



Brethren in Christ U.S.

Multiplica

Agenda

General Assembly 2026



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Welcome

Brothers and sisters,

Welcome to Miami, Fla. for the 129th General Assembly (formerly General Conference) of the Brethren in Christ U.S. I am deeply grateful to Bishop Aner Morejon and a great team of others from the Southeast Conference who have worked so hard to prepare for our arrival.

As Jesus ascended into heaven, he told his disciples that they would be his witnesses locally and globally (Acts 1:8). Likewise, our congregations and missionaries are called to impact and invest in their communities.

Our theme for General Assembly 2026 is *Multiplica*, Spanish for “multiply.” This is the first time Spanish has been used for the theme for General Assembly, and we did this for two key reasons:

1. First, *Multiplica* captures the energy and growth the BIC U.S. is experiencing in Spanish-language congregations across the United States.
2. Second, it is directly tied to priority three of Project 250: multiplying missional congregations, movements, and leaders.

General Assembly 2026 will invite us to explore ways to strengthen and multiply our leaders, congregations, and ministries so that people will be drawn into a lifelong relationship of knowing, loving, and following Jesus.

It is my prayer that each of us will experience a renewing and refreshing presence of God so that we can return to our places of ministry prepared for continued service. Thank you for investing the time and effort to be with us.

General Assembly is the highest authority in the Church. This biannual gathering is an important time for us to:

- Share and celebrate the work of God through the BIC U.S.
- Dialogue about issues related to the ministry of the BIC U.S.
- Amend, repeal, or suspend any part of the MDG
- Appoint members of General Conference Board

As ought always to be the case, we want to engage with one another as family members who are committed to one another and bound to one another in love. While *Robert's Rules of Order* is a helpful guide for our business, the scriptural exhortations to love, care for, and honor one another always take precedence.

Please remain prayerful for our time together. Pray that God will be honored and glorified in all that occurs. Pray that we will be refreshed, renewed, and inspired through all that happens.

Your fellow servant,
 Alan Robinson
National Director

AROBINSON@BICUS.ORG

Business Overview

1. Welcome, Overview, and Instructions
2. Recognition of Representatives from Related Organizations and Honorary Members
3. Remembering Those Who Have Served in Leadership
4. BIC U.S. Reports
 - i. General Conference Board Report
 - ii. National Director's Report
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 - viii. Brethren in Christ Foundation Report
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5. BIC U.S. Recommendations to Be Adopted
 - i. Approval of the Minutes of the 2024 General Assembly
 - ii. Proposed Amendment to Article 2.4 in the Bylaws of BIC U.S.
 - iii. Proposed Amendment to Articles 7.1 and 7.2 in the Bylaws of BIC U.S.
 - iv. Proposed Amendment to Article 11 in the Bylaws of BIC U.S.
 - v. Proposed new Article 8 in the Bylaws of BIC U.S.
 - vi. Proposed Amendment to Article 11 in the Bylaws of BIC U.S.
 - vii. Appointment of General Conference Board Members
 - viii. Confirmation of Board Members for the Brethren in Christ Foundation
6. Receive Covenant and MOU reports

All dollar amounts listed in this Agenda are assumed to be in U.S. dollars unless otherwise noted. Unless otherwise noted, all financial statements presented in this Agenda reflect audited results and are presented with years ending December 31.

Part 1:

Brethren in Christ U.S. Reports

The ministry of the Brethren in Christ U.S. (BIC U.S.) is multifaceted. The most fundamental and critical facets of BIC U.S. are the ministries of local congregations across the United States and the ministries of missionaries and mission locations around the world. BIC U.S., sometimes called “the denomination,” exists as a support to congregations, pastors, and missionaries. We believe that life and ministry are better together than carried out in isolation. Together, we are a better reflection of the community of faith. Together, we find support and accountability. Together, we can accomplish more than any one of us can accomplish alone.

The following reports focus on the denominational activity of the BIC U.S. during 2024 and 2025. Each of these reports focuses on part or parts of our multifaceted oneness. They are presented separately for the purposes of clarity and focus, but they must be understood as a holistic unity that, together, provides a picture of our ministry.

A. General Conference Board Report

The General Conference Board (GCB) of the Brethren in Christ U.S. (BIC U.S.) is composed of church members from the seven Regional Conferences of the Church. The National Director is also a non-voting member of this board. GCB members each have a history of serving in a variety of capacities at the local congregational level. All GCB work is directed by the language found in the *Manual of Doctrine and Government* (MDG). GCB meets together physically at least two times per year in February and September, and also at General Assembly, which we hold as a body in even numbered years. Additional information is shared and discussed periodically throughout the year by means of Zoom meetings and e-mail exchanges. Votes are taken electronically, when needed, and the board re-affirms those votes and records those results in our minutes the next time we physically gather together in a group session.

Three standing committees also occasionally meet in order to facilitate the work of the board. The first of these is the Executive Committee which consists of the four executive officers (chair, assistant chair, secretary and treasurer). The second is the Governance Committee, presently chaired by Pastor Adam Forry. The third committee is Finance, with Kevin Noll currently serving as chair. Each of the last two committees also benefit from the input of additional non-GCB members who share their insights. The Finance Committee is especially grateful for the work and information provided by Mitch Martin, Director of Finance and Shared Services.

The information gathered and recommendations made by each of these three committees is shared with, and discussed, by all GCB members before any motions are voted on by the entire board.

Over the last biennium since General Assembly last met in Ohio in 2024, GCB has done the following work consistent with our responsibilities outlined in the MDG:

- Performed a final performance review of our National Director, Alan Robinson. We are both grateful for and affirm the good work and steady leadership Alan has given to BIC U.S. while serving so many years as National Director and look forward to his final two years serving in this capacity with the Church before he retires from this role in 2028. Goals have been discussed and put in place for the 2026-2028 period.
- Completed introspective performance reviews of GCB members. The results were evaluated by the National Director and GCB chair prior to the invitation for present members to serve additional terms on GCB.
- Approved a nomination for regional bishop.
- Overseen the finances and real personal property of the BIC U.S., taking votes for action approval as needed.
- Received reports from and reviewed the work of the BIC Foundation.

- Served as BIC Pension Fund trustees.
- Extensively evaluated and then nominated new GCB members for approval by the 2026 General Assembly.
- Considered and discussed, often with the help of the Leadership Council, questions or motions raised at previous General Assemblies and formulated specific recommendations to bring forward at the 2026 General Assembly.
- Formed a GCB volunteer task force to prepare for our search for a new National Director which is scheduled to begin in January 2027. Begun counseling with other BIC members who were involved with the search process when Alan was called as National Director over a decade ago.
- Continued to receive, discuss, and evaluate reports from our BIC U.S. - related organizations such as Messiah Lifeways, Messiah University, and Lifeline Ministries Women's Shelter.

The GCB members who have served over the last two years have been: Ray Chung, Rachel Diaz (Secretary), Sherri Flohr, Adam Forry, Bonnie Hersherberger, Abby Kean, Jonah Langenderfer, Jacob Loughheed, Brian Mbuu (Assistant Chair), Georgia Myers, Kevin Noll (Treasurer), Jose Rodriguez, Naomi Smith, Denise (Conway) Young, and myself.

It has been a blessing and privilege to serve with this wonderful group of leaders from our BIC church family.

Tom Law
Chair, General Conference Board

BIC@BICUS.ORG

B. National Director's Report

I remain deeply grateful for each of you who serve and lead the BIC congregations and ministries across the United States. You are serving on the front lines of the ministry of the Church. Those of us who serve in administrative roles are here to help, support, and encourage you. I am fully aware that the cultural moment in which we serve has become increasingly polarized and difficult, and the toxic impacts of the media and social media are everywhere. Ministry is hard. We pray for you often.

In the midst of our challenges, there are many things for which we give thanks. We give thanks for the reports from congregations of those who are experiencing new life in Christ and are following Jesus through baptism and discipleship. Praise God for these blessings. We give thanks for the news of congregations growing and multiplying impact in their communities. Praise God for these blessings. We give thanks for news from our missionaries around the world who share of their experiences of God's presence and blessing. Praise God for these blessings.

During the past year BIC U.S. has continued to emphasize and seek to promote and support the ministry objectives and goals of Project 250. This initiative was launched in 2020 with an eight-year time span in mind and will end at General Assembly 2028 when we celebrate the 250th birthday of the Brethren in Christ. In addition to Project 250, many congregations have chosen to be part of the Thriving Congregations initiative that has been made possible by a grant from The Lilly Endowment. My deep heart-felt gratitude to those who are leading these initiatives. I pray that these will be one of the ways that God blesses our Church family.

One of the Project 250 goals was to increase the number of BIC congregations in the United States. We continue to believe that one of the best ways to reach new people with the gospel is to plant new congregations. BIC U.S. continues to provide every Regional Conference with annual financial grants to support multiplication ministries. These dollars come from our Common Ministry revenue. In addition to the annual grants from Common Ministry, we have financial resources available from the Honor the Past: Build the Future campaign from several years ago. These financial resources can be accessed through the Regional Conference as matching support for new church plants. BIC U.S. has recently hired Ericka Henry to a part-time position to help stimulate and support new church multiplication efforts.

The 2024 General Assembly approved amendments to Article II of the Articles of Faith and Doctrine (AFD). These amendments were intended to clarify that we hold an egalitarian understanding of ministry—God calls and equips men and women to serve in all roles and positions within the Church. However, these amendments raised questions about how best to make clear that God creates men and women with different-sexed bodies and that these differences are part of God's creation and remain important for understanding God's plan for human sexuality. The questions were not about what BIC U.S. believes (that has been and remains clear), but how best to express our theological understandings and commitments within the brief statements that are part of the Articles of Faith and Doctrine. Since 2024 Leadership Council has done significant work on this topic. This has included many hours

of discussion, requests for feedback from various groups within the Church (especially the Allegheny Regional Conference which discussed the matter at its 2025 Annual Meeting), reviewing all of the theological statements that are part of the body of literature that details our biblical and theological understandings, possible amendments to the current wording of the relevant Article in the AFD, and consultation with the Commission on Ministry and Doctrine (CMD). After this extensive work, LC is not bringing any proposed amendments to the 2026 General Assembly and will continue to work on the matter with a view to potential future amendments.

For several years we have been promoting the 2028 General Assembly as a time to celebrate the 250th birthday of the BIC. Our vision for this event was that it would be a global celebration that would include at least 250 attendees from outside of the United States. We have been raising funds to support the travel and accommodation costs of these brothers and sisters from around the world. Many congregations and individuals have given to support this Global Assembly, and we are deeply grateful to them. Sadly, given the current challenges and difficulties involved in getting visas to enter the United States for people from many countries where there are BIC congregations, we are beginning to think the original vision will not be possible and we are therefore reimagining how the global BIC can mark 250 years of God's blessing. Our current thinking is that we will have four regional gatherings around the world (North America, Latin America, Africa, Europe/Asia). This option will make the event more accessible for more people.

One of the important roles of the Leadership Council and the Commission for Ministry and Doctrine is to oversee the ministerial screening, educating, credentialing, and credential review functions of BIC U.S. I am grateful for the many hours of service that so many people dedicate to these functions. This includes reading the screening documents such as *This I Believe* and the *Doctrinal Questionnaire*, facilitating Core Courses and courses in the Directed Study Program (DSP), and meeting, interviewing, counseling, and supporting the hundreds of people that are part of the ministerial credentialing processes. LC and CMD constantly evaluate how the current iteration of these processes is serving the needs of the Church. Together they have concluded that the time has come for significant review and revision. We expect any changes to be communicated at the 2028 General Assembly.

At the end of July 2028, I will conclude my service as National Director of BIC U.S. It has been an honor to be able to serve the Church in this way. Thank you for your prayers and for your support. Pray for the General Conference Board, especially the taskforce that will serve as a search committee, as they work to nominate a new National Director.

Let me conclude by expressing my deep appreciation for every congregation that makes it a priority to contribute faithfully and regularly to Common Ministry. Your faithful support makes it possible for us to serve in these ways. Many congregations have committed to contributing the requested amount of 10% of congregational income to support the ministry that we all do together as a Church family. This includes sending and supporting missionaries, providing and supporting bishops to each of the seven regional conferences, providing annual grants to Regional Conferences to support ministry and church planting and multi-

plication, and the many functions of the Grantham office and the work of the Commission for World Missions and the Commission for Ministry and Doctrine. Thank you for your faithful support. If your congregation is not one of these that supports our collective ministry, I ask that you consider making it a priority going forward.

Respectfully submitted,

Alan Robinson

National Director, BIC U.S.

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C. Allegheny Conference

1. General Report

I'm beginning this report to the 2026 General Assembly by looking ahead to 2027. Much of what occurred in the Allegheny Conference during the past biennium served to solidify my conviction that the season has arrived for me to transition out of my current role. I believe that the conference is in good health, and a solid foundation is laid for someone else to build on. Ergo, I plan to invest much of my efforts during the upcoming year preparing the conference for fresh leadership.

During my sabbatical period (9-15-25 until 1-5-26), I took plenty of time to reflect on the status of the conference and my role. Most of the goals that I set when I entered this position have been achieved. A few of them are quantitative, and my assessment can be supported with data. A couple are subjective and can be debated. Regardless, here is my perspective on the past and where we are currently.

One of my top priorities from the outset was to foster a culture of healthy congregations led by healthy leaders. However, as I pointed out a couple of years ago, the inherent challenge that accompanies a healthy environment is sustainability. Stable congregations, led by healthy pastors with longer tenures, eventually results in the team aging out. In my report two years ago, I highlighted that the average age of an Allegheny Conference lead pastor was 58. None were less than 40. But during the past two years, the Lord has provided in ways that surpassed my hopes and expectations. Due to transitions, and God's supply, our largest congregations are now shepherded by very gifted, dynamic, young pastors. Four of the pastors of our six largest congregations have a combined average age of 40, and at the time of this report three of them have been in their current assignment less than 18 months.

Another of my original goals was to make the role of bishop something widely respected and desired. I envisioned that when the time for my transition arrived, a line of eager potential replacements would be standing at the door. While I have no intention of choosing my successor and I have no idea who might be interested, I am witnessing a dramatic rise in the number of younger leaders who are interested in serving the church more broadly. My prayer and hope are that what I am observing more generally will be experienced by the bishop search committee also.

Finally, I'll highlight one more goal that I believe we're on the road to achieving. I've said since day one, I want us to impact our entire region. What I had in mind at the time was planting congregations in our major urban areas. Well, admittedly, that hasn't gone very well. Nevertheless, I still believe that it can, and should, happen.

Recently, though, I've taken a fresh look at where God is on the move among us, and what it means to impact our region. What I see is something that I wouldn't have predicted two decades ago. We are blending with fellowships that represent a variety of ethnicities, cultures, and theological streams. We're uniting at a deep level as we share pastors and buildings and activities while functioning as one body. We continue blended life with The

Well of Blair County, Trinity Evangelical Fellowship, and Grace Nepali. We're currently in discussion with a group, Higher Life Church, in Roanoke, VA, regarding a potential blend with Community of Faith. Meanwhile, since October 2025, we've added three new Latino congregations: Rios Martinsburg, Rios Waynesboro, and Yo Soy La Roca.

This is a season of church life that I find both exhilarating and stretching. I praise God for His mighty acts, and I thank Him for allowing me to participate in His work. I also thank Him for His total sufficiency. My plan is to finish my leg of the race strong and make a clean handoff to the one whom God chooses to grab the baton.

In Christ,

Rob Patterson
Bishop

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2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	41	40
Under 25	6	5
25–50	11	12
51–75	6	5
76–100	4	5
101–150	4	4
151–200	3	3
201–300	4	2
301–500	1	2
501–750	2	2
751–1,000	-	-
1,001–2,000	-	-
Congregations started	1	2
Congregations closed	-	-
Congregations adopted	-	-
Pastors	2025	2024
Full-time lead pastors	29	30
Bivocational lead pastors	11	8
Profile	2025	2024
Membership	3,827	3,956
Attendance	4,733	4,608
Baptisms	184	211
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	8.6%	9.2%
Estimated percentage given to CM from congregations that did not report*	3.9%	-
Aggregate total	8.5%	9.2%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

D. Atlantic Conference

1. General Report

In these last two years, the pastors, congregations, and people of the Atlantic Conference focused on following Jesus on mission, multiplying missional sites, and developing leaders. This focus fits nicely within the five strategic priorities of Project 250 as we endeavor to see those priorities become reality among us. The experience of this last biennium has presented numerous joys and challenges.

In the midst of each aspect of life, a theme we commonly focused upon through a regional gathering was resilience. Resilience is defined as the capacity to withstand or to recover quickly from difficulties or the ability of a substance or object to spring back into shape. At some points in the past years, my challenge was that through my typical rhythms and efforts, I was unable to recover at a fast enough pace to keep up with what was needed. Rather than springing back into shape, I was getting bent out of shape. My natural and built-in resilience was not cutting it. Resilience is a wonderful and needed quality. But resilience in and of itself is not enough. It's just a more palatable word than self-reliance. Rather than rely on ourselves, Jesus says "Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls."

While I did develop new and renewed rhythms to care for my soul, the bonus was the gift of sabbatical, which was offered by the Church and I received in the fall of 2025. I am very grateful to the larger church and many specific people for helping to make that possible. While I had numbers of encouraging and meaningful experiences, the consistent experience of being with Jesus in a more focused rhythm that was different from what is typical impacted me significantly. I am grateful for the renewal that flowed from that time and desire to take what I experienced and learned into who I continue to be in this role.

One way I resource local congregations for mission involves pastoral placements. The health and fit of local pastors is one of the greatest indicators of ongoing mission and strength for the church. In 2024, I facilitated lead pastor searches at two congregations and in 2025, I was involved in two more. Interim pastoral assignments at some of those congregations greatly increased their ability to be ready for the next lead pastor and what Jesus desired to do next in and through them. I also engaged with multiple church boards and pastors in areas of new opportunity or concerns, including both midterm and end of term evaluations.

Multiplication continues to be a point of emphasis for the conference. While much work has been done by many individuals, we give God the credit for his ongoing work of drawing people to himself through the one new congregational site, which began in this biennium. We continue to partner with outside groups, including Forge America, to resource these individuals and congregations and host gatherings and retreats for those focused on multiplication. We are excited and look forward to partnering with the new Multiplication Coordinator and the larger church in the U.S. to keep reaching more people for Jesus through multiplication.

The conference also adopted one congregation into the BIC. Believers In Christ Church (also known as Greater Philadelphia BIC) formed as a church a number of years ago in eastern PA and was primarily made up of BIC individuals from Zimbabwe. Through a series of connections, they desired official connection of their congregation with the BIC church in the U.S. It was my joy to officially recognize and welcome this congregation into the BIC U.S., and I look forward to all that Jesus will do in the future through our partnership.

While new life and ministry is exciting, it is always held in tension with death and the conclusion of ministry for other congregations through various circumstances. As we experience in our lives, both birth and death are an integral aspect of what we experience as people. I have found the same serving a region of churches. We celebrate what Jesus has done through the people of all congregations, including the three who officially closed in this biennium. We affirm and take hope in the fact that the church is not a building in a location or a non-profit entity. It is people. So while those official organizations were celebrated and concluded, the church continues through the people who were a part of it. Jesus and his Kingdom expand and prevail even while we grieve the loss of those congregations.

As a conference, we desire to resource the upcoming generations both in faith and in practical ministry. This happens collectively through the Next Gen program, where primarily young adults receive practical experience in church and other ministry settings, which helps to shape their path forward and discern what God may be asking of them in the future. In partnership with Kenbrook Bible Camp and Retreat Center, the conference supports a retreat for middle school students and another for high school students. Jesus continues to impact so many through these opportunities.

I serve with a great team and board in the Atlantic Conference. I am so grateful for the wonderful partnership with gifted and passionate Jesus followers at every level of the BIC U.S. - national, regional and local. The people of the BIC U.S. represent Jesus well in this world and I am privileged to be a part of that family.

Those we choose to do life with in a more intimate way get a unique view of us which others might not always get to see. They also get access to speak into our lives more deeply and in more impactful ways than relationships on the peripheral. I am more like Jesus because of those intimate relationships, particularly my spouse Kerry. In more ways than I realize, she supports me, encourages me, and challenges me to be more like Jesus. When the ways Jesus was moving in me over the sabbatical became more evident, I also learned that she was praying for me in some ways that I was previously unaware. May we all have people in our lives to which we give this type of access and may they be trustworthy to help lead us more and more towards Jesus. We do not need to be married or in the same residence to experience that. We just need to be open to the work Jesus wants to do in us, including through others around us. I am better because of her and because of a number of other relationships who are willing to love me in spite of me being me and I am grateful.

Bryan Hoke
Bishop

BHOKE@BICUS.ORG

2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	39	39
Under 25	5	6
25–50	9	5
51–75	4	8
76–100	1	1
101–150	6	5
151–200	1	1
201–300	3	4
301–500	2	2
501–750	1	1
751–1,000	2	2
1,001–2,000	1	1
Congregations started	-	-
Congregations closed	3	1
Congregations adopted	1	-
Pastors	2025	2024
Full-time lead pastors	16	15
Bivocational lead pastors	21	23
Profile	2025	2024
Membership	3,320	3,210
Attendance	6,886	6,859
Baptisms	255	190
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	7.4%	7.3%
Estimated percentage given to CM from congregations that did not report*	3.5%	9.6%
Aggregate total	7.1%	7.5%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

E. Great Lakes Conference (GLC)

1. General Report

We are in the midst of the years focused on the five priorities of Project 250:

1. Reaffirming our identity as a community of Christ-followers
2. Making lifelong disciples
3. Multiplying missional congregations, movements, and leaders
4. Increasing global awareness and impact
5. Growing to reflect the demographic realities of our communities

These priorities, gleaned from conversations across the BIC U.S. in 2018-2019 and articulated by Leadership Council in 2020, have provided regenerative conversations, supporting ministry structures, and deputized individuals, all aligning with the focus and heart of Project 250. The Thriving Congregations initiative, supported by funding through a generous Lilly grant, has added important missional focus to Project 250.

Established denominational ministry structures importantly support the GLC. The faith and wisdom of the Brethren in Christ Foundation in supporting the faith and work of Valley Chapel (Canton, Ohio) to purchase the building that has become Emerald House is of enormous blessing to the GLC Board of Directors and the GLC at large. The work of the Commission on Ministry and Doctrine (CMD) consistently assists our pastors in becoming credentialed. The Commission for World Missions (CWM) has led short-term mission teams for a number of weeks in the summer in the far/near mission world of Dearborn, Mich. Located within the GLC, we are privileged to encourage our people to participate, and importantly, to do so under the excellent leadership and oversight of the CWM.

The Shared Services office is enormously important and supportive in the life of the entire denomination, including the GLC. This office reports on giving patterns of our congregations and does first-rate communication, telling the God-stories among us. This office provides human resources support and best practices for treasurers. Woven throughout this office is a heart of support, truly seeking to make assets available to the Conference, be they assets of finance or expertise. This office practices its name - shared services. There is no “us/them” language. Added to this, there is an openness to innovation.

We regional conferences “are the geographic units of the BIC U.S.” (MDG 6.1) The GLC comprises the geography of the states of Wisconsin, Michigan, Illinois, Indiana, Ohio, Kentucky, and Tennessee. We live in the support listed above. That support allows us to receive training through, for example, the ten congregations participating in Thriving Congregations. We look to align our efforts together, as seen in the ministry planning of Memorial Holiness Camp. We have invested personnel and funds in a Minister of Generational Discipleship, a Task Force on Children’s Discipleship and Formation, Parish Leaders who are responsible for a region beyond a local congregation, a Theologian in Residence to support

credentialing and theological reflection, along with administrative and caring ministries through the work of the Executive Assistant to the Bishop, Cared for While Leading leader, and the leader of the electronic front door to the bishop's office, The Seed (www.theseed.online).

Most recently the Shalom Society! has been formed, providing a structure in the GLC and beyond that accords with the almost 250-year history of the BIC U.S., giving attention to righteousness and peace as described in the "Mission of the Church: in relation to the world" (*Articles of Faith and Doctrine*, Article V), along with "The Christian and Society." (Statements of Christian Life and Practice, Article 4)

In this year of focus on the third priority of Project 250 (multiplication), we have been introduced to a "light-of-foot" model of church planting (more information at visionusa.org). And I have had the privilege of meeting with the new Multiplication Coordinator, one more resource provided by the General Church. All of this, and all of the above, combine to allow us, as best we can, to keep in step with the Holy Spirit, who desires that we bless all the families of the earth, through Jesus.

With high privilege,

Lynn Thrush
Bishop

LTHRUSH@BICUS.ORG

2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	36	36
Under 25	17	16
25–50	10	11
51–75	6	5
76–100	-	1
101–150	1	2
151–200	-	-
201–300	1	-
301–500	-	-
501–750	-	-
751–1,000	-	-
1,001–2,000	-	-
Congregations started	-	-
Congregations closed	-	2
Congregations adopted	-	-
Pastors	2025	2024
Full-time lead pastors	18	21
Bivocational lead pastors	14	13
Profile	2025	2024
Membership	1,008	1,097
Attendance	1,405	1,362
Baptisms	51	73
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	6.5%	6.0%
Estimated percentage given to CM from congregations that did not report*	2.3%	5.3%
Aggregate total	5.7%	5.9%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

F. Midwest Conference

1. General Report

“For the Son of Man came to seek and to save the lost.” (Luke 19:10 NIV)

“Enlarge the place of your tent, stretch your tent curtains wide, do not hold back; lengthen your cords, strengthen your stakes. For you will spread out to the right and to the left...” (Isaiah 54:2-3 NIV)

The Midwest Conference affirms the verses above as a calling for times such as these. In a world that consistently grows darker and more divided, our congregations offer the light, hope, and peace that so many desperate hearts are seeking. Chaos can only reign where hope and peace dwindle. Darkness can only triumph where light does not shine. We have the Light of the world. Jesus is the Answer!

Midwest churches live out their faith in various ways in differing communities. Each church is unique, but we share the same purpose: “Souls Saved, Lives Changed, Christ Glorified.” Pastors are preaching the saving gospel. Prayers are being lifted up. Repentance, conversions, and baptisms are taking place. The church is growing.

In this past biennium we saw our 2020 vision of “25 x 25” become a reality. (25 churches by 2025) Praise God from whom all blessings flow! We rejoice but are not planning to slow down. The future vision for the Midwest is “30 by 30” (30 churches by 2030). With the Spirit’s power, guidance, and provision, we believe this is possible.

We know from experience that growth always brings change. Part of “stretching our tent curtains wide” in the last two years has been the addition of five new Spanish-speaking congregations, bringing our total to nine in the Midwest. This means a third of Midwest churches now worship in a language other than English. This is a big change for us, but it’s what growing to “reflect the demographic realities of our communities” looks like. We also recognize that while our language and customs may be different from these new brothers and sisters, we love the same Lord, we serve Him in the same Kingdom, and we share the same zeal for helping lost people find Jesus. We also share two common words: Hallelujah and Amen! We are indeed Hermanos en Cristo.

The Midwest is home to some solid mature congregations that were birthed in the late 1800’s when colonies of BIC traveled west. We are also home to some large growing congregations that were birthed after the year 1999. Ambitious church planting and multiplying congregations have been a part of our DNA since the beginning of this century.

The Midwest is also home to the Navajo BIC Mission, a vital ministry on the Navajo reservation in New Mexico. The staff there would be happy to welcome any church mission teams as there is always work to be done. This year the Mission welcomed its first Navajo director, Mary Lou NezBegay. Also operating in the Four Corners area of New Mexico are Byron’s House of Hope and the Hope and Redemption Ranch BIC Overcomers. These two top-quality Brethren in Christ ministries offer residential halfway house style recovery

systems that provide spiritual counseling and life training for men coming out of jails and prisons. They provide a crucial bridge over troubled waters, helping their residents restore lives damaged by addiction, crime, and incarceration. Along with the Navajo BIC Mission, these ministries are also open to hosting church mission teams.

Along with these victories have come some defeats. We have had our share of struggles, trials, and failures as a Conference. The battle is real and there have been casualties. But we will not be dissuaded. The mission lies ahead of us and so the Midwest Conference will be moving forward. We will continue to stretch our tent curtains wide and enlarge the place of our tent. We will strengthen our stakes and lengthen our cords. We will continue spreading out to the right and to the left. We will do all we can to partner with Jesus as He seeks and saves the lost. His purpose is our purpose. His call is our call. May God bless the Brethren in Christ.

“Forgetting what is behind and straining toward what is ahead, we press on toward the goal to win the prize for which God has called us heavenward in Christ Jesus.”
(Philippians 3:14-15)

Ron Howell
Bishop

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2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	25	20
Under 25	5	5
25–50	8	4
51–75	3	3
76–100	1	4
101–150	3	1
151–200	1	2
201–300	1	-
301–500	-	-
501–750	1	1
751–1,000	-	-
1,001–2,000	-	-
Congregations started	2	-
Congregations closed	1	-
Congregations adopted	2	-
Pastors	2025	2024
Full-time lead pastors	5	5
Bivocational lead pastors	17	14
Profile	2025	2024
Membership	649	533
Attendance	2,089	1,748
Baptisms	185	62
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	7.9%	8.4%
Estimated percentage given to CM from congregations that did not report*	6.8%	3.4%
Aggregate total	7.7%	7.3%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

G. Pacific Conference

1. General Report

Thriving Congregations has been the chief initiative among the Pacific Conference churches this year. Nine of our 14 congregations from Oregon and California invested in aligning their gospel work with community needs to present the gospel more effectively. Alongside these efforts, our ministry organizations are extending their reach with targeted outreaches and new programs. As I write this report four active construction projects are increasing our capacity up and down the Conference. We are also breaking into new areas. With connections in Fresno and Phoenix, we are exploring planting and adopting congregations in places we have not been active. New works and new plans are opening doors for multiplication in the Pacific Conference.

Building New Foundations

New Land: Abraham “was looking forward to the city that has foundations, whose designer and builder was God.” In the contemporary world, we are working to establish congregations that have a place in our communities. This year, Gateway-Karis will be moving into a new facility that should be finished by the end of the summer. A new location also opens doors to new neighborhoods and new constituencies. As Pastor Song has followed God into Asian communities, he has been invited to Myanmar often to do bible conferences. As a result, new believers there are now a part of a network of BIC discipleship springing from southern California. El Monte Calvario and Madison Street are also planning for renovations and expansions in the coming year.

New Partnerships: In 2024 we highlighted Crest Community Church as a part of our God at Work presentation. This year they broke ground on construction. Crest is building facilities for residency on their current campus for those 18-20 years old who are coming out of foster care and into independent living. To accomplish this, the church has partnered with Olive Crest, which specializes in these public-private works. Congregations can multiply their effective reach through partnerships with organizations that share vision and values. Crest is a solid example.

Since 2024 our three Pacific Conference organizations have pursued community partners as well. Connect Senior Services considered their kitchen as a kingdom asset that had more potential than serving the residents of Upland Manor. After prayer, Connect has partnered with Meals On Wheels to deliver food to shut-ins in surrounding zip codes. With the breakdown of social connections after Covid, many seniors live in isolation. With a projected 9,000 meals to be delivered this year, Connect has found a ministry partner that multiplies their reach. Our Pacific Community Center has renovated the chapel and U-buildings to make room for weddings and events. PCC has been very successful at forging alliances with community organizations that allow them to reach the community with targeted events from Thanksgiving and Back to School to sports leagues and Easter. Our Mile High Ministries camps have been driven by a passion to bring the gospel to the unreached through camping. While many local mountain camps have gone bankrupt,

ours have thrived because of the strong partnerships we have developed with churches and schools. These examples could be multiplied, but let a few illustrate this fact: God is calling us to work together with partners to reach our generation.

New Hope: “Where there is no vision, the people perish.” Our people will respond to a Spirit-fueled vision. This hope must infect a new generation of leaders who believe that ministry is a viable path for their lives. Among the people, this hope needs to reach people with a demonstration of the Spirit’s power until they see what redemption looks like. When we provide these, hope catches fire with renewed expectation. Here are two examples of renewed hope:

- In Oregon, our Fall Thriving Congregations groups met in Salem. It was the first time in more than a generation that our churches in that region gathered to pray and seek God. Our people joined in real, encouraging fellowship. There were tears of joy as pastors prayed and realized that God is bonding our Oregon churches to work together.
- In California, our Madison Street Church met with Conference leaders over a series of meetings to address a felt rift over our philosophy of ministry in the homosexual community. At a time when the world is in a pitched battle over cultural issues, we discovered again that the grace and truth of Jesus are the stronger commitments.

New Fields: During the May 13 BICWM Prayer Focus, I prayed over a request from Bishop Hlongwane in Zimbabwe: “Pray for the goal of planting one church each month, asking God to provide committed church planters...” This forthright plan stirs my faith. The Pacific Conference ostensibly covers five states that have no BIC churches: Arizona, Nevada, Utah, Idaho, and Washington (and probably AK and HI). We are laying a foundation in prayer to plant works in each of these.

Personal

I have been building a table in my garage workshop. I bought a wonderfully figured piece of raw lumber 15 years ago. It was warped, it was rough, but it was beautiful with rippled grain. This spring I gathered my courage up to make a table out of that board. It took planning. I had to resaw the board, plane it creatively, and use just about every tool in my shop to build something of lasting beauty. I think the work of a bishop is like this. The church is a beautiful, glorious thing, but it requires work with every tool in the shed to bring that beauty to life. I have had many jobs in and out of the church over my life, but none is as demanding or as fulfilling as this. The life of a bishop is a very great honor, working with so many good people to see the work of the Kingdom shine. I remain convinced of the power of God to work great redemption in the Church and in the world. I feel a strong connection to Paul’s observation to the Corinthians: “Behold, now is the favorable time; behold, now is the day of salvation.” 2 Cor 6:2-7

Bill Donner
Bishop

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2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	17	18
Under 25	6	7
25–50	5	4
51–75	1	2
76–100	2	3
101–150	2	1
151–200	-	-
201–300	1	1
301–500	-	-
501–750	-	-
751–1,000	-	-
1,001–2,000	-	-
Congregations started	-	-
Congregations closed	1	-
Congregations adopted	-	-
Pastors	2025	2024
Full-time lead pastors	10	10
Bivocational lead pastors	9	10
Profile	2025	2024
Membership	715	618
Attendance	999	985
Baptisms	37	30
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	6.5%	7.2%
Estimated percentage given to CM from congregations that did not report*	1.5%	4.5%
Aggregate total	6.1%	6.7%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

H. Southeast Conference

1. General Report

It is known to most that this is my last General Assembly as Bishop of the Southeast Conference, and therefore my final report.

After fourteen years in this role, I have learned to love and serve even more this wonderful family called the Brethren in Christ. Looking back over these years, I can only say that God has been faithful. I have seen His hand in every season, through growth, through challenges, through transitions, and through moments when only His grace carried us forward.

My words today are wrapped in nostalgia and gratitude, but above all, gratitude for the privilege of having worked among such wonderful teams, full of understanding and love. Together, we have celebrated victories, faced difficulties, planted seeds, and watched God bring the increase in His perfect time.

As a region, this year has brought both reflection and reality. During this General Assembly, as we gather under the theme of MULTIPLICA, we also recognize the unique challenges many of our churches are facing, especially in our Hispanic congregations.

One of the greatest realities is the constant movement of immigrant families. Practically every week, we receive painful news of families being separated because of immigration status and having to leave the country. This has also affected the financial stability of many of our congregations and has been one of the reasons some churches have had to close.

I share one situation we have walked closely with through the pastors in Okeechobee. A father was sent back to his country, leaving behind his wife and small child, while their baby was in the middle of cancer treatment. The church embraced this family, surrounding them with prayer, support, and love. This is not simply a story of difficulty, it is the reality many of our churches are ministering through every day. Our congregations are not only preaching the gospel, they are carrying the burdens of their people.

But as that old chorus says, "In the midst of trials, the church keeps walking." In other words, while some churches have closed, others have opened. The mission continues because the Church belongs to Christ, and His promise remains true, "The gates of Hades shall not prevail against it."

This is the situation of the Conference with a majority Hispanic presence, but I know that other conferences also face challenges. What is wonderful in all of this is the promise of Jesus and the certainty that His Church continues forward.

We continue needing workers, for the harvest is still plentiful but the laborers are few. One great encouragement has been seeing pastors continue in their credentialing process. Several have completed their Doctrinal Questionnaire, many have been ordained, and others are preparing for ordination. This brings me great joy, as it reflects their desire to serve well, remain aligned with the calling of ministry, and honor what the denomination requires of us.

Alongside this, we will see the launch of a Spanish language seminary program this summer for those who feel called to ministry and desire to be better equipped for service. This program, in partnership with Asbury Theological Seminary, will provide new opportunities for leaders to be trained, prepared, and strengthened as they move forward in ministry and credentialing.

We remain committed to the goals established for us in Project 250 with our congregations across the region. Through gatherings, retreats, conferences, and leadership development, we seek to strengthen our identity as followers of Christ, make lifelong disciples, expand congregations and leadership with missional vision, promote global awareness and impact, and reflect the demographic composition of our communities.

A very important part of my role has also been the work with our international churches in South America, Central America, and the Caribbean. Over these months, I have been visiting many of these beloved regions as part of saying farewell to this responsibility. The Board of Directors agreed that this would not be part of the role of the new Bishop. Instead, it was arranged with BIC World Missions that they would assign someone to maintain that unity and communication as part of the larger global Brethren in Christ family. I am confident these churches will continue to be loved, cared for, and strengthened through that continued relationship.

Many people ask me, “What comes after retirement?”

The truth is, there are still many uncertainties. But one thing is certain, we have not stopped answering God’s call, and we never will. Ministry is not a position; it is a calling. Vivian and I desire to continue being vessels in the hands of the Lord, available wherever He wants to use us and however He chooses.

I cannot end this report without thanking my colleagues in Leadership Council and its director. And in the list of gratitude, my administrative assistant, who also happens to be my daughter, and the companion of my entire life, my beloved Vivian.

It is my prayer that the new Bishop and the Board of Directors alongside him will do an excellent work, led by wisdom, humility, and the guidance of the Holy Spirit.

I leave you with the text that has brought peace throughout my time in this role as Bishop:

“So, my beloved brothers and sisters, be steadfast and immovable, always abounding in the work of the Lord, knowing that your labor in the Lord is not in vain.”

1 Corinthians 15:58

Aner Morejon
Bishop

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2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	41	47
Under 25	13	15
25–50	8	11
51–75	5	6
76–100	4	5
101–150	4	4
151–200	1	-
201–300	2	2
301–500	3	3
501–750	1	1
751–1,000	-	-
1,001–2,000	-	-
Congregations started	-	-
Congregations closed	6	1
Congregations adopted	-	-
Pastors	2025	2024
Full-time lead pastors	18	22
Bivocational lead pastors	17	19
Profile	2025	2024
Membership	1,099	2,510
Attendance	4,247	4,320
Baptisms	68	265
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	3.0%	3.8%
Estimated percentage given to CM from congregations that did not report*	1.9%	1.6%
Aggregate total	2.4%	2.6%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

I. Susquehanna Conference

1. *General Report*

Over this past biennium, I have been most aware and thankful that our Heavenly Father invites us to come boldly to his throne of grace with our praises and our supplication. In the past two years, our Susquehanna pastors and churches have experienced significant loss and challenge. At the same time, God has been moving and multiplying as we live out our shared values. We testify that lament and celebration coexist. We declare our dependence on God's guidance, provision, and intervention. Just as we have seen God move in powerful ways, we are expectantly asking God for more.

We are asking expectantly for more of God's presence and power.

Over the past biennium, we have lamented the passing of several BIC saints who had been serving as prayer warriors, mentors, and encouragers. We have had multiple pastoral families walking through serious health challenges. We have also been witnessing a move of God in people coming to our churches seeking healing and deliverance. All of this reminds us that we must rely on God, deepening our intimacy with him by living prayerfully, and we are asking him to increase our faith through the power of the Spirit. We have seen God do miraculous works in answer to prayer, and we increasingly expect these encounters with our Savior.

We are asking expectantly for more vision and collaboration.

We are grateful that we belong to the community of faith, reaffirming that God does some of his best work when his people wholeheartedly follow Jesus together. We celebrate churches who are releasing leaders and resources for cooperative efforts between our Susquehanna congregations. We give thanks that nine of our congregations host other church groups for weekly worship services. Most of these partner congregations represent ethnically diverse Kingdom work in our communities. We keep asking God to give us greater creativity and courage to step into new areas and new models of effective ministry.

We are asking expectantly for more workers and more harvest.

Even as we ask for more, we know our generation faces the threat of retiring pastors with a limited pool of pastoral replacements. So, while we are asking where God wants us to invest in new works, we are also praying for new leaders to be raised up, and we are investing in developing these new leaders. One of the ways we have committed to doing this across all BIC conferences is through a BIC Learning & Leadership Scholarship for undergraduate students. You can access the scholarship application through the Susquehanna Conference resources page. We continue to prioritize an active and loving witness for Christ in the world, serving compassionately, and pursuing peace in every one of our circles of influence and developing these priorities in new leaders.

I am grateful to serve with an excellent Conference Leadership Team and capable, committed pastors. While Bob and I have personally been walking through a season of family transitions, we have been encouraged by this community of faith in the Susquehanna

Conference. Please continue to pray with us and for us all, that we would each passionately pursue more of Jesus and fully embrace the work he has for us.

Heather Beaty
Bishop

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2. Financial and Statistical Report

Sites	2025	2024
Total number of sites	31	32
Under 25	2	4
25–50	10	7
51–75	3	4
76–100	1	5
101–150	5	2
151–200	1	1
201–300	2	3
301–500	3	2
501–750	-	-
751–1,000	-	-
1,001–2,000	1	1
Congregations started	-	-
Congregations closed	1	1
Congregations adopted	-	-
Pastors	2025	2024
Full-time lead pastors	20	20
Bivocational lead pastors	8	8
Profile	2025	2024
Membership	2,588	2,669
Attendance	4,230	4,100
Baptisms	131	137
Percentage of unrestricted congregational income given to Common Ministry (CM)	2025	2024
Percentage given to CM from congregations that reported	11.3%	10.0%
Estimated percentage given to CM from congregations that did not report*	9.7%	9.9%
Aggregate total	11.3%	10.0%

Compiled from 2025 and 2024 end-of-year reports. Discrepancies in figures from year to year may be due to lack of congregational reporting. Contact regional conference office if you have questions.

*For congregations that didn't report in a given year, income numbers from other years were used to calculate these percentages. Congregations that failed to complete the BIC U.S. end-of-year survey for the past three years were excluded.

J. Commission for BIC U.S. World Missions

When we came together at a “general conference” meeting in 1894, believing that God was leading us to begin sending missionaries, there were about 1.5 billion people in the world. We may think that in our modern world there is no longer a need to engage the call to global missions.

Yet, today the world’s population has grown to over 8 billion, and the call to make disciples of all nations remains. About 40% of the world’s population is born into communities with little access to the gospel. Imagine being born in a place where you never meet a Christian or experience a church community.

In his book, *Invitation to World Missions*, Timothy Tennant helps us understand a global church that is interdependent and partners together in the making of disciples. I like to say that as a global church, we belong to each other, as the Apostle Paul writes in 1 Corinthians 12:21, “No part of the body should ever say to any other part, I have no need of you.”

As we look at our church globally and seek to obey the Spirit in stewardship of missions resources, Tennant suggests that we ask three questions related to access to the gospel and the viability of any existing church among a particular group of people.

Ekklesia or church community question – Do at least 4% of the people in that group meet in Christian community two or more times per month? This question connects conversion with community, the understanding that Christians should gather regularly with other Christians.

Apostolic question – Do the churches that exist within that people group “affirm and proclaim historic Christian orthodoxy?” Are they faithful to the core of the gospel?

Multiplication question – Has a new church been planted among the people group within the last five years?

If the answer to one or more of these questions is no, then we should be asking ourselves if God is calling us to prioritize this people group.

I share these questions to give a glimpse into how we steward resources that you have entrusted to our care. We diligently seek God’s wisdom to prioritize resources. We believe that He desires the gospel to be proclaimed to all peoples, and that it is exciting to participate with Him in that work!

I am grateful for the many ways God has allowed us to participate in His global mission since the last time we gathered for General Assembly. Increasingly, we have the privilege of collaborating with BIC leaders from around the world as we work together in going and making disciples. The capacity and commitment of our global BIC family to participate in the great commission is inspiring, and I am thankful for the opportunity to be a part of this movement.



Some of the participants in the summit hosted by BIC South Africa



BIC Leaders from India, Japan, Nepal, Thailand, and the U.S. gathered for a training in Ubon Ratchathani

A Global Church on the Move

Across the international BIC community, multiple BIC church conferences have borne fruit in evangelism, discipleship, and church planting; and interest in cross-cultural ministry is emerging within the global family. Gatherings in Asia, Latin America, and southern Africa brought together participants from multiple countries and strengthened leaders for greater participation in the mission of God.

Asian leaders gathered for the Theology of Salvation Core Course in Ubon Ratchathani (Thailand) in October 2025. Participants from Nepal and India contributed to meaningful dialogue about how ministry varies across contexts, even amid cultural differences. Relationships across regions continue to deepen as leaders learn from one another and stay connected through prayer.

In Latin America, two Core Courses took place in Colombia: the Theology of Salvation in 2025 and the Theology of the Church in April 2026. Both had strong local leadership and consistent participation from returning attendees. These courses offered participants from many different Spanish speaking contexts opportunities to encourage one another and learn from other leaders.

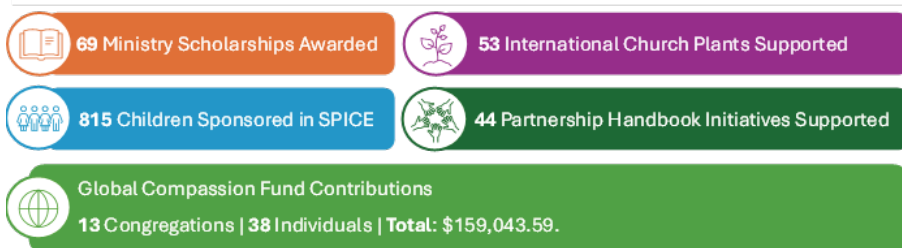
Another significant highlight was a visit to **southern Africa**. I traveled with Regional Director Curtis Book, and Administrative Coordinators, Donald and Karen Vundla, to four of the countries where BIC churches are established.

Throughout the visit, leaders expressed appreciation for the partnership with World Missions, particularly in supporting local theological education and leadership development. In Zimbabwe and Zambia, the visit highlighted the vibrancy and strength of the church, its unity, and its long-standing missional impact through evangelism, institutions, and community ministries such as schools, hospitals, and feeding programs. Milestones like the opening of Ingwalo High School and strong worship gatherings demonstrated continued strength that is being passed from generation to generation.

Meetings with church leaders and committees underscored strategic priorities, including expanding church planting beyond traditional ethnic boundaries and restructuring districts to support growth. Visits to historic mission sites and active ministries revealed a powerful testimony of the Holy Spirit's work as the global BIC church continues to grow in maturity, collaboration, and commitment to God's mission.

A regional summit in Johannesburg (South Africa) emphasized embracing the unique cultures of the different tribes present while affirming our identity as part of an eternal, transnational Kingdom. Each national church developed action plans for church planting and evangelism across tribal lines, and participants committed themselves to serve, witness, and make disciples of all nations.

In partnership with the global BIC Church, many international initiatives received support in the past two years, reflecting the shared generosity and commitment of the BIC family to strengthen emerging congregations, equip pastors and leaders, care for children, meet practical needs, and respond with compassion to urgent situations around the world.



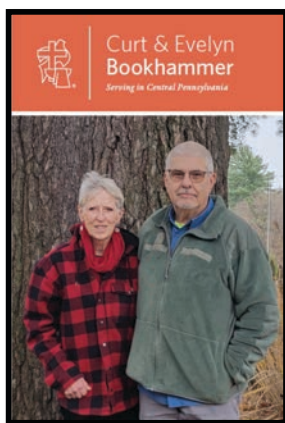
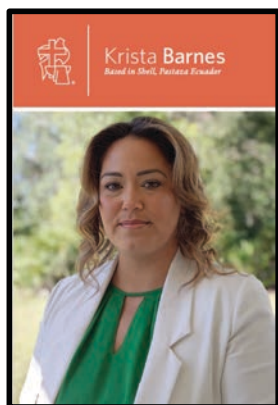
In 2026, we have 68 long-term adult missionaries with active work in 22 countries. Our vision includes expanding into ministry in at least one new nation within the next 12 months. Our missionaries are supervised by two part-time Regional Administrators and two Regional Administrators who are also full-time missionaries. Combined, these individuals bring more than 50 years of international experience to their work of supporting missionaries and church multiplication around the world.

At the time of this writing, we are near the end of a hiring process for a part-time Latin America Regional Coordinator. We anticipate this individual being in their role by the time of General Assembly, working alongside the Regional Administrator in Latin America to help new and existing churches build capacity and grow in understanding and interdependence with the global BIC family. We are deeply grateful for the sacrificial service of Bishop Aner in supporting congregations outside of the U.S., and we anticipate that this new hire will help international congregations multiply and develop greater local leadership capacity.

2026 Global Team Gathering

As the agenda for this year's General Assembly goes to print, long-term missionaries and global partners are traveling to a Global Team Gathering planned for June 27-July 3 in Ubon Ratchathani, Thailand. This gathering is intended to bring this team together for resourcing centered around our vision (a church for every people) and to give participants the opportunity to share life and ministry updates, receive prayer, and have some time to rest and receive encouragement. One of the anticipated highlights is meeting with many of the local believers, hearing their testimonies, and learning from the multiplying BIC house church work among the Isaan.

Missionaries Sent Since 2024



Interest remains strong among congregations to invite missionary speakers. Since the beginning of 2025, our team took part in 85+ speaking engagements, representing more than 40 BIC congregations and five non-BIC congregations.

- For a list of the **speakers available in 2026**, contact missions@bicus.org
- We provide simple follow-up evaluations to help us serve congregations well.

Missionary Video Updates & Resources

We are launching a streamlined video update initiative to provide regular, simple missionary updates to interested constituents, while communicating compelling stories of God at work. New content is being added to the resource pages on our website and feedback remains very positive.

View and share: <https://bicus.org/resources/videos/>

We would love the opportunity to serve you and your congregation in new ways. Here are a few options for you to consider:

1. Let's connect.

We would love to meet with you (in person or via Zoom) to share current global needs and help you identify individuals in your congregation who may be interested in exploring cross-cultural service.

2. Invite a global worker or BIC U.S. World Missions staff member to speak.

Just call or send us an email and we will send you the most up-to-date version of the 2026 Available Speakers List.

3. Host a global missions prayer event.

Our office can help support this, including providing our large 20' x 40' prayer canvas floor map with guided prayer prompts for missionaries and our global church. Contact Tess Crawford (tcrawford@bicus.org) for details.

4. Adopt-a-Missionary.

If your church would like to build a deeper relationship with one or more global workers, email missions@bicus.org.

5. Explore our "[World Missions Short Course](#)" on Pathwright.

This resource helps leaders understand:

- God's heart and plan for all peoples.
- How BIC U.S. World Missions approaches cross-cultural work.
- Practical ways to be involved in God's global mission.



6. Utilize the [World Missions Video Library \(bicus.org/resources/videos\)](https://bicus.org/resources/videos).

We have a wide selection of quality videos featuring global workers sharing their stories and ministry updates. These can be used during services, small groups, mission Sundays, or on your congregation's digital platforms.

Jonathan Lloyd

Director, BIC U.S. World Missions

JLLOYD@BICUS.ORG

Personnel Assignments

Personnel assigned to service under the Commission for World Missions since 2024 General Assembly. Dates indicate beginning of assignment or start of new term.

Category of Service	Name	Country/Region	Date
Covenant missionary	Josué and Mercy Abreu	Spain	2026
	Krista Barnes	Ecuador	2025
	Estol and Kristen Bathurst	Malawi	2026
	Nathan and Cathy Bert	Honduras/Nicaragua	2025
	Curt & Evelyn Bookhammer	United States	2026
	B. and M. Bundy	Spain	2026
	Mike and Lori Cassel	Guatemala	2024
	C.F.	Middle East	2024
	Kris G.	Thailand	2024
	D. & M. G.	Middle East	2024
	M.L. & Y.L.	Middle East	2026
	Jenna Martin	Colombia	2026
	Yosuel and Jacqueline Medina	Ecuador	2024
	David and Patricia Miller	Québec	2026
	Brian and Rochelle Myers	Four Corners	2024
	Jason and Rebekah Oberholser	Four Corners	2023
	*P. and H.R.	United States	2024
	Yolanda Rice	Colombia	2026
	Mark and Maggie Roth	Zambia	2026
	Jay and Judy Smith	International	2024
	Steve & Phyllis Smith	Japan	2026
	Ben and Eunice Stoner	Four Corners	2026
	Donald and Karen Vundhla	Southern Africa	2024
	Silk W.	Thailand	2025
Partner missionary	M. & A.B.	Middle East	2024
	Kaleb & Hannah B.	Japan	2025
	Brian & Natalia Bothwell	Czech Republic	2024
	Bevin & Judy G.	S.E. Asia	2022
	Ben and Lindsey Newton	United Kingdom	2025
	T.S.	Sensitive environment	2024
	Preston & Rebekah T	Lithuania	2025
	T. and A.W.	Pakistan	2024
	Chad and Michelle Wenger	United States	2025

*Service already completed

The following missionaries are employed by other sending organizations but maintain an associate relationship with BIC U.S. World Missions.

Category of Service	Name	Country/Region	Date
Associate missionary	*Chris and Marlys Book	Zambia	2024
	Denise Young	Four Corners	2026
	Jonatán and Jennifer Cordova	Mexico	2025
	Paul and Anita Pawelski	Ecuador	2024
	Jonathan and Laurie Raber	Peru	2022
	Francis and Audrey Sims	Rwanda	2023
	M. and J.W.	West Africa	2024

*Service already completed

K. Commission on Ministry and Doctrine

The Commission on Ministry and Doctrine (CMD) exists to administer the credentialing process, to facilitate the equipping of our ministers, and to give attention to the doctrinal integrity of the church. This is so that we have a continually renewed cadre of men and women who are able to lead our congregations and ministries in the biblical and balanced understanding of Christian faith for which the Brethren in Christ have long been known.

In order to achieve these objectives, the CMD utilizes a number of strategies and tools. These include a This I Believe form, a Doctrinal Questionnaire (DQ), a DQ interview, and four Core Courses that equip individuals with Brethren in Christ understandings in specific theological and practical theology matters. The Directed Study Program (DSP) meets the requirements for ordination for those who do not have the necessary theological education. Ministry training also provides courses and seminars that facilitate lifelong BIC learning and development for our pastors and leaders.

Credentialing

The Commission reviewed and revised the process by which an individual can explore ministerial credentialing and service with Brethren in Christ U.S. The current process places responsibility with each bishop to meet with potential ministry candidates at the beginning of the process. The bishop's recommendation is necessary for the individual to receive a three-year provisional license and to proceed in the credentialing process. The Commission met with members of Leadership Council to review how well the process is working and what further revisions would be helpful.

During this biennium the Commission issued 59 provisional licenses and reviewed 37 doctrinal questionnaires. The Commission conducted 34 DQ interviews and approved 34 of these candidates for six-year licenses. In consultation with the Leadership Council, the Commission authorized 19 ordinations.

In addition to the issuing of licenses, the Commission is responsible for the review of ministerial credentials. Currently a minister's credentials are reviewed every six years. At the time of renewal, the credentialed person must submit completed documents that confirm his/her ongoing commitment to Brethren in Christ U.S. and also his/her understanding of our *Articles of Faith and Doctrine*. In addition, the individual must also list his/her completion of lifelong Brethren in Christ learning. Occasionally, in the review of these documents, the Commission finds that further conversation with an individual is required before a final decision can be made on the renewal (or not) of a minister's credentials.

Ministry Training

The CMD makes theological education opportunities available to both credentialed ministers and lay persons in the United States.

In 2024 and 2025 the total enrollment for the Core Courses was 135 for each year. In addition to the courses being offered in English, we also offered them in Spanish.

The 2025 Impact Seminar was entitled “Reading with Jesus: A BIC Approach to Biblical Hermeneutics.” This seminar was held in each regional conference with 265 individuals attending.

The Directed Study Program (DSP) was launched in fall 2004. The enrollment was 84 in 2024 calendar year with 61 for 2025. To date there have been 96 graduates - more than fifty-five percent of whom have been ordained or are serving in some staff capacity. The graduates this biennium are Jason Peterson, Becky Knight, Amber Supplee, Dwight Myers, Rachel Shetterly, and Joe Durika.

We are grateful for the volunteer work of members of the Commission – Alan Claassen Thrush, Rob Douglass, Lynda Gephart, Lawton Jacobs, Maria Perdomo, Jeff Piepho, and Zach Spidel. These CMD members along with approved DQ readers Tim Fisher, Joshua Nolt, Jeff Williams, Chris Freet, Ryan Cagno, Bob Beaty, John Yeatts, Esther Spurrier, Greg Starr, and Curtis Book have been diligent in reading doctrinal questionnaires. CMD members tackle theological issues with diligence and discernment in addition to honoring deceased ministers in the memorial service at General Assembly and facilitating the equipping of our ministers.

The Commission has helped provide nine seminarians and pastors with financial assistance so that they could continue their education.

In all of its work, the Commission on Ministry and Doctrine desires to credential and equip men and women of God who faithfully live and passionately proclaim the gospel call to know, love, and follow Jesus. Knowing that the biblical convictions the Brethren in Christ espouse will fade if not continually reinforced and retold, the CMD desires to train pastors and teachers who are able and ready to pass on the biblical and balanced understanding of the Christian faith described in our *Articles of Faith and Doctrine*.

Ordained during the 2024-2026 biennium:

Mike Collins	Steve Mann	Josue Paula Ramirez
Ralph Fisher	Yosuel Medina	Melita Ramsey
David Flowers	Anler Morejon	Jaylene Shannon
Ericka Henry	Dwight Myers	Naomi Smith
Johan Herreria	Garrick Paden	Ryan Stockton
Kerry Hoke	Matthew Peterson	Amber Supplee
Melissa Lowther		

Licensed during the 2024–2026 biennium:

Chi Adeliyi	Nathan Hieb	Joseph Robledo
Dami Adeliyi	Christine Hoffner	Ramses Rodriguez
Alejandro Alvarado	Cheryl Hopkins	Danny Roman-Gloro
Juan Barraza	Adam Jones	Matt Ross
Andres Bedon	Adam McCoy Jones	Cecil Sibanda

Brandon Best
Joshua Brown
Megan Byers
Ramon Campos
Timothy Clapper
Lindy Davis
William Davis
Normal Dube
Vusa Dube
Mary Edwards
Tim Fray
Sarah Freisleben
Matthew Garber
Dave Gerhart
Oscar Gomez

Jon Herbel
Joseph Jones
Donnie Kelly
Rebecca Knight
Heather Leese
Robert Levis
Roberto A. Lopez
Charles (Tony) Marker
Suzannah Melhorn
Milson Ndlovu
Karolina Nunez
Ronald Palomino Varela
Victor Perez
Deepa Pradhan
Alfredo Leonardo Roa

Brady Smith
Randy Smith
Elisabeth Sonnenberg
Amanda Strauser
Jacob Swope
Beth Symanzik
Kurt Symanzik
John B. Usher
Sierra Valentino
Bonnie Walker
Bruce Ward
James Drew Ward
Robert Wehner
Cody Willis

Alan Robinson
National Director, BIC U.S.

AROBINSON@BICUS.ORG

L. BIC U.S. Financial Reports

Condensed Statement of Activities

Ministry Receipts	2026*	% OF TOTAL	2025**	% OF TOTAL	2024**	% OF TOTAL
Undesignated Giving	\$ 3,047,928	60%	\$ 2,999,640	54%	\$ 2,942,347	61%
Designated Giving	1,880,805	37%	2,437,653	44%	1,704,618	36%
Registrations and Other	166,386	3%	77,544	2%	161,408	3%
<i>Total Operating Receipts</i>	<i>\$ 5,095,119</i>		<i>\$ 5,514,837</i>		<i>\$ 4,808,373</i>	
Endowments	\$ -		\$ 19,921		\$ 1,000	
Bequests	3,600		102,705		319,031	
Investment Gain/(Loss)	857,593		1,613,349		1,485,686	
<i>Total Other</i>	<i>\$ 861,193</i>		<i>\$ 1,735,975</i>		<i>\$ 1,805,717</i>	
Total Receipts	\$ 5,956,312		\$ 7,250,812		\$ 6,614,090	

Common Ministry Expenditures

Regional Ministry	\$ 1,574,981	23%	\$ 1,551,574	25%	\$ 1,500,988	25%
National Ministry	641,579	9%	487,032	8%	575,812	10%
Global Ministry	3,099,462	46%	2,628,764	43%	2,572,985	43%
Shared Services	869,818	13%	903,383	15%	871,192	15%
Project 250 and Build the Future	270,500	4%	74,487	1%	63,336	1%
Thriving Congregations	269,139	4%	168,488	3%	132,254	2%
Related Agencies	47,295	1%	45,378	1%	61,643	1%
DB Pension Costs	-	0%	225,176	4%	208,973	3%
Total Common Ministry Expenditures	\$ 6,772,774		\$ 6,084,282		\$ 5,987,183	

Ministry Projects

Receipts	\$ 1,510,500		\$ 1,474,495		\$ 1,313,531	
Disbursements	(1,510,500)		(1,526,340)		(1,336,124)	
Total Ministry Projects	\$ -		\$ (51,845)		\$ (22,593)	
Change in Net Assets	\$ (816,462)		\$ 1,114,685		\$ 604,314	
(Increase)/Decrease in Pension Obligation***	-		297,804		398,556	
Total Change in Net Assets	\$ (816,462)		\$ 1,412,489		\$ 1,002,870	

*Figures based on 2026 budget

**2025 and 2024 figures are audited

***The net overfunding of the defined benefit plan was \$164,989 and \$92,361 at December 31, 2025

and 2024, respectively. This asset is in addition to the the Honor the Past fund balance, \$729,226 and \$580,862 at December 31, 2025 and 2024, respectively.

Net Asset Roll Forward

	2024 Ending Balance	2025 Receipts	2025 Expenditures	Transfers In/(Out)	Investment Gain/(Loss)	Pension Obligation (Inc)/Dec	2025 Ending Balance	Change in Net Assets
Undesignated								
Regional Ministry	-	-	\$ (1,525,654)	-	-	-	-	-
National Ministry	-	-	(424,120)	-	-	-	-	-
Global Ministry	-	-	(650,062)	-	-	-	-	-
Shared Services	-	-	(903,383)	-	-	-	-	-
Total Undesignated	\$ 3,629,561	\$ 3,097,572	\$ (3,503,219)	\$ (24,176)	\$ 389,128	-	\$ 3,588,866	\$ (40,695)
Designated								
Global Ministry General	\$ 2,860,016	\$ 1,062,445	\$ (890,804)	\$ -	\$ 14,291	-	\$ 3,045,948	\$ 185,932
Global Ministry Endowments	5,549,133	2,855	(222,951)	-	695,276	-	6,024,313	475,180
Global Emergency Risk Management	634,087	-	(1,506)	-	25,129	-	657,710	23,623
Global Donor Designated Support	3,122,912	2,561,493	(2,417,624)	-	-	-	3,266,781	143,869
Global Project 250	82,918	-	(10,781)	-	-	-	72,137	(10,781)
Total Global Designated	\$ 12,249,066	\$ 3,626,793	\$ (3,543,666)	\$ -	\$ 734,696	-	\$ 13,066,889	\$ 817,823
National Ministry Endowments	\$ 2,434,207	\$ 17,066	\$ (88,556)	\$ (21,514)	\$ 301,926	-	\$ 2,643,129	\$ 208,922
National Donor Designated Support	222,683	365,097	(17,811)	21,514	2,033	-	593,516	370,833
National Build the Future	1,054,601	3,360	(50,000)	-	37,202	-	1,045,163	(9,438)
National Thriving Congregations Initiative	1,173,493	-	(168,488)	24,176	-	-	1,029,181	(144,312)
National Project 250	98,265	2,070	(13,706)	-	-	-	86,629	(11,636)
Total National Designated	\$ 4,983,249	\$ 387,593	\$ (338,561)	\$ 24,176	\$ 341,161	-	\$ 5,397,618	\$ 414,369
Honor the Past	\$ 580,862	\$ -	\$ -	-	\$ 148,364	\$ -	\$ 729,226	\$ 148,364
Add: Pension Asset	92,361	-	(225,176)	-	-	297,804	164,989	72,628
Honor the Past, Net	\$ 673,223	\$ -	\$ (225,176)	-	\$ 148,364	\$ 297,804	\$ 894,215	\$ 220,992
Total Designated	\$ 17,905,538	\$ 4,014,386	\$ (4,107,403)	\$ 24,176	\$ 1,224,221	\$ 297,804	\$ 19,358,722	\$ 1,453,184
Total Net Assets	\$ 21,535,099	\$ 7,111,958	\$ (7,610,622)	-	\$ 1,613,349	\$ 297,804	\$ 22,947,588	\$ 1,412,489

M. BIC Pension Fund - Defined Benefit Plan

Statement of Net Assets Available for Benefits

Assets	2025	2024
Cash in Financial Institutions	\$ 228,297	\$ 169,297
Investments	5,942,497	6,067,393
Receivables	7,416	3,188
Total Assets	\$ 6,178,210	\$ 6,239,878

Liabilities and Net Assets

Accounts Payable	\$ 2,265	\$ 2,238
Net Assets Available for Benefits	6,175,945	6,237,640
Total Liabilities and Net Assets	\$ 6,178,210	\$ 6,239,878

Statement of Changes in Net Assets Available For Benefits

Additions to Net Assets Available for Benefits

	2025	2024
Net Appreciation (Depreciation) in FMV of Investments	\$ 355,841	\$ 234,557
Interest and Dividends	198,891	231,309
Defined Benefit Contributions	7,000	3,000
Total Additions to Net Assets	\$ 561,732	\$ 468,866

Deductions from Net Assets Available for Benefits

Annuity Payments to Participants	\$ 549,784	\$ 570,399
Lump Sum Payments to Participants	23,833	34,508
Administrative Expenses	49,810	50,341
Total Deductions from Net Assets	\$ 623,427	\$ 655,248
Net Increase (Decrease) in Net Assets Available for Benefits	\$ (61,695)	\$ (186,382)

The Defined Benefit Plan Obligation was \$6,010,957 as of 12/31/2025.

N. Brethren in Christ Foundation

1. General Report

The Brethren in Christ Foundation remains committed to supporting a strong and vibrant future for our denomination. Our work reflects a dedication to innovation, collaboration, and the enduring belief in the transformative power of our shared faith. Together, we are building a foundation that meets current needs while preparing for future opportunities and challenges.

Staffing

For the first time in a while, the Foundation experienced a significant change in our staff.

Long-time Loan Officer and Director of Operations, John Burns retired this past summer. John was a well-known personality throughout the BIC U.S. denomination. We wish him well as he enters this new stage of life.

The Foundation welcomed Jonathan Owen as our new Loan and Operations Officer. He is responsible for administering our loan portfolio and IT needs. Jonathan has served the BIC U.S. in cross-cultural ministry in Malawi and on BIC World Missions staff at the headquarters.

In July, Julie Cook joined the Foundation as Assistant Controller. She is responsible for managing daily accounting functions of the Foundation. In addition to accounting duties, she lends her expertise as a Certified Management Accountant to enhance our reporting processes. Julie served as staff accountant for BIC U.S. World Missions.

Lending

2025 was one of the most active years we've had at the Foundation. We closed 9 new loans for BIC U.S. congregations, pastors and related ministries. These new loans totaled \$4.5 million. Also, during the year, 5 congregations paid off their mortgages early. These congregations were able to pay off their debt in an average of just 8.5 years on a 30-year mortgage. In total, our borrowers paid \$2.9 million in extra principal payments. We congratulate these borrowers for their commitment to reducing their debt. We continue to experience strong interest in our lending services. We expect to close a similar number of loans in 2026.

Investing

Investments in the Foundation's debt securities continued to grow in 2025. Net growth in funds invested in the Foundation amounted to \$2.1 million. This growth came from individuals and organization throughout the BIC U.S. We continue to see growth in our Youth Savings Certificate program. Many investors continue to add to the principal of their investments in the Foundation.

For the first time, our Prospectus and applications are available in Spanish. With a growing Hispanic community within the denomination, providing accessible materials is essential. We have also added bilingual staff to better serve these investors.

Strategic Plan

The Board of Directors of the Foundation have adopted a 5-year Strategic Plan. This strategic plan outlines our goals and initiatives, and the pathways we will pursue to achieve them. We have defined four main areas of focus. These include Operations, Marketing and Customer Relations, New Service/Program Offerings, and Current Service/Program Offerings. Each of these areas is important for the Foundation to continue and thrive well into the future. The Board and staff have begun work on each of the four main areas of focus. We know that a successful strategic plan is essential to grow and strengthen the Foundation.

Matching Grants

In 2025, we approved six grant applications supporting outreach initiatives such as a community center, a neighborhood bread ministry, and a children's activity day. We continue encouraging congregations to develop programs that address the specific needs of their communities.

We remain committed to serving the BIC U.S. community in ways that help share the Good News of Christ our Savior.

James Reynolds
Executive Director

JREYNOLDS@BICFOUNDATION.ORG

2. Loan Fund Summarized Financial Statements

Statement of Position			Statement of Activities		
Investments	2025	2024	Interest Paid	2025	2024
TAP and SIC	\$ 42,164,822	\$ 39,933,773	Interest Paid	\$ 1,867,289	\$ 2,026,285
IRA and HSA	7,008,173	6,987,634			
Total Investments	\$ 49,172,995	\$ 46,921,407	Total Interest Paid	\$ 1,867,289	\$ 2,026,285
Reinvestments			Reinvestments		
Loans	\$ 37,385,963	\$ 38,541,777	Interest on Loans	\$ 2,238,403	\$ 2,396,341
Minimum Cash Requirement	6,343,436	5,918,177	Net Investment Income	780,800	708,196
Unapplied Cash	5,443,596	2,461,453			
Total Reinvestments	\$ 49,172,995	\$ 46,921,407	Total Reinvestment	\$ 3,019,203	\$ 3,104,537
			Margin from Investments	\$ 1,151,914	\$ 1,078,252
Operations			Operating Expenses		
Cash Available for Loans and Ministry	\$ 5,614,755	\$ 5,705,965	Salaries, Ben and G&A	\$ 949,227	\$ 819,187
Building Renovation	2,500,000	2,500,000	Other Op-Ex	188,079	216,980
Operating Cash Reserve	750,000	750,000	Total Operating Expenses	\$ 1,137,306	\$ 1,036,167
Fixed Assets (Operational)	790,384	807,005	Other Income/(Expenses)		
Real Estate Held for Sale	-	-	Management Service Fees	\$ 5,093	\$ (15,035)
Other Assets	257,243	205,554	Rental Income	-	-
Other Liabilities	(168,443)	(257,402)	Farming Income	43,145	41,422
Net Assets	\$ 9,743,939	\$ 9,711,122	Distributions to Charity	(43,000)	(41,500)
			Donations and Other	12,971	48,330
			Total Other Income/(Expenses)	\$ 18,209	\$ 33,217
			Change in Net Assets	\$ 32,817	\$ 75,302

Statement of Activities

Statement of Position

Contributions	2025	2024
Charitable Donations	\$ 707,034	\$ 1,121,201
Net Investment Income	2,962,548	2,345,602
Total Contributions	\$ 3,669,582	\$ 3,466,803

*Investments
made by
faithful
stewards*

Distributions to Charity	\$	807,147	\$	1,148,790
Distributions to Investors		2,850,724		2,355,103
Total Distributions	\$	3,657,871	\$	3,503,893
Net Excess/(Deficit)	\$	11,711	\$	(37,090)

*used to
further
build the
Church*

Operating Revenue			
Service Fees	\$	318,686	\$ 297,014
Investment Income		90,271	72,484
Ourlight Donations to Trust		10,619	10,419
Management Service Fee		-	-
Interest on Loans		26,382	29,269
Total Operating Revenue	\$	445,958	\$ 409,186
Operating Expenses			

These statements are an abbreviated summary of the audited financial statements. For a copy of the complete audited financial statements, please go to bicfoundation.org/about/financials or write us at 431 Grantham Rd., Mechanicsburg, PA 17055. Thank you.

O. AWAKEN: BIC Network for Women in Ministry

Awaken works toward God's Kingdom reality in the Church by empowering, engaging, and equipping women for ministry and leadership. Rooted in mutuality, we equip and encourage women in ministry while cultivating a vision for women and men leading together according to gifts and calling.

As a relational network within the Brethren in Christ U.S., Awaken contributes to the health and flourishing of the whole Body. Guided by task force recommendations and Project 250, we continue walking alongside women pursuing ministry leadership. Because this work centers on formation, progress is often gradual. Yet steady investment in inner growth produces lasting resilience and clarity in leaders.

Over the last two years, Awaken has continued to provide support through one-on-one mentorship and structured cohorts. The Credentialing Cohort meets multiple times each month to serve participants across time zones, offering encouragement, support, and peer connection for women navigating the licensing and ordination process. The Leadership Cohort gathers monthly with a focus on spiritual formation. These spaces foster connection, practical insight, and peer support.

Across participants, one theme consistently surfaces: isolation. Not necessarily physical isolation, but the sense of being alone in certain aspects of leadership. Within cohort conversations, women regularly express relief at discovering shared experience. These connections strengthen confidence and reinforce belonging within the denomination.

Beyond formal gatherings, Awaken cultivates engagement through digital platforms, a monthly newsletter, and curated resources. Women across the BIC are contributing stories and reflections that enrich the wider Church and help normalize women's leadership.

Awaken builds with multiplication in mind. Our focus includes women currently serving in formal roles as well as those discerning future callings. While the BIC affirms women in ministry at every level, lived experience varies across congregations. Ongoing advocacy for mutuality remains essential—not as ideology, but as faithfulness to our shared convictions.

Our affirmation of women in ministry is clearly expressed at the denominational level, yet we are still learning how to embody that affirmation consistently. Sustainable change requires intentional leadership and continued modeling of shared ministry.

We remain deeply grateful for the partnership of the Church. Awaken is sustained through regional support, Project 250 funding, grants, and individual donors. We especially acknowledge the Atlantic and Susquehanna Regions for their continued investment in women's leadership formation.

With gratitude, I also recognize the Awaken leadership team serving across the BIC U.S.: Vicki Podjasek (Great Lakes), Collen McGee (Midwest) Amber Supplee (Susquehanna), KrisAnne Swartley (Atlantic), Jennifer Hickey (Allegheny), and Bishop Bryan Hoke, who serves as Leadership Council Liaison. Their collaborative leadership, encouragement, and

discernment continue to strengthen this work across the denomination.

As we look ahead, we remain attentive to the Spirit's leading, creating spaces where formation and mutuality take root for the good of the whole Church.

Maureen Brown

Director

MAUREEN@NEWLIFECOMMUNITY.US

Part 2:

Recommendations of General Conference Board (GCB)

1. Approval of the Minutes of the 2024 General Assembly

Whereas General Conference Board is authorized by General Assembly to approve the minutes of General Assembly, and

Whereas General Conference Board, at its September 2024 meeting, approved the minutes of the 2024 General Assembly held in Cincinnati, Ohio, July 12 – 15, 2024, and the approved minutes were printed and distributed,

It is hereby resolved that the 2026 General Assembly confirms the action of the General Conference Board in approving the minutes of the 2024 General Assembly.

<https://bicus.org/content/uploads/2024/12/GA2024-Minutes-English-Final-Web.pdf>

ACTION:

Notes

2. Amending Article 2.4 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 MDG, 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 2.4** in the Bylaws of the Brethren in Christ U.S.

It is hereby resolved that the 2026 General Assembly approves **Article 2.4** to be amended as follows.

Changes tracked with ~~strikeouts~~ and **bold underlines** for proposed revision

Article 2: General Assembly

2.4 Voting Members

Voting members of the General Assembly shall be:

2.4.1 Delegates. Each congregation may designate as delegates the following:

- 2.4.1.1 One member of the congregation's governing board
- 2.4.1.2 Two members of the congregation for the first 100 members or fraction thereof
- 2.4.1.3 One additional member of the congregation for each additional 100 members or fraction thereof

2.4.2 Credentialed and/or Assigned Ministers.

A credentialed minister has been determined to meet the qualifications for BIC U.S. ministers and has completed the process established by Leadership Council to be issued a ministerial credential in one or more categories. An Assigned Minister has been assigned by action of Leadership Council to serve in one of these categories:

- 2.4.2.1 Minister serving as **lead** pastor
- 2.4.2.2 Minister serving as associate or assistant pastor
- 2.4.2.3 Minister under assignment as missionary

- 2.4.2.4 Minister on leave to pursue further study
 - 2.4.2.5 Minister serving an inter-church organization
 - 2.4.2.6 Minister under a special designation recognized by Leadership Council (e.g., evangelist, counselor, chaplain)
- 2.4.3 **Members of General Conference Board, Leadership Council, and BIC U.S. Commissions.**
- 2.4.4 **Members of Regional Conference Boards of Directors.**
- 2.4.5 **Persons with a Retired Minister credential.**
- 2.4.6 **Executive Director of the Brethren in Christ Foundation** or the Executive Director’s appointee.
- 2.4.7 **Chief Executive Officers.** Each organization that has a Covenant Relationship with the BIC U.S. may designate its chief executive officer or the CEO’s appointee as a member.
- 2.4.8 **Honorary Members.** The General Assembly, by consent of members voting, may confer honorary membership upon others.

ACTION:

Notes

3. Amending Articles 7.1 and 7.2 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 MDG, 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 **Articles 7.1 and 7.2** in the Bylaws of the Brethren in Christ U.S.

It is hereby resolved that the 2026 General Assembly approves **Articles 7.1 and 7.2** to be amended as follows.

Changes tracked with ~~strikeouts~~ and **bold underlines** for proposed revision

Article 7: Congregations

7.1 Purpose

A congregation shall function in a manner consistent with the MDG; subject to the authority, oversight, and direction of the Regional Bishop; and under the direction of the congregation's **lead** pastor and governing board

7.2 New Congregations

A congregation that is functioning will be recognized by the BIC U.S. as a new congregation when its governing documents have been approved by its Regional Conference **Board of Directors (BOD)** and have been adopted by the congregation. The Bishop assigned to that Regional Conference is responsible to coordinate the initial organization of the congregation.

ACTION:

Notes

4. Amending Article 11 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 MDG, 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** in the Bylaws of the Brethren in Christ U.S.

It is hereby resolved that the 2026 General Assembly approves **Article 11** to be amended as follows.

Changes tracked with ~~strikeouts~~ and **bold underlines** for proposed revision

Article 11: Church Property

- 11.2.1.1.2 Trustees for Congregational Property shall be elected by the congregation for a three-year term and are eligible for three successive terms. They shall be accountable to the congregation by way of the governing board and ~~shall~~ **should** be confirmed by the Regional Conference Annual Meeting. Trustees take office at the time of their appointment by the congregation.
- 11.2.1.1.3 Trustees for property held by fellowships not yet organized as congregations shall be appointed by the Regional Conference board or committee responsible for real property within that conference and ~~shall~~ **should** be confirmed by the Regional Conference Annual Meeting.
- 11.2.2 For real estate belonging to congregations that are incorporated, the governing board functions as the trustees; ~~shall~~ **should** be confirmed as such by the Regional Conference Annual Meeting; and shall adequately insure, care for, and keep in necessary repair all Congregational Property.

- 11.3.1.3 In the event that a congregation has 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 available to be utilized consistent with the purpose of the BIC U.S. as stated in Article 1.2.
- 11.3.1.4** If the Regional Conference BOD proposes to ~~utilize~~ such ~~allocate the~~ assets ~~of a closed or dissociated congregation~~ to benefit a project or organization that is not a ministry of the BIC U.S., such action is subject to the ~~an additional~~ approval of the General Conference Board. **A proposal to allocate assets valued at or under an amount designated by the General Conference Board is subject to the approval of the National Director. A proposal to allocate assets valued over the designated amount is subject to the approval of General Conference Board.**

ACTION:

Notes

5. Proposed new Article 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 MDG, 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 ministry organizations.

It is hereby resolved that the 2026 General Assembly approves **Article 8: Ministry Organizations**.

Article 8: Ministry Organizations

8.1 Purpose

Separately incorporated nonprofit ministry organizations (“Ministry Organization”) may be founded by congregations, Regional Conferences, or the BIC U.S. to further their respective ministry objectives.

8.2 Founding

- 8.2.1 The founding group, whether from a congregation, Regional Conference, or BIC U.S., should follow a process for forming a Ministry Organization outlined by Leadership Council and shall comply with Section 8.3 of this Article (“Governing Documents”) and all applicable laws in establishing the Ministry Organization.

8.3 Governing Documents

- 8.3.1 The Articles of Incorporation and Bylaws of a Ministry Organization, including any amendments, shall be subject to the following approval requirements:

- 8.3.1.1 Ministry Organization founded by a congregation becomes effective upon the documents’ approval by the congregational governing board and by the Board of Directors (BOD) of the Regional Conference in which the congregation is located.
- 8.3.1.2 Ministry Organization founded by a Regional Conference becomes effective upon the documents’ approval by the Regional Conference BOD and the General Conference Board.

- 8.3.1.3 Ministry Organization founded by BIC U.S. becomes effective upon the documents' approval by the Leadership Council and General Conference Board.
- 8.3.2 The Articles of Incorporation and/or Bylaws of a Ministry Organization should include the following:
 - 8.3.2.1 Use of one of the names of the Organization listed in Article 1.1 for all references to the BIC U.S.
 - 8.3.2.2 A statement that "This organization and all its property including real property are subject to the Manual of Doctrine and Government of the BIC U.S. Should any variance exist, the Manual shall supersede."
 - 8.3.2.3 A statement that "Upon the dissolution or dissociation of this organization, all net assets remaining after payment of all obligations shall be distributed according to the Manual and BIC U.S. policy and practice then in effect."
 - 8.3.2.4 For organizations founded by a congregation or Regional Conference, a provision that "The Articles of Incorporation and Bylaws of this organization may be changed only with the approval of two-thirds of the total membership of the Board of Directors of the Regional Conference of the BIC U.S. in which the organization is located."
 - 8.3.2.5 For an organization founded by BIC U.S., a provision that "The Articles of Incorporation and Bylaws of this organization may be changed only with the approval of two-thirds of the total membership of General Conference Board (or its successors) of the BIC U.S., a Pennsylvania nonprofit corporation (or its successors)."

ACTION:

Notes

6. Amending Article 11 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 MDG, 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** in the Bylaws of the Brethren in Christ U.S.

It is hereby resolved that the 2026 General Assembly approves **Article 11** to be amended as follows.

Changes tracked with ~~strikeouts~~ and **bolds underlines** for proposed revision

Article 11: Church Property

11.1 Definition

11.1.1 All Church Property shall be subject to the control and direction of the BIC U.S. The term Church Property includes but is not limited to any real estate, improvements, tangible and intangible property, personal property, and any interests or rights therein, that are used in, donated for, or dedicated to the operations and activities of the BIC U.S., its Regional Conferences, congregations, **Ministry Organizations**, World Missions ministry, and any other ministry programs.

11.1.2 The term “All Church Property” shall be defined to include, and the classifications of church property shall generally be, as follows:

11.1.2.4 **Organizational Property—property used and administered by a nonprofit Ministry Organization founded by a congregation, Regional Conference, or the BIC U.S., or titled in the name of said organization.**

11.3 Purchase, Sale, or Transfer and Use of Funds

11.3.1 Congregational Property

11.3.2 Regional Conference Property

11.3.3 BIC U.S. Property

11.3.4 Organizational Property

11.3.4.1 Ministry Organizations founded by congregations or Regional Conferences

11.3.4.1.1 The purchase, sale, or transfer of Organizational Property, as well as mortgages and loans secured on property, require the approval of the Regional Conference Board of Directors in which the property is located.

11.3.4.1.2 The proceeds from the sale of Organizational Property shall be at the disposal of the organization to invest in the work of the BIC U.S. subject to the approval of the Board of Directors of the Regional Conference. Such proceeds shall be held in trust by, or by order of, the Regional Conference BOD.

11.3.4.1.3 In the event that the Regional Conference BOD has determined that the organization has closed or dissociated from the BIC U.S., the property assets of the organization shall be distributed to the founding congregation, if applicable, or to the Regional Conference for use consistent with the purpose of the BIC U.S. as stated in Article 1.2. If the Regional Conference BOD proposes to allocate the assets of a closed or dissociated organization to benefit a project or organization that is not a ministry of the BIC U.S., such action is subject to an additional approval. A proposal to allocate assets valued at or under an amount designated by the General Conference Board is subject to the approval of the National Director. A proposal

to allocate assets valued over the designated amount is subject to the approval of General Conference Board.

11.3.4.2 Ministry Organizations founded by the BIC U.S.

11.3.4.2.1 The purchase, sale, or transfer of Organizational Property, as well as mortgages and loans secured on property, require the approval of the General Conference Board.

11.3.4.2.2 The proceeds from the sale of Organizational Property shall be at the disposal of the organization to invest in the work of the BIC U.S. subject to the approval of the General Conference Board. Such proceeds shall be held in trust by, or by order of, the General Conference Board.

11.3.4.2.3 In the event that the General Conference Board has determined that the organization has closed or dissociated from the BIC U.S., the property assets of the organization shall be distributed to the BIC U.S.

11.5 Property Restrictions

11.5.1 The real estate of the congregation **or Ministry Organization** shall not be mortgaged to meet current expenses.

11.5.2 The congregation contemplating the lease, purchase, or building of real property or the borrowing of money for such purposes shall submit the proposition to the Regional Bishop for consideration, advice, and approval by the Regional Conference Board of Directors. Before this approval may be granted, the governing board of the congregation must certify the congregation's assumption of responsibility for the designated amount, and the request must be endorsed by the Regional Bishop.

11.5.3 A Ministry Organization founded by a congregation or Regional Conference that is contemplating the lease, purchase, or building of real property or the borrowing of money for such purposes shall submit the proposition to the Regional Bishop for consideration, advice, and approval by the Regional Conference Board of Directors. Before

this approval may be granted, the governing board of the Ministry Organization must certify the organization's assumption of responsibility for the designated amount, and the request must be endorsed by the Regional Bishop.

11.5.4 A Ministry Organization founded by BIC U.S. that is contemplating the lease, purchase, or building of real property or the borrowing of money for such purposes shall submit the proposition to the General Conference Board for approval. Before this approval may be granted, the governing board of the Ministry Organization must certify the organization's assumption of responsibility for the designated amount, and the request must be endorsed by the National Director.

11.5.5 All real estate transactions shall be reported to the appropriate Regional Conference Board of Directors.

ACTION:

Notes

7. Appointment of General Conference Board Members

Whereas the Article 2.2.5 of the Brethren in Christ U.S. Bylaws states that General Assembly is authorized to “Appoint members of General Conference Board,” and

Whereas Articles 3.4.1 and 3.4.2 of the Brethren in Christ U.S. Bylaws state that the General Conference Board nominates new Board Members following consultation with and receiving recommendations from Leadership Council and the Board of Directors of Regional Conferences, and

Whereas the General Conference Board has done its work of nominating individuals for the various positions required to be filled for the upcoming biennium,

It is hereby resolved that the 2026 General Assembly approves the nominating committee report as presented and that the national director cast a unanimous ballot for all nominees as presented. New terms begin at the close of the 2026 General Assembly.

Appointment of General Conference Board Members

MEMBER (OF)	CURRENT	NOMINEE	TERM EXPIRATION - NUMBER
Allegheny	Sherri Flohr		2028 – 2nd term
Atlantic	Adam Forry	Dustin Sider	2030 – 1st term
Great Lakes	Abby Kean		2028 – 2nd term
Midwest	Denise Young		2028 – 2nd term
Pacific	Tom Law		2028 – 2nd term
Southeast	Rachel Diaz	Anler Morejon	2030 – 1st term
Susquehanna	Naomi Smith	Naomi Smith	2030 – 2nd full term
At large	Bonnie Hershberger	Bonnie Hershberger	2030 – 2nd full term
At large	Jonah Langenderfer	Steve Airth	2030 – 1st term
At large	Jacob Loughheed	Jacob Loughheed	2030 – 2nd term
At large	Brian Mbuu		2028 – 2nd term
At large	Kevin Noll		2028 – 2nd term
At large	Jose Rodriguez	Daima Herreria	2028 – Filling vacancy
At large	Georgia Myers		2028 – 1st term
At large	Ray Chung	Ray Chung	2030 – 1st full term
At large		Kyle Letner	2030 – 1st term
Ex officio	Alan Robinson		

ACTION:

Notes

General Conference Board Members



Sherri Flohr, Allegheny Conference

Sherri Flohr, representing the Allegheny Conference, began serving on General Conference Board in 2018.

Sherri has led at national, regional, and local levels of the Brethren in Christ U.S. At the national level, Sherri serves as a facilitator for the BIC Directed Study Program and has been a member of the BIC Equipping for Ministry team.

For the Allegheny Conference, she serves on the board of directors, as well as the discipleship council. She has also served on bishop selection for the conference. Sherri has led young adult, youth, and ministry programs and events for Allegheny Conference and Roxbury Holiness Camp, where she was a director and committee member.

Having grown up in the Chambersburg (Pa.) BIC Church, Sherri was on the Board of Christian Education, a member of the personnel committee, and director of VBS. Today, Sherri participates in Five Forks Church, Waynesboro, Pa., where she was director for youth ministries, and served on the church board, worship committee, and Sunday school teaching team. She led several international mission trips and continues to serve in various ways at Five Forks Church.

Sherri has a Master of Arts in global leadership from Fuller Seminary's School of Intercultural Studies and a bachelor's degree in Christian education and music at Messiah College (now Messiah University). Having benefited from leadership training, Sherri has a vision for the BIC U.S. to be a missional church and to continue an emphasis on developing and equipping leaders to live out their full potential in Christ.

Sherri enjoys riding bike, ringing the cowbell for runners at 5Ks, eating delicious food with family and friends, traveling, and participating in new adventures. Sherri and her husband, Mark, reside in Chambersburg, PA. They have two adult children.



Abby Kean, Great Lakes Conference

Abby Kean, member from the Great Lakes Conference, began serving on General Conference Board in 2020.

A proud Wisconsin native, Abby joined New Vision BIC just outside Milwaukee in 2010. Having come to know Jesus personally through the ministry of InterVarsity Christian Fellowship early in college, Abby's adult life has always been framed by an understanding that ministry and mis-

sional living is central to the Christian life regardless of vocation. Though active in Bible studies, worship ministry, and global missions work since college, her vocation as a high school history and theater teacher has been her primary missionary assignment for the last

25 years. She is a National Board Certified Teacher with BA in History and Secondary Education from Knox College (Galesburg, IL) and a Masters Degree in Education from UW-LaCrosse.

At New Vision, Abby has been a regular part of the musical worship team, facilitating large and small group gatherings, short-term missions trips, and the church board/leadership team. She loves seeing the larger church at work and connecting with brothers and sisters across the country and around the world. In addition to regional conferences and General Assemblies, special highlights include serving with the BICWM teams in Thailand (2016) and Dearborn, MI (2025) and five summer trips to the Navajo BIC Mission.

When not in the classroom, working on the next school play, or “something with church” Abby looks forward to time with friends and family, game nights, travel, gardening, hiking, and a good mystery book or BBC special.



Denise Young, Midwest Conference

Denise (Conway) Young, representing the Midwest Conference, began serving on General Conference Board in 2022.

Denise is an associate BIC U.S. missionary in New Mexico. In 2003 she came to Christ after battling drug and alcohol addictions through her youth and young adulthood. She became a member of Revolution Church in Salina, Kans.

where she was discipled and began to serve in youth ministry. She first sensed a call to cross-cultural missions at a BIC U.S. World Missions conference hosted by Revolution in 2007, and soon after began her missionary journey among the Navajo people in New Mexico.

Her background in education is a foundation for her ministry. She has a degree in teaching from Adams State University and spent several years teaching at the BIC Navajo Mission and in a special education setting. She now helps adults who never finished high school attain their GED diplomas. She is the lead pastor at Broken Walls Fellowship, a congregation for people in drug and alcohol recovery in Farmington, NM. Additionally, she serves on staff for Hope and Redemption Ranch, a BIC Navajo Overcomers drug and alcohol residential treatment program for men.

Denise married her husband Charley in 2025, and combined they have three adult children. They enjoy disc golf, board games, trivia, and cards.



Tom Law, Pacific Conference

Tom Law is the current board chair, representing the Pacific Conference. He began serving on GCB in 2018.

He has been a practicing optometrist for 48 years, serving as vision department chairperson for two large medical groups while maintaining a busy clinical practice over the first 23 years. He has now owned and managed a full-time private practice for the last 25 years. He is grateful his vocation al-

lows him to share his faith and God's grace with both patients and staff on a daily basis.

Tom was blessed to serve in a wide variety of roles while a member of Solid Ground BIC in Alta Loma for 43 years ranging from Sunday School teacher, deacon, music leader, and small group leader. With a recent move to Yucaipa, Ca., he now attends Crest Community Church in Riverside. He and his wife, the former Kimberly Bert, enjoy the adventure that comes with 7 children and 6 grandchildren.

Tom enjoys dialogue with everyone he encounters from many different backgrounds and faith traditions. He greatly appreciates that God gifts us with both heart and intellect as we are blessed in sharing His story.



Naomi Smith, Susquehanna Conference

Naomi (Spurrier) Smith, representing the Susquehanna Conference, began serving on the General Conference Board in 2021.

Naomi represents the fourth generation of Brethren in Christ pastors in her family and is grateful for that legacy. She grew up in the Dillsburg BIC congregation in Dillsburg, Pa. and graduated from Houghton College in 2005.

After living in Houghton, N.Y., State College, Pa., and Arusha, Tanzania, she returned to her hometown and felt a call to ministry. She completed the BIC Directed Study Program and was ordained in 2024.

Naomi serves as associate pastor at the Dillsburg BIC Church, where she oversees areas of discipleship for adults and children. She is passionate about intergenerational worship, studying the Bible in community, and finding ways for people of all ages to be seen, known, and loved in the family of God. She is thankful for opportunities to connect with other BIC congregations, whether serving on GCB, on the Susquehanna Conference board of directors, or as a coach in the Thriving Congregations initiative.

Naomi lives on the east side of a wooded mountain in Dillsburg, Pa. with her husband Jason, their three children, and her parents and sister. She enjoys good books, long walks with their English Springer Spaniel, family movie nights, and lingering conversation over Saturday morning breakfasts.



Ray Chung, member-at-large

Ray Chung, from the Susquehanna Conference, began serving as a member-at-large in 2024.

Ray is a seasoned human resources professional with over 20 years of experience in community and economic development who cultivates servant leaders by intentionally integrating faith, values, and principles in the workplace.

As part of Rising Sun Consultants, Ray excels in assessing compliance and reducing risk by providing expert guidance to ensure organizations meet regulatory requirements and implement best practices.

Prior to his most current endeavor in consulting, he has led in the area of people and culture for organizations including HOPE International, LINKBANK, TE Connectivity, and Willis Towers Watson. In addition to his current job, Ray is a proud supporter of various nonprofits including HOPE International and Open Hands Ministries.

He enjoys trail running, good coffee, and exploring the outdoors with his family. Ray and his wife, Heather, live in Dillsburg, PA, and have three children, Micah, Delia, and Eden. They are members of The Meeting House Church – Dillsburg.



Bonnie Hershberger, member-at-large

Bonnie Hershberger, from the Susquehanna Conference, began serving on General Conference Board in 2021 as a member-at-large. Bonnie came to the BIC in 1997 when her husband, Dave, started serving as worship pastor of Mechanicsburg (Pa.) BIC.

She is an attorney who has practiced both in the public and private sectors. She is an attorney with experience in health care and benefits law, mental health parity, and privacy and data security, among other areas. Her practice includes advising on a full range of strategic, transactional, legal, and regulatory matters. During law school, Bonnie served as a law clerk to the Supreme Court of Pennsylvania. She holds a Juris Doctor and a Master of Laws.

Bonnie is actively involved in ministry and community leadership. She serves on the board of Paxton Ministries and its program subcommittee and volunteers with the Pennsylvania Innocence Project, which works to exonerate individuals who have been wrongfully convicted and to advance criminal justice reform. She also serves on the board of Bethesda Mission, a Harrisburg-based ministry that has provided care for individuals experiencing poverty and homelessness since 1914.

In addition to her professional and community leadership, Bonnie was a recipient of the YWCA's 34th Annual Tribute to Women of Excellence Award.

Bonnie is passionate about cultivating intimacy with God, living a lifestyle of worship, growing in biblical literacy, and walking alongside others as they pursue these disciplines. She and her husband, Dave, reside in Mechanicsburg, Pa.



Jacob Lougheed, member-at-large

Jacob Lougheed, from the Allegheny Conference, began serving on General Conference Board in 2022 as a member-at-large.

Grafted into the BIC in August 2001, Jacob first came to be part of the BIC when he moved with his family from Stouffville, Ontario, Canada to Greencastle, Pa., where his father serves as a pastor at Hollowell BIC.

Jacob has participated in a variety of ways at the local church level for the last 21 years. Currently, Jacob facilitates a Young Families Life Group, remains connected with missions in the Dominican Republic, has served as a youth sponsor, and has coached softball and basketball in local church sports leagues.

Jacob received his Master's Degree in Education from Wilson College in May of 2021 and currently works as a social studies teacher in Hagerstown, Md. He has a heart for young people and works to help them realize their potential.

In his free time, Jacob enjoys spending time with his family, traveling, the outdoors, and baseball. He looks forward to summer vacations at the beach, visiting new ballparks, and dreams of the day that the Maple Leafs will hoist the Stanley Cup. Jacob and his wife Kelsey, live in Greencastle, Pa., with their two children, Benaiah and Elizabeth.



Brian Mbuu, member-at-large

Brian Mbuu, from the Atlantic Conference, began serving on General Conference Board in 2020 as a member-at-large.

Born and raised in Kenya, Brian came to the United States to attend Messiah College (now Messiah University) and graduated with a bachelor's degree in Business Administration. For more than 20 years, Brian has worked in various human resources roles. He currently works in state govern-

ment supporting the 14 Pennsylvania state-owned universities in the areas of human resources and labor relations. His role includes working with teams to negotiate, implement, and administer statewide labor agreements.

As a member of Harrisburg BIC Church since 2003, he has held various roles including having the privilege to serve as a member of the church board, serving as chair of the personnel committee, as well as volunteering with various ministries.

Living simply is one of the core values that motivates him to live, love, and serve the broader community. This value embodies the life of Jesus Christ and encourages us to strive for dependence on God and service to others.

Brian and his wife, Joela, live in Harrisburg, Pa. with their two daughters.



Georgia Myers, member-at-large

Georgia Myers, from the Atlantic Conference, began serving on General Conference Board in 2024 as a member-at-large.

Georgia grew up as part of a Brethren in Christ missionary family. Born while her parents were in service at the BIC Navajo Mission, she also lived in Zimbabwe and Zambia as a child. She graduated from Messiah College in 1987 with a degree in accounting and began working with a regional CPA firm, earning the CPA designation two years later. She has worked in public accounting since then, becoming a partner with her current firm in 2001 and largely focuses on accounting for not-for-profit organizations.

Georgia has previously served as board member, treasurer, and/or chair of several not-for-profit organizations, including the Atlantic Conference of the BIC U.S., the BIC Foundation, the Indian Creek Foundation, and Bridge of Hope National.

As a member of Souderton BIC, she has been active in children's ministries and in church finance. However, her most rewarding times are spent playing flute on the worship team.

Georgia lives in Souderton, Pa., with her husband Steve, their two sons, and a schnoodle named Pippin. With any available free time, she enjoys reading, movies, and traveling, and has learned just enough about sports to keep up with the men in her house.



Kevin Noll, member-at-large

Kevin Noll, representing the Atlantic Conference, has served as a member-at-large on the General Conference Board since 2018.

Since 1998, Kevin has been a cornerstone of the leadership team at Paxton Ministries in Harrisburg, PA—a nonprofit dedicated to providing affordable housing and support for adults facing poverty, mental illness, and intellectual disabilities. As Chief Financial Officer, he directs the organization's fiscal health, overseeing everything from annual audits and budgeting to human resources and IT infrastructure. Kevin also played a pivotal role in the 2009 launch of Paxton Cleaning Solutions and continues to provide executive oversight for the subsidiary.

Kevin and his wife, Jennifer, are active members of LifePoint Church in Harrisburg, where

Jennifer serves as Children's Pastor and Kevin enjoys leading a small group. Raised on a Lancaster County farm, Kevin credits his upbringing for his strong work ethic, his drive for practical problem-solving, and a lifelong desire to serve others with the love of Jesus Christ.

Kevin holds a B.S. in Business Administration from Eastern University. He and Jennifer live in Harrisburg with their two children, Elijah and Rebecca, who both attend Messiah University. As a father, he is especially grateful for the denomination's commitment to investing in and raising up the next generation for Christ.

General Conference Board Nominees



Dustin Sider, Atlantic Conference

Dustin Sider serves as Lead Pastor of Fairland Brethren in Christ Church in Pennsylvania, where he has led since September 2009. Serving in the Atlantic Region, he has more than 20 years of pastoral experience and is committed to helping the church make fully committed disciples of Jesus Christ.

Prior to Fairland, Dustin served at Fairview Brethren in Christ Church in Englewood, Ohio. He also serves as a pastor coach in the Atlantic Conference and on the Atlantic Conference Board of Directors, contributing to the broader vision and leadership of the denomination.

Dustin was born and raised in Saskatoon Saskatchewan and attended Canadian Nazarene College in Calgary, Alberta. He is actively involved in his community through leadership roles on township boards, a police commission, and in the local fire department in both operational and administrative capacities.

He is passionate about equipping people to grow in their personal relationship with Christ and to share their faith in everyday life through practical, biblical teaching.

Dustin and his wife, Rachel, have two grown children and enjoy investing in relationships within their church and community.



Anler Morejon, Southeast Conference

Anler Morejon, is nominated to represent the Southeast Conference. Born in Cuba, he immigrated to the United States in 1990. He has been part of the Brethren in Christ family since 1992 at Maranatha, where his father was the pastor. From his youth, Anler was actively involved in both the local and regional youth ministry, developing a heart for serving and a commitment to the mission of the church.

He served as Treasurer of the Southeast Conference Board of Directors from 2010 to 2012, alongside bishop Eduardo Llanes until his retirement. He later served as a member of the BIC Foundation Board of Directors from 2014 to 2026.

After 22 years in corporate America, he answered God's call to pastoral ministry. In April 2017, he made the decisive step of leaving the corporate sector behind to pursue part-time pastoral ministry a move rooted in obedience and faith. That journey led him to plant Zion Church in Miramar, Florida in 2019, a congregation he continues to lead as Senior Pastor. In addition to his pastoral work, he also owns an audio-visual consulting firm specializing in House of Worship environments, allowing him to continue connecting his professional expertise with the local church.

He holds a Master of Arts in Theological Studies from Houston Baptist University (HBU). Anler and his wife, Isabel, reside in Miramar, Florida, and are blessed to have both of their adult children, Alexander and Melanie, actively serving alongside them in ministry at Zion Church. In his personal time, he enjoys trail running, playing soccer, traveling, and cooking with Isabel.



Steve Airth, member-at-large

Steve grew up in a non-Christian home for the first 20 years of his life. He fell in love with Jesus because of the BIC community that met at Gateway Community (then, Chino BIC). He had met plenty of people who claimed they went to church, but here he actually met people who lived out their faith. He got involved with youth ministry for several years, including starting a youth church service called The Point

that met on Sunday evenings. Steve felt a call to ministry and became a church planter.

He has an undergrad degree from Azusa Pacific and his M.Div. from Fuller Theological Seminary. He planted GracePoint BIC in 2005, where he still serves as lead pastor. He served on the Pacific Conference Board of Directors for 12 years and before that on the board for evangelism and church planting. He also served for several years on the General Conference team that organized Youth Quest. Steve has a passion for raising disciples and empowering leaders, especially ones that are very different from him.

Steve enjoys exploring new places and meeting new people, loves European football, drinking good coffee, spending as much time as possible with his wife Nicki and five adult children: Isaiah, Kayla, Luke, Andrew and Abbie.



Daima Herrera, member-at-large

Daima Herrera is an accountant and tax preparer based in Miami, Florida. She holds a Bachelor's degree in Accounting and a Master's degree in Accounting with a concentration in Taxation. She combines professional excellence with a deep commitment to Christian leadership and ministry. Since becoming a member of the BIC Church in 2012, she has faithfully served in various leadership roles, including church

secretary and youth leader, demonstrating a heart for administration, discipleship, and serving others.

In 2024, Daima and her husband Johan Herrera answered God's call to serve as Senior Pastors of Iglesia Rescate in Hialeah, Florida. Together, they are dedicated to leading the congregation with biblical integrity, compassion, and a vision for spiritual growth, restoration, and community outreach.

Beyond her ministry, Daima is a devoted wife and mother. She and her husband are the proud parents of a three-year-old daughter and are joyfully anticipating the arrival of their second daughter in August. She values faith, family, and servant leadership, believing that ministry begins at home and extends into every area of life.



Kyle Letner, member-at-large

Kyle Letner, from the Susquehanna Conference, is nominated to serve on the General Conference Board as a member-at-large.

Kyle is a lifelong attender of BIC churches and currently attends The Meeting House – Dillsburg (TMH Dillsburg) in Pennsylvania.

Kyle has spent the last 12 years of his career in healthcare and currently works at Capital Blue Cross, leading teams who develop and execute transformational strategies. He leads by listening to and empathizing with people to introduce innovative care delivery models, like telehealth, and new business models necessary for an evolving healthcare landscape. He is a two-time graduate of Messiah University, first in 2001 with a bachelor's in computer and electrical engineering and again in 2017 with a master's in business administration and strategic leadership.

Kyle serves on The Meeting House's church board and regularly runs tech for worship ministry. He also volunteers for the Northern York County Historical and Preservation Society, telling the region's story through living history, and is on the Boiling Springs Triathlon board.

Kyle enjoys hiking, traveling, spending time with his wife Dawn, and ever adapting to the lives of his four children, three of whom are young adults.

8. Confirmation of Board Members for the Brethren in Christ Foundation

Whereas the members of the Board of Directors of the Brethren in Christ Foundation are to be approved by the General Conference Board and to be confirmed by General Assembly, and

Whereas the General Conference Board has approved the following as the members of the Board of the Brethren in Christ Foundation,

It is hereby resolved that the 2026 General Assembly confirms the members of the Board of the Brethren in Christ Foundation and that the national director cast a unanimous ballot for all nominees as presented.

PRESENT	NOMINEE	TERM EXPIRATION - NUMBER
Karl Brummer		2028 — 3rd
Twila Glenn		2028 — 1st
Anler Morejon	Moises Garcia	2030 — 1st
Jeremy Spear	Jeremy Spear	2030 — 2nd
William Strausbaugh		2027 — 2nd
Alan Robinson		N/A
Kevin Noll		N/A

ACTION:

Notes

Part 3:

Covenant & Memorandum of Understanding (MOU) Reports

A. Brethren in Christ Historical Library and Archives, Mechanicsburg, Pa. (MOU)

The Brethren in Christ Historical Library and Archives exists “to collect, preserve, organize, describe, and make available records of historical, legal, fiscal, and/or administrative value to . . . the BIC Church.” During the biennium, Archives staff have worked to receive donations, process and make available new collections, respond to researcher inquiries, and continue our digitization efforts to increase accessibility of archival resources beyond our physical location in Pennsylvania.

A major effort this year was the migration of digital materials to a new online platform, Hyku. Through this digital collection, the Archives makes available numerous BIC publications, including the *Evangelical Visitor*, the church newspaper from 1887-2004; the *Handbook of Missions* (1917-1978), an annual report of the BIC’s foreign and domestic missionary work; and *Therefore* (1972-1997), a quarterly magazine published by BIC World Missions with stories and updates about missionary work around the globe. Also included in this digital collection are photographs and other records of the Hispanic BIC churches in and around Miami, Florida—our host churches for this year’s General Assembly.

Researchers and other interested parties can access our digital collections at <https://messiah.hykucommons.org/>. Navigate to “Archives and History,” and then “Brethren in Christ Historical Library and Archives.”

Another major initiative currently underway is a fundraising campaign to create a professionally designed exhibit space in the Archives. Developed by DAS Visions LLC, a design firm with extensive experience in museum exhibits and displays, the new space will include areas dedicated to telling the story of the BIC Church through archival artifacts, objects, and photographs. Individuals and congregations interested in contributing financially to this project can contact the Archives at archives@messiah.edu.

Devin Manzullo-Thomas
Director of Archives

DCTHOMAS@MESSIAH.EDU

B. Brethren in Christ Historical Society (MOU)

This past biennium represented a time of transition for the Historical Society. David Flowers, senior pastor of Grantham Brethren in Christ, assumed the role of President, replacing John Yeatts. Joshua Nolt, senior pastor of Lancaster Brethren in Christ, assumed the role of Executive Director, replacing Ken Hoke. John Yeatts remains an active board member, and Ken Hoke continues to support the Historical Society even though no longer active with the board. The current board is grateful to both John and Ken for their years of service in their respective roles.

Each year the Historical Society hosts a Heritage Service at the Ringgold Meetinghouse in Smithburg, Maryland. Unfortunately, we could not hold a Heritage Service in 2025 because of storm damage sustained by the Meetinghouse. We look forward to returning this year with representatives from the United Zion, Old Order River Brethren, and Brethren in Christ each sharing a hymn and reflecting on a person of historical influence in their tradition, alongside sharing a conviction from each tradition that influences how each group follows Jesus today.

The Historical Society was delighted to hold our 2025 Annual Meeting at Grantham Brethren in Christ, featuring the release of Devin Manzullo-Thomas' biography of E. Morris Sider. Following lunch together we convened in the sanctuary to hear a dialogue between Morris and Devin. The Historical Society, and the Brethren in Christ Church at large, is indebted to Morris' investment in our organization and church family through keeping our shared history alive through his gift of storytelling.

Brethren and Christ History in Life continued to publish both solicited and unsolicited articles. We are always grateful to receive and coordinate with people's 'passion projects' – either recording history or reflecting on theology. A number of our articles come from cooperation and coordination with presentations from the Schrag Lectures and the Sider Institute. The Spring (April) issue of 2025 focused on the Anabaptist Stream of our tradition, with articles ranging from exploring an Anabaptist framework of Christian faith, to renewing our imagination for peacemaking, to pondering the question, "Is God Violent?"

The August 2025 issue contained articles related to the life of the Church. It featured an article on learning from those who experience church trauma, house churches within the Anabaptist tradition, and the Anabaptist concept of a community hermeneutic. Also included in this edition were response articles to the August edition of the previous year which engaged the subject of LGBTQ+ and the Brethren in Christ.

The April 2026 edition included a mixture of stories and academic papers. The papers were contributed from the 2025 Sider Institute focusing on Renewing Our Imaginations for Christian Discipleship. Luke Embree takes a deep dive into the Evangelical Visitor, exploring themes of discipleship. Mennonite pastor, Jon Carlson, uses several pieces of historic art to contemplate the connection of imagination and discipleship. Christina Embree shares her breakout session on Intergenerational Worship. Lancaster Brethren in Christ shares both story and reflection on the presence of liturgy and how it has aided discipleship in their own congregation. Lastly, Mim Stern shares the first chapter of her memoir.

We post each edition of the journal on our website where it is accessible to members. We have also begun a periodic e-newsletter to inform our members of ways to participate in Brethren in Christ affiliated conversations, such as the Theological Study Forum and aforementioned lectures at Messiah University.

The Historical Society looks forward to continuing to be a place to both record our shared history and host conversations involving our shared life. We would encourage churches, pastors, and those committed to the Brethren in Christ to consider what histories and stories from their own congregation they might record through submitting articles to be published in Brethren in Christ History and Life.

Gratefully,

Joshua Nolt
Executive Director

JNOLT.LBIC@GMAIL.COM

David Flowers, President
Christina Embree, Vice President
Harriet Bicksler, Editor
Joshua Nolt, Executive Director
Henry Johnson, Secretary
Devin Manzullo-Thomas, Archivist
Glen Pierce, Assistant Archivist
Karen Ulery, Treasurer and Administrative Coordinator
David Weaver-Zercher, Member-at-Large
John Dietz, Old Order
Jay Showalter, United Zion
Leonard Chester, Canadian BIC Representative

C. Lifeline Ministries Women's Shelter Inc., Upland, Calif. (Covenant)

In 2025, Pacific Lifeline celebrated its 30th anniversary.

Using the last vacant spot on our property, we built a 3D printed duplex to house two more families with reduced rent and our Next Steps program officially launched.

2025 highlights from each program:

- Pacific Lifeline provided 209 case management sessions, helping families improve their credit, create budgets, secure childcare, start jobs, and find affordable housing.
- Pacific Lifeline provided 2,000 hours of therapy, including individual, sibling, family, and group therapy. Relationships were healed and healthy habits and boundaries were formed.
- Pacific Lifeline provided 269 ChildLife sessions, providing services to help children navigate the trauma they have experienced through play, art, games, family activities, and more.
- Two homes and a duplex are offered at reduced rent. In 2025, 32 families benefited from school supplies, Thanksgiving food, Christmas gifts, therapy, and case management.

A Life Transformed in 2025 – a Resident's Story

“For two decades, I battled addiction. After 90 days in an inpatient rehabilitation center and six months in an intensive outpatient program, I didn't know where my daughter and I would go next. I was sober but still unable to provide a stable home. My daughter and I moved into Pacific Lifeline; almost immediately it felt like a real home, and for the first time in a long time I felt safe, supported, and hopeful. As it turns out, getting sober was only the beginning. The real challenge was rebuilding my life from scratch, and I honestly don't know how I would have done it without the love and support of Pacific Lifeline and the incredible women who work there. When I first came to Pacific Lifeline, I had no idea what my future would look like. I had no place to live, no job, and I was overwhelmed and afraid of all the things I didn't know how to do. Today I have a home, a job, and I have more confidence. I'm enjoying learning new things, growing in my work, and most importantly being the best mother I can be to my daughter. Because of Pacific Lifeline, I am no longer just surviving. I am building a life and a future for me and my daughter, and for this I will be forever grateful.”

Carmen Hall

Executive Director

PACIFICLIFELINE@EARTHLINK.NET

Financial statements were submitted to BIC U.S. For a copy of the complete financial statements, please contact Pacific Lifeline at pacificlifeline@earthlink.net.

D. Mennonite Central Committee (U.S.) (MOU)

Mennonite Central Committee, a worldwide ministry of Anabaptist churches, shares God's love and compassion for all in the name of Christ by responding to basic human needs and working for peace and justice. MCC envisions communities worldwide in right relationship with God, one another, and creation.

The following are several highlights of MCC's work in the past two years.

- MCC ships canned meat and relief, school, dignity, sewing, and infant care kits into Havana, which leaders from the Brethren in Christ Church in Cuba deliver to congregations across the country. In Cuba, food and items like soap have drastically risen in price. Hector Ojeda, who attends Iglesia Las Delicias (The Delights Church) in Las Tunas province, says, "It's really expensive. So the fact that you remember us and you send us things, it's just incredible."
- In Zimbabwe's Gwanda district, severe drought and heavy rainfall have become common. MCC partners like Brethren in Christ Compassionate and Development Services (BIC-CDS) are helping farmers adapt through a project supported, in part, by Global Affairs Canada. BIC-CDS helped beekeeper Molly Moyo replace her old hives, which had been destroyed by rainfall, and plant hardy, nectar-rich fruit trees. Now, Moyo is training a new generation of local beekeepers.
- We give thanks for BIC representatives on MCC U.S. and regional boards in the past two years: Anna Bolembach, Tracie Hunter, Jose Lemus, Emerson Leshner, Jonathan Lloyd, Stan Morgan, Fellistus Munakombwe, Rebeca Pedroza, Hannah Snavley and David R. Swartz.
- Whether assembling kits, canning meat, volunteering at relief sales, as groups or individuals, thank you! MCC is grateful for your prayers, financial support, and advocacy efforts throughout the year.

Thank you for being part of MCC's ministry in the name of Christ,

Rukshan Fernando, *MCC U.S. executive director*

Jonathan Lloyd, *MCC U.S. board member*

E. Messiah University, Mechanicsburg, Pa. (Covenant)

Greetings from Messiah University! I am honored to submit this updated report as Messiah University's ninth president, per the Board of Trustees announcement made on March 31, 2026. I am grateful beyond measure to serve and lead at a place that has been so important to both Shari and me for the past 26 years. Christ Preeminent truly describes not only our legacy and heritage, but also our future. We covet your prayers throughout this time of transition.

During the summer months of 2025, our teams from the Division of Operations hosted and provided hospitality to summer camps and conferences—along with the faculty, coaches, staff and administrators that lead and support their related programming. By the end of the summer, Messiah hosted 83 different conferences, camps, and events, both internal and external, including: Engage Youth Conference, Grace Reformation also largely attended by teen youth, and SOPA (Special Olympics of Pennsylvania).

Enrollment remains very strong - we started the year at 40 students over our budgeted goal – with 2,246 undergraduates and 751 in graduate programs we are educating nearly 3,000 students. I am also pleased that we welcomed the highest percentage of new students of color ever. Messiah now has approximately 25% of our student population from diverse backgrounds. It was such a pleasure to have my friend and pastor, Bob Beaty from The Meeting House (Brethren in Christ), participate in the August 26 Convocation Chapel which officially opened the academic year. Our School of Graduate and Professional Studies continues to support existing efforts with over 20 advanced degree options while continuing to develop new degree programs that match market demands, including a new Ph.D. in music education and an Ed.D. and M.Ed. in Christian Education.

In October, the Board of Trustees celebrated the 30th anniversary of the mission and identity statements by reaffirming the vital importance of Messiah's unique position within the Christian higher education landscape. Quoting from our identity statement, "Messiah University is a Christian university of the liberal and applied arts and sciences. The University is committed to an embracing evangelical spirit rooted in the Anabaptist, Pietist and Wesleyan (Brethren in Christ) traditions of the Christian Church." The entire Board of Trustees unanimously stood, rather than give a voice vote, in reaffirmation of our mission and identity during their closing session. As a campus community we have continued to highlight our mission and identity in sessions with all employees and with various alumni and stakeholder councils.

Much of this academic year has been spent preparing the framework for the next strategic plan. This work is focused on strengthening a holistic, Christ-centered educational experience; advancing academic excellence and innovation; expanding access and affordability; and ensuring both immediate and long-term financial sustainability in a rapidly evolving higher education landscape. Our leadership team is also beginning a comprehensive campus master planning effort that will guide the strategic development and stewardship of Messiah's physical spaces and facilities for years to come.

I would be remiss if I did not acknowledge the tragic death of an undergraduate student on September 19. That same evening nearly 650 students and employees gathered for an incredibly

moving prayer vigil. The old worship song by Crouch and the Gaithers, “*Through it All*”, has come to mind often: “Through it all, through it all... I’ve learned to trust in Jesus, I’ve learned to trust in God.”

Thank you for your prayers and expressions of support. Christ Preeminent remains at Messiah University.

John C. Stuckey
President

JSTUCKEY@MESSIAH.EDU

F. Messiah Lifeways, Mechanicsburg, Pa. (Covenant)

Over the past year, Messiah Lifeways® has experienced growth, embraced strategic changes, and remained dedicated to meaningful service. As One Team, I take great pride in what we have accomplished together. This period of growth will allow us to reach new residents and strengthen our programs, building on the foundation of 130 years of service.

The strategic changes we implemented have focused on innovation and continuous improvement, ensuring we respond effectively to the evolving needs of our community. Our unwavering commitment to service is evident in every initiative and partnership we pursue, as we strive to enhance the lives of those we serve. These collective efforts have not only driven organizational progress but have also fostered a greater sense of unity and shared purpose among all team members.

Messiah Lifeways maintained strong financial health throughout the year. Fitch Ratings reaffirmed our long-term Issuer Default Rating at BBB-, recognizing our disciplined capital planning and refinancing strategies. This financial stability ensures that we can continue expanding services while honoring our mission.

In 2025, Pathways Institute (www.thepathwaysinstitute.org) celebrated 20 years of lifelong learning—enriching the lives of hundreds of older adults over the years. In these 20 years, more than 2,500 courses have been held with more than 1,500 total participants.

Messiah Lifeways at Messiah Village was recognized on U.S. News & World Report's 2025 list of Best Nursing Homes, earning special recognition for Long-Term Care and Short-Term Rehabilitation.

Messiah Lifeways completed the transfer of ownership of Mount Joy Country Homes to Pleasant View Communities—a like-minded community with closer proximity to the Mount Joy Country Homes campus.

The PA Office of Budget named Messiah Lifeways as a recipient of \$1 million in funding through the 2024 Redevelopment Assistance Capital Program (RACP). Half of these dollars were allocated to the site preparation and construction of Fernecrest, and the other half is supporting HVAC upgrades on the Messiah Village campus, which are ongoing.

One of the most exciting initiatives is the development of Fernecrest (www.fernecrest.org), our new independent living campus on an 85-acre property near New Cumberland, PA. This project will feature 135 residences across 15 floor plans, including apartments, duplexes, and estate homes. In November 2024, Messiah Lifeways held a ceremonial groundbreaking celebration for Fernecrest. In February 2025, we began accepting deposits for apartments and cottages, ending the fiscal year with 70+ deposits and plans to begin construction in early 2026.

In 2025, the organization's strategic plan was refreshed with new initiatives based on our foundational plan focused on three overarching key themes: Build, Improve, and Grow. We continue to strive to live out our mission to enrich the lives of older adults with Christ-like love through these key initiatives.

We look forward to this upcoming year of celebrating our 130th anniversary as an organization! Through financial stewardship, innovative care, organizational growth, and strategic development, Messiah Lifeways continues to live out its calling to serve older adults with Christ-like love.

These accomplishments reflect the strength of our partnership with the Brethren in Christ Church and our shared commitment to ministry. Together, we move forward in faith, embracing opportunities to inspire life for generations to come.

Karl J. Brummer
President and CEO

KBRUMMER@MESSIAHLIFEWAYS.ORG

Financial statements were submitted to BIC U.S. For a copy of the complete financial statements, please contact Karl Brummer.

Notes

