming, and Inspiring through regional gatherings and virtual events
- One-on-One Mentoring
- Cohorts—Groups focused on specific goals
- Collaboration with Denominational Leaders about how to support women clergy
- Resource Hub for all things related to women in ministry
- Advocacy

Over the last year, we've introduced the Credentialing Cohort. This group is designed to be a resource for women in ministry. We come alongside, focusing specifically on the writing of the Doctrinal Questionnaire. Our goal is to help and bring support through the process. I work with Donna Sturr (Assistant for Leadership Development) to stay current regarding women in the credentialing process, but routinely, I also have conversations with lead pastors and bishops, who ask me to reach out and tap the shoulder of specific women in their places of ministry and leadership.

I'm encouraged by the movement of this work in such a short time because we are seeing a positive and tighter partnership as we work together to connect support and resources. Awaken is passionate about the heart and soul of women—as image-bearers and ministers of the gospel—so, this is truly a privilege to engage and invest with women as they pursue calling, credentialing, and leadership development. Please note, that any woman who is currently working on the Doctrinal Questionnaire can register for this cohort by filling out our registration form on the Mentorship Page located on our website (awakennetwork.org).

We believe mentorship is a powerful tool for all leaders, but we also know that mentorship can take on different forms. Building on the momentum of the credentialing cohort, we decided to launch something that could impact another area of development. In January, we began the Leadership Cohort, which is a 12-month journey focused specifically on character and soul development. Currently, we have six women, coming from diverse ministry contexts, walking together as a community committed to intentional listening, learning, and practicing not just for their benefit, but for those with whom they lead and serve.

Last March, Awaken hosted a webinar, called Why Mutuality Matters. Bishop Lynn Thrush from the Great Lakes Conference and Bishop Heathy Beaty from the Susquehanna Conference were our featured speakers, talking about the history of women in ministry within the Brethren in Christ US and what it means to live into this conviction we hold regarding women in ministry. We had approximately 50 participants. There was some good interaction and helpful feedback.

As we look to 2024, we anticipate continued movement as we redevelop and launch new iterations and ideas to help support a vision that emboldens women in ministry in the church. We are so very grateful for the privilege to partner with each conference. Your investment helps in significant ways as we work together for this purpose. Thank you.

Our Awaken Leadership Team for 2024:

Pam Arnold, Carmen Carpenter, Margaret Engle, Bishop Bryan Hoke, Vicki Podjasek, Amber Supplee, and Jennifer Hickey

Respectfully Submitted,
Maureen Brown,
Director

Shared Services

BIC U.S. shared services exists to provide the various ministry areas of Brethren in Christ U.S. (BIC U.S.) and the Brethren in Christ Foundation (Foundation) with communications, human resources (HR), development and administrative and financial services.

This report highlights some of the accomplishments of the shared services team in 2023.

Communications

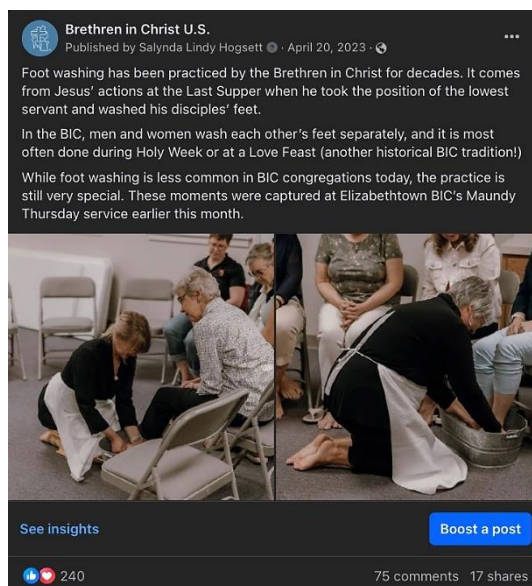
The communications team provides a vital ministry of facilitating conversation among the BIC U.S. family. Through articles, videos, print resources, and digital communications, the communications team seeks to encourage, edify, and educate our constituents.

Finding Home Documentary - In 2022, our multimedia administrator Michael Bowlin traveled with a short-term team to Athens, Greece, to serve refugees in the city. He had a chance to film with several of these refugees, as well as local ministers, to create a 20-minute documentary: *Finding Home*. With the World Missions team, we created an hour-long program that includes a refugee simulation, the documentary, and a time for discussion questions. In 2023, this program was presented at several congregations in Pennsylvania. We encourage any congregation interested in hosting this program to contact the communications team at bicomm@bicus.org. Watch the [trailer](#).

	Open Rate		Click Rate	
	percentage of recipients who open the email		percentage of openers who click a link	
industry average for faith-based organizations	Industry Average	Connect	Industry Average	Connect
2023	45.5%	54.2%	2.5%	11.2%
2022	42.9%	47.6%	2.3%	11.9%
2021	unknown	37.7%	unknown	13.7%

Online Communications - Digital spaces continue to provide us with opportunities to communicate broadly. We sent six issues of our [Connect newsletter](#) to around 4,500 recipients (adding around 150 new recipients in 2023); these digital newsletters covered upcoming events, stories of impact, resources, newsletters, and updates. Our [Facebook](#) page presented many opportunities to reaffirm our BIC identity, beliefs, and practices; our top posts of the year highlighted unique elements of our BIC identity including foot washing, historic theological streams, and core values. Our [Instagram](#) page grew by about 100 followers this year, a small but promising amount of growth. Videos have proven to be especially impactful on this platform, and we continue to experiment with how best to use Instagram to connect with our constituents and communicate who BIC U.S. is.

Annual Report - As with each year, the communications team produced an Annual Report in both print and digital formats. This 12-page report, available in English and Spanish, highlighted the domestic and global work of BIC U.S. It also shared statistics about BIC U.S. congregations, pastoral credentialing, the work of World Missions, and preliminary financial results from the prior year. This was mailed to BIC U.S. lead pastors and key financial supporters. The report continues to serve as a comprehensive explanation of the common ministry of BIC U.S.



Value and Identity Videos - Early in the year, we identified a need for videos that clearly communicate our BIC values and identity. In 2023, we filmed “Who We Are” videos about BIC U.S., World Missions, and the BIC



Foundation. These are foundational videos that showcase to our audience the basics of the BIC. We will continue in this line of videos into 2024 as we interview bishops, define programs, and begin to promote General Assembly. You can view the “Who We Are” videos in our [Multimedia Library](#).

Building a Visual Archive and Library - As we focus more on storytelling through video, the need for b-roll (footage used to overlay interviews) has become clear. With this in mind, we are taking the initiative to take more photos and video of events, congregations, and conferences. This began at Roxbury in 2023 and will continue through this year as we begin to schedule Sundays to go to congregations to capture who they are. This will allow the full breadth and diversity of the BIC to be shown.

Rebuilding the BIC Foundation Website - A large undertaking for the Communications team this year was a [rebuild of the BIC Foundation’s website](#). The Foundation is an important ministry of the BIC, and we are excited for this new website to clearly communicate its services and impact.

Human Resources

The Human Resources department continues to be an important component of Shared Services’ support of the local, regional, national and global ministry of BIC U.S.

One of the significant responsibilities of Peter Guinther, human resources administrator, is keeping our staff and missionaries trained in various areas. In 2023, staff and missionaries received training on security and risk management, mental health first aid, and sexual harassment prevention. If your congregation is interested in receiving training in any of these areas, please reach out to Peter at bichr@bicus.org

We continued to work on our policy for responding to Ministerial Misconduct. We worked with both Leadership Council and the Commission on Ministry and Doctrine to review and revise the policy. After these revisions, we contracted with [G.R.A.C.E.](#) to provide a professional review of our proposed policy. We anticipate finalizing the policy in the next few months and establishing a new page on our website which will provide a copy of the policy, additional resources for congregations and a reporting form for potential incidences of ministerial misconduct.

In addition to some of these new efforts, human resources continues to work with all departments of BIC U.S. to help with hiring and onboarding of office staff members and with the deployment of new missionaries. Equally important, human resources works with staff members and missionaries as they conclude service with BIC U.S.

Lastly, Peter continues to be available to congregations and pastors to provide insight on topics such as health insurance options, child protection policies, and church security resources. We are committed to providing resources to congregations and pastors and coming alongside them as they seek information on various HR issues facing the church.

Development

Mark Templeton continues to serve as our development officer. We are grateful to have Mark on board as he has done an excellent job of connecting with donors, pastors and key stakeholders. Mark also represents BIC U.S. at

various events throughout the year. I believe we are in the process of building a great foundation for planned giving and donor development which we will be able to build upon for years to come. Please refer to Mark’s written report to LC and GCB for more details about the work he has been doing.

Finance

The finance team continues to be vital to the success of the common ministry of the BIC U.S. The team seeks to balance the tasks associated with internal operations such as payroll, expense reimbursements, and keeping accurate records with the tasks that have more of an external focus such as: donor relations, training and consulting with pastors and congregation treasurers, and providing record-keeping services for both the Great Lakes Conference and the Pacific Conference.

We continue to utilize our new accounting and database software that we transitioned to in 2021. We have rolled out several new features that help to make information about our congregations, pastors and donors more accessible to our staff. We are also able to utilize the system to generate statistical reports used to track progress on various Project 250 objectives.

Over the course of the year, our team processes nearly 1,700 outgoing payments and over 9,000 contributions from BIC U.S. congregations and donors. In addition to the day to day processing of incoming and outgoing payments, our team plays an important role in supporting the work that happens around the world. In 2023, our team processed 182 international wires in 12 different currencies to 14 different countries. A significant undertaking this year was releasing over \$122,500 in Global Compassion funds for 14 different needs in 15 countries.

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. Most calls or emails that we get from pastors and treasurers is related to the tax treatment of pastors and the proper handling of housing allowance.

Education and Training

Over the past few years Shared Services has taken a more active role in enhancing existing education opportunities of BIC U.S. and providing additional training opportunities in the form of webinars. Over the past 18 months we have been working to move our directed study program (DSP) courses to an online education platform, Pathwright. Individuals taking courses on the new platform have commented on the enhanced experience and have appreciated the opportunity to further interact with others who are also taking the course. I am happy to report that all DSP

courses have been moved to the online platform. We are also using this platform to offer a self-paced course to help prospective pastors and lay leaders become more familiar with the beliefs and values of the Brethren in Christ. We expect to launch this course at General Assembly 2024.

I was able to conduct two virtual trainings in 2023. First, I was able to join, via Zoom, the Asia Leaders Summit, a gathering of BIC leaders from several regions in India and Thailand. The topic of the training was Best Practices for Handling Church Finances. I was grateful to provide this training amidst other quality training and sharing that happened at that event. I am also grateful to Stephen Badiger who was able to provide live translation for my presentation. The second training that I was able to offer was a free webinar, [Church Treasurer 101](#). We had 65 individuals register representing 57 different congregations and organizations,

Expenses by Category:	Estimate	Actual
Down payment on a home	\$ -	\$ -
Mortgage payments for loans used to purchase or improve your home (include both principle and interest)	\$ -	\$ -
Rent payments	\$ -	\$ -
Real estate taxes	\$ -	\$ -
Property insurance for owners or personal property insurance for renters	\$ -	\$ -
Utilities (electricity, gas, water, sewer, trash pickup, local telephone charges)	\$ -	\$ -
Furnishings and appliances (purchase and repair)	\$ -	\$ -
Structural repairs and remodeling	\$ -	\$ -
Yard maintenance and improvements	\$ -	\$ -
Maintenance items (household cleaners, light bulbs, pest control, etc.)	\$ -	\$ -
Miscellaneous eligible expenses	\$ -	\$ -
Allowance for unexpected expenses (Default: 10%)	\$ -	\$ -
Total Housing Expenses	\$ -	\$ -
Fair Market Annual Rental Value of Home (furnished)	\$ -	
Utilities (electricity, gas, water, sewer, trash pickup, local telephone charges)	\$ -	
Fair Market Annual Rental Value of Home (Furnished, including utilities)	\$ -	
Housing Allowance Designated by Board	\$ -	

including individuals from multiple international BIC congregations. In conjunction with the webinar, we were able to create a new, BIC U.S. branded [housing allowance worksheet](#) for use by our pastors and treasurers.

I am grateful to serve alongside the Shared Services team to support the local, regional, national and global ministry of BIC U.S. Our team continues to believe that Shared Services is a great expression of the value of doing ministry together compared to on our own.

Mitch Martin, Director of Finance and Shared Services



Annual Report to BIC General Conference and BIC Regional Conferences

January 2024

Greetings in the name of our Lord and Savior! As we reflect on the past year, we are filled with gratitude for the blessings and successes that have unfolded at Messiah Lifeways over the past year. Attached you will see our annual report, financial summary and accomplishments and it is our pleasure to share these with you highlighting the achievements of the past year and continuing to live out our strategic vision for the future.

In the past year, our community has experienced significant changes, welcoming new residents who have enriched our community. The vibrancy within our community has strengthened the bonds of faith, fostering a supportive environment for all. The well-being of our residents remains a top priority and we continue to enhance our programs and services as well as our physical spaces. In 2023, we renovated a vacated personal care space on campus to offer our new Bailey Street Apartments which allow us to serve more older adults of various economic means.

Looking ahead, we are excited to announce plans for our new satellite campus, Fernecrest, just ten minutes from our Messiah Village site. This campus will increase the number of older adults in Residential Living by adding a variety of housing options on this new site. This 85-acre farm will be developed to leverage the amenities and quality of care on the Messiah Village campus, while creating some unique opportunities created by the site. The ultimate aim is to create more opportunities for older adults to experience our rich community and enjoy the highest quality of life.

To strengthen our outreach and impact, we are continuing to seek collaborative partnerships with local organizations. These partnerships enhance the resources available to our residents and foster a sense of community beyond our walls. The annual report highlights our partnerships with Messiah University and Central Penn College and we continue to explore other opportunities in the future.

As we embark on this journey into the future, we covet your prayers and support. Together, as an institution with strong support from the Brethren in Christ, we can continue to build a thriving and compassionate community that reflects the love of our Lord. We continue to face challenges, but with prayer, I believe we can live out our mission to serve older adults with Christlike love.

May God's grace continue to abound in our midst.

Karl J. Brummer
President & CEO

Attachment: Annual Report for Messiah Lifeways including Consolidated Financial Information for Period Ending June 30, 2023



SUBMITTED BY PRESIDENT KIM S. PHIPPS · JANUARY 2024

Report to the General Conference of the Brethren in Christ Church

Messiah started the 2023-24 academic year with a total of 2,586 undergraduate students, including 596 new first-time students (exceeding our goal!) as well as 751 total graduate students. This fall we also educated 140 dual enrollment students, an exciting increase rooted in our expanded partnerships with high schools in and beyond our region. Our School of Graduate and Professional Studies continues to develop new degree programs that meet employer and societal needs such as a **new Master of Social Work program (planned to launch in 2024)** and a **new Master of Music Therapy degree** (planned to launch in 2025). This year, Messiah also introduced two new in-demand undergraduate programs—a **major in robotics engineering**, and an **accelerated 4+1 business program** that allows students to earn both a bachelor’s degree and an MBA in just five years.

The University continues to fulfill the goals and priorities of its institutional strategic plan, *“University Rising: the Strategic Plan for Messiah 2022-2024.”* Some important updates include:

- **The work of the Bridge Center for Continuing Education that develops strategic, transformative university partnerships such as:**
 - **A partnership between with Messiah Lifeways** that collaborates on the training and of the next generation of certified nursing assistants.
 - **An educational partnership with Catherine Hershey Schools for Early Learning** that includes internships for Messiah University students, training and development programs, and employment and mentorship opportunities.
 - **A collaboration with the Long-Term Care Resiliency, Infrastructure Supports and Empowerment (RISE) program** to design and provide training to address/support the spiritual needs of employees in long- term care facilities in the South-Central PA region.
 - **A new partnership with The Pittsburgh Promise**, a collaborative, innovative program that provides scholarships and support services to graduates from Pittsburgh Public Schools.
 - **Continuing to grow our network of K-12 Pathway Partners program** that allows Messiah to work together in a variety of ways with other schools that share our high-quality Christ-centered educational mission.
 - **Working with local school districts to address the teacher shortage in Pennsylvania** through dual enrollment/experiential learning programs in teacher education and developing an initial certification track for emergency/intern certified teachers in local school districts through our Graduate Program in Education.
- **Accreditation of our cybersecurity major**, this year Messiah’s program earned designation as a National Security Agency Center for Academic Excellence in Cyber Defense (CAE-CDE), an indicator of academic quality for the nation’s growing cyber workforce.
- **The public launch of a new wellness initiative** that expanded community access to Messiah’s Falcon Fitness Center and programming—and a new personal rehabilitation and exercise program (PREP).

Current fundraising/facility priorities for the University include expanding the Engle Center for Counseling and Health Services to care for the physical and mental health of our students (completed August 2023) and an **enhanced main campus entrance area** (construction planned to begin in spring 2024). We are also **enhancing hospitality/concession areas at Starry Athletic Complex, as well as new stadium seating for lacrosse** (construction planned to begin spring 2024). Phase 2 of this project will include improved seating/dugout areas for baseball/softball and a welcome plaza. Throughout all of these changes and growth, we remain thankful for your support and for God’s faithfulness to Messiah University as we live out our mission to educate students toward maturity of intellect, character and Christian faith.

2023 Director's Report

Duane Bristow, Executive Director

Navajo BIC Mission

2023 has been a very challenging, growing, and exciting year for Diane and me in so many ways.

January through August- eight short-term Mission teams did VBS and work projects, including three community homes painted, cleaned up around, and sheet rock hung.

Only two teams cancelled, and both were through Adventures in Missions, a para church organization.

SOOP (Service Opportunities for Other People) sent a married couple who were in their late 70's and 80's who assisted with tutoring students. They were such a joy to have, and the kids really missed them when they left. They especially loved their electric car.

Mennonite Your Way sent a married couple who planned to stay one night but stayed a week working on the campus and the school.

Beauty for Ashes hosted their retreat with the community and staff had the opportunity to attend. This program provides grief counseling and how to commit to a positive change.

Major improvements were made to the water cistern that supplies the staff and ministry buildings. This work was performed by New Vision BIC in WI with Doug as their lead worker. They assisted with looking at older furnaces on campus for repair or replacement by their HVAC specialist.

September- a small team showed for a work project and laid floor in the Desert Wind Bldg, and assisted with rekeying all buildings on campus.

October- Fall Fest was hosted on campus for the Community which was HUGE success.

December- Christmas Love Gift Outreach program was a huge blessing to the local community. We also provided presents to the local Dormitory School, as well as the local nursing home. Community Christmas Celebration was a wonderful turn out, with Sayani Duo singing some songs, along with some members of the community. Diane and Duane Bristow were recognized for their time on the Mission and about their upcoming retirement and missionary placements. A teen center was dedicated in their name. Christmas Staff Dinner was a great time of fellowship among mission staff, with a great meal and many laughs.

June 4th- The O'Conner family arrived on campus, moving into the two-story house. One of the rooms has issues with a water leak. This area was repaired, painted, and new flooring was installed by the New Vision BIC team.

PACIFIC LIFELINE'S 2023 YEAR-IN-REVIEW

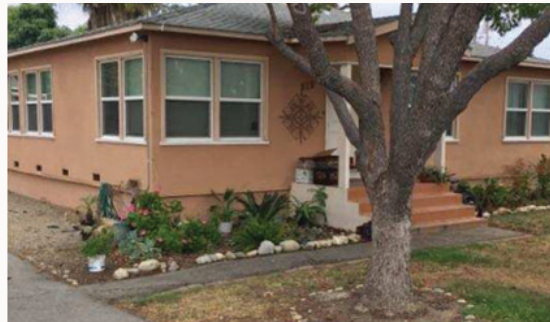


In 2023, Pacific Lifeline's long-term comprehensive housing program provided case management, therapy, life skills training, and child development services to eight families (eight women and nine children). Our Next Steps housing program provided housing at reduced rent to two families (two women and three children). In addition, our extended care services provided a back to school program, Thanksgiving food, Christmas gifts, and weekly community resource emails to 40 families.

Each home creates the safe space where women work hard to rebuild their lives and create better futures for their children.

2023 highlights from each program:

- One of our shelter residents graduated from nursing school and got a full-time job as a school nurse.
- A family moved into one of our Next Steps houses. The mom is working full-time, and her son is doing well in school.
- On November 28th, we held the groundbreaking for a duplex, which will expand our Next Steps program in 2024.



Thank you to our Brethren in Christ family for praying, volunteering, and giving. Together, we make a difference in the lives of homeless women and children.

“Pacific Lifeline saved our lives, and you and your family continue to lift us up.”

-Denise, former Pacific Lifeline resident (written to her Christmas sponsor)

Our mission:

Pacific Lifeline, a faith-based ministry, empowers women and their children facing chronic homelessness and helps them achieve personal and social stability.



Lives changed in 2023

Pacific Lifeline’s residents are immediately engaged in a comprehensive, strategic, individualized program that guides them from homelessness to self sufficiency. Here are some of the goals our residents worked on in 2023.

Brittany worked on budgeting, saving, increasing her income, and reunification within her family, and she moved into stable housing near an adult son. Her eight-year-old daughter improved self-regulation and greatly decreased aggressive behavior.

Breanna found childcare for her daughter, worked as a substitute teacher, worked on budgeting and building her credit, and got a full-time job with benefits with San Bernardino County. Her three-year-old daughter improved her communication and social skills.

Danielle graduated from nursing school, got a full time job as a school nurse and a part time job at a hospital, and continued her nursing education online, working toward becoming a Registered Nurse. Her one-year-old son increased his motor skills through music play with children’s staff.

Isabel became a Certified Nursing Assistant, found affordable childcare, and worked toward becoming an LVN (expects to graduate in early 2024). Our children’s staff helped her potty train her three-year-old.

Ashley worked on budgeting, saving, and building her credit. She found an apartment to rent with her sister. Her five-year-old son successfully transitioned into kindergarten.

Hannah saved for and bought a car, worked toward finishing her phlebotomy program, and got a job before moving out. Our children’s staff helped her two-year-old daughter increase her vocabulary.

Courtney started taking classes at Chaffey Adult School to earn her high school diploma. She also worked on her resume and job search. Her five-year-old daughter increased her social and vocabulary skills through working with our children’s staff.

Whitney worked on budgeting, saving to buy a car, and enrolling her child in daycare. Through working with our children’s staff, her eighteen-month-old son is now recognizing words for objects.



Thank You for Investing into Pacific Lifeline

ACTS Thrift Store
 Maria Andrade, MFCC
 Arena Staffing
 Boone Trucking Inc.
 Bouma Air Conditioning & Heating
 Cardenas Markets Foundation
 Chaffey Federal Credit Union
 Chino Commercial Bank
 Church in the Valley Diamond Bar
 City of Claremont
 City of Upland
 Claremont United Church of Christ
 Edison International
 Faith Bible Church of San Francisco
 Gregg Electric, Inc.
 Hamilton Construction
 Inland SoCal United Way
 In-N-Out Burger Foundation
 Interiors Plus
 International Language School for
 Children & Adults
 Ireland Sound Systems
 JB’s Pools & Ponds, Inc.
 KFC Foundation, Inc.

Klaus & Sons
 Kroger
 Langwasser & Company
 Life Bible Fellowship Church
 Linda’s Faith in Action Fund
 Marvin R. Bernstein Foundation
 MK Smith Chevrolet
 Monroe’s Automotive & Offroad
 Morongo Band Of Mission Indians
 Network For Good
 Ontario Community Foundation
 Peace Mennonite Fellowship
 Premium Promotionals
 Rauch Family Foundation
 Sempra Employee Giving Program
 Solid Ground Brethren in Christ Church
 Stater Bros. Charities
 Tax & Retirement Services
 Upland Brethren in Christ Church
 Upland Church of Christ
 Upland-Foothill Kiwanis
 Upland Police Officer’s Association
 Upland Woman’s Club, Inc
 UPS Employee Giving Program



PART THREE
COURTESY REPORTS

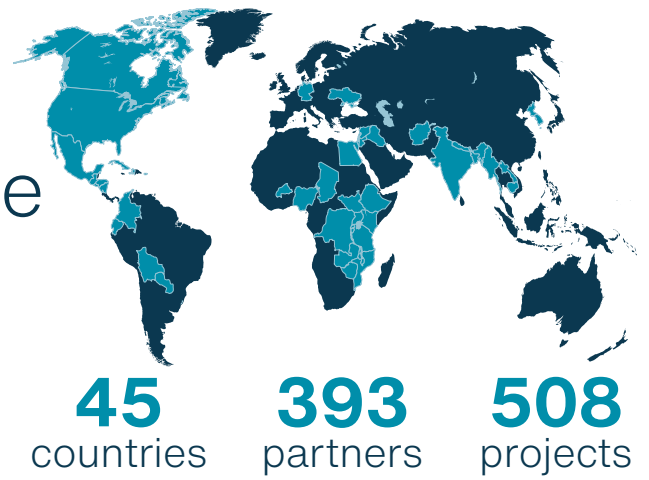
2024 report for Susquehanna Conference Brethren In Christ

MCC East Coast

Toll Free: (888) 563.4676 • EastCoast@mcc.org • mcc.org

Connect with MCC staff in your community

Rolando Flores-Rentas, Southcentral PA Program Coordinator • RFlores@mcc.org



Melanie Mafinga, a member of the Women Situation Room (WSR), a women-led group supported by MCC for peace training in Kikwit, Democratic Republic of the Congo, carves out time from her work as a trader to help resolve local conflicts and promote peace. Through MCC, you join in the legacy of Mafinga and so many others, through the past century and across the globe, who have dedicated themselves to a world where the peace of Christ rules in more hearts.

MCC/Fairpicture photo/Justin Makangara

MCC's 2024 guiding scripture

Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

Colossians 3:15 (NIV)

Dear friends,

Thank you for your continued commitment to MCC's work. Your investment through prayer, volunteerism and resource sharing enables us to continue working with our partners worldwide. In these uncertain times, what a gift we have in the comforting words of this year's scripture card that assures us that Christ's peace can rule in our hearts. The gift of peace invites us to respond as Christ's body, amplifying our peace witness. MCC does that through the ministry of relief, development and peace in the name of Christ. Thank you for the many ways you support MCC's global work. May Christ's peace continue to fill our hearts.

With thanksgiving,

Hyacinth Stevens, *MCC EC executive director*

Dave Downey, *MCC EC board member*

MCC and Susquehanna Conference BIC connections

- Iglesia Hispana Mi Casa de Oración (Carlisle, PA) distributes MCC food boxes, school kits and comforters to members of the church and community.
- Grantham Church (Mechanicsburg, PA) and other churches in your conference make comforters for MCC's annual Great Winter Warm-up. Since 2020, Grantham Church donated 730 comforters to MCC.
- Conference members shop, donate and volunteer at BigValley Thrift & Gift Shop in Belleville, PA.
- In February 2024, the Meeting House Church (Carlisle, PA) and other congregations participated in the annual MCC meat canning at the Cumberland Valley Relief Center (CVRC) in Chambersburg, PA.
- Susquehanna Conference members support MCC through the Pennsylvania Relief Sale in Harrisburg, PA.

“The gift of peace invites us to respond as Christ's body, amplifying our peace witness.”

-Hyacinth Stevens

In January 2023, twenty-four young adults traveled from urban areas near and far to attend *Peace for the Weary*, an MCC peace camp hosted at Camp Deerpark in Westbrookville, New York.

Peace for the Weary invited young adults living in urban contexts to engage in a week of reflecting on

personal and communal trauma and healing.

Over the course of the week, participants explored strategies for healing, nonviolent intervention and resilient hope through activities, discussions and reflections surrounding trauma, healing, cycles of violence and reconciliation.



MCC photo/Yujin Kim



Paxton Ministries’ mission is to **provide affordable housing and support services to adults in need with Christ-like love**. For over 42 years, we have been providing life-changing opportunities for adults challenged with poverty, mental illness, and intellectual disabilities to find a comfortable home full of companionship, care, and dignified, individualized services here in Harrisburg, PA.

We are motivated by the call to action found in Isaiah 58 and the promise there that *“if you pour yourself out for the hungry and satisfy the desire of the afflicted, then shall your light rise in the darkness and your gloom be as the noonday.”* Throughout 2023, we saw this light rising in the darkness in many forms as we continued to serve adults in need from our community. We witnessed sacrificial generosity, steadfast service, and supernatural peace. We were able to provide our residents with 1,095 mealtimes, 1,000 meaningful activities, 1,000+ administered medications each day, and so much more. Other highlights include: assistance for residents transferring to a higher level of care, facility updates and a new pavilion for outdoor activities, grants to improve our IT infrastructure, a formalized partnership with Messiah University that creates internship and research opportunities, and a new promotional video that captures our Christ-centered approach to care.

We long to see that wondrous light of Christ’s love rising in other dark corners around us, and we are prayerfully taking steps to enhance both the quality and the quantity of the work we do through our newly initiated Strategic Plan. We look forward to sharing with you in coming years what God is doing as we follow His leading to grow Paxton Ministries in our community! May He be glorified in all we do to bring bright and transforming hope to people who are precious, lost, and vulnerable.

The loving support we have received from **you** is yet another evidence of God’s bright blessing of our ministry. Thank you for sharing our vision to care for those in need and for your generous gifts, volunteer service, and prayers. In particular, we want to extend our deepest appreciation to many BIC churches from within the Susquehanna Conference, including **Dillsburg, Grantham, Messiah Village, Meeting House Carlisle, and Mechanicsburg Churches**. Your support for us in donations, encouragement, and volunteer work made such a difference! Thank you!

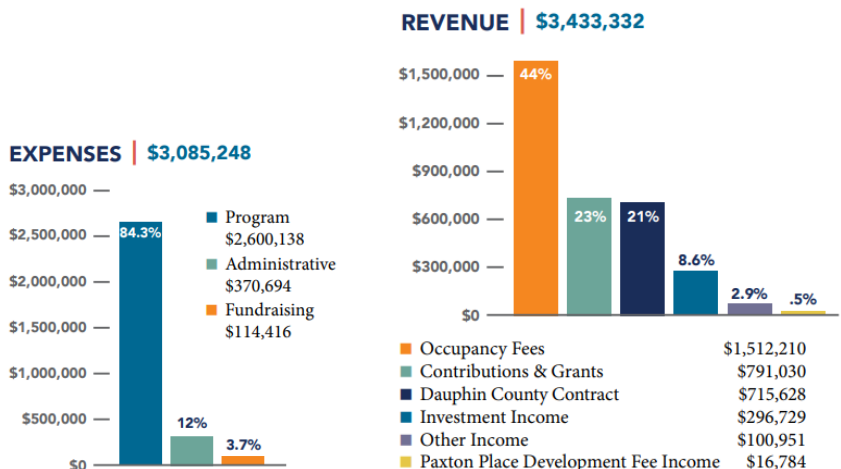
Please continue to pray for us: for perseverance in carrying out our mission, for the fruit of the Spirit to characterize every decision and interaction, for wisdom for our Board of Directors, for the filling of open staff positions, for residents to trust in Jesus, and for many more adults in need to find a safe and compassion-filled home and family with us.

Thank you for your partnership with us as we serve God and our neighbors.

With my sincere appreciation,

David Zilka, Executive Director

***The following financial report is for the FY22-23.**



If you have any questions as you read over the Agenda before the Annual Meeting, it would be helpful if you could email those to bicusquehanna@bicus.org. We will answer those individually unless we receive a number of questions about the same topic. In that case, we will send out an update to the entire group of delegates. Thank you!