



Brethren in Christ U.S.  
ALLEGHENY CONFERENCE



# Passing the Baton

# 2026 AGENDA

April 10 and 11, 2026  
Mt Rock Worship Center  
22 Mt Rock Rd, Shippensburg, PA



# WELCOME

## 69TH ANNUAL BUSINESS MEETING OF BIC U.S. – ALLEGHENY CONFERENCE

We would like to extend our thanks to the Mt Rock Worship Center and the congregations that make up the Acts Fellowship Network, for graciously hosting our annual meeting. There is a lot of behind-the-scenes work that goes into planning and preparing for this event and we greatly appreciate the effort given by all those involved as well as those who spent time preparing to give this day as a day of service to the Lord.

At this meeting, we celebrate and invest in the pastors, people, and ministries of Allegheny Conference as part of the wider BIC U.S. church family. We have worked to make this event a special time of fellowship, worship, and praise, while being informative and tackling the items necessary to keep the conference running smoothly and forging ahead in faith and mission.

So, enjoy our time together, make connections, and renew friendships. Rejoice in the positives and extend grace in the inevitable moments of administrative awkwardness that can happen during gatherings like this. But above all, let God be the center of everything we do, and everything we say, and be glorified in all that is accomplished in this weekend.

### Friday's Schedule

|   |         |
|---|---------|
| Worship Service<br>[music led by Rios de Agua Viva] | 7:00 pm |
|---|---------|

### Saturday's Schedule

|                  |                   |
|------------------|-------------------|
| Registration     | 8:15 – 8:45 am    |
| Business Session | 9:00 am – 3:00 pm |
| Lunch            | noon              |

## 69<sup>TH</sup> ANNUAL BUSINESS MEETING OF BIC U.S. – ALLEGHENY

Saturday, April 11, 2026, Mt Rock Worship Center

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**ITEM 1 – BUSINESS SESSION BEGINS AT 9:00 A.M. AT MT ROCK WORSHIP CENTER.**

| STAFF                   |                      |
|-------------------------|----------------------|
| Moderator               | Bishop Rob Patterson |
| Assistant Moderator     | Roberto Alegre       |
| Secretary               | Lawton Jacobs        |
| Recording Secretary     | Mary Ellen Feight    |
| Compiling Secretary     | Kevin Lay            |
| Host Pastor             | Brad Stutzman        |
| Audio/Visual Technician | Jeremy Styers        |

**ITEM 2 – WELCOME AND PRAYER [BISHOP ROB PATTERSON]****ITEM 3 – GREETING AND ANNOUNCEMENTS [ROBERTO ALEGRE]****ITEM 4 – WORSHIP****ITEM 5 – CONFERENCE OFFERING**

This year's offering will go toward a much-needed parsonage kitchen and dining room remodeling project for Mt Tabor BIC Church. The project will include replacing the cabinets, countertops and flooring that are showing major wear after more than 40 years of use. The parsonage is used to host neighbors for meals and for meetings. The estimated cost of the project is \$20,000. Please give generously.

**ITEM 6 – SEATING OF THE DELEGATES AND ALTERNATES**

| Congregation                           | Delegates   |
|--|---|
| <b>Acts Fellowship Network</b>         | Rubyan Stutzman   |
| <b>Grace Nepali</b>                    | Estar Pratisha, Deepa Pradhan   |
| <b>Rios de Agua Viva - Martinsburg</b> | Edwin, Amy Frye   |
| <b>Rios de Agua Viva - Mt Rock</b>     | Fernando Garcia, Miguel Morales, Ana Lilian Morales, Claudia Maria Woodall                        |
| <b>Rios de Agua Viva - Waynesboro</b>  | Tomas Gonzalez, Maribel   |
| <b>Air Hill</b>                        | Dave Detweiler, Darlene Detweiler   |
| <b>Antrim</b>                          | Denny Knepper, Don Shenk, Jr., Kimberly Martin, Rachel Frey, Mervin Frey, Larry Frey, John Gibble |
| <b>Bethel</b>                          | Robert Leonard, Yvette Leonard, Chad Allison, Jody Marshall, Danette Marshall                     |
| <b>Blue Mountain</b>                   | Ray Halteman, Judy Eberly, Davon Weaver   |

|                               |  |
|-------------------------------|--|
| <b>Bunker Hill</b>            | Brenda Kifer   |
| <b>Canoe Creek</b>            | Lisa Crawford  |
| <b>Center Grove / Trinity</b> | Herta Morgan   |
| <b>Clear Creek</b>            | Joan Detwiler, Tom Detwiler  |
| <b>Community of Faith</b>     | Dan Hickey   |
| <b>Crossroads</b>             | Ralph Bradley, Fred Giles  |
| <b>Fairview Avenue</b>        | Gretchen Wease   |
| <b>Five Forks</b>             | Sherri Flohr   |
| <b>Green Spring</b>           | Doug Heishman, Debbie Heishman   |
| <b>Highland Park</b>          | <i>Non-reporting</i>   |
| <b>Hollowell</b>              | <i>Non-reporting</i>   |
| <b>Iron Springs</b>           | Emmy Fogle, Carrie Colson  |
| <b>La Roca</b>                | Ray Rodriguez, Mayelin Alegre, Jaitza Ojeda, Onel Ojeda  |
| <b>La Roca Eterna</b>         | Jamith Trujillo, Diana Cristina Giraldo, Yolandita Guzman  |
| <b>Martinsburg</b>            | Jason Corle, James Barley  |
| <b>Mission Hill</b>           | Stan Burkholder, Janice Burkholder, Dean Frey, Ruth Ann Frey, Michael Blumhorst, Robyn Blumhorst |
| <b>Montgomery</b>             | Henry Carbaugh, Ray Martin,  |
| <b>Mountain Chapel</b>        | Nancy Price, Roy Miller  |
| <b>Mowersville</b>            | Josh Wiser, Scott Bullock  |
| <b>Mt Tabor</b>               | Kevin Lay  |
| <b>New Guilford</b>           | Monica Stewart, Eva Woolschlager   |
| <b>New Life Believers</b>     | Emory Leppo, Katie Leppo   |
| <b>Paramount</b>              | Allison Banzhoff, Diane McNairn  |
| <b>Peace Light</b>            | Kay McBeth, Shannon McBeth   |
| <b>Sherman's Valley</b>       | Sharon Riley   |
| <b>South Mountain Chapel</b>  | Sarah Bert   |
| <b>Spring of Hope</b>         | Kelly Wyant  |
| <b>Springhope</b>             | <i>Non-reporting</i>   |
| <b>The Rock</b>               | Bethany Marker, Mildred Wagner, Sarah-Lynn Styers, Kim Burkholder                                |
| <b>The Spring</b>             | Sandy Delaney, Anita Carbaugh  |
| <b>The Vine</b>               | Andrew Leer  |
| <b>Walkersville</b>           | Keith Trimble, Carolyn Trimble, Melinda Griffiee, Lillianna Griffiee                             |
| <b>West Side</b>              | Shawn Besore, Matt Pine  |

## ITEM 7 – GREETINGS AND SEATING OF SPECIAL GUESTS

At this time, we give special welcome to those very important to us who would not normally have voting privileges i.e., Missionaries from our Conference, leaders from the church and other conferences, fraternal organizations or nations and seat them as members of this Conference.

## ITEM 8 – MINUTES OF THE 2025 SESSION

Minutes of the 2025 Business Session were distributed to the congregations of the Allegheny Conference electronically on August 15, 2025. Copies of these and past minutes are available on request by contacting the Allegheny Conference office.

## ITEM 9 – TRIBUTES

Today, we pay tribute to those ministers who served within the conference who graduated from this life to their eternal reward since our last meeting.

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### JAMES “RUSSELL” WILSON [SEPTEMBER 23, 1935 – APRIL 9, 2025]



James ‘Russell’ Wilson graduated from this life to his eternal reward on April 9, 2025, at the age of 89.

Russell was a 1954 graduate of Wilmore High School and a graduate of Penn State University where he studied agriculture. He felt a special connection to the earth, but God spoke to him and he followed. He attended Asbury University and dedicated his life to ministry. Instead of planting crops, Russell planted seeds of faith in others, watering them with encouragement, shining the light of God’s word on them, and watching them grow.

In addition to his love of agriculture and ministry, Russell also shared his love of knowledge as a math and science teacher at Wesleyan Holiness Academy in Portage, PA.

Life was not always easy for Russell. No gardener escapes weeds, but he kept his hands in the soil, his eyes to heaven and his heart anchored with his faith in God.

Russell was married to Janet (Emigh). They had four daughters, seven grandchildren and eight great-grandchildren. Together, they pastored the Woodbury BIC church for many years.

Regarding those who work hard in the ministry of leadership in the Church, the Apostle Paul said, “Hold them in the highest regard in love because of their work”.<sup>1</sup> Therefore, we uphold Pastor James ‘Russell’ Wilson in highest regard in love, and we give thanks to God for his contribution to the Brethren in Christ Church and the Kingdom of our Lord Jesus Christ.

Robert A. Patterson  
 Bishop, Allegheny Conference  
 Brethren in Christ Church of the U.S

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<sup>1</sup> 1 Thessalonians 5:13

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**STEVEN RAYMOND MCILVEEN [JULY 14, 1947 – FEBRUARY 8, 2026]**

Steven Raymond McIlveen peacefully graduated from this life to his eternal reward on February 9, 2026. He was 78 years old.

Born in Warren, OH, Steve attended Geneva High School in Geneva, OH, graduating in 1966. He attended Eastern Pilgrim College in Allentown, PA, Biblical Life Institute in Freeport, PA and finally Salem Bible College in Salem, OH.

During his 18+ year ministry, Steve pastored several Brethren in Christ churches, including Canoe Creek in Hollidaysburg, PA, Adney Gap near Roanoke, VA, Fairview BIC in New Cumberland, PA, and Altoona BIC in Altoona, PA.

After his time in vocational ministry, Steve spent more than 20 years ministering to the needs of others as a nursing attendant at Menno Haven and Chambersburg Hospital. He also drove a school van for Gift Transportation for two years.

Steve will be remembered for his love of preaching, his passion for the Pittsburgh Steelers, his sense of humor and his hearty laugh.

Regarding those who work hard in the ministry of leadership in the Church, the Apostle Paul said, “Hold them in the highest regard in love because of their work”.<sup>2</sup> Therefore, we uphold Rev. Stephen Raymond McIlveen in highest regard in love, and we give thanks to God for his contribution to the Brethren in Christ Church and the Kingdom of our Lord Jesus Christ.

Robert A. Patterson  
Bishop, Allegheny Conference  
Brethren in Christ Church of the U.S



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<sup>2</sup> 1 Thessalonians 5:13

# Allegheny Conference

## Regional Reports and Action Items

Item 10: Bishop's Report

Item 11: Discipleship Council Report

Item 12: Evangelism Council Report

Item 13: Ministry Council Report

Item 14: Worship Council Report

Item 15: Trustee Confirmation

Item 16: Staffing Council Report

Item 17: Board of Directors Report

A. Secretary's Report

B. Treasurer's Report (found in Appendix A)

C. BOD Recommendations

Item 18: Election of Assistant Moderator

Item 19: Introducing New Pastors and Staff

## ITEM 10 – BISHOP’S REPORT

I’m beginning my report by looking toward 2027. Much of what occurred in our conference during 2025 served to solidify my conviction that it is time for me to transition out of my current role. I believe that we are in a season of good health, and the foundation is laid for someone else to build on. Ergo, I plan to invest much of my remaining time 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 year, 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 was less than 40. But 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 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.

Lately, though, I’ve taken a fresh look at what it means to impact our region, and where God is on the move among us. What I see is something that I wouldn’t have predicted two decades ago. We are blending with fellowships that represent other 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 in Roanoke, VA regarding a potential blend with Community of Faith. Meanwhile, we’ve added three new Latino congregations since last October: Rios Martinsburg, Rios Waynesboro, and Yo Soy La Roca.

This is a season 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 who God chooses to grab the baton.

In Christ,  
Rob Patterson, Bishop

*(The conference financial and statistical reports that are part of the Bishop’s report follow on the next two pages.)*

|  | INCOME  |   |                |                   | GIVING                    |                             |                  |                  |
|--|---|---|----------------|-------------------|---------------------------|-----------------------------|------------------|------------------|
|  | Undesignated Donations (tithes and offerings) | Designated Donations (e.g. building campaign) | Other Income   | Total Income      | BIC U.S. Common Ministry* | BIC U.S. Ministry Projects* | Other Ministries | Total Giving     |
| <b>Allegheny</b>                       |   |   |                |                   |                           |                             |                  |                  |
| Reporting                              |   |   |                |                   |                           |                             |                  |                  |
| Acts Fellowship Network                |   |   |                |                   |                           |                             |                  |                  |
| Grace Nepali                           | 30,282  | -   | -              | 30,282            | -                         | -                           | -                | -                |
| Rios de Agua Viva (Martinsburg)        | 5,566   | -   | -              | 5,566             | -                         | -                           | -                | -                |
| Rios de Agua Viva (Mt. Rock)           | 80,848  | -   | 7,980          | 88,828            | 2,542                     | -                           | 4,042            | 6,584            |
| Rios de Agua Viva (Waynesboro)         | 2,024   | -   | -              | 2,024             | -                         | -                           | -                | -                |
| Air Hill BIC Church                    | 291,717                                       | 129,939                                       | 19,816         | 441,472           | 29,315                    | -                           | 18,870           | 48,185           |
| Antrim BIC                             | 1,521,872                                     | 238,346                                       | 61,038         | 1,821,256         | 188,076                   | 78,260                      | 136,841          | 403,177          |
| Bethel BIC Church (Hillsville)         | 82,538  | -   | 38,705         | 121,243           | 500                       | -                           | 2,858            | 3,358            |
| Blue Mountain Memorial BIC Church      | 137,548                                       | 55,912  | 52,529         | 245,989           | 5,900                     | -                           | 31,062           | 36,962           |
| Bunker Hill BIC Church                 | 132,560                                       | -   | -              | 132,560           | 7,583                     | -                           | -                | 7,583            |
| Canoe Creek BIC                        | 141,398                                       | 2,625   | -              | 144,023           | 11,381                    | 1,000                       | 2,869            | 15,250           |
| Center Grove BIC                       | 51,517  | 21,542  | 8,450          | 81,509            | 500                       | -                           | 11,259           | 11,759           |
| Clear Creek BIC                        | 116,898                                       | 11,873  | -              | 128,770           | -                         | -                           | 17,980           | 17,980           |
| Community of Faith Church              | 37,765  | -   | 36,892         | 74,657            | -                         | -                           | -                | -                |
| Crossroads BIC Church                  | 330,167                                       | 58,626  | 30,951         | 419,744           | -                         | -                           | 22,141           | 22,141           |
| Fairview Avenue BIC Church             | 149,840                                       | 25,736  | 49,402         | 224,978           | 18,100                    | 68                          | 4,460            | 22,628           |
| Five Forks BIC Church                  | 778,545                                       | 169,539                                       | -              | 948,084           | 60,050                    | 10,175                      | 28,402           | 98,627           |
| Green Spring BIC Church                | 204,264                                       | 44,375  | -              | 248,639           | 20,963                    | -                           | 4,200            | 25,163           |
| Hollowell BIC                          | 349,762                                       | 37,722  | -              | 387,484           | 17,567                    | -                           | 40,529           | 58,096           |
| Iron Springs BIC Church                | 129,382                                       | 26,972  | 2,705          | 159,060           | 14,271                    | 250                         | 3,473            | 17,994           |
| La Roca BIC (VA)                       | 268,278                                       | 29,721  | 11,084         | 309,083           | 15,450                    | -                           | 10,500           | 25,950           |
| La Roca Eterna                         | 113,946                                       | 3,948   | -              | 117,894           | 250                       | -                           | 29,004           | 29,254           |
| Martinsburg BIC Church                 | 231,053                                       | 27,824  | 1,143          | 260,020           | 35,445                    | 6,984                       | 31,002           | 73,431           |
| Mission Hill (Chambersburg BIC)        | 875,568                                       | 100,949                                       | 100            | 976,617           | 62,491                    | 900                         | 80,273           | 143,664          |
| Montgomery BIC Church                  | 176,957                                       | 15,321  | 17,365         | 209,643           | 9,600                     | 653                         | 28,804           | 39,057           |
| Mountain Chapel BIC                    | 36,973  | -   | -              | 36,973            | 2,200                     | -                           | 1,200            | 3,400            |
| Mowersville BIC                        | 254,454                                       | 74,705  | -              | 329,159           | 27,704                    | 1,893                       | 12,673           | 42,270           |
| Mt Tabor BIC Church                    | 86,223  | 3,406   | -              | 89,630            | 4,500                     | -                           | 3,000            | 7,500            |
| New Guilford BIC Church                | 229,164                                       | 15,244  | 37,855         | 282,263           | 33,900                    | 800                         | 9,755            | 44,455           |
| New Life Believers BIC                 | 180,194                                       | 49,994  | -              | 230,188           | 17,112                    | -                           | -                | 17,112           |
| Paramount BIC Church                   | 191,812                                       | 20,706  | 2,569          | 215,088           | 32,200                    | -                           | 14,219           | 46,419           |
| Peace Light BIC Church                 | 16,470  | 5,272   | -              | 21,742            | 2,400                     | -                           | 5,272            | 7,672            |
| Shermans Valley BIC Church             | 24,600  | -   | 366            | 24,966            | 800                       | -                           | -                | 800              |
| South Mountain Chapel                  | 65,540  | -   | -              | 65,540            | 7,244                     | -                           | 4,500            | 11,744           |
| Spring of Hope Community Church        | 73,505  | -   | -              | 73,505            | 7,357                     | -                           | -                | 7,357            |
| Springhope BIC Church                  | 37,236  | 5,242   | 5,400          | 47,878            | 3,912                     | -                           | 957              | 4,869            |
| The Rock                               | 72,493  | 2,528   | 453            | 75,475            | 7,237                     | -                           | 150              | 7,387            |
| The Spring BIC Church                  | 119,114                                       | -   | -              | 119,114           | -                         | -                           | 22,000           | 22,000           |
| The Vine                               | 66,290  | 3,035   | -              | 69,325            | 7,550                     | -                           | 11,828           | 19,378           |
| Walkersville Brethren in Christ Church | 458,066                                       | 6,520   | 6              | 464,591           | 41,000                    | -                           | 50,228           | 91,228           |
| West Side BIC Church                   | 265,249                                       | 58,453  | -              | 323,702           | 24,665                    | 4,100                       | 19,225           | 47,990           |
| <b>Reporting Total</b>                 | <b>8,417,675</b>                              | <b>1,246,077</b>                              | <b>384,810</b> | <b>10,048,562</b> | <b>719,264</b>            | <b>105,082</b>              | <b>663,576</b>   | <b>1,488,421</b> |
| Non Reporting                          |   |   |                |                   |                           |                             |                  |                  |
| Highland Park Community BIC Church     | -   | -   | -              | -                 | 6,000                     | -                           | -                | 6,000            |
| <b>Non Reporting Total</b>             | <b>-</b>                                      | <b>-</b>                                      | <b>-</b>       | <b>-</b>          | <b>6,000</b>              | <b>-</b>                    | <b>-</b>         | <b>6,000</b>     |
| <b>Grand Total</b>                     | <b>8,417,675</b>                              | <b>1,246,077</b>                              | <b>384,810</b> | <b>10,048,562</b> | <b>725,764</b>            | <b>105,082</b>              | <b>663,576</b>   | <b>1,494,421</b> |

\*These figures are based on receipts received by Brethren in Christ U.S. for 2025

|  | Avg. attendance for weekly worship service(s) | # of Conversions | # of Baptisms | Avg attendance youth programs | Avg attendance children's programs | Avg. participants in monthly groups or activities | Growth through Conversions | Growth through Transfers | Births    | Deaths    |
|--|---|------------------|---------------|-------------------------------|------------------------------------|---|----------------------------|--------------------------|-----------|-----------|
| <b>Allegheny</b>                       |   |                  |               |                               |                                    |   |                            |                          |           |           |
| Reporting                              |   |                  |               |                               |                                    |   |                            |                          |           |           |
| Acts Fellowship Network                |   |                  |               |                               |                                    |   |                            |                          |           |           |
| Grace Nepali                           | 42  | 5                | 3             | 9                             | 9                                  | 50  | -                          | -                        | -         | -         |
| Rios de Agua Viva (Martinsburg)        | 20  | 3                | -             | -                             | 5                                  | 10  | 3                          | -                        | 2         | -         |
| Rios de Agua Viva (Mt. Rock)           | 145   | 13               | 11            | 25                            | 35                                 | 100   | -                          | -                        | 6         | -         |
| Rios de Agua Viva (Waynesboro)         | 37  | -                | -             | 6                             | 9                                  | 50  | -                          | -                        | -         | -         |
| Air Hill BIC Church                    | 135   | 3                | 1             | 28                            | 35                                 | 57  | 1                          | 1                        | 4         | 6         |
| Antrim BIC                             | 573   | 26               | 28            | 92                            | 84                                 | -   | 26                         | -                        | 9         | 5         |
| Bethel BIC Church (Hillsville)         | 26  | -                | -             | -                             | -                                  | 12  | -                          | 2                        | -         | -         |
| Blue Mountain Memorial BIC Church      | 102   | 4                | 3             | 15                            | 30                                 | 18  | -                          | -                        | 7         | 1         |
| Bunker Hill BIC Church                 | 74  | 2                | 7             | -                             | 10                                 | 20  | 2                          | 7                        | 2         | (1)       |
| Canoe Creek BIC                        | 32  | -                | 1             | -                             | -                                  | 32  | 2                          | -                        | -         | -         |
| Center Grove BIC                       | 28  | -                | 2             | 8                             | 4                                  | 20  | -                          | -                        | -         | -         |
| Clear Creek BIC                        | 96  | -                | -             | 10                            | 12                                 | 22  | -                          | -                        | -         | 2         |
| Community of Faith Church              | 7   | -                | -             | -                             | -                                  | -   | -                          | -                        | -         | 2         |
| Crossroads BIC Church                  | 175   | 6                | 13            | 45                            | 30                                 | 125   | 20                         | 30                       | 4         | -         |
| Fairview Avenue BIC Church             | 65  | 3                | 3             | 12                            | 12                                 | 53  | -                          | 2                        | 2         | 1         |
| Five Forks BIC Church                  | 429   | -                | 12            | 35                            | 76                                 | 600   | -                          | (1)                      | 7         | 6         |
| Green Spring BIC Church                | 84  | -                | 1             | -                             | 5                                  | -   | -                          | -                        | 2         | 2         |
| Hollowell BIC                          | 205   | -                | 9             | 25                            | 40                                 | -   | 3                          | 15                       | 4         | 1         |
| Iron Springs BIC Church                | 63  | 24               | 2             | 4                             | 3                                  | 25  | -                          | 1                        | -         | 2         |
| La Roca BIC (VA)                       | 239   | 55               | 21            | 22                            | 49                                 | 150   | 30                         | -                        | 10        | -         |
| La Roca Eterna                         | 180   | 99               | 10            | 14                            | 24                                 | 8   | 6                          | -                        | 1         | -         |
| Martinsburg BIC Church                 | 231   | -                | -             | 20                            | 10                                 | -   | -                          | -                        | -         | -         |
| Mission Hill (Chambersburg BIC)        | 525   | 13               | 13            | 52                            | 120                                | 330   | 13                         | -                        | 8         | 2         |
| Montgomery BIC Church                  | 62  | -                | 1             | 8                             | 25                                 | 30  | -                          | -                        | 1         | 2         |
| Mountain Chapel BIC                    | 33  | -                | -             | -                             | 10                                 | -   | -                          | -                        | -         | 1         |
| Mowersville BIC                        | 198   | 1                | 5             | 15                            | 46                                 | 90  | -                          | -                        | 10        | 3         |
| Mt Tabor BIC Church                    | 42  | -                | 1             | 4                             | 5                                  | 31  | -                          | 1                        | -         | 1         |
| New Guilford BIC Church                | 93  | 1                | 4             | 12                            | -                                  | 43  | 2                          | 2                        | 3         | 3         |
| New Life Believers BIC                 | 72  | 2                | 11            | 9                             | 12                                 | -   | -                          | -                        | -         | -         |
| Paramount BIC Church                   | 65  | 1                | 3             | 8                             | 10                                 | 20  | 1                          | -                        | -         | 2         |
| Peace Light BIC Church                 | 8   | -                | -             | -                             | -                                  | -   | -                          | -                        | -         | 1         |
| Shermans Valley BIC Church             | 11  | 2                | -             | -                             | -                                  | -   | 2                          | -                        | -         | 1         |
| South Mountain Chapel                  | 37  | -                | 3             | -                             | -                                  | 75  | -                          | -                        | -         | 2         |
| Spring of Hope Community Church        | 12  | -                | -             | -                             | -                                  | -   | -                          | -                        | -         | 1         |
| Springhope BIC Church                  | 18  | -                | -             | -                             | -                                  | 7   | -                          | -                        | -         | -         |
| The Rock                               | 49  | -                | 2             | 4                             | 12                                 | 10  | -                          | -                        | -         | -         |
| The Spring BIC Church                  | 45  | 5                | 3             | 9                             | 10                                 | 90  | -                          | -                        | -         | -         |
| The Vine                               | 79  | 2                | 5             | -                             | 3                                  | 15  | 2                          | -                        | -         | -         |
| Walkersville Brethren in Christ Church | 236   | 5                | 5             | 5                             | 29                                 | 430   | 5                          | 14                       | -         | 3         |
| West Side BIC Church                   | 115   | -                | 1             | 15                            | 25                                 | 78  | -                          | -                        | -         | 4         |
| <b>Reporting Total</b>                 | <b>4,662</b>                                  | <b>275</b>       | <b>184</b>    | <b>511</b>                    | <b>789</b>                         | <b>2,589</b>                                      | <b>118</b>                 | <b>72</b>                | <b>82</b> | <b>53</b> |
| Non Reporting                          |   |                  |               |                               |                                    |   |                            |                          |           |           |
| Highland Park Community BIC Church     | 45  | -                | -             | -                             | -                                  | -   | -                          | -                        | -         | -         |
| <b>Non Reporting Total</b>             | <b>71</b>                                     | <b>-</b>         | <b>-</b>      | <b>-</b>                      | <b>-</b>                           | <b>-</b>  | <b>-</b>                   | <b>-</b>                 | <b>-</b>  | <b>-</b>  |
| <b>Grand Total</b>                     | <b>4,733</b>                                  | <b>275</b>       | <b>184</b>    | <b>511</b>                    | <b>789</b>                         | <b>2,589</b>                                      | <b>118</b>                 | <b>72</b>                | <b>82</b> | <b>53</b> |

## ITEM 11 – Discipleship Council

The Discipleship Council included Sherri Flohr, Joey Wendling, Sharon Kriegline, and Bishop Rob Patterson. We are thankful for this team and their work in mentoring, training, and developing leaders within the Conference.

One of our major responsibilities is the Allegheny Conference Intern. Typically, the intern will serve at numerous churches and ministries throughout the conference. Last year it was decided that interns will have the option of serving at a single congregation to allow them to have more in depth experience of the week-to-week work of ministry. In the summer of 2025, Joey Wendling was hired as the Allegheny Conference Summer Intern. Over the summer he had opportunities to learn and grow at Mt. Tabor, West Side, Memorial Holiness Camp in Ohio with Brethren in Christ World Missions, Iron Springs and Paramount. Joey was also able to serve an extended time at New Guilford.

Our intern for 2026 will be Tanyon Shaul. Tanyon attends Five Forks and has an associate's degree in mechanical engineering technology from Hagerstown Community College. He will be serving as a missionary with Fellowship of Christian Athletes after his internship.

Looking forward to 2026, the Discipleship Council will be holding Hearing His Heart (H-Cubed) an overnight retreat for Young Adults (ages 18-30). This event will be held August 15-16, 2026, at Camp Yolijsa in Newville, PA. We are also exploring the possibility of holding a Second Career Summit for those who are interested in serving in ministry later in life. More information will follow.

If there is anything we as a council can do to help your congregation with discipleship, please, feel free to reach out to any council member and let us know what we can do to help! You can also email the council at [discipleship.council@gmail.com](mailto:discipleship.council@gmail.com).

Sincerely,  
Kevin Lay, Chairperson

## ITEM 12 – EVANGELISM COUNCIL

### Changing Roles and Responsibilities

Once again, this past year, EC continued our discussion about the changing roles and responsibilities of the council.

We decided to have several 1-hour early morning coffee meetings throughout the last year to begin working through these things. These times of “brainstorming and planning” proved to be very beneficial because it brought us together more often which allowed more continuity of ideas and discussion.

Between these meetings we have a Google Doc that we are all making suggestions on.

Some of our topics included: Council Name, Mission Statement, Multiplication within AC, leadership development and how to best serve AC.

Over the next year we plan to engage congregational leaders in a conversation that asks 3 questions:

1. If evangelism is... “Sharing the Gospel through words, actions and relationships, inviting others to respond in repentance and faith to the Lordship of Jesus...” How is that going in your context?
2. What is your church doing to actively engage the community in evangelism?
3. How can EC tangibly help you in those efforts?

Our plan is to take feedback from our church leaders and begin to work with them in the context of their ministries.

We will also be planning a daylong training sometime in the next 12 months.

**Other 2025-2026 Details:****Prayer:**

ACEC began each meeting this year with a focused time of prayer for each of the members of the team and specific conference needs etc. because we believe that our support for the conference begins on our knees.

**Church Planting:**

Act's Fellowship Network continues to be on the front lines of church planting within AC.

ACEC supports them with finances and strategic conversations about current and future plans.

**Church Revitalization / Support:**

The Rock / Acts Fellowship Network:

The Rock continues to grow and adapt as they pursue God's vision for them. The Rock, AFN and Grace Nepali are working together to coordinate governing and sharing of the facilities at Mt Rock Worship Center as well as a full time School that uses MRWC.

ACEC continues to financially support The Rock, AFN

**Other congregations:**

ACEC continued its financial support for La Roca.

Respectfully submitted,

Steve Delaney

For ACEC team members: Dave Gettel, Jeremy Spear, Joel Gilman, Travis Kisamore and Bishop Rob Patterson

**ITEM 13 – MINISTRY COUNCIL**

*“The Ministry Council shall promote and facilitate loving relationships within the Allegheny Conference. The Council will seek ways to feed the hungry, clothe the naked, heal the sick, release the captive, relieve the suffering of the oppressed, and create a healthy, harmonious accountable community.”*

We've been busy lately! In January, we sent out a survey for pastors with the intent on helping churches learn how to appreciate their pastors. Thanks to all (and there were many) who filled out that survey. We are appreciative of the honest answers. We will compile the answers into a little “help booklet” for the congregations.

We'd been working on the pastor's development day with Ed Shutte from Before it Begins Ministry that was presented March 21 at New Guilford Church on sexual purity and how to help our congregations navigate through specifically LGBTQ, pornography, and what our children are being taught.

We're planning a fun fall event for families with a BBQ competition at CRC. Keep a lookout for more information for that.

As each pastor is prayed for by a member of the ministry council, we would love to know if there's any other way you would like to be cared for that we could facilitate.

Respectfully submitted,

Lisa Crawford

### ITEM 14 – WORSHIP COUNCIL

*The Worship Council strives to promote and facilitate inspiring worship. Seek ways to engage the conference in fervent prayer, humble confession, sacrificial fasting, generous giving, and vibrant praise, as well as other acts of obedience that develop and focus devotion and affection on God.*

We have a great team of people who are passionate about serving the Lord and serving each other. As the Worship Council has taken time to dream and think about how we can best serve the Conference, we are excited about what’s to come in 2026. We don’t want to just “have another event” but really do meaningful things that encourage meaningful worship, and God to be glorified through the things that we do.

We had a very meaningful and well attended Sacred Assembly this year at New Life Believers and want to thank all of those who made this year special. We discussed the work being done with the BIC US Worship Supplement and how we as the Allegheny Conference Worship Council can help and take advantage of that work. We are actively discussing the best utilization of our efforts for this new year and are excited about the possibilities. Along with continuing to focus this year on reconstructing a musician and worship leader pool for churches to utilize, we also hope to introduce a space for church and worship leaders to come together to vent, learn, and grow together. We hope to share more information on this very soon.

The Worship Council is looking to be a resource to the congregations in our conference in all the aspects of worship ministry including spiritual disciplines, music, tech, etc. We want to encourage you to reach out and get to know us and definitely let us know if there is any way we can better serve you. We also, of course, just want to encourage you to be faithful in your worship, in all aspects. We are looking forward to serving you and our King.

Caleb R. Nowell, Chairperson

### ITEM 15 – TRUSTEE CONFIRMATION

A listing of the legal trustees for all active Allegheny Conference Churches is recorded annually in the Regional Conference annual meeting agenda and minutes. In this listing, the letter "A" followed by a year after the church name denotes an incorporated congregation and the year they became incorporated. The letter "B" following a church name indicates a non-incorporated congregation. In incorporated churches, the pastor and church board are the legal trustees of the church. In non-incorporated churches, legal trustees are elected by the congregation.

Please review your trustee listing carefully. If the information is incorrect, please submit your changes **in writing** to the Bishop’s office within one (1) week of the close of the annual meeting.

| CONGREGATION                           | INC– YEAR | TRUSTEES  |
|--|-----------|---|
| <b>Acts Fellowship Network</b>         | B         |   |
| <b>Grace Nepali</b>                    | B         | none  |
| <b>Rios de Agua Viva – Martinsburg</b> | B         | none  |
| <b>Rios de Agua Viva – Mt Rock</b>     | B         | none  |
| <b>Rios de Agua Viva – Waynesboro</b>  | B         | none  |
| <b>Air Hill</b>                        | A - 1992  | John Melhorn, Travis Kisamore, Ron Wenger, Frank Christopher, Dennis Diehl, Sandy Bender, Rachel Garling, Kyle Grove, Margaret Burkholder |

|   |          |  |
|---|----------|--|
| <b>Antrim</b>                                       | A – 1998 | John Gibble, Joe Martin, Carolyn George, Bob Carbaugh, Brian Cordell, Larry Frey, Bryan Hey, Brad Martin, Melissa Munch, Brian Ramer, Ron Statler  |
| <b>Bethel</b>                                       | A – 2017 | Yvette Leonard, Bobby Leonard, Danette Marshall, Jody Marshall, Karen Schrader, Donna Smith, Walter Allen Spangler   |
| <b>Blue Mountain</b>                                | B        | Mervin Burkholder, Dana Martin, Luke Holtry, Levi Hostetler  |
| <b>Bunker Hill</b>                                  | B        | Michael Brill, Ron Rhorer  |
| <b>Canoe Creek</b>                                  | B        | Glenn Albright   |
| <b>Center Grove/Trinity</b>                         | B        | none   |
| <b>Clear Creek</b>                                  | B        | Dusty Reighard, Randy Miller, Kenny Bowman, Joe Beegle   |
| <b>Community of Faith</b>                           | B        | Steve Guthrie, George Ferguson   |
| <b>Crossroads</b>                                   | A – 2004 | John (J.B.) Usher, Ralph Bradley, Dave Thrush, Mike Brown, Sr., Fred Giles, Joel Knepper   |
| <b>Fairview Avenue</b>                              | A – 1997 | John Walker, Steve Eberly, Kathy Long, Rod Teach, Gretchen Wease, Charlie Standridge   |
| <b>Five Forks</b>                                   | A – 1960 | Angie Petersheim, Ed Herald, Karen Arendt, Jean Showalter, Mark Flohr, Brian Egolf, Katie Wilmot, Randy Eberly, Jim McFerren, Joyce Benedict   |
| <b>Green Spring</b>                                 | B        | Randy Smith, Doug Sollenberger, George Wickard, David Jardine, Jared Lindsay   |
| <b>Highland Park</b>                                | B        | Non-reporting  |
| <b>Hollowell</b>                                    | A – 2015 | Chad Rosenberry, Kathy Hansen, Lorie Fisher, Randy Fisher, Jeff Huber, Kevin Swope, Jeff Myers, Dwayne Blank   |
| <b>Iron Springs</b>                                 | A – 2005 | Doug Lichty, Doug Colson, April Shorb, Steve Gills, Kevin Bream, Luann Dille, Larry Dick, Glenda Dayhoff   |
| <b>La Roca</b>                                      | B        | Miguel Angel, Mayelin Alegre, Andrew Alegre, Benito Cruz, Erick Marin, Silvia Tovar  |
| <b>La Roca Eterna</b>                               | B        | Keny Guzman, Ingrid Ramirez, Yolandita Guzman, Diana Christina Giraldo, Jamith Trujillo  |
| <b>Martinsburg</b>                                  | A – 1970 | Michael Abell, Laurie Drysdale, Elaine Slagenweit, Mike Clark, Nate Delp, Kim Heverly, Allen Wolfe, Jackie Miller, Laura Clark   |
| <b>Mission Hill</b>                                 | A – 1998 | Davis McCurley, Joel Gillman, Stephen Shannon, Matthew Burkholder, Jonathan Peckman, Chase Jackson, Dr. Chuck Burkett, Conrad Martin, Paul Raynor, Emerson Peckman                                   |
| <b>Montgomery</b>                                   | A – 1942 | Japheth Nell, Robert Thrush, Gregory Leevy, Gary Hoover, Nelson Oberholzer, Amos Carbaugh, Steve Walters, Ben Kennedy, Henry Carbaugh,   |
| <b>Mountain Chapel</b>                              | B        | James Beegle, Walter Beal, Merle Horton  |
| <b>Mowersville</b>                                  | B        | Matthew Halteman, Garth Rauber, Rick Wenger  |
| <b>Mt Rock*<br/>(d.b.a. Mt Rock Worship Center)</b> | A – 2001 | Brad Stutzman, Tony Marker, Fernando Garcia, Deepa Pradhan, Dilli Pradhan, Mildred Wagner, Jeremy Styers, Donovan Burkholder, Roger Hall, Jose Jorge Olachea Meza, Zuleyma Viridiana Gocobachi Osuna |
| <b>Mt Tabor</b>                                     | B        | Greg Myers, Matt Nagy, Cody Pine, Dean Pieffer, Kevin Lay, Greg Dayley   |

|                              |          |   |
|------------------------------|----------|---|
| <b>New Guilford</b>          | A – 1998 | Lawton, Jacobs, Shawn Helm, Amanda Imwald, Bill Kaiser, Lila Benedict, Betsey McKelvey, Ed Harmony, Cheryl Shields  |
| <b>New Life Believers</b>    | A – 2022 | Emory Leppo, Andrew Grove, Frank Allnutt, Lois Snodderly, Sharon Jackson  |
| <b>Paramount</b>             | A-1989   | Jacob Harrison, Caleb Nowell, Tina Horst, Ray Oberholzer, Vickie Stouffer, Clint Stouffer, Allison Banzhoff, Debbie Pitsnogle, Rod Miller                           |
| <b>Peace Light</b>           | B        | Jim Strite  |
| <b>Sherman’s Valley</b>      | B        | none  |
| <b>South Mountain Chapel</b> | B        | Bill Dubbs, Carrie Erisman, Mike Smith, Robert Commerer, Richard Howland, Jac Powell, Steve Strayer   |
| <b>Spring of Hope</b>        | A – 2013 | Rob Patterson, Michael Abell, Earl Herr, Sherry Nyahay, Jeanette Long   |
| <b>Springhope</b>            | B        | Non-reporting   |
| <b>The Rock</b>              | B        | none  |
| <b>The Spring</b>            | A – 2012 | Steve Delaney, Sandy Delaney, Anita Carbaugh, Jen Wenger, Rebecca Minor, Peggy Heebner, Brian Wenger  |
| <b>The Vine</b>              | B        | Harold Leer, Anthony Brooks, Morris Fraley  |
| <b>Walkersville</b>          | A – 1994 | Tim Fisher, Stephen Fisher, Jim Santos, Tom Jandovitz, Karen Zimmerman, Shaina Freeman, Bernie Gower, Jim Frizen, Skip Boston                                       |
| <b>West Side</b>             | A – 2011 | Dave Kent, Sam Yoder, Jeff Townsley, Carolyn Allison, Lee Musser, Tim Wagner, Carol Everts, Karen Brindle, Shawn Besore, Patricia Heck, Emily Byers, Paula Townsley |

*\*Mt Rock (d.b.a. Mt Rock Worship Center) is the meeting place of Grace Nepali, The Rock and Rios de Agua Viva – Mt Rock. Those listed as trustees are the legal overseers of the facility.*

## ITEM 16 – STAFFING COUNCIL

The Staffing Council is made up of the Moderator, Bishop Rob Patterson, Assistant Moderator, Roberto Alegre, Secretary, Lawton Jacobs, Council Chairs, Kevin Lay (Discipleship Council), Steve Delaney (Evangelism Council), Lisa Crawford (Ministry Council), Caleb Nowell (Worship Council) and Members at Large, Don Shenk, Jason Wenger, and Sherri Flohr. Following, are the names we bring, by way of the Board of Directors, to fill the vacancies within the Conference. Each term will be a three-year term unless otherwise indicated.

| Office to be Filled         | Name of Nominee     | Term | Term Ending |
|-----------------------------|---------------------|------|-------------|
| <b>Discipleship Council</b> | Joey Wendling       | 2    | 2029        |
|                             | Katie Wilmot        | 1    | 2029        |
|                             | Rebecca Dick        | 1    | 2029        |
| <b>Ministry Council</b>     | Lisa Crawford       | 3    | 2029        |
|                             | Claudia Arana Ramos | 2    | 2029        |
|                             | Yatiza Ojeda        | 1    | 2029        |
|                             | John (J.B.) Usher   | 1    | 2029        |
| <b>Worship Council</b>      | Caleb Nowell        | 2    | 2029        |

|                         |                |   |      |
|-------------------------|----------------|---|------|
|                         | Bonnie Walker  | 1 | 2029 |
|                         | Jason Barthlow | 1 | 2029 |
| <b>BOD Secretary</b>    | Lawton Jacobs  | 5 | 2029 |
| <b>BOD Treasurer</b>    | Stan Morgan    | 5 | 2029 |
| <b>Staffing Council</b> | Sherri Flohr   | 2 | 2029 |
| <b>Roxbury BOD Rep</b>  | Sam Yoder      | 2 | 2029 |

The following three names are brought to this meeting by the Staffing Council by way of the Board of Directors for election to the office of Member at Large on the Board of Directors. This will be a full three-year term that will end in 2029. *(Biographies of the candidates follow.)*

**Jill Thompson**

**Larry Belella**

**Terry Hoke**

This is an elected position. You will be asked to vote for one of the three. A plurality vote is required for election to this office.

***Your newly elected Member at Large to the Board of Directors:***



**Board of Directors Member at Large Candidates**

**Jill Thompson**



Jill Thompson, a native of Caldwell, NJ, has a B.A. in religion and elementary education from Lycoming College. She is an ordained pastor in the BIC U.S. and holds a M.Ed. from McDaniel College. Jill is a published author, a public speaker, and has worked for over 30 years as a professional educator and library media specialist. She has had past experience serving the Allegheny Conference as Assistant Moderator, a member of the Evangelism and Ministry Councils, and the Board of Directors.

Last year, Jill developed and currently administrates the Christian Care & Education Network (CCEN), a ministry of Hollowell BIC Church. CCEN assists individuals, couples, and families with finding freedom in Christ through qualified counseling services and education. Utilizing resources and people in the local Christian community, she is passionate about fulfilling the scriptural call to “equip the saints for the work of ministry and build up the body of Christ until all of us come to the unity of faith, and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.” (Ephesians 4:12-13)

Additionally, Jill volunteers as an associate chaplain for the Spiritual Care & Education department at WellSpan Waynesboro Hospital, teaches adult Sunday School electives, leads the Ladies Friendship Bible Study on Wednesday mornings (open to all women in our local community), and provides pulpit supply as needed.

She and husband Wally have been married 51 years, have 5 grown sons, 7 grandchildren, and live in Waynesboro with Millie, a puppy-mill rescue, and a 26-year-old cockatiel named Nick.

### Larry Belella

Larry heard God's call to ministry about 30 years ago while serving as a youth pastor in another church. Since that time, he has served in various capacities, including pulpit fill, and music ministry at small churches that didn't have a pastor. Having attended Five Forks, for several years prior to being asked to serve in his current role, Larry and his wife, Joyce, have served as deacons and in supportive roles with the worship team. Joyce is an active leader in the weekly Women's Bible Study.



Larry retired from his career in engineering in January 2025 and has been serving part-time as the interim executive pastor, supporting the day-to-day operations and ministries, both inside and outside the walls of the church.

Larry graduated from Capitol College with a B.S. degree in electronic engineering and has done ministerial studies at Christian Leaders Institute. While serving at Five Forks for the past year has been somewhat challenging at times, Larry states it has been a tremendous blessing and joy in his life.

The Belellas reside in Waynesboro, PA and have been married nearly 49 years. They have two grown children, LB and Lisa, and five grandchildren. In his free time, Larry enjoys tinkering with techy stuff and his Jeeps, travelling to warm places with Joyce and spending time with his grandchildren.

### Terry Hoke



Rev Terry Hoke attended St. Thomas High School, graduating in the class of 1966. In March 1965, Terry was invited to attend a showing of "*The Restless Ones*", a Billy Graham movie. At the end of the movie, an invitation was given to receive Christ as Savior. Terry was the first one out of his seat, and that was the day he felt the call to ministry.

Having not prepared to go to college, Terry chose to enlist in the military and ended up spending a year in Vietnam. On his return, he connected with a wonderful young lady, Linda Evans - now Linda Hoke - who attended New Guilford BIC. It was an easy choice for him to make when she asked him to attend with her. He later became a Sunday School teacher for the High School and College/Career class. As time went by, the pastor's wife, pulled him aside and told him she could see him as a pastor someday. Terry, being in sales at the time, didn't see it, but later, Pastor Maurice Bender approached Terry and asked him to consider becoming the Youth Pastor. Terry agreed. He served as the youth pastor for the next 6 years and loved it! At the end of those two terms, Terry went on to become the lead pastor at Van Lear BIC in Williamsport, MD (now New Life Believers), and served there from 1981 - 1988.

While serving at Van Lear, Terry was also the Chaplain for the Hagerstown Suns, a minor league baseball team. He served in that position for 16 years. After leaving Van Lear, Terry took a 10-year hiatus from ministry and

again worked in sales. During those years, Terry and Linda raised their family and taught them what it meant to be followers of Christ. All three of the Hoke's children still follow Jesus and are active in church. In April 1998, Terry began a 15+ year ministry at Iron Springs BIC Church in Fairfield, PA, until finally retiring in August 2013.

This year Terry and Linda will celebrate 57 years together and they are looking forward to many more.

## ITEM 17 – BOARD OF DIRECTORS

### A. The Secretary's Report

The Board of Directors (BOD) supports and encourages the work of the councils, the local church, and camps within the Conference. It also provides general administrative guidance for the Allegheny Conference.

The current members are: Rob Patterson (Bishop), Roberto Alegre (Assistant Moderator), Lawton Jacobs (Secretary), Stan Morgan (Treasurer), Sherri Flohr (Member General Conference Board), Terry Hoke (MAL), Darrell Potteiger (MAL), John Walker (MAL), Kevin Lay (Discipleship Council Chair), Steve Delaney (Evangelism Council Chair), Lisa Crawford (Ministry Council Chair), Caleb Nowell (Worship Council Chair).

The BOD typically meets three times between annual regional conferences. This year we only met two times for regular conference business. However, the BOD did meet an additional two times with Alan Robinson, BIC U.S. National Director to discuss Bishop Rob's end of term and next steps.

Here are some of the items discussed and decisions made in the past year:

1) *Regional Conference 2025* – Some time was spent at the May board meeting sharing feedback from the annual Allegheny Regional Conference that was hosted by the La Roca congregation in Roanoke, VA. and the pastors and spouses retreat that proceeded it. Both events received positive feedback. People who attended Conference felt welcomed by the La Roca congregation. It appeared to be a good experience for all of those involved. Bishop Rob noted that he had not received any complaints.

2) *Financially Support for Ringgold Meeting House* – A request was made for funds to help with repairs at the Ringgold Meeting House. The BOD agreed to make \$10,000 available from capital reserves for the care of the property.

3) *Financial Support for La Roca Church House Remodeling Project* – A request was made for financial assistance in remodeling the kitchen at the La Roca church house. A motion was approved to give \$2,000 toward this project from capital reserves and to share this need with the conference. Congregations graciously responded to cover the remaining cost.

4) *Bishop Rob's Sabbatical* – Bishop Rob took time away from his regular duties from September 15, 2025 until January 5, 2026 for personal refreshment and spiritual renewal. Bishop Rob's assistant Mary Ellen Feight continued to take care of administrative responsibilities. Our National Director, Alan Robinson and Susquehanna Conference Bishop, Heather Beaty oversaw pastoral and national level matters.

5) *Bishop Rob's End of Term Evaluation* – The BOD met in August to do an end of term review for Bishop Rob. His current term ends in July 2026. As a result of that discussion a decision was made to send out an evaluation to the BOD, pastors and all credentialed staff. The BOD then came together in November to discuss the results of the evaluation and consider the next steps. As a result of that discussion a recommendation was made and

passed unanimously to invite Bishop Rob to serve one more year beyond his current term and to have a name to take to the Allegheny Conference annual meeting in 2027.

Respectively Submitted by,  
Lawton Jacobs  
BOD Secretary

### **B. The Treasurer's Report**

Budget report 2025

Budget Proposal 2026

Each year the inevitable question of how the conference can operate with budgeted expenditures that exceed the budgeted revenue is brought up. Our fiscal philosophy is that too much money left sitting in bank accounts does no good. We prepare a faith budget using numbers that we believe fit with the ministry that we hope to do. Our expectation is that income will support the vision, but, if not, we will either do less or draw on our surplus.

*The Treasurer's Report can be found in Appendix A (pages 55-60) at the back of the agenda.*

*Questions regarding this report can be directed to the [Conference Treasurer, Stan Morgan](#).*

### **C. Recommendations**

1. The Board of Directors recommends the confirmation of Sherri Flohr to serve a second term as Member at Large on the Staffing Council ending in 2027.
2. The Board of Directors recommends that Lawton Jacobs serve a new three-year term as Secretary of the Allegheny Conference Board of Directors.
3. The Board of Directors recommends that Stan Morgan serve a new three-year term as Treasure of the Allegheny Conference Board of Directors.
4. The Board of Directors recommends the adoption of the Budget for 2026 with budgeted revenue amount of \$66,645.00 and budgeted expenditures of \$75,775.00.

## **ITEM 18 – ELECTION OF THE ASSISTANT MODERATOR**

The Assistant Moderator will be elected from among the active licensed and ordained ministers who are assigned and serving in the Allegheny Conference. He/she will be installed at the end of our annual meeting and serve through the following annual meeting. A first nominating ballot will be taken with the three highest nominees being chosen for an election ballot (unless one individual has already received a majority). The election ballot requires only plurality. Previous Assistant Moderators are not eligible for re-election for five (5) successive years. These are Doug Lichty (2021-22), Jill Thompson (2022-23), Joel Gillman (2023-24), John Melhorn (2024-2025), and Roberto Alegre (2025-2026). These five names are excluded from the following list.

|                            |                               |                                  |
|----------------------------|-------------------------------|----------------------------------|
| Travis Kisamore, Air Hill  | Deepa Pradhan, Grace Nepali   | Lawton Jacobs, New Guilford      |
| Bruce Ward, Antrim         | Ralph Fisher, Green Spring    | David Gettel, New Life Believers |
| Jason Barthlow, Antrim     | Blaine Loughheed, Hollowell   | Jacob Harrison, Paramount        |
| Casey Hurst, Antrim        | Jacob Swope, Hollowell        | Caleb Nowell, Paramount          |
| Chip Crawford, Bunker Hill | Angel Carreno, La Roca Eterna | David Erisman, South Mountain    |

|                                |                               |                                 |
|--------------------------------|-------------------------------|---------------------------------|
| Stacy Crawford, Canoe Creek    | Michael Abell, Martinsburg    | Joey Wendling, South Mountain   |
| John Geyer, Clear Creek        | Chase Jackson, Mission Hill   | Brad Stutzman, The Rock         |
| John (J.B.) Usher, Crossroads  | Brenton Clark, Mission Hill   | Charles (Tony) Marker, The Rock |
| John Walker, Fairview Avenue   | Japheth Nell, Montgomery      | Steve Delaney, The Spring       |
| Bonnie Walker, Fairview Avenue | Ron Hott, Mountain Chapel     | Mark Sewell, The Vine           |
| Ray Kipe, Five Forks           | Melissa Beal, Mountain Chapel | Tim Fisher, Walkersville        |
| Brady Smith, Five Forks        | David Halteman, Mowersville   | Beth Fisher, Walkersville       |
| Heather Leese, Five Forks      | Kevin Lay, Mt Tabor           |                                 |

**Those Chosen on the first Nominating Ballot:**

\_\_\_\_\_

**Assistant Moderator for 2026-2027:** \_\_\_\_\_

**ITEM 19 – INTRODUCING NEW PASTORS AND STAFF**

**John Braxton (J.B.) Usher, Senior Pastor, Crossroads**



In August 2025, J.B. Usher began serving as the Senior Pastor at Crossroads Church in State Line, PA, where he previously held the position of Associate Pastor, leading youth and worship ministries from 2012-2017. In between those roles, J.B. moved Maine, where he was the pastor of Solid Rock Church in Thomaston.

J.B. was born and raised in South Carolina, where he met and married his best friend and partner in ministry, Rachelle. Together, the two have served in various church ministries throughout the years, but none of those roles have proven more important than the gift of raising their four daughters, Adelaide, Emmie, Eliza and Norah.

As their family grew, so did their understanding of the calling the Lord placed on their hearts and lives. While serving in Maine, God taught the Ushers about patience and steadfastness. He gave them eyes to see the value of building bridges and hearts to find joy in the work. He blessed them with a community of like-minded believers, who endeavored to encourage and support one another. During this time, the Lord revealed many of the ways He is quietly working behind the scenes to heal, restore and ultimately bring His children home.

“It was an honor to participate in the Kingdom work taking place in Maine, and it is an honor now, to begin a new chapter here again with Crossroads Church.”  
 ~J B. Usher

### Brady Smith, Lead Pastor, Five Forks

Brady Smith was called to be the Lead Pastor at Five Forks in January 2025. His primary roles include providing vision and leadership to the staff and congregation, preaching, teaching and helping to oversee church finances. Prior to becoming the lead pastor, Brady served as the Pastor of Student Ministries from 2019 before transitioning to his current role.

He has attended Five Forks his entire life. He graduated from Lancaster Bible College with degrees in Youth and Young Adult Ministries and Biblical Studies.

Brady married his wife, Lexie, in 2020 and they have a daughter, who has her father wrapped around her little finger. The Smiths reside in Greencastle, PA.



In his free time, Brady enjoys anything sports – playing, watching or talking about them. His favorites include golf, basketball, football, baseball and many more. He also enjoys singing, watching movies and playing video games, with Super Mario being one of his favorites.

### Larry Belella, Interim Executive Pastor, Five Forks



Larry heard God’s call to ministry about 30 years ago while serving as a youth pastor in another church. Since that time, he has served in various capacities, including pulpit fill, and music ministry at small churches that didn’t have a pastor. Having attended Five Forks, for several years prior to being asked to serve in his current role, Larry and his wife, Joyce, have served as deacons and in supportive roles with the worship team. Joyce is an active leader in the weekly Women’s Bible Study.

Larry retired from his career in engineering in January 2025 and has been serving part-time as the interim executive pastor, supporting the day-to-day operations and ministries, both inside and outside the walls of the church.

Larry graduated from Capitol College with a B.S. degree in electronic engineering and has done ministerial studies at Christian Leaders Institute. While serving at Five Forks for the past year has been somewhat challenging at times, Larry states it has been a tremendous blessing and joy in his life. The Belellas reside in Waynesboro, PA and have been married nearly 49 years. They have two grown children, LB and Lisa, and five grandchildren. In his free time, Larry enjoys tinkering with techy stuff and his Jeeps, travelling to warm places with Joyce and spending time with his grandchildren.

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*“I have come to realize fully that the burden of pastoral servanthood is great, but the strength and desire to serve only comes from our loving Father and those he has placed around us. I believe what the apostle Paul said in 2 Corinthians 12:9-10, and that His grace truly is sufficient for me, and His power is made perfect in my weakness. I am so very grateful for this opportunity to serve and am always looking to see what plans God has for me going forward.”*

*Larry Belella*

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## Drew Martin, Associate Pastor, Mission Hill

Drew Martin and his wife, Abigail, moved to Pennsylvania two years ago. Drew came to take a job roasting coffee, but the two of them had a feeling God brought them here for something besides that. Looking back, it seems clear to them that he was paving the way for Drew's current position as an Associate Pastor at Mission Hill.



During his last year of college, Drew prayed for direction. He desired to know what God wanted him to do with his life. He felt God was calling him into ministry but didn't specify if the ministry He was calling Drew to was vocational. Drew studied History and English, but in his final semester, he was able to take a Bible Interpretation course in at the Bible College across town.

A couple years after college, he did a residency with a church that had a strong bible curriculum that he enjoyed along with working in student ministry. The pandemic halted most of the usual ministry that took place there, but God used that time to develop Drew's heart for prayer. The downtime gave him a lot of time to be with the Lord, and he blessed him with the desire for prayer, seeking him, and for others to experience the same.

Drew and Abigail welcomed their first child, Scottie Jean, in September 2025. They are excited to see what the Lord is going to do in this new season of their lives!

"I LOVE THE BRETHREN IN CHRIST CHURCH, ITS HISTORY, AND THE PEOPLE WHO MAKE IT UP AND HAVE PRESERVED IT FOR NEARLY 250 YEARS. I LOOK FORWARD TO GETTING TO KNOW MANY OF YOU IN THE CONFERENCE AND HEARING HOW YOUR MINISTRY IS BEING USED TO PROCLAIM THE RESURRECTED CHRIST AMONG THIS NATION."

*Jacob Swope*

## Jacob Swope, Associate Pastor, Hollowell



Jacob Swope has been serving as an Associate Pastor at Hollowell since May 2025. Jacob grew up in the Hollowell congregation and attended there until he moved to Lancaster, PA to study at Lancaster Bible College where he earned his BA in Pastoral Ministry and Biblical Studies. He graduated just before beginning his role at Hollowell. He was recently accepted into seminary where he hopes to continue his education while still serving at Hollowell.

Jacob teaches youth and young adults three times a week and he loves serving and leading.

When he isn't ministering, he enjoys watching and playing basketball, playing the piano, and writing songs. Jacob is thankful for the way God reveals his beauty through music.

### Karen Gibble, Children's Ministry Director, Antrim



Karen was born and raised in Greencastle, PA and grew up attending Antrim BIC Church, where she met and married her husband, DeRay. They have three grown children and five grandchildren (for now!). Karen had the privilege of being a stay-at-home mom for eight years before returning to the business world where she worked for 25 years.

Over the years, she has served in many volunteer positions, primarily in Antrim's children's department. In late 2025, she felt the call to full-time ministry as Antrim's Children's Ministry Director and stepped into that role in January 2026. Karen has a heart to serve the children and their families as they learn and grow in their faith in Jesus.

In her spare time, Karen enjoys spending time with her grandchildren, attending Women's Bible Study, taking long walks in the woods on the family farm and visiting National Parks.

### Heather Leese, Pastor of Children's Ministry, Five Forks

Heather has been involved with children's ministry since she was a teenager, starting as a volunteer helping with VBS, children's church, nursery and other church events while in high school at the church she attended with her family in southeastern PA. Although she didn't realize she would be called into full-time ministry at a young age, she always had a desire to work with children.



Heather has a degree in Human Development and Family Services from Penn State University, which she has used in various social service programs in Fulton and Franklin Counties in PA, including teaching. She later earned her teaching certification and taught for many years in public and private school settings, while continuing to volunteer each week in children's ministry. Heather always knew her calling was to work in her local community, serving children in any way the Lord led her to. So, when the opportunity came to serve at her home church, she prayerfully considered it and sought wise counsel, concluding that God was calling her into service at Five Forks.

Heather and her family have been attending Five Forks for the past 22 years. She and husband, Michael, live in Waynesboro, PA with their two sons, Ricky and Aaron and many pets. The family is active in Scouts, enjoy outdoor activities and help support farming in their area.

The ministry at Five Forks has had a huge impact on the Leese family and Heather is humbled to serve in this capacity. The position allows her to come alongside families in the church and surrounding community to help them raise their children to know, love and follow Jesus. She gets to ministry, not only to the children, but also

"I look forward to getting to know more of the BIC family, and partner with other congregations within the conference and Waynesboro area."

Heather Leese

to their families and volunteers within the program.

## New Faces in Acts Fellowship Network

Acts Fellowship Network (AFN), under the leadership of Brad Stutzman, launched two new church plants in October 2025, adding six new pastors to the conference family.

**Pastor Edwin** heads Rios de Agua Viva – Martinsburg, which meets at the Church of God in Martinsburg, PA. Edwin brings church planting experience from Guatemala. Also, in leadership at RAV-Martinsburg is **Pastor Amy Frye**, whose background in nursing brings a uniquely caring, nurturing approach to her leadership and vision for the church. In addition to her role in ministry, she is also instrumental in opening a Keystone medical clinic in the building the group meets in.

**Pastors Tomas and Liliana**, long-time members of Rios de Agua Viva – Mt Rock, are from Chiapas, Mexico. Together, they have led a small group in Waynesboro, PA for several years. The group has expanded and become AFN’s second church plant of the year, Rios de Agua Viva – Waynesboro, which meets twice weekly at Fairview Avenue BIC Church. Beginning as a small group, the church now averages 40 people, including 10 children, at their weekend services.

**Pastors Miguel and Ana Lilian** were commissioned to join the pastoral staff at Rios de Agua Viva – Mt Rock. They oversee small group and evangelism ministry and provide support to the deacon and prayer ministries.

The photo below was taken in October 2025 at the 22-year anniversary of Acts Fellowship Network. Pictured from left to right are Pastor Edwin (RAV-Martinsburg), Pastors Tomas and Liliana (RAV-Waynesboro), Pastors Fernando and Irma (long-time pastors serving at RAV-Mt Rock), Pastors Brad and Rubyan Stutzman (overseers of AFN), and Pastor Amy Frye (RAV-Martinsburg). Missing from the AFN anniversary photo are Pastor Deepa (Debora) and Dilli, who serve the growing, three-year-old Grace Nepali congregation.



In addition to the churches planted in the U.S. by Acts Fellowship Network, they have been planting churches in Honduras since 2008, including five planted churches and an adopted congregation. The network continues to grow. Two of the churches are in the process of planting additional churches. The pastor of one of the AFN churches recently completed a three-year term as the president of BIC Honduras and was re-elected to serve another term. Other pastors from these churches have been asked to serve this year at the denominational level as well. Acts Fellowship Network continues to be a fluid and fruitful ministry both here and abroad and anticipate partnering with pastors from Rios de Dios to do more work in Guatemala.

# Brethren in Christ U.S.

## Denominational Reports

Item 20: General Conference Board Member, Allegheny Conference

Item 21: BIC U.S. National Reports including:

- National Director Report, Alan Robinson
  - Proposed Changes to BIC U.S. Bylaws
- Brethren in Christ Foundation, Jim Reynolds, Executive Director
- Development Update, Mark Templeton, Development Officer
- Shared Services, Mitch Martin, Director of Finance and Shared Services
- World Missions, Jonathan Lloyd, Director

## ITEM 20 - GENERAL CONFERENCE BOARD MEMBER FROM ALLEGHENY CONFERENCE

Greetings Allegheny Conference,

During 2025, our GCB meetings convened in February and September at the Brethren in Christ U.S. Offices.

During our sessions, we approved the 2025 budget, housing allowances, a list of church closures, and the sale of several properties. We heard reports from the National director, bishops, shared services & finance, treasurer, World Missions, and governance committee.

Our 250th Anniversary celebration is just two years away! I hope each one of you shares our excitement of this monumental milestone in the life of the church. To stay informed, please visit the BIC U. S. website for information on Project 250 that is our guide as we approach this historic event.

In July, the Southeast Conference will be hosting our General Assembly in Miami, and registration is now open on the BIC U. S. website. The gathering marks an important opportunity to fellowship and make connections, during which we will also be welcoming Jose Rodriguez as the new bishop of the Southeast Conference.

Serving on the General Conference Board (GCB) continues to be a great privilege and pleasure. I appreciate the opportunity you have given me to serve as the GCB member from the Allegheny Regional Conference.

Blessings,

*Sherri Flohr*

GCB Member from the Allegheny Regional Conference

## ITEM 21 – BIC U.S. REPORTS

### NATIONAL DIRECTOR'S REPORT FOR 2025

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. We encourage you to read our 2025 Annual Report which highlights some of these stories.

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 possible by a grant from the Lilly Endowment. My deep heart-felt gratitude to those who are leading both of these initiatives. I pray that these will be a means for God to bless 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. We are further supporting the work of multiplication by hiring a new part-time position to help serve new church planting efforts. We expect to fill this new position in the near future.

In a few months we will gather in Miami, Florida for the 2026 General Assembly. This biannual gathering provides a wonderful opportunity for the Church to come together in worship, conversation, decision-making and resourcing. I hope that all of you will make it a priority to attend. One reason we selected Miami for this year's Assembly is to mark the transition from one bishop to another for the Southeast Regional Conference. We are deeply grateful for the wonderful ministry of the retiring bishop, Aner Morejon, and we will welcome the new bishop, Jose Rodriguez.

The 2024 General Assembly approved an amendment to Article II of the Articles of Faith and Doctrine (AFD). This amendment was 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, this amendment 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 this within the brief statements that are part of the Articles of Faith and Doctrine (AFD). At the 2024 Assembly, a commitment was made that Leadership Council (LC) would consider the matter and report back to the Church.

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 who discussed the matter at their 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 will not bring any proposed amendments to the 2026 General Assembly and will continue to work on the matter with a view to potential future amendments. To be clear, any amendment is not to alter the understanding and position of the Church but rather, especially in light of the changing understandings that are increasingly a part of our culture, to make as clear as possible our commitment to the historic biblical understandings of human sexuality and the relationships between the sexes. A webinar for further discussion on this matter is being planned for May 2026. More information to follow.

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 is that it would be a global celebration that would involve 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. 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 that the original vision may not be possible and 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. We realize this is a revision of the original vision and we hope that donors who have given designated funds for the 2028 Global Assembly will be willing for their donations to be used in these revised plans.

One of the important roles of the Leadership Council and the Commission for Ministry and Doctrine (CMD) 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 a significant review and possible revision. A taskforce from CMD is currently outlining the way forward and we expect any changes to be part of the 2028 General Assembly.

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 their 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 multiplication, 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.

## **Proposed BIC U.S. Bylaw Changes**

### **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 Manual of Doctrine and Government, and

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

Whereas it is considered helpful to amend Article 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.**

**2.4.45 Persons with a Retired Minister credential.**

**2.4.56 Executive Director of the Brethren in Christ Foundation** or the Executive Director's appointee.

**2.4.67 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.

**2.4.78 Honorary Members.** The General Assembly, by consent of members voting, may confer honorary membership upon others.

## 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 Manual of Doctrine and Government, and

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

Whereas it is considered helpful to amend 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 **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.

## 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 Manual of Doctrine and Government, and

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

Whereas it is considered helpful to amend Article 11 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.**

## **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 Manual of Doctrine and Government, and

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

Whereas it is considered helpful to add a new Article to the Bylaws of the Brethren in Christ U.S. regarding 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).”**

### **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 Manual of Doctrine and Government, and

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

Whereas it is considered helpful to amend Article 11 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

##### 11.1 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.**

## BIC FOUNDATION, INC. REPORT FOR 2025

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.

Respectfully,

James R Reynolds, Executive Director

## **DEVELOPMENT UPDATE**

Thank you for providing strong leadership to Brethren in Christ U.S. ministry. It is an honor to serve the BIC U.S. community, encouraging a culture of generosity and stewarding members in the spiritual discipline of giving. Strengthening a generous culture involves education in Biblical financial stewardship, awareness of the variety of giving methods, and resourcing local, regional, and denominational leaders with tools to lead and disciple our members effectively. It is a privilege to provide updates on progress in the journey toward a stronger culture of generosity.

### **Brethren in Christ U.S. Legacy Society**

We currently celebrate 133 members in the BIC U.S. Legacy Society, toward the goal of 250 members by 2028. The gifts these members have made represent just over \$4.9 million in future funding for ministry. I have been working with the Communications team to create promotional content for use this year. We created a Legacy Society promotional video that is available for use at the Annual Regional Conference meetings this year. In the coming months, I plan to craft additional content to create a video specifically encouraging gifts to local congregations. Sadly, I just learned that the LegacyWise platform I have been using for estate plan document preparation workshops will no longer be available. These workshops were helpful and encouraged participants to make a gift for BIC U.S. ministry in their estate plans. I will be looking for a new platform to continue this valuable resource for our members. Please pray with me that God leads me to a new and effective platform that lends itself to a workshop-style format.

### **Common Ministry**

I am working with the Directors and our Communications team to create a complete resource set to enhance understanding of Common Ministry, its purpose, funding, and use. Plans are moving forward to develop print and digital resources for use in local congregations, regional conferences, and at the denominational level. The purpose of these resources is to thoroughly educate all who engage with BIC U.S. ministry regarding our common ministry and its funding. This comprehensive approach will help unify understanding among new members, local congregation staff, regional board members, denominational staff, and global workers.

### **Major Gifts:**

Since last year, I have worked with the Communications team to record video pieces that provide information on topics like Qualified Charitable Distributions from an IRA, gifts of appreciated stock, and membership in the BIC Legacy Society. These pieces are available for congregations and individuals to use. Currently, we are considering where these videos should be located online for maximum visibility.

### **Planned Giving**

Interest and activity around planned giving remain strong. I am currently in conversation with a donor who is considering the liquidation of rental property assets. While there is a need for continued income, they desire to support BIC U.S. ministry with some of the proceeds from the sale. In addition to the Kingdom impact of this type of gift, there are significant tax-saving implications. Discussions around these types of arrangements will continue as I build relationships with more of our generous members.

### **Effective Partnership:**

It has been some time since I had conversations with our Bishops and pastors to ask for your thoughts about areas of need relative to fundraising and stewardship. While my experience in the field provides me with an understanding of trends and opportunities, I need your input to determine the most helpful resources in your region or context.

My greatest hope for Development in the BIC U.S. is to serve as a valued and helpful resource to each of you. I pray for you all regularly. As it relates to our financial stewardship, it is important to consider that our finances are not something that God wants to take from us, but something that He wants to use for our growth and maturity in the faith by blessing others and engaging in ministry partnerships. To God be the glory!

Respectfully submitted,

Mark Templeton, CFRE, Development Officer, BIC U.S.

## SHARED SERVICES

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

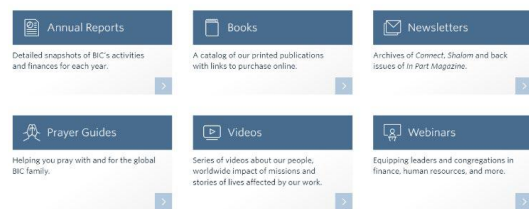
### Communications

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

**New Website** – The main endeavor of 2025 for our Communications team was to rebuild our website. The new website was designed with two key audiences in mind: 1) People new to the BIC and searching for information about our structure and beliefs and 2) People already in the BIC and searching for resources and information. We expanded the top menu to make navigation more quickly

available, refreshed the World Missions section to better fit their current structure and built out our resources section (merging our multimedia library with other resources available on our website in one convenient place).

### Resources



Online Communications - Digital spaces continue to provide us with opportunities to communicate broadly. Our digital newsletter, **Connect**, is now sent monthly to around 3,800 recipients. Each issue features a mix of stories from BIC U.S., World Missions, and the BIC Foundation, the newest addition to Connect. We continue to shift and refine our newsletter strategy to keep up with current trends and serve subscribers well.

**Annual Report** - As with each year, the communications team produced an Annual Report in both print and digital formats. This 16-page report, available in English and Spanish, highlighted the domestic and global work of BIC

U.S. It also shared statistics about BIC U.S. congregations, pastoral credentialing, the work of World Missions, and preliminary financial results from the prior year. This was mailed to BIC U.S. lead pastors and 600 key financial supporters. The report continues to serve as a comprehensive explanation of the common ministry of BIC U.S.

When I first started overseeing Shared Services, it was very common to hear the suggestion that we need to produce more videos to highlight the many stories of the Brethren in Christ. I am happy to acknowledge that 9-



years later, we are producing high quality videos on a routine basis. In 2025, we published 40 videos. These range from highlighting ministry stories of local congregations, promotion videos of different resources available to our pastors and congregants, missionary profile videos and more recently, **“From the Field”** videos from our missionaries in their location of service. We hope these videos provide a brief glimpse into the locations that our missionaries serve in. All of these videos can be viewed and downloaded on the resource section of our website.

Storytelling – Our Communications team continues to seek opportunities to tell the many stories of BIC congregations, missionaries, and related organizations. We had a very active blog in 2025, and I encourage you to check out our latest posts at [bicus.org/blog](https://bicus.org/blog) Our team also had the opportunity to sit down with LifeHouse Church in Abilene, KS to hear more about their journey over the past 5 years. Their story will be featured in our 2025 Annual Report with an [accompanying video](#).

## **Human Resources**

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

One of the significant responsibilities of Peter Guinther, human resources administrator, is keeping our staff and missionaries trained in various areas. In 2025, staff and missionaries received training on security and risk management and sexual harassment prevention. If your congregation is interested in receiving training in any of these areas, please reach out to Peter at [bichr@bicus.org](mailto:bichr@bicus.org).

Last year we reported that the ministerial misconduct policy and procedures had been finalized. Our approach seeks to have several individuals in each regional conference serve as part of regional response teams when reports are made. We have built a Pathwright course to further equip these volunteers. The course is designed to be completed over four months, with monthly Zoom calls to review the assigned content for the previous month.

Course content includes reading articles and one book, viewing recorded webinars, participating in a live virtual seminar as a group and participating in monthly calls to discuss preassigned questions and cover any follow-up questions.

We are also working on developing an on-demand course titled Trauma-Informed Understanding for Pastors. We are doing this in collaboration with Cindy King, Mechanicsburg BIC member and Equipping Director for [Keystone Family Alliance](#).

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

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

## **Development**

Mark Templeton continues to serve as our development officer. We are grateful to have Mark on board as he has done an excellent job of connecting with donors, pastors and key stakeholders. Mark also represents BIC U.S. at various events throughout the year. Mark continues to research and develop new tools in the area of planned giving and donor development. Please refer to Mark's written report to Regional Conferences for more details about the work he has been doing.

## **Finance**

The finance team continues to be vital to the success of the common ministry of the BIC U.S. The team seeks to balance the tasks associated with internal operations such as payroll, expense reimbursements, and keeping accurate records with the tasks that have more of an external focus such as: donor relations, training and consulting with pastors and congregation treasurers, and providing record-keeping services for both the Great Lakes Conference and the Pacific Conference. In 2025, we started providing record-keeping support to the Midwest Conference.

Over the course of the year, our team processes nearly 1,850 outgoing payments and over 9,200 contributions from BIC U.S. congregations and donors. In addition to the day-to-day processing of incoming and outgoing payments, our team plays an important role in supporting the work that happens around the world. In 2025, our team processed 222 international wires in 15 different currencies to 17 different countries.

Our finance team continued to provide support for managing and tracking grant funds received for the Thriving Congregations Initiative. We are required to submit annual reports, participate in periodic webinars and training courses and submit budget revisions as our grant program changes. We also provided support for the grant that we received to develop the Compelling Worship Resource Guide. We plan to launch this new guide at annual regional conference meetings in 2026.

In June 2025, Julie Cook, staff accountant for BIC U.S. transitioned to a new role with the BIC Foundation as their Assistant Controller. Over the remainder of 2025, we transitioned most of Julie's previous responsibilities to Stephen Badiger, who serves as our Global Ministry Systems Coordinator. Sandy Myers, accounting assistant, also took on some new responsibilities as a result of this transition. At this point, we do not plan to rehire this position

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. I have been working with more and more congregations to provide salary benchmark reports for various current and prospective positions. BIC U.S. collects salary and benefits information from BIC congregations as part of our end of year report process. We then compile the data and build various reports for Bishops with analysis on the compensation of pastors and congregational staff members in their region. We also create benchmark reports for congregations upon request using this data. Additionally, we purchase access to a national church salary tool to provide additional benchmark reports to congregations. Our goal is to help boards assess the compensation of their pastors and staff and provide counsel when invited to do so.

### **Education and Training**

Shared Services continues to take an active role in enhancing existing education opportunities of BIC U.S. and providing additional training opportunities in the form of webinars. Last year we launched the self-paced course, Getting to Know the BIC, to help prospective pastors and lay leaders become more familiar with the beliefs and values of the Brethren in Christ U.S. This course has helped individuals applying for open pastoral positions better assess their fit with the denomination. By offering the course on Pathwright, we are able make adjustments as we have new content or receive feedback from users taking the course.

We have also worked with CMD to address the declining Directed Study Program course registrations. We have made a few adjustments to the program to enhance participant experience and have created a [promotional video](#) that we hope will help pastors rethink who they may refer the DSP opportunities to.

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

Mitch Martin, Director of Finance and Shared Services

## WORLD MISSIONS

As I reflect on this past year, I am grateful for the many ways God has strengthened and expanded our shared witness across the global BIC Church. In 2025, we participated in significant multi-national gatherings in Latin America, Asia, and Africa. Each one contributed to the growing capacity of our global family to engage in the mission of God with clarity and conviction. These times of collaboration and learning have been deeply encouraging, revealing a global community increasingly unified in purposeful disciple-making and eager to participate in cross-cultural sending.



*A group of the nearly 50 participants in the summit hosted by BIC South Africa*

We continue to give thanks for the faithfulness of every long-term missionary and for the stability of our financial and administrative systems. These expressions of God's provision, coupled with the steady prayer support and generosity of individuals and congregations across the United States, make it possible for us to sustain and expand the work entrusted to us. It has been especially encouraging to see additional workers enter long-term service, both in covenant and partner relationships, and to witness ongoing fruit through strategic short-term opportunities.

Within our Missionary Development Community, we have experienced growing clarity and enthusiasm as we walk with individuals discerning a call to serve. Across the broader BIC family, multiple international gatherings have borne fruit in evangelism, discipleship, and church planting, further demonstrating the maturing and multiplying nature of our global church.

We remain grateful for every expression of partnership in this shared mission.

### **Celebrating a Praying Movement**

Prayer remained one of the most life-giving aspects of the past year, sustained through the weekly online gathering, special vigils, and consistent prayer publications supporting intercession for workers and

ministries. Completed in late 2025, the Prayer Canvas is in use already as a meaningful, visual tool for shared prayer. To reserve the Prayer Canvas or subscribe to prayer publications, contact [missions@bicus.org](mailto:missions@bicus.org).

**Equipping & Mobilizing**

In 2025, 84 individuals connected with the Mobilization team to explore mission involvement, with four actively discerning long-term service. An increasing number of candidates were born outside the United States, reflecting the growing global character of mission partnership.

MissionExcellence short-term leadership training continued to be offered at no cost, with 62 leaders participating since 2023. During that same period, more than 120 short-term experiences were prepared, supported, or debriefed, contributing meaningfully to discipleship formation and opening pathways toward longer-term service. One participant’s experience illustrates this impact:

After returning from serving in Dearborn this past summer, one high school team member reflected on what it felt like to be surrounded by people speaking Arabic. Unable to understand the conversations around him, he realized how easily someone could feel excluded. As he re-entered life in his hometown, he began noticing how many students at his high school were new to English. He committed to reaching out to them with simple hospitality through conversation, friendship, and a desire to help them feel seen and welcomed. Stories like his reflect how God is shaping the hearts of participants, inspiring everyday acts of courageous love in their own communities.

For more information about Standards of Excellence training or mission opportunities, please contact the World Missions office at [missions@bicus.org](mailto:missions@bicus.org).

Long-term workers continued to serve faithfully throughout 2025, and several new deployments, both covenant and partner, were added.

Financial and administrative systems remained steady during staffing transitions, providing a strong foundation for ongoing ministry and care.

**A Global Church on the Move**

Across the international BIC community, multiple large conferences outside the United States have borne fruit in evangelism, discipleship, and church planting. A growing interest in cross-cultural ministry is also emerging within the global BIC family. The year included core courses in Bogotá (Latin America) and Ubon Ratchathani (Asia), along with a gathering in South Africa, each bringing together participants from multiple countries and strengthening leaders for greater participation in the mission of God.



**Priority Mission Opportunities**

Pray with us that God would lead individuals or households to these strategic roles in 2026:

- **Malawi:** Yawo ministry team member
- **Malawi:** Ministry team member with the national BIC Church
- **Thailand:** University ministry among the Isaan
- **Thailand:** Church planting among the Isaan

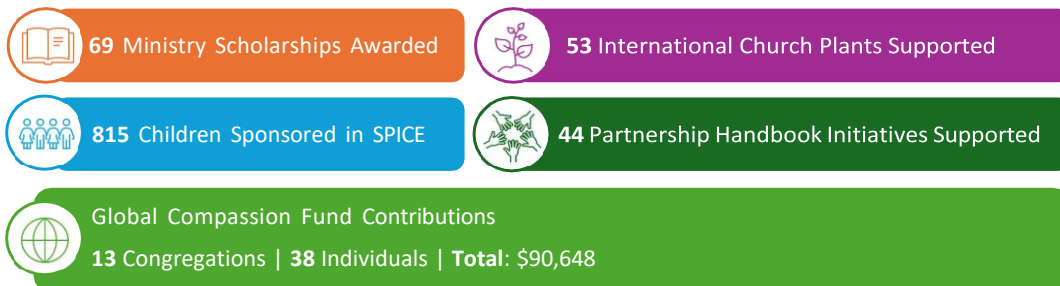


*BIC Leaders from India, Japan, Nepal, Thailand, and the U.S. gathered for a training in Ubon Ratchatani*

Together, these developments point to a maturing global church that is multiplying and sending, and they provide meaningful opportunities for partnership, prayer, and shared learning.

In partnership with the global BIC Church, several international initiatives received support this past year, reflecting the shared generosity and commitment of the BIC family to strengthening emerging congregations, equipping pastors and leaders, caring for children, meeting practical needs, and responding with compassion to urgent situations around the world.

#### International Ministry Support (2025)



#### Connecting Congregations & Missionary Speakers

Interest remains strong among congregations inviting missionaries to speak. In 2025, our team took part in 55+ speaking engagements, representing 36 BIC congregations and 5 non-BIC congregations. Feedback from host churches is consistently positive.

- For a list of the speakers available in 2026, contact [missions@bicus.org](mailto:missions@bicus.org).
- We provide simple follow-up evaluations to help congregations and speakers learn and grow.

#### Missionary Video Updates & Resources

We are launching a streamlined video update initiative to provide regular, simple missionary updates to interested constituents requiring minimal editing while communicating compelling stories of God at work. New content is being added to our multimedia library, and feedback remains very positive.

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

### **2026 Global Team Gathering**

The 2026 Global Team Gathering will take place June 27–July 3 in Ubon Ratchathani, Thailand. This gathering brings together long-term workers and global partners for encouragement, collaboration, and a renewed focus on disciple making. It represents an important investment in strengthening and supporting our global ministry. Prayers for this important time are appreciated.

As we step into a new year of ministry, we do so with gratitude for God’s faithfulness and confidence that he will continue to work through the shared witness of the BIC Church around the world.

Respectfully submitted, Jonathan Lloyd  
Director of BIC U.S. World Missions

# Camps

Item 22: Roxbury Camp Report and Financials

Item 23: Christian Retreat Center Report and Financials

## ITEM 22 – ROXBURY HOLINESS CAMP

Greetings from Roxbury,

As I reflect on another year of ministry, I am reminded once again of God's faithfulness. Our schedule remains full, and new ministries have been formed — for this we are truly thankful. Scripture repeatedly reminds us that God is faithful.

One such reminder is found in 1 Thessalonians 5:24: "He who calls you is faithful; He will surely do it." While this verse speaks of an inward work, it also reflects the broader character of God. When He calls us, He faithfully works in us and equips us to accomplish what He has asked us to do.

At Roxbury, our staff is often called to serve guests in ways that stretch us beyond what we feel prepared for. Frequently, a guest or group leader will pull one of us aside to share a personal struggle. In those moments, God provides wisdom for the counsel we are able to offer. We have had deeply personal conversations about health, relationships, and spiritual challenges. We are humbled and grateful to be used by God in the ministry here at Roxbury.

In 2025, two new ministries were launched. As a staff, we have developed a passion for small-group ministry, which led to the start of a weekly men's breakfast that meets every Monday at 6:30 a.m. We gather for biscuits and spend time studying a passage of Scripture or discussing questions we may be wrestling with. This group is called "Biscuits and the Bible."

We also began a monthly women's Bible journaling gathering called "Scones and Scripture." This three-hour event includes fresh homemade scones and teaching through creative expression using paint and paper crafts. It has been exciting to see these ministries not only begin but also to mentor new leaders who can carry them forward into the future.

Camp Meeting 2025 was well attended and full of life, as nearly 1,000 people gathered for teaching and fellowship. Our theme was "Connected." Evening evangelists Hank Johnson and John Oswalt challenged us to pursue a deeper connection with Christ in our daily lives. Our Missions Day speaker, Santiago Fuentes, delivered a convicting message. While urging us to remain connected to Jesus and to our families, he asked a powerful question: "Is the salvation of your children and grandchildren important to you?" That question sparked life-changing conversations as many wrestled with their responsibility to prioritize faith within their families.

Registration is now open for Camp Meeting 2026. Please pray for us as we finalize speakers and programs for all ages, with the goal of drawing people closer to God. This year's theme is "Be an Example..." Just as Timothy was challenged to be an example to believers, we too are called to live as examples in the way we conduct our lives. Chad Hogue and Paul Epperson will serve as our evangelists this year.

The Camp Board is also in the early stages of a capital campaign to eliminate the debt on the Hawbaker Legacy Retreat Center, refurbish the tabernacle, and continue to provide for the camp's financial strength for the future. If you would like more information or know of a potential donor who may be interested in supporting this effort, please email me at [director@roxburycamp.com](mailto:director@roxburycamp.com). I would be glad to meet with you and share our vision and goals.

If you would like to contribute to the campaign, you may visit [roxburycamp.com](http://roxburycamp.com) and click the green “Donate” button. There you will find the “Prepare for the Future” form, which allows you to make a gift or pledge. Thank you for praying as we work to raise the \$2,000,000 needed to move this vision forward.

Please continue to pray for our staff as we focus on mentoring leaders who will guide the camp in impacting the next generation. Pray that as new individuals are called into leadership, God will prepare and equip them to fulfill His calling. He has been faithful throughout the camp’s 91-year history, and as we continue walking with Him, I believe He will faithfully bless this ministry for years to come.

Thank you for your continued support of Roxbury Holiness Camp.

Jeremy Spear

**Roxbury Financial Report  
As of December 31, 2025**

|  |  | <b>Dec 31, 25</b>   |
|--|--|---------------------|
| <b>ASSETS</b>                          |  |                     |
| Current Assets                         |  |                     |
| Checking/Savings                       |  |                     |
| 01-1010 · LIQUID ASSETS                |  |                     |
| 1015.00 · OTB Checking                 |  |                     |
| 1015.01 · Orrstown Operating Acct - 09 |  | -20,578.81          |
| 1015.10 · ICS Sweep Acct - 2740        |  | 239,431.80          |
| Total 1015.00 · OTB Checking           |  | 218,852.99          |
| 1016.02 · Orrstown Savings - 7913      |  | 339.65              |
| 1020 · BIC Foundation - Savings - 1918 |  | 376.98              |
| Total 01-1010 · LIQUID ASSETS          |  | 219,569.62          |
| Total Checking/Savings                 |  | 219,569.62          |
| Total Current Assets                   |  | 219,569.62          |
| Fixed Assets                           |  |                     |
| 01-1400 · FIXED ASSETS                 |  |                     |
| 1500 · Land                            |  | 283,960.00          |
| 1505 · Skyline Property                |  | 75,000.00           |
| 1510 · Buildings                       |  | 6,605,930.06        |
| 1515 · A/D Buildings                   |  | -3,302,828.73       |
| 1520 · Building Contents               |  | 288,943.63          |
| 1525 · A/D Building Contents           |  | -281,404.29         |
| 1530 · Building - Work in Progress     |  | 6,051.95            |
| 1550 · Equipment                       |  | 745,636.51          |
| 1555 · A/D Equipment                   |  | -629,825.02         |
| Total 01-1400 · FIXED ASSETS           |  | 3,791,464.11        |
| Total Fixed Assets                     |  | 3,791,464.11        |
| Other Assets                           |  |                     |
| 01-1700 · OTHER ASSETS                 |  |                     |
| 1701 · Prepaid Expense                 |  | 2,205.70            |
| Total 01-1700 · OTHER ASSETS           |  | 2,205.70            |
| Total Other Assets                     |  | 2,205.70            |
| <b>TOTAL ASSETS</b>                    |  | <b>4,013,239.43</b> |
| <b>LIABILITIES &amp; EQUITY</b>        |  |                     |
| Liabilities                            |  |                     |
| Current Liabilities                    |  |                     |
| Other Current Liabilities              |  |                     |
| 01-2000 · CURRENT LIABILITIES          |  |                     |
| 2030 · Penna Inc. Tax w/h              |  | 515.32              |
| 2035 · PA Sales Tax                    |  | 365.40              |
| 2051 · Local EITax w/h                 |  | 1,590.39            |
| 2060 · Pension Liability               |  | 721.71              |
| 2085 · Cleaning Deposit                |  | 750.00              |
| 2090 · Reservation Deposits            |  | 27,883.92           |
| 2110 · Direct Deposit Liabilities      |  | -11,962.54          |
| Total 01-2000 · CURRENT LIABILITIES    |  | 19,864.20           |
| Total Other Current Liabilities        |  | 19,864.20           |
| Total Current Liabilities              |  | 19,864.20           |
| Long Term Liabilities                  |  |                     |
| 01-2700 · LONG TERM LIABILITIES        |  |                     |
| 2755 · BICF Mtg (Legacy Building)      |  | 1,044,462.42        |
| 2756 · Loan Closing Costs (auditors)   |  | -7,433.00           |

**Roxbury Financial Report  
As of December 31, 2025**

|  |  |  |                     |
|--|--|--|---------------------|
|  |  | 2757 · Accumulated Amortiz. (auditors)           | 2,973.20            |
|  |  | <b>Total 01-2700 · LONG TERM LIABILITIES</b>     | <b>1,040,002.62</b> |
|  |  | <b>Total Long Term Liabilities</b>               | <b>1,040,002.62</b> |
|  |  | <b>Total Liabilities</b>                         | <b>1,059,866.82</b> |
|  |  | <b>Equity</b>                                    |                     |
|  |  | <b>01-3200 · RESTRICTED FUNDS</b>                |                     |
|  |  | 3201 · Temporary Restricted                      | 24,055.00           |
|  |  | 3204 · Camp Meeting Scholarships                 | 427.45              |
|  |  | 3205 · Prayer Chapel & Gardens Desig.            | 41,706.56           |
|  |  | 3210 · Elementary Camp (Sunbeam) Desig           | 7,212.23            |
|  |  | 3214 · Outdoor WiFi                              | 1,008.34            |
|  |  | 3215 · Jr. Camp Designated                       | 1,789.89            |
|  |  | 3220 · Teen Camp Designated                      | 2,110.00            |
|  |  | 3230 · Capital Donations Designated              |                     |
|  |  | 3230.24 · 2024 CM Capital Offering               | 1,100.00            |
|  |  | 3230 · Capital Donations Designated - Oth        | 65.00               |
|  |  | <b>Total 3230 · Capital Donations Designated</b> | <b>1,165.00</b>     |
|  |  | 3233 · Outdoor Lights by Cabins                  | 4,734.98            |
|  |  | 3235 · Sound Baffles                             | -350.00             |
|  |  | <b>Total 01-3200 · RESTRICTED FUNDS</b>          | <b>83,859.45</b>    |
|  |  | 01-3999 · Unrestricted Net Assets                | 2,711,427.23        |
|  |  | <b>Net Income</b>                                | <b>158,085.93</b>   |
|  |  | <b>Total Equity</b>                              | <b>2,953,372.61</b> |
|  |  | <b>TOTAL LIABILITIES &amp; EQUITY</b>            | <b>4,013,239.43</b> |

## ITEM 23 – CHRISTIAN RETREAT CENTER

*CRC seeks to demonstrate the peace and hope of Jesus to every person who crosses our bridge and enters the camp.*

**Summer Programs:** In May, CRC held our first young adult retreat. The aim of this retreat is to be a continuation of our youth camps. During the retreat it was a joy to connect with old friends, to make new friends, to relive CRC memories, and to be encouraged to keep walking with Jesus.

In June, CRC welcomed four churches who participated with the TIMS programs over a two-week span. During those two weeks we had over 100 participants, forming 12 work teams that served at 16 different sites throughout Juniata County. Our teams built decks and ramps, did drywall repairs, general yardwork, painting projects, and hung insulation. The physical work is important, but the relational side of the program has a lasting impact as our teams provide encouragement to our homeowners.

In July, CRC welcomed over 260 children to camp. Our counselors did a great job of serving and caring for each camper. Each counselor ensured every camper was prayed for and prayed with. As a counseling staff we did our best to ensure the gospel truth of Jesus was shared with each camper through our Bible studies, in small groups, and during each activity. Conversations that took place as campers and counselors canoed in the pond, shared meals, and walked around camp had the potential to be life changing as the peace and hope of Jesus was shared.

In August, CRC's summer programs concluded with Family Camp. Fourteen (14) families attended, which equated to over 70 people. Families had the opportunity to partake in classic camp activities, were encouraged in their faith, and were blessed with a break from the normal routines of life.

**Retreats:** In 2025, CRC welcomed 79 retreat groups. Retreats groups included church wide events, youth retreats, marriage events, family reunions, crafting retreats, and pastoral getaways. I estimate that 85% of CRC's retreat groups return year after year.

**Special Events:** Twice a year CRC holds a Tea Event. CRC welcomes over 150 ladies for each tea. The teas are a time of fellowship, encouragement, and provides opportunities for CRC to share special projects and needs. In August, CRC hosted our second waterslide slide-a-thon. Individuals and teams participated in our annual summer fundraiser by raising financial support as they slide down our 140 foot waterslide. Our participants and sponsors helped raise over \$18,000.

**Projects:** In May, CRC started a solar project. By installing the solar panels, CRC will be eliminating a major annual expense. In May, CRC submitted an application for a pavilion project with the Neighborhood Assistants Program (NAP) which is overseen by the Department of Community and Economic Development. The NAP provides state tax credits to businesses that contribute funds to approved nonprofit projects. In December, CRC received confirmation that our project was selected. Our pavilion project will be constructed by our ball field which will provide shade during our summer programs and can be used an extra meeting space for camp programs. The pavilion to be built this spring.

It's a joy to serve at CRC with my staff and with my board of directors.

Zachary Bashore, Executive Director

[director@crctims.org](mailto:director@crctims.org)

6:16 AM

## Christian Retreat Center

## Balance Sheet

As of December 31, 2025

02/27/26

Cash Basis

|   | Dec 31, 25        |
|---|-------------------|
| <b>ASSETS</b>                             |                   |
| <b>Current Assets</b>                     |                   |
| <b>Checking/Savings</b>                   |                   |
| 01-1010 · Liquid Assets                   |                   |
| 1014 · Pennian Checking #2                | 48,855.02         |
| 1016 · Savings Pennian Bank               | 7,857.60          |
| 1020 · BIC Foundation                     |                   |
| 1020.01 · BICF - TIMS/General - 1422      | 666.15            |
| 1020.02 · BICF - PC Sponsorship -- 3281   | 5,035.48          |
| 1020.03 · BICF - TAP - Lodge/ACC - 3739   | 59,948.23         |
| 1020.04 · BICF - Bridge - 3918            | 59,748.81         |
| 1020.05 · BICF - Pavillion 6089           | 10.83             |
| 1020.06 · BICF - Staff Events 6090        | 11.06             |
| 1020.07 · BICF - Cabin Savings 6091       | 10.17             |
| 1020.08 · BICF- Sewage Plant Savings 6092 | 9.81              |
| Total 1020 · BIC Foundation               | 125,440.54        |
| 1030 · Kingdom Financial                  | 3,820.00          |
| Total 01-1010 · Liquid Assets             | 185,973.16        |
| Total Checking/Savings                    | 185,973.16        |
| <b>Other Current Assets</b>               |                   |
| 01-1700 · Other Current Assets            |                   |
| 1720 · 1720 Petty Cash                    | 290.39            |
| Total 01-1700 · Other Current Assets      | 290.39            |
| 01-1900 · In Kind Asset                   | 3,899.00          |
| Total Other Current Assets                | 4,189.39          |
| Total Current Assets                      | 190,162.55        |
| <b>Fixed Assets</b>                       |                   |
| 01-1998 · Solar System Build              | 4,100.12          |
| 01-1999 · Furniture and Equipment         |                   |
| 1999.01 · Large Appliances                | 159,000.00        |
| 01-1999 · Furniture and Equipment - Other | 37,974.94         |
| Total 01-1999 · Furniture and Equipment   | 196,974.94        |
| Total Fixed Assets                        | 201,075.06        |
| <b>TOTAL ASSETS</b>                       | <b>391,237.61</b> |
| <b>LIABILITIES &amp; EQUITY</b>           |                   |
| <b>Liabilities</b>                        |                   |
| <b>Current Liabilities</b>                |                   |
| <b>Other Current Liabilities</b>          |                   |
| 01-2000 · Current Liabilities             |                   |
| 2037 · Local Hotel Tax                    | 1,432.25          |
| 2100 · Payroll Liabilities                |                   |
| 2100.02 · Federal SS                      | -68.66            |
| 2100.03 · Federal mc                      | -16.06            |
| 2100.11 · PA State w.h                    | -30.08            |
| 2100.21 · Local EIT                       | 656.85            |
| 2100 · Payroll Liabilities - Other        | 122.10            |
| Total 2100 · Payroll Liabilities          | 664.15            |
| 2110 · Direct Deposit Liabilities         | -8,499.79         |
| 01-2000 · Current Liabilities - Other     | -588.18           |
| Total 01-2000 · Current Liabilities       | -6,991.57         |

6:16 AM

**Christian Retreat Center**

02/27/26

**Balance Sheet**

Cash Basis

**As of December 31, 2025**

|  | <b>Dec 31, 25</b>   |
|--|---------------------|
| 25500 · Sales Tax Payable                    | 2,804.85            |
| <b>Total Other Current Liabilities</b>       | <b>-4,186.72</b>    |
| <b>Total Current Liabilities</b>             | <b>-4,186.72</b>    |
| <b>Long Term Liabilities</b>                 |                     |
| 01-2500 · Long Term Liabilities              |                     |
| 2510 · BIC Loan 936 - Mortgage               | 726,464.48          |
| 2512 · BICF - Solar System Loan              | 452,900.00          |
| <b>Total 01-2500 · Long Term Liabilities</b> | <b>1,179,364.48</b> |
| <b>Total Long Term Liabilities</b>           | <b>1,179,364.48</b> |
| <b>Total Liabilities</b>                     | <b>1,175,177.76</b> |
| <b>Equity</b>                                |                     |
| 3000 · Opening Bal Equity                    | -258,946.71         |
| 3900 · Retained Earnings                     | -701,512.39         |
| Net Income                                   | 176,518.95          |
| <b>Total Equity</b>                          | <b>-783,940.15</b>  |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>        | <b>391,237.61</b>   |

## ITEM 24 – COURTESY REPORTS

As a relational courtesy, we pass along the annual reports of entities that may be of interest to you. These reports can be found in Appendix B, beginning on page 61.

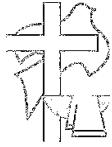
## ITEM 25 – ANNOUNCEMENTS

## ITEM 26 – INSTALLATIONS

## ITEM 27 – SUMMATION OF THE MINUTES

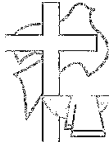
## ITEM 28 – ADJOURNMENT

# Appendix A – Treasurer’s Report



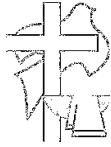
**Allegheny BIC Conference  
Financial Report  
Dec. 31, 2025**

|  | <b>2025<br/>Actual</b> | <b>2025<br/>Budget</b>  | <b>2026<br/>Budget</b>  |
|--|------------------------|-------------------------|-------------------------|
| Balance January 1, 2025/26                         | \$ 135,382.21          | \$ 135,382.21           | \$ 156,094.35           |
| <b><u>Revenues</u></b>                             |                        |                         |                         |
| Board of Directors                                 | \$ 22,479.99           | \$ 19,550.00            | \$ 19,750.00            |
| Evangelism Council                                 | 38,269.15              | 38,000.00               | 38,000.00               |
| Ministry Council                                   | 2,599.09               | 3,476.50                | 3,612.50                |
| Discipleship Council                               | 3,075.90               | 3,481.50                | 4,082.50                |
| Worship Council                                    | 1,269.06               | 1,200.00                | 1,200.00                |
| <i>Total Revenue</i>                               | 67,693.19              | 65,708.00               | 66,645.00               |
| <b><u>Expenditures</u></b>                         |                        |                         |                         |
| Board of Directors                                 | 22,689.74              | 29,850.00               | 29,950.00               |
| Evangelism Council                                 | 20,000.00              | 31,000.00               | 31,000.00               |
| Ministry Council                                   | 588.89                 | 3,725.00                | 3,725.00                |
| Discipleship Council                               | 3,502.42               | 7,400.00                | 7,900.00                |
| Worship Council                                    | 200.00                 | 3,200.00                | 3,200.00                |
| <i>Total Expenditures</i>                          | 46,981.05              | 75,175.00               | 75,775.00               |
| <b><u>Excess of Revenue over Expenditures:</u></b> | \$ 20,712.14           | \$ (9,467.00)           | \$ (9,130.00)           |
| <b>12/31/2025 Balance</b>                          | \$ 156,094.35          | \$ 125,915.21           | \$ 146,964.35           |
|  |                        | Projected<br>12/31/2025 | Projected<br>12/31/2026 |
| <hr/>  |                        |                         |                         |
|  | <b>1/1/2025</b>        | <b>12/31/2025</b>       |                         |
| <b><u>Restricted Reserves</u></b>                  |                        |                         |                         |
| <b>Capital Reserves</b>                            |                        |                         |                         |
| Balance  | \$ 140,453.50          | \$ 145,189.54           |                         |
| <b>Pleasant Hill Cemetery</b>                      |                        |                         |                         |
| Balance  | 12,126.59              | 12,647.87               |                         |
| <b><u>Unrestricted Reserves</u></b>                |                        |                         |                         |
| Balance  | \$ 135,382.21          | \$ 156,094.35           |                         |
| <b>Total Net Worth</b>                             | \$ 287,962.30          | \$ 313,931.76           |                         |



**Allegheny BIC Conference BOD**  
**Financial Report**  
**Dec. 31, 2025**

|   | <b>2025</b>         | <b>2025</b>             | <b>2026</b>             |
|---|---------------------|-------------------------|-------------------------|
|   | <b>Actual</b>       | <b>Budget</b>           | <b>Budget</b>           |
| Balance January 1, 2025/26                  | \$ 20,001.70        | \$ 20,001.70            | \$ 19,791.95            |
| <b>Revenue</b>                              |                     |                         |                         |
| Common Ministries Support                   | \$ 14,002.52        | \$ 12,000.00            | \$ 12,000.00            |
| Designated - Allegheny Conf                 | 0.00                | 0.00                    | 0.00                    |
| BIC Foundation Dividends                    | 546.63              | 200.00                  | 400.00                  |
| Ringgold Meeting House                      | 0.00                | 0.00                    | 0.00                    |
| Business Session Meal Offering              | 590.00              | 1,500.00                | 1,500.00                |
| Business Session Offering                   | 1,164.00            | 2,000.00                | 2,000.00                |
| Pastor's Retreat                            | 0.00                | 3,000.00                | 3,000.00                |
| Wives Retreat                               | 300.00              | 750.00                  | 750.00                  |
| Special Projects                            | 5,750.00            | 0.00                    | 0.00                    |
| Miscellaneous Income                        | 126.84              | 100.00                  | 100.00                  |
| <b>Total Revenue</b>                        | <b>22,479.99</b>    | <b>19,550.00</b>        | <b>19,750.00</b>        |
| <b>Expenditures</b>                         |                     |                         |                         |
| Designated Disbursements                    | 125.00              | 3,000.00                | 3,000.00                |
| COF Mortgage Interest                       | 0.00                | 0.00                    | 0.00                    |
| Ringgold Meeting House                      | 0.00                | 0.00                    | 0.00                    |
| Business Session Expenses                   | 1,609.89            | 3,000.00                | 3,000.00                |
| Bus Session Agenda / Minutes                | 0.00                | 150.00                  | 150.00                  |
| Business Session Offering                   | 1,164.00            | 2,000.00                | 2,000.00                |
| Pastor's Retreat                            | 674.61              | 4,000.00                | 4,000.00                |
| Wives Retreat                               | 0.00                | 1,500.00                | 1,500.00                |
| Board Member Training                       | 0.00                | 500.00                  | 500.00                  |
| Special Projects                            | 6,000.00            | 0.00                    | 0.00                    |
| Conference Services                         | 0.00                | 1,000.00                | 1,000.00                |
| Honorariums                                 | 1,500.00            | 1,500.00                | 1,500.00                |
| Board / Travel                              | 0.00                | 150.00                  | 150.00                  |
| Office Expense                              | 0.00                | 150.00                  | 150.00                  |
| Bishop's Discretionary Fund                 | 1,500.00            | 2,000.00                | 2,000.00                |
| Bishop's Assistant                          | 8,753.24            | 9,500.00                | 9,500.00                |
| Equipment / Software                        | 0.00                | 100.00                  | 100.00                  |
| Insurance Expense                           | 1,363.00            | 1,200.00                | 1,300.00                |
| Property Maintenance                        | 0.00                | 0.00                    | 0.00                    |
| Miscellaneous Expense                       | 0.00                | 100.00                  | 100.00                  |
| <b>Total Expenditures</b>                   | <b>22,689.74</b>    | <b>29,850.00</b>        | <b>29,950.00</b>        |
| <b>Excess of Revenue over Expenditures:</b> | <b>\$ (209.75)</b>  | <b>\$ (10,300.00)</b>   | <b>\$ (10,200.00)</b>   |
| <b>12/31/2025 Balance</b>                   | <b>\$ 19,791.95</b> | <b>\$ 9,701.70</b>      | <b>\$ 9,591.95</b>      |
|   |                     | Projected<br>12/31/2025 | Projected<br>12/31/2026 |



**Allegheny BIC Conference Evangelism Council  
Financial Report  
Dec. 31, 2025**

|   | <b>2025<br/>Actual</b> | <b>2025<br/>Budget</b>  | <b>2026<br/>Budget</b>  |
|---|------------------------|-------------------------|-------------------------|
| Balance January 1, 2025/26                  | \$ 86,690.62           | \$ 86,690.62            | \$ 104,959.77           |
| <b>Revenue</b>                              |                        |                         |                         |
| Common Ministries Support                   | \$ 2,561.01            | \$ 2,000.00             | \$ 2,000.00             |
| General Conference Support                  | 30,000.00              | 30,000.00               | 30,000.00               |
| Designated - Church Planting                | 3,900.00               | 4,000.00                | 4,000.00                |
| BIC Foundation Dividends                    | 1,808.14               | 2,000.00                | 2,000.00                |
| Miscellaneous Income                        | 0.00                   | 0.00                    | 0.00                    |
| <b>Total Revenue</b>                        | <b>38,269.15</b>       | <b>38,000.00</b>        | <b>38,000.00</b>        |
| <b>Expenditures</b>                         |                        |                         |                         |
| Designated Disbursements                    | 0.00                   | 10,000.00               | 10,000.00               |
| Evangelism and Training                     | 0.00                   | 0.00                    | 0.00                    |
| Church Growth Dinner Expenses               | 0.00                   | 0.00                    | 0.00                    |
| Church Planting Promotional                 | 0.00                   | 0.00                    | 0.00                    |
| Demographics                                | 0.00                   | 0.00                    | 0.00                    |
| Interview / Moving Expenses                 | 0.00                   | 0.00                    | 0.00                    |
| Pastor Resources                            | 0.00                   | 0.00                    | 0.00                    |
| Planter Development                         | 0.00                   | 0.00                    | 0.00                    |
| Planter Benevolence                         | 0.00                   | 0.00                    | 0.00                    |
| Equipment - Church Planting                 | 0.00                   | 0.00                    | 0.00                    |
| Acts Fellowship Subsidy                     | 11,000.00              | 12,000.00               | 12,000.00               |
| La Roca Eternal Subsidy                     | 3,000.00               | 3,000.00                | 3,000.00                |
| The Rock Subsidy                            | 6,000.00               | 6,000.00                | 6,000.00                |
| Board / Travel                              | 0.00                   | 0.00                    | 0.00                    |
| Office Expense                              | 0.00                   | 0.00                    | 0.00                    |
| <b>Total Expenditures</b>                   | <b>20,000.00</b>       | <b>31,000.00</b>        | <b>31,000.00</b>        |
| <b>Excess of Revenue over Expenditures:</b> | <b>\$ 18,269.15</b>    | <b>\$ 7,000.00</b>      | <b>\$ 7,000.00</b>      |
| <b>12/31/2025 Balance</b>                   | <b>\$ 104,959.77</b>   | <b>\$ 93,690.62</b>     | <b>\$ 111,959.77</b>    |
|   |                        | Projected<br>12/31/2025 | Projected<br>12/31/2026 |



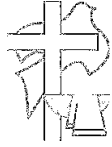
**Allegheny BIC Conference Ministry Council**  
**Financial Report**  
**Dec. 31, 2025**

|   | <b>2025</b>   | <b>2025</b>   | <b>2026</b>   |
|---|---------------|---------------|---------------|
|   | <b>Actual</b> | <b>Budget</b> | <b>Budget</b> |
| Balance January 1, 2025/26                  | \$ 9,846.57   | \$ 9,846.57   | \$ 11,856.77  |
| <b>Revenue</b>                              |               |               |               |
| Common Ministries Support                   | \$ 1,563.72   | \$ 1,500.00   | \$ 1,500.00   |
| BIC Foundation Dividends                    | 205.37        | 145.00        | 180.00        |
| Meat Canning Project                        | 0.00          | 0.00          | 0.00          |
| Shaping Leaders                             | 830.00        | 1,831.50      | 1,932.50      |
| Miscellaneous Income                        | 0.00          | 0.00          | 0.00          |
| <i>Total Revenue</i>                        | 2,599.09      | 3,476.50      | 3,612.50      |
| <b>Expenditures</b>                         |               |               |               |
| Elijah House Subsidy                        | 0.00          | 0.00          | 0.00          |
| Designated Disbursements                    | 0.00          | 500.00        | 500.00        |
| Benevolence                                 | 86.85         | 250.00        | 250.00        |
| Pastors Wives Retreat                       | 0.00          | 250.00        | 250.00        |
| Meat Canning Project Expenses               | 0.00          | 0.00          | 0.00          |
| Special Projects / Promotions               | 502.04        | 1,000.00      | 1,000.00      |
| Fellowship Meals                            | 0.00          | 1,000.00      | 1,000.00      |
| Board / Travel                              | 0.00          | 75.00         | 75.00         |
| Office Expenses                             | 0.00          | 50.00         | 50.00         |
| Multimedia Dev/Admin                        | 0.00          | 500.00        | 500.00        |
| Miscellaneous Expense                       | 0.00          | 100.00        | 100.00        |
| <i>Total Expenditures</i>                   | 588.89        | 3,725.00      | 3,725.00      |
| <b>Excess of Revenue over Expenditures:</b> | \$ 2,010.20   | \$ (248.50)   | \$ (112.50)   |
| <b>12/31/2025 Balance</b>                   | \$ 11,856.77  | \$ 9,598.07   | \$ 11,744.27  |
|   |               | Projected     | Projected     |
|   |               | 12/31/2025    | 12/31/2026    |



**Allegheny BIC Conference Discipleship Council  
Financial Report  
Dec. 31, 2025**

|   | <b>2025<br/>Actual</b> | <b>2025<br/>Budget</b>  | <b>2026<br/>Budget</b>  |
|---|------------------------|-------------------------|-------------------------|
| Balance January 1, 2025/26                  | \$ 8,997.90            | \$ 8,997.90             | \$ 8,571.38             |
| <b>Revenue</b>                              |                        |                         |                         |
| Common Ministries Support                   | \$ 1,558.23            | \$ 1,500.00             | \$ 1,500.00             |
| BIC Foundation Dividends                    | 187.67                 | 150.00                  | 150.00                  |
| Hearing His Heart                           | 500.00                 | 0.00                    | 500.00                  |
| Regional Youth Events                       | 0.00                   | 0.00                    | 0.00                    |
| Women's Tea Event                           | 0.00                   | 0.00                    | 0.00                    |
| Shaping Leaders                             | 830.00                 | 1831.50                 | 1,932.50                |
| Miscellaneous Income                        | 0.00                   | 0.00                    | 0.00                    |
| <b>Total Revenue</b>                        | <b>3,075.90</b>        | <b>3,481.50</b>         | <b>4,082.50</b>         |
| <b>Expenditures</b>                         |                        |                         |                         |
| Designated Disbursements                    | 0.00                   | 500.00                  | 500.00                  |
| Barnabas Initiative                         | 0.00                   | 0.00                    | 0.00                    |
| Special Events                              | 0.00                   | 0.00                    | 0.00                    |
| Bible Literacy                              | 0.00                   | 0.00                    | 0.00                    |
| Youth Quizzing                              | 0.00                   | 0.00                    | 0.00                    |
| Youth Camp Support                          | 0.00                   | 0.00                    | 0.00                    |
| Training Events                             | 0.00                   | 750.00                  | 750.00                  |
| Hearing His Heart                           | 0.00                   | 750.00                  | 750.00                  |
| Second Career Summit                        | 0.00                   | 0.00                    | 500.00                  |
| Regional Youth Events                       | 0.00                   | 0.00                    | 0.00                    |
| Women's Tea Event                           | 0.00                   | 0.00                    | 0.00                    |
| Board / Travel                              | 52.42                  | 100.00                  | 100.00                  |
| Office Expense                              | 0.00                   | 100.00                  | 100.00                  |
| Summer Intern                               | 3,450.00               | 4,500.00                | 4,500.00                |
| Multimedia Dev/Admin                        | 0.00                   | 300.00                  | 300.00                  |
| Council Development                         | 0.00                   | 250.00                  | 250.00                  |
| Miscellaneous Expense                       | 0.00                   | 150.00                  | 150.00                  |
| <b>Total Expenditures</b>                   | <b>3,502.42</b>        | <b>7,400.00</b>         | <b>7,900.00</b>         |
| <b>Excess of Revenue over Expenditures:</b> | <b>\$ (426.52)</b>     | <b>\$ (3,918.50)</b>    | <b>\$ (3,817.50)</b>    |
| <b>12/31/2025 Balance</b>                   | <b>\$ 8,571.38</b>     | <b>\$ 5,079.40</b>      | <b>\$ 4,753.88</b>      |
|   |                        | Projected<br>12/31/2025 | Projected<br>12/31/2026 |



**Allegheny BIC Conference Worship Council**  
**Financial Report**  
**Dec. 31, 2025**

|   | <b>2025</b>         | <b>2025</b>             | <b>2026</b>             |
|---|---------------------|-------------------------|-------------------------|
|   | <b>Actual</b>       | <b>Budget</b>           | <b>Budget</b>           |
| Balance January 1, 2025/26                  | \$ 9,845.42         | \$ 9,845.42             | \$ 10,914.48            |
| <b>Revenue</b>                              |                     |                         |                         |
| Common Ministries Support                   | \$ 1,063.71         | \$ 1,000.00             | \$ 1,000.00             |
| BIC Foundation Dividends                    | 205.35              | 200.00                  | 200.00                  |
| Worship Leaders Training                    | 0.00                | 0.00                    | 0.00                    |
| Registrations                               | 0.00                | 0.00                    | 0.00                    |
| Miscellaneous Income                        | 0.00                | 0.00                    | 0.00                    |
| <i>Total Revenue</i>                        | 1,269.06            | 1,200.00                | 1,200.00                |
| <b>Expenditures</b>                         |                     |                         |                         |
| Designated Disbursements                    | 0.00                | 1,000.00                | 1,000.00                |
| Conference Assemblies                       | 200.00              | 500.00                  | 500.00                  |
| Worship Training Event                      | 0.00                | 1,000.00                | 1,000.00                |
| Youth Conference                            | 0.00                | 0.00                    | 0.00                    |
| Council Travel                              | 0.00                | 100.00                  | 100.00                  |
| Office Expense                              | 0.00                | 50.00                   | 50.00                   |
| Mailings & Media                            | 0.00                | 250.00                  | 250.00                  |
| Miscellaneous Expense                       | 0.00                | 300.00                  | 300.00                  |
| <i>Total Expenditures</i>                   | 200.00              | 3,200.00                | 3,200.00                |
| <b>Excess of Revenue over Expenditures:</b> | \$ 1,069.06         | \$ (2,000.00)           | \$ (2,000.00)           |
| <b>12/31/2025 Balance</b>                   | <b>\$ 10,914.48</b> | <b>\$ 7,845.42</b>      | <b>\$ 8,914.48</b>      |
|   |                     | Projected<br>12/31/2025 | Projected<br>12/31/2026 |

## Appendix B - Courtesy Reports

- The Tide
- Mennonite Central Committee
- Everence
- AWAKEN
- Messiah Lifeways
- Messiah University
- Pacific Lifeline



Gospel Tide Broadcasting Association  
 P. O. Box 399  
 Chambersburg, PA 17201  
 Phone: 264-7288  
 Toll Free: 877-859-5484  
[www.thetide.org](http://www.thetide.org)

## The Tide 2025 Report to the Allegheny Regional Conference

In reflecting on the past year, we have much reason to praise God. Despite the economic angst associated with the transition in political leadership and other turbulent events in our nation, our support base has remained committed, and we have experienced an increase in overall engagement of individuals, other organizations, and churches in our mission. As we plan for an 80<sup>th</sup> Anniversary Celebration later this year we marvel at the way God has expanded the global reach and impact of The Tide ministry over the past eight decades and grown our support base support to sustain the momentum.

We also praise God for His provision and guidance in our search for a suitable person to fill a staffing role that has been vacant for over a year. We were pleased to welcome Ryan Murray on staff as Director of Development for The Tide Ministry. Ryan is a Certified Fund-Raising Executive (CFRE) with many years of relevant experience. He gained his introduction to fundraising while working with the Boy Scouts of America and later led the development department at Calvary Fellowship Homes in Lancaster. Ryan enjoys engaging with donors and volunteers, learning to know them better and building strong relationships that ultimately point people to Jesus. Ryan lives in Mechanicsburg with his wife, Lorena, who works as a mental health therapist at Holy Spirit Hospital in Camp Hill, and their two children, Genevieve (7) and Grant (3).

Another praise is that through a unique combination of circumstances and connections, God has opened the door for The Tide ministry to engage in a digital media outreach to share the Gospel in the Uyghur (wee·gr) language. Almost 12 million Uyghur people live in northwest China and are primarily Islamic. Most Uyghurs have never heard the Good News about Jesus. Uyghurs are also an ethnic minority, having a different cultural background and speaking a different language than the Chinese. They are facing the annihilation of their culture and language at the hands of the Chinese Communist Party, which has been accused by various governments and non-governmental institutions of committing genocide and possible crimes against humanity in their campaign to secularize, Sinicize, and cull the Uyghur population. The long-term goal of our Uyghur Project is to eventually be making disciples of Christ among the Uyghur population within China but given the extreme sensitivity and risks of the situation, we are first focusing on evangelizing the Uyghur diaspora in other central Asian countries.

Although full progress on our Balkan Expansion project has been hampered by red tape and opposition, we praise God that our new Serbian TV program, “Moja Prica” (“My Story”), featuring a series of testimonies from Serbian believers, is having a great impact. One of the stories published on YouTube had 24,000 views within 4 weeks and attracted the attention of national newspapers, which encouraged people who have issues with addiction to go to church and ask God for a miracle. We have been told that this is the first time the secular media in a radical Orthodox country like Serbia, where the Russian Orthodox church practically runs the whole country, has spoken positively about evangelical Christians. The stories have sparked thousands of conversations on social media and resulted in over 400 people engaging in online discipleship program follow-up from local churches.

These are just a sampling of the many wonderful things God is doing in and through The Tide Ministry, and we express deep gratitude and appreciation for the many congregations and individuals within the Allegheny Regional Conference who are partner with us and generously provide encouragement and resources. Thank you!

Respectfully Submitted,  
 Don Shenk, Director

Creatively sharing the Good News of Jesus Christ worldwide  
 through media and partnerships



# 2026 report for Allegheny Conference of the Brethren in Christ



MCC East Coast  
(215) 535-3624 • EastCoast@mcc.org • mcc.org

**46** countries  
**345** partners  
**459** projects



Rocio Valencia Islas and her husband Victor Lampón Leon are pastors at La Mano de Dios en Apoyo al Migrante (Hand of God in Support of Migrants), a church ministry and MCC partner providing care, relief and support to migrants moving through Ecatepec, Mexico. (MCC photo/ Meghan Mast)

Read more about Rocio and Victor's story at [mcc.org/i-was-hungry](https://mcc.org/i-was-hungry).

## MCC and Allegheny BIC connections

- Many Allegheny BIC churches support MCC through donating, shopping and volunteering at the New Life Thrift Shop in Chambersburg, PA.
- MCC values the work of numerous volunteers who participate in the annual MCC meat canning at Cumberland Valley Relief Center (CVRC) in Chambersburg, PA. With your help, last year, MCC shipped 917,280 lbs of canned meat to Chad, Cuba, Ethiopia, Malawi, South Sudan, Ukraine, the U.S. (including Puerto Rico) and Zambia.
- Sewing circles from Antrim BIC, New Guilford BIC, Air Hill BIC and Montgomery BIC make comforters for MCC at the CVRC.
- Congregations in Allegheny BIC Conference donate grocery bags and food boxes to MCC to provide basic food staples for individuals and families in need.
- MCC East Coast thanks Stan Morgan for his 12 years of service on the MCC East Coast regional board of directors.

## MCC's 2026 guiding scripture

Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves...

Philippians 2:3-4 (NIV)

Dear friends,

This year's scripture verses begin with an invitation to deep connection with Christ. Flowing from that connection is an invitation to humility, which shows up in how we value others.

MCC's work in the name of Christ is one way we live out that posture: honoring others, seeing their dignity and responding with compassion.

Thank you for the many ways your conference partners with MCC. Be encouraged to continue sharing God's love and compassion with all. Together, we are connecting with neighbors locally and globally—creating networks of care that reflect Christ's love for every person.

Hyacinth Stevens, *MCC East Coast Executive Director*

Stan Morgan, *MCC East Coast board member*

Scan the QR code or visit [mcc.org/home-heals](https://mcc.org/home-heals) to read the full story!



When people return from incarceration, stability is often a missing piece. MCC East Coast partners with Redemption Housing, a Philadelphia nonprofit that fills that gap with housing, community and the courage to imagine a different future. Redemption Housing walks alongside men as they rebuild their lives. Through this partnership, reconciliation creates a chain reaction of healing and restoration.



*“People plan their path, but the Lord secures their steps.”*

– Proverbs 16:9 (CEB)

# Your stewardship ministry journey. Let’s go.

## Everence 2026 report

Brethren in Christ  
Allegheny Regional Conference  
April 10-11, 2026

### 80 years of stewardship ministry

Last year marked a milestone for Everence® – 80 years of mutual aid, stewardship, and a commitment to the belief that all that we are and all that we have belong to God.

Throughout 2025, we reflected on our origins. In 1945, our organization was created to help church members carry out the historic Anabaptist tradition of sharing financial hardships with one another through mutual support.

This year, we look to the journey ahead, ready to continue our work of supporting churches and their members as they find effective ways to be more generous and develop meaningful stewardship ministries with faith-driven resources and expertise.

Let’s chart your stewardship ministry, together. Learn more at [everence.com/churches](https://everence.com/churches).



### A lasting impact through Sharing Funds

The Everence Sharing Fund is a long-standing part of our commitment to helping our clients and members through difficult times.

Each year, the Sharing Fund helps churches provide their members with financial assistance during personal hardships through matching grants. Since 2019, Everence has distributed nearly \$6 million in Sharing Fund grants, with churches making additional matches, multiplying our collective impact.

To learn more about how your church can qualify for Sharing Fund grants or to donate, visit [everence.com/sharing-fund](https://everence.com/sharing-fund).

### MyNeighbor card is generous faith in action



It’s easy to make a difference with the MyNeighbor credit card from Everence Federal Credit Union.

The program offers a unique opportunity for individuals – like your church staff or members – to contribute to their church or favorite nonprofit each time they use their card. For every grocery, gas or other purchase you make with your MyNeighbor card, Everence will donate 1.5% of the transaction total to your selected Neighbor the following year.

Since 2017, Everence Federal Credit Union has donated \$3.3 million through the MyNeighbor program. Learn more at [everence.com/myneighbor](https://everence.com/myneighbor).

### Charitable services for congregations

Wherever your church is headed, Everence Charitable Services is ready to join you on your journey. There are many generous ways your members can financially support your church’s ministries, and Everence can partner with you to inspire and encourage a wide variety of unique gifts.

With help from our stewardship consultants, you can develop a meaningful stewardship plan of education events and tools to support your church’s future and your members over the long term. We can also work with your church to establish, grow and manage its endowment fund. To learn more, talk to your Everence stewardship consultant or visit [everence.com/churches](https://everence.com/churches).



## **Awaken—BIC Network for Women in Ministry | 2026**

Awaken works toward God's Kingdom reality in the Church by empowering, engaging, and equipping women for ministry and leadership. Rooted in mutuality, we support 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 Taskforce 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.

This year, Awaken provided support through one-on-one mentorship and structured cohorts. The Credentialing Cohort meets multiple times each month to serve participants across time zones, offering guidance through licensing and ordination. 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.

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.

With gratitude and hope,

Maureen Brown  
Director of Awaken—BIC Network for Women in Ministry

# Welcome from the President

The past year at Messiah Lifeways® has been marked by growth, strategic adaptation, and purposeful service. I am extremely proud of our collective achievements as One Team.

One noteworthy accomplishment this year includes the groundbreaking of Fernecrest—a soon to be vibrant community for older adults that will further promote connection and meaning.

We also advanced ongoing improvements to our campus through unprecedented investments in capital projects. Generous Redevelopment Assistance Capital Program funding has supported us in these initiatives.

In addition, we remain committed to our workforce by recruiting and retaining talented and dedicated team members through targeted initiatives. This year, we honored both long-standing employee milestones and celebrated the 20th anniversary of the Pathways Institute for Lifelong Learning®, among other significant accomplishments.

Our progress would not be possible without your involvement. Whether you are a resident, team member, family member, or supporter in another way, you play an integral role in our ongoing story. Your encouragement, generosity, and support of our mission drive our continued success.

As we move forward, I am optimistic about what lies ahead. We are proactively shaping our future together, and I am grateful to continue this journey alongside you.

With sincere appreciation,



A handwritten signature in black ink that reads "Karl J. Brummer". The signature is fluid and cursive, with a long horizontal line extending from the end.

Karl J. Brummer  
*President & CEO*

# Financials

## Condensed Balance Sheet

Dollars in thousands

| <b>Date</b>                               | <b>June 30, 2025</b> | <b>June 30, 2024</b> |
|---|----------------------|----------------------|
| <b><u>Assets:</u></b>                     |                      |                      |
| Current Assets                            | \$14,683             | \$9,363              |
| Assets Whose Use is Limited, Net          | \$5,153              | \$2,876              |
| Investments                               | \$74,672             | \$68,438             |
| Property and Equipment, Net               | \$115,266            | \$115,134            |
| Other Assets                              | \$1,867              | \$2,884              |
| <b>Total Assets</b>                       | <b>\$211,641</b>     | <b>\$198,695</b>     |
| <b><u>Liabilities and Net Assets:</u></b> |                      |                      |
| Current Liabilities                       | \$10,426             | \$9,238              |
| Long-term Debt                            | \$71,317             | \$73,311             |
| Refundable and Deferred Entrance Fees     | \$66,930             | \$61,957             |
| Other Liabilities                         | \$135                | \$145                |
| <b>Total Liabilities</b>                  | <b>\$148,808</b>     | <b>\$144,651</b>     |
| <b><u>Net Assets:</u></b>                 |                      |                      |
| Without Donor Restrictions                | \$37,020             | \$29,916             |
| With Donor Restrictions                   | \$25,813             | \$24,128             |
| <b>Total Liabilities and Net Assets</b>   | <b>\$211,641</b>     | <b>\$198,695</b>     |

# Consolidated Statement of Activities

Dollars in thousands

| <b>Date</b>  | <b>June 30, 2025</b> | <b>June 30, 2024</b> |
|--|----------------------|----------------------|
| Revenues without Donor Restriction                 | \$55,041             | \$52,942             |
| <b>Expenses:</b>                                   |                      |                      |
| Salaries, Wages, and Benefits                      | \$26,566             | \$25,678             |
| Fees, Purchased Services, and Supplies             | \$13,337             | \$14,399             |
| Depreciation and Amortization                      | \$7,566              | \$7,622              |
| Interest   | \$3,201              | \$3,321              |
| Building Operations and Maintenance                | \$3,650              | \$3,149              |
| Other Operating Expenses                           | \$2,081              | \$1,655              |
| Insurance and Real Estate Taxes                    | \$2,350              | \$2,270              |
| Total Expenses                                     | \$58,751             | \$58,094             |
| <b>Operating Loss</b>                              | <b>(\$3,710)</b>     | <b>(\$5,152)</b>     |
| Investment Returns and Non-Operating Gains         | \$10,813             | \$5,203              |
| <b>Change in Unrestricted Net Assets</b>           | <b>\$7,103</b>       | <b>\$51</b>          |
| <b>Net Assets with Donor Restriction:</b>          |                      |                      |
| Contributions                                      | \$434                | \$633                |
| Investment Return                                  | \$2,884              | \$2,894              |
| Net Assets Released from Restriction               | (\$1,632)            | (\$1,570)            |
| <b>Change in Net Assets with Donor Restriction</b> | <b>\$1,686</b>       | <b>\$1,957</b>       |
| Increase in Net Assets                             | \$8,789              | \$2,008              |
| <b>Net Assets, Beginning</b>                       | <b>\$54,044</b>      | <b>\$52,036</b>      |
| <b>Net Assets, Ending</b>                          | <b>\$62,833</b>      | <b>\$54,044</b>      |

# Unrestricted Revenues by Line of Service

Dollars in thousands

| <b>Date</b>                                | <b>June 30, 2025</b> | <b>June 30, 2024</b> |
|--|----------------------|----------------------|
| Messiah Village Nursing                    | \$17,772             | \$17,846             |
| Messiah Village Enhanced Living            | \$14,500             | \$13,063             |
| Messiah Village Residential Living         | \$14,704             | \$14,130             |
| Mount Joy Country Homes Residential Living | \$1,854              | \$1,577              |
| Community Support Services                 | \$1,937              | \$1,832              |
| Physical, Occupational, Speech Therapy     | \$1,639              | \$1,890              |
| Grant Revenue                              | \$54                 | \$46                 |
| Net Assets Released From Restriction       | \$1,535              | \$1,386              |
| Other                                      | \$1,220              | \$1,282              |
| <b>Total</b>                               | <b>\$55,215</b>      | <b>\$53,052</b>      |

[The full Messiah Lifeways report can be downloaded here.](#)



SUBMITTED BY INTERIM PRESIDENT JON C. STUCKEY · JANUARY 2026

## **Report to the General Conference of the Brethren in Christ Church**

**Greetings from Messiah University!** When the Board of Trustees invited me to serve as interim president beginning July 1, 2025, I agreed because I deeply believe in the mission of Messiah University. Since moving to Pennsylvania from Ohio in 2000, I have witnessed the transformative power of education that spurs women and men toward maturity of intellect, character and Christian faith. My wife Shari and I have been privileged to be a part of the Messiah community, and I am honored to lead after the exceptional tenure of Dr. Kim S. Phipps.

During the summer months, our teams from the Division of Operations host and provide 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 30<sup>th</sup> 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." It was a meaningful highlight of my 25-year tenure at Messiah to see the entire Board of Trustees – rather than in a voice vote – unanimously stand in reaffirmation of our mission and identity during their closing session.

During this time of leadership transition, we are undertaking the necessary work to prepare for the next strategic plan for the university while simultaneously strengthening our commitments to our distinctive identity and mission. This approach ensures that Messiah will be ready to immediately move forward in ways that are richly weighted in our heritage and ethos while forging a course for an innovative future.

Following the October trustee meeting, the board also shared the planned relaunch of the presidential placement process, with a new external search partner, and will begin evaluating candidates early in 2026. Updates about this process can be found at <http://www.messiah.edu/nextpresident>.

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.

# 2025 | A Year in Review

30th Anniversary Edition

## A Life Transformed in 2025

“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.”

## Our Core Services in 2025

### Case Management

Pacific Lifeline provided 209 case management sessions, helping families improve their credit, create budgets, secure childcare, start jobs, and find affordable housing.

### Therapy

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.

### Child Life Services

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.

### Extended Care

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.

## 30 Years of Lives Transformed

1995: One of Pacific Lifeline’s first resident children, he now works for BNSF as a welding supervisor and is a husband and father of four.

1998: Reunited with her mom as a resident child in our shelter, she is now in her third year of residency as a Family Medicine OB/GYN doctor.

1999: She came to Pacific Lifeline with her mom from a short-term shelter; she is now a lawyer who gives pro-bono legal advice to Pacific Lifeline’s women.

2000: She came to Pacific Lifeline from a domestic violence shelter; she is now a teacher, she won the Amway’s Heroes Award, and her daughter works as a physician’s assistant.

2004: She came to Pacific Lifeline with her mom and sister from a domestic violence shelter; she is now a Sergeant in the National Guard.

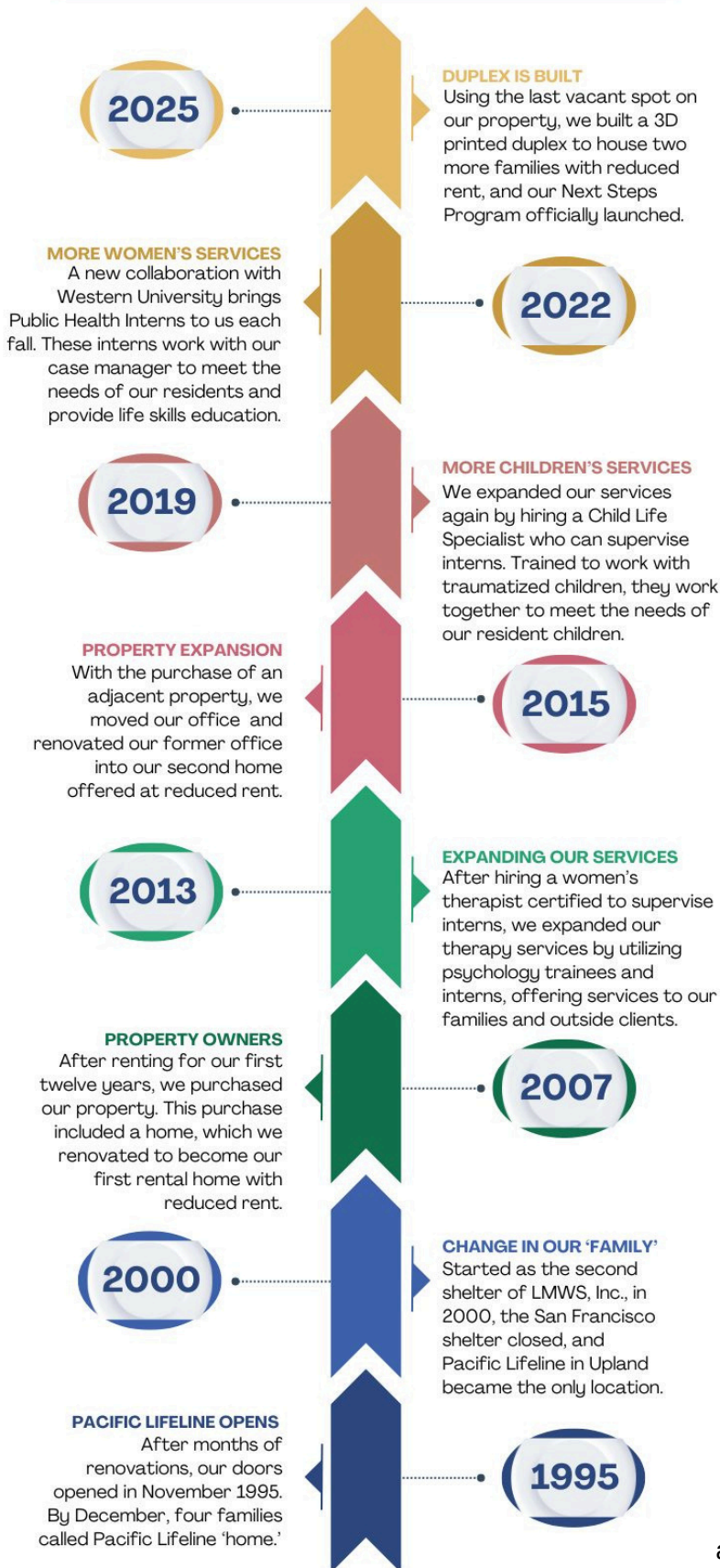
2010: She came to Pacific Lifeline from a domestic violence shelter; she is now the operations manager of a cleaning company, and she owns her home.

2014: She came to Pacific Lifeline when she aged out of the foster care system; she will graduate in May with her Masters in Psychology and works in two labs at Cal State LA.

2020: She came to Pacific Lifeline after aging out of the foster care system; we helped her get the medical care she needed, and her rheumatoid arthritis is now under control. She is working as a phlebotomist.

2025: The first resident to move from the shelter into our duplex, she finished nursing school while in our shelter and is working as a LVN for Kaiser.

# Pacific Lifeline Celebrates 30 Years



# 2025 Corporate Donors and Grantors

*We thank you*

- ACTS Thrift Store
- A Lot of Good Thrift
- Boone Trucking
- Chino Commercial Bank
- City of Claremont
- City of Upland
- Claremont United Church of Christ
- Connect Senior Services
- Desert Coastal Investments LLC
- Edison International
- Faith Bible Church of San Francisco
- International Language School for Children & Adults
- In-N-Out Burger Foundation
- James L. White Foundation
- JB's Pools & Ponds, Inc.
- Klaus & Sons
- Kroger Foods
- Langwasser & Company
- Life Bible Fellowship Church
- Linda's Faith in Action Fund
- Marvin R. Bernstein Foundation
- MK Smith Chevrolet
- Monroe's Auto Service
- Northkirk Presbyterian Church
- Ontario Community Foundation
- Pampered Chef
- Peace Mennonite Fellowship
- Premium Promotionals
- Price Foundation
- Robert Craig Films
- Rauch Family Foundation
- Solid Ground Brethren in Christ Church
- Soroptimist International, Chino Hills/IE
- Soroptimist International, San Dimas/LaVerne
- Stater Bros. Charities
- Thrivent Financial Services
- Upland Brethren in Christ Church
- Upland Christian Church
- Upland-Foothill Kiwanis
- Upland Woman's Club, Inc.
- Walter's Automotive Group, Inc.
- Zeta Lambda Masters

## OUR MISSION:

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







**Brethren in Christ U.S.**  
ALLEGHENY CONFERENCE

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