
Brethren in Christ Church
in the U.S.

*general
conference*
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Minutes

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Jesus
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Lancaster Mennonite School
July 11-14, 2014

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General Conference 2014 Schedule

Friday, July 11		Saturday, July 12		Sunday, July 13	Monday, July 14	Tuesday, July 15
6:30 AM						
7:00 AM						
8:00 AM		REGISTRATION				Departure
9:00 AM				Worship in local churches		
10:00 AM		BUSINESS Opening Session			BUSINESS Session Three	
11:00 AM	Quizzing					
12:00 PM				Free time (until evening worship)	Lunch	
1:00 PM		Lunch				
2:00 PM						
3:00 PM		BUSINESS Session Two		Quizzing	BUSINESS Session Four	
4:00 PM						
5:00 PM	REGISTRATION					
6:00 PM		Dinner		Quiz Finals	Dinner	
7:00 PM						
8:00 PM						
9:00 PM	Worship	Worship		Worship	Worship	
10:00 PM	REGISTRATION					

Welcome

Welcome to the 123rd General Conference of the Brethren in Christ Church in the U.S. As we gather, we stand upon the shoulders of those who have gone before and have entrusted to us the work of the church. Thank you for taking time to join with brothers and sisters from across the church so that together we can prayerfully dialogue and make decisions that will impact the future of our denominational family. For some this is a new experience, while others have participated in many conferences. Every delegate and member is important and your participation makes a valuable contribution to decisions that affect the life of the church.

General Conference will be held at Lancaster Mennonite School. Conference will commence with a service of worship and the Word on Friday, July 11 at 7:30 PM. The opening business session will convene at 9:00 AM on Saturday, July 12 and Conference will conclude at the close of the evening service on Monday, July 14, 2014. Because every part of General Conference is important and is helpful to build the community and understanding that are necessary, we respectfully ask that all delegates are present for all sessions, including the evening services.

Decision making is important in the life of every congregation, regional conference, and for our denominational family. We gather as a family to listen well to one another as we dialogue about important matters. We pray for wisdom, mutual respect, and Spirit-directed guidance. To that end we plan to use a different format for the business sessions of this General Conference. It might even be described as a 3-D approach: dialogue, discernment, and decisions.

Saturday will be a day for dialogue. We will receive all the written reports and review all the recommendations. There will be adequate time for full dialogue on these matters as well as other issues related to the life and ministry of the church. I trust we will all come with hearts and minds ready to listen to God speak as we listen to one another. Sunday is a day for worship and discernment. We encourage all delegates to worship in local Brethren in Christ congregations. This day will also be a time for prayerful conversations and reflection on the business items and other matters that were raised in the sessions on Saturday. We will gather together on Sunday evening for worship. This service will include a special offering for the Global Compassion Fund (formerly known as the World Hunger Fund). Monday will be a day for decisions. We will return to the recommendations that were discussed on Saturday, take time to dialogue again, and then voting delegates will make decisions on each recommendation.

In all of these matters, please pray that the Spirit of God will lead and guide us. Please also pray that we will conduct our business with God-honoring principles of brotherhood that include love, respect, and courtesy for one another.

Alan Robinson
National Director

AROBINSON@BIC-CHURCH.ORG

All dollar amounts listed in this Agenda are assumed to be in U.S. dollars unless otherwise noted.

Part 1:

Opening Session

1. Call to Order

National Director Alan Robinson called the 123rd (21st biennial) Brethren in Christ General Conference to order.

2. Welcome and Worship

Alan Robinson welcomed delegates and attendees from across the denomination on Friday evening followed by a time of worship.

3. Appointment of Staff and Tellers

Moderator	Alan Robinson
Assistant Moderator	Ken Hoke
Recording Secretary	S. Lawton Jacobs
Head Teller	Sherri Flohr (Allegheny)
Tellers	John Summers (Atlantic)
	Keith Tyson (Great Lakes)
	Ron Kramer (Midwest)
	Heather Beaty (Pacific)
	Darren Potter (Southeast)
	Rebecca Coover (Susquehanna)
	Sandy Brown
	Erin Groff
	Shelly Herr
	Barb Johnson
Pages	Alice Lauver
	Nancy Weis

4. Greetings

The following persons were seated as honorary members of Conference:

- Dawn Brotherton, Paxton Ministries
- J. Ron Byler, Mennonite Central Committee US
- Jesus Cruz, Mennonite Central Committee US
- Cesar Garcia, Mennonite World Conference
- Lynn Roth, Mennonite World Conference
- John Schultz, Ashland Theological Seminary
- Ken Sensenig, Mennonite Central Committee US
- Doug Sider, BIC Canada
- Jodie Smiley, Paxton Ministries

Rick Stiffney, Mennonite Health Services
Curt Stutzman, Messiah Lifeways

Action: *Motion to seat guests was carried.*

5. Approval of 2012 Minutes

It was moved that Conference confirm the action of the General Conference Board in approving the 2012 minutes.

Action: *Motion to confirm the General Conference Board action was carried.*

6. Memorial Service

A video presentation honored those who have served as pastors in previous years and have passed away during the past biennium. Ryan Brown concluded this time with prayer.

Jerel Book	Dave McGarvey
J. Wilmer Heisey	Charles Norman
Herbert J. Hoover	W. Edward Rickman
J. Edgar Keefer	Alan Roper
H. Frank Kipe	Oscar Salas
Walter S. Lehman	J. Clair Shenk
Lorne Lichty	

Part 2:

Reports

7. General Conference Board Reports

A. General Conference Board & Leadership Council

The work of God in and through the Brethren in Christ Church primarily occurs in local congregations across the United States and around the world. It is in local congregations that women and men are reached, disciplined, and trained for service to a new King and His kingdom. Local congregations are nothing more than a collection of like-minded women and men who covenant together to follow and serve Jesus in community with one another. As individuals live and serve together they are able to accomplish more than any one person could do alone. We are deeply grateful for each congregation, and each person that enables that local expression of the body of Christ to be a witness on the global mission field. Thank you for your ministry.

In the same way that Jesus-followers live in covenant community together in local congregations and so are able to accomplish more together than any one person can do alone, so too congregations choose to function in community with other congregations. There are aspects of the work of the church that are larger than any one congregation can accomplish on its own. By joining together with other like-minded people and congregations, we enjoy the benefits of broader community and accountability, and the opportunity to combine our resources so that we can accomplish together what none of us can do alone. In the Brethren in Christ Church in the U.S. this broader community is organized at regional and national levels. The national level is referred to as “the General Church.”

Thank you for choosing to live and serve in the community of the local congregation, the regional conference, and the General Church.

Prayer

One way in which the Brethren in Christ value of fervent prayer is reflected each year, is in the call for each person and congregation to spend the first week of the year in prayer. We are grateful for this opportunity to earnestly seek God’s face.

Thank you for making this a priority in your own life, and in the life of your congregation.

Leadership Transition

The 2012 General Conference (GC 2012) approved the initiation of a search for a new general church leader. The search took place during the end of 2012 and the beginning of 2013. The result of the search was a recommendation for Alan Robinson to take the newly titled role of National Director. This recommendation was approved by General Conference Board (GCB), and, by electronic ballot, by the voting delegates of the 2012 General Conference. Alan began his term in this role on August 1, 2013.

Thank you for your prayers for the search committee as it undertook this search. Please continue to pray for Alan in his new role.

Disciple-making Congregations

We are committed to the task given by Jesus to his church to make disciples of all people.

We believe this great task primarily occurs in local congregations across the U.S. and in local congregations across the globe. We remain committed to helping pastors and congregational leaders as they provide leadership to each congregation. The role of the bishop and the regional conference can be a vital resource for each congregation. We encourage congregations to continually ask questions of mission, vision, purpose, and strategy as they seek to fulfil the biblical mandate to make disciples of Jesus Christ.

Church Planting

Because the work of the church to make disciples of Jesus occurs primarily in local congregations, we desire to increase our efforts to plant new congregations. In November 2013, Warren Hoffman and Ron Bowell led a gathering for church planters. This event was hosted by the churches in and around Salina, Kansas, and they shared their experiences of church planting in that part of the country. Participants came from each of our regional conferences and it was a great time of fellowship and inspiration for those who participated. The goals of the event included an increased interest in church planting and support and encouragement for church planters.

Adopting Congregations

In recent months several of our bishops have been contacted by congregations who are either independent and desire to join with a like-minded “tribe,” or are connected to another denominational entity but are considering leaving that denomination and joining another. Some of the reasons that have been cited by others for their interest in joining the Brethren in Christ include a desire to affiliate with an Anabaptist family, and an increasing uneasiness with their current denomination’s direction on some theological issues and a desire to be part of a denomination that remains committed to certain understandings of scriptural teaching. Leadership Council has reviewed and discussed a document intended to help us to know how to work with existing congregations that may want to join us.

Leadership Council

Leadership Council members (bishops and executive directors) serve in their leadership roles for terms of fixed length subject to a review every two years. Every member of Leadership Council except one is scheduled to complete his or her term on July 31, 2014. During recent months the National Director has worked to conduct end of term evaluations and provide recommendations for future service. The following recommendations were approved by GCB at its meeting in February 2014.

- Allegheny Conference: Rob Patterson, term ends July 31, 2014, – new six year term
- Atlantic Conference: Pauline Peifer, term ends July 31, 2014 – search for new bishop
- Brethren in Christ World Missions: Chris Sharp, term ended April 16, 2014
- Great Lakes Conference: John Zuck, term ends July 31, 2016
- Midwest and Pacific Conferences: Perry Engle, term ends July 31, 2014 – new six year term
- Southeast Conference: Aner Morejon, term ends July 31, 2014 – new six year term
- Susquehanna Conference: Ken Hoke, term ends July 31, 2014 – new four year term

In addition to his role as bishop of the Great Lakes Conference, John Zuck has also provided bishop service to the English speaking congregations of the Southeast Conference. We are deeply grateful for John's additional service in this way and his ministry has been deeply appreciated by the congregations he has served. We plan to continue this arrangement for the next two years.

The church is grateful for the ministry of Chris Sharp (Executive Director of Brethren in Christ World Missions) and Pauline Peifer (Bishop of the Atlantic Conference) for their leadership and service. We pray they will know God's continued presence and blessing in their lives. In the coming months there will be continued discussion about how best to structure and organize BICWM so that the important global ministry of the church can continue to be advanced. In addition, the work of the bishop search committee for the Atlantic Conference will continue until a new bishop is approved.

Thank you to each member of Leadership Council for their leadership and service. Pray that this important work will continue to be significant in the advancement of the work of God through the Brethren in Christ Church.

BIC U.S. and BIC Canada

The 2012 General Conference also approved the reorganization of the church in the United States and Canada so that the national church in each country will now operate as its own national or general church (or conference). Since GC 2012 we have been known as the Brethren in Christ Church in the U.S. (BIC U.S.), and the Canadian Church has been known as BIC Canada.

These transitions necessitated the writing of a number of documents that will guide how both national conferences will continue to work together in shared ministries. A joint ministry agreement (JMA) will ensure compliance with legal requirements for the use of funds given by donors in Canada but used for ministries that are part of Brethren in Christ World Missions. A memo of understanding (MOU) will guide non-legal matters where Canada and the U.S. may partner together, such as in the training and credentialing (and transferring of credentials) of ministers. The development of the MOU is an ongoing process.

BIC Canada also experienced a change in leadership during 2013. Darrell Winger ended his term as Director and Doug Sider was appointed as the new Executive Director. We are grateful to Darrell and Doug for their leadership and partnership as the U.S. and Canada continue to work together as members of the global Brethren in Christ community.

Thank you for your prayers and support during these important transitions. Pray for BIC U.S. and BIC Canada as we continue this valued partnership.

Organizational Conversation

During the spring of 2013 GCB approved a conversation across all regional conferences to solicit feedback from pastors and leaders concerning Cooperative Ministries (CM) and other denominational issues. John Cox, General Church treasurer, led this initiative and was assisted by members of Leadership Council. We are grateful to John and LC for the work that was done. A summary report with major themes was written and distributed to

the approximately 60 persons who had participated in the roundtable feedback conversations. The report was later discussed by GCB and LC and action priorities were identified. Two primary action points that were identified by LC were (1) to clearly communicate and reinforce with actions that the denomination exists to help and support local congregations as the primary location of the work of the Church, and (2) to begin addressing the lack of transparency and trust that some study participants cited as major issues for them.

Thank you to the many people who contributed their thoughts and efforts to this report. Pray for wisdom as we work on addressing issues that were raised.

Financial Changes

For many years there has been ongoing concern about decreasing revenues to the General Church. In addition to the challenges that this decrease presented, there was also the reality of underfunding in the defined benefit pension fund. These financial concerns led to a number of financial adjustments being proposed and approved at the 2012 General Conference.

Since GC 2012 the finance committee and GCB have worked hard to address these concerns. The roundtable feedback conversations mentioned above were one way to listen to the church, related to these issues. It was very helpful that the actual Cooperative Ministry receipts in 2012 and in 2013 experienced income above projections. These encouragements, along with significant expertise from Andrew Steckbeck, interim executive director of finance, the finance committee and counsel from the auditors, led to a number of specific proposals to change the financial operations of the church. These included a single budget that includes all anticipated income and expenditures, a single finance team, a new chart of accounts, and appropriate use of temporarily restricted funds while honoring donor intent. We also ended the denominational health insurance plan on December 31, 2013.

In addition to these operational changes, the finance committee recommended the restoration of all bishops to full time salary, no longer restricting a set portion of CM contributions for BICWM, a salary increase of 2% for General Church personnel for 2014, a 2% increase in budget allocations for church planting and regional conference ministry, and an annual payment of \$250,000 into the pension fund. Some of these changes required approval from the voting members of the 2012 General Conference. This approval was received by means of an electronic ballot at the end of 2013 and the changes have been put in place.

We are very grateful to Andrew Steckbeck for his work during these last two years. We are pleased to confirm that in January 2014 Jonathan Lloyd began his new role as the Director of Finance and Human Resources for the General Church. Prior to this new role Jonathan served as the HR manager for BICWM.

Thank you for your continued generous support of the national church so that we can accomplish together what we cannot do alone. Pray for continued wisdom for those people charged with the financial responsibilities of the church.

Pension Fund

The Defined Benefit Ministers Pension Fund is a promise of the General Church to provide some retirement income to the individuals who served in leadership in congregations,

missions, and other ministries. Each of the approximately 390 persons in the plan receives a monthly payment according to the number of years that he or she served and qualified as a member of the plan. The church takes seriously its promise to provide for those who have blessed the church so significantly with their leadership and service.

Complex formulas are used to calculate the amount of money a defined benefit plan should have in order to provide the promised income to the individuals in the plan. The formulas use actuarial assumptions to determine the life-expectancy of the individuals, and assumptions of the increase of the value of the investments as well as potential future contributions to the fund. According to these assumptions and calculations, on January 1, 2013, the unfunded obligation of the plan was \$4,824,549. As of December 31, 2013, the unfunded obligation of the plan is \$3,496,084.¹

The church is committed to fulfilling its promise to those who have served the church, often at great personal cost and sacrifice. Regional conferences and BICWM have been very helpful in contributing additional funds to the pension fund. In addition, the goal of GCB is to make an annual payment of \$250,000 to the pension fund, and to use income from legacies and bequests for the pension fund. We encourage others to help in the effort to restore this fund so that it has sufficient assets to fully fund obligations.

Thank you to the ministers, missionaries, and servants upon whose shoulders we all stand. Pray for the necessary funds to fulfill our pension promises to these people.

Brethren in Christ Foundation

The Brethren in Christ Foundation (BICF) is an important part of the ministry of the Brethren in Christ Church. The Foundation provides important financial services to churches and individuals, and through the Foundation very significant ministry is accomplished.

The finance committee of GCB is working with the BICF to review the investment policies for BIC U.S. funds, including the pension funds, which are invested through the Foundation. GCB is also involved with the BICF board in the current search for a new chief executive officer for the Foundation. We are deeply grateful to Elvin Peifer for his excellent leadership of the BICF and wish him well in his retirement.

Thank you to Elvin and other BICF staff for their work to assist and support the ministry of the church. Thank you to the many people who have deposited money with the BICF so that loans can be made to churches. Pray for the search process for a new leader for the Foundation.

Consultation on the Nature of Scripture

The Brethren in Christ Church has always maintained a profound commitment to the Bible as its source for Christian belief and practice. In February 2013, Leadership Council and the Commission on Ministry and Doctrine (CMD) held a consultation on the nature of scripture to reaffirm this commitment to the Bible and to work toward common principles of biblical interpretation. The result was a document detailing our collective understandings and commitments. The document was approved by LC and CMD on May 16, 2013 and can be found at BIC-CHURCH.ORG/ABOUT/ISSUES.

¹ These figures have been updated from the Agenda with audited numbers.

Thank you to the 38 individuals who participated in this consultation. Pray that the Bible will continue to be the truth upon which we build our lives.

Organizational Covenants and Institutions

GCB and LC have worked on a number of issues related to organizations and institutions of the church. There have been discussions on how best to structure our relationship with the Navajo Mission and the BIC Historical Society.

Reports to the 2012 General Conference from the Board for Media Ministries (BMM) detailed the difficult business climate for printing and publishing companies. Following extensive conversation, a decision was made to dissolve the BMM. This process of dissolution of the corporation is ongoing. Many assets have been sold and liabilities have been settled. The remaining assets are primarily two properties, one in Chambersburg, PA and one in Nappanee, IN. These properties have a mortgage debt to the Brethren in Christ Foundation. They are currently leased to tenants and the plan is to sell the properties and settle all debt. GCB and the BICF will work together to deal with these properties and the corporation will then be dissolved.

Thank you to the employees and board members of the BMM. Pray that their ministry through media will continue to bear fruit for the kingdom of God.

Bill Strausbaugh

Chair, General Conference Board

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Alan Robinson

National Director

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B. Commission on Ministry and Doctrine

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

In order to achieve these objectives, the CMD utilizes a number of strategies and tools. A Doctrinal Questionnaire (DQ) assesses theological compatibility of ministerial candidates with the Brethren in Christ Church and can lead to a ministerial license. The Equipping for Ministry program provides four Core Courses that equip individuals with Brethren in Christ understandings in specific theological and practical theology matters. The Directed Study Program helps individuals who do not have the necessary theological education to meet ordination requirements. Equipping for Ministry also provides courses and seminars that facilitate lifelong BIC learning and development for our pastors and leaders.

Credentialing

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

During this biennium the Commission issued 46 provisional licenses and reviewed 41 doctrinal questionnaires. The Commission conducted 36 oral examinations and approved 35 of these candidates for four-year licenses. Three commissioned minister certificates were issued. In consultation with Leadership Council, the Commission authorized 15 ordinations.

In addition to the issuing of licenses, the Commission is responsible for the review of ministerial credentials. Currently a minister's credentials are reviewed every four years. At the time of renewal the credentialed person must submit completed documents that confirm his/her ongoing commitment to the Brethren in Christ and also his/her understanding of our *Articles of Faith and Doctrine*. In addition, the individuals must also list their completion of lifelong Brethren in Christ learning. Occasionally, in the review of these documents, the Commission finds that further conversation with an individual is required before a final decision can be made on the renewal (or non-renewal) of a minister's credentials.

Equipping for Ministry

Ten years ago the Commission on Ministry and Doctrine established the Equipping for Ministry team to provide theological education for the denomination. Today they make

theological education opportunities available to both credentialed and lay persons in the U.S. Given that previously Equipping for Ministry served North America, the numbers of persons served this biennium reflect the decrease due to Canada becoming a separate national conference.

In 2012 the total enrollment for the Core Courses was 141. For 2013 each course was offered only once in English (except for the Midwest and the Pacific conferences which offered the same course at two different times). Spanish core courses were held in Pennsylvania, California, and for the first time, in Florida. The total 2013 core course enrollment figure was 165 with 84 attending the Spanish courses. As part of our continuing effort to make them more accessible to the widely scattered BIC churches, one core course per year has been live-streamed from Kansas since 2011.

The 2012 Impact Seminar, “Healing: Finding Wholeness in Christ” enrollment was a record setting 239. It will soon be available in a 12 lesson format with DVD, leader’s guide and participant handouts. The 2013 impact seminar “Us, Them and Jesus: Building Bridges in a World that Thinks Differently” enrolled 171. Each year there were E-Seminars and a Spanish Impact seminar bringing the total to 255 and 183 respectively. Terry and Deb Brensinger led 14 pastors and laypersons for a 16-day Israel/Palestine study tour leaving on December 26, 2013.

The Directed Study Program (DSP) was launched in the fall of 2004. The enrollment was 217 in the 2012 calendar year with 181 enrolled in 2013. To date there have been 46 graduates and about sixty percent of graduates have been ordained or are serving in some staff capacity. Currently more than three-fourths of those taking courses are laypersons. The fact that 24 percent of those who graduated continue to take courses is an indirect testimonial to the value of the DSP. Additionally since 2011, Ashland Theological Seminary offers a certificate for any graduate of the program. The graduates this biennium are: Michael Abell, Rodney Bower, Eileen Flenner, Jefferson Gooderham, Bruce Johnson, Hope Newcomer, David B. Miller, Jane Beachy, Debbie Kelly, Bill Simpson, John Streett, Jim Farkas, Frank Juarez, and Daniel Mite.

We are grateful for the volunteer work of members of the Commission – Ryan Brown, Chuck Burkett, Bill Donner, Bryan Hoke, Blaine Loughheed, Stan Norman, and Jose Rodriguez. They are diligent in reading doctrinal questionnaires, tackling theological issues with diligence and discernment, and honoring deceased ministers in the memorial service at General Conference.

In equipping ministers in this biennium, the Commission dispersed \$49,350 in financial assistance to seminarians, seminary spouses, and pastors continuing their education.

In all of its work, the Commission on Ministry and Doctrine desires to credential and equip men and women of God who faithfully and passionately proclaim the life-changing message of salvation. Knowing that the biblical convictions the Brethren in Christ espouse will fade if not continually reinforced and retold, the CMD desires to train preachers and teachers who are able and ready to pass on the biblical and balanced understanding of the Christian faith described in our *Articles of Faith and Doctrine*.

Ordained during the 2012–2014 biennium:

Michael Abell	John Gallo	David B. Miller
Steven Airth	David Green	Ben Newton
Rodney Bower	Donna Harvey	Joshua Nolt
Alan Claassen Thrush	Adin Herndon	Jeffrey Piepho
Christopher Freet	Larry Locke	Gregory Starr

Licensed during the 2012–2014 biennium:

Jose Acosta	Michael Eckman	Maria Perdomo
Jane Beachy	Juan Gallo	Jesse Rivers
Brett Beaver	David Gerhart	Teresa Rodriguez
Jeremy Blount	Samuel Ginarte	Rachel Sensenig
Jeffrey Bope	Brad Gniewek	Brad Stutzman
Michael Bowen	David Gonzalez	Geneve Telfer
Micah Brickner	Jacob Harrison	Brian Thomas
Donnie Carbaugh	Daniel Hepner	Jose Israel Velazquez
Peter Chad Chafin	Elias Jaime	Jason Wenger
Alan Claassen Thrush	Marisol Jaime	Ben White
Jason Crawford	Ron Kramer	Evan White
Timothy Decker	Greg Laudermilt	Brent Wildeson
Timothy Diehl	Charles Lewis	Kurtis Willems
John Dixon	Rodolfo Lorenzo	Charles Greg Wilson
Matthew Dodson	Gennaro Mongello	Otoniel Zamora
Alfredo Dominguez	Galen Oakes II	

Alan Robinson

National Director

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C. Brethren in Christ World Missions

The last biennium has brought thought-provoking work and insight for us at BICWM. As always, there are many layers and areas of focus as we seek to follow the Lord's leading in carrying ministry forward.

In 2012, ten people launched with BICWM through various categories of service. Steve and Chris Newcomer launched in January of 2012 to Mozambique. Steve has developed a strategic plan for the region, and has a vision to raise up a National team, rather than a team of North Americans, to work with the training and development of new pastors. Todd and Shelly M. re-launched into the Middle East in January. This was quite a victory for them personally, and for us as we celebrated with them. Our prayers stand with them as they continue to work through the loss of their two year old son, Elijah and rejoice with them in the birth of their new son, Lincoln. In July, Jonathan and Becky Owen launched with our team in Malawi. Jonathan is a bible teacher at EB Comm, a seminary where pastors receive Bible training.

Missionary Development Program

John Hawbaker, MDP Administrator, and an ad hoc team conducted a formal review of BICWM's training program, which has been modified and updated. I am pleased with the progress and momentum in our training program, along with John's excellent leadership. There were 35 participants in our training program, exploring a call to long term service, or preparing for deployment.

Internships

STEP continues to be a vibrant way for young adults to experience an on-the ground cross-cultural internship with a Spanish emphasis. The 2012-13 STEP Internship team "landed" in their countries of service, after eight weeks of training. Thailand, Spain, and Columbia were chosen as the three new STEP locations. There were 7 STEPper's, the most we have had in the program at one time to date! During this time, Jim and Sonia Bridge (Pequea BIC) were also named as our new directors for the Honduras program beginning in the fall of 2013.

We had two young adults (Heather Ryan and Julie Cook) who served in Choma, Zambia, which also emphasizes our goal to continue to raise up new millennial leaders as a denomination. In addition, we have been in conversation with MCC regarding their SALT and IVEP internship programs, discovering new ways of partnership. We continue to seek out new locations and opportunities to expand and grow our internship possibilities. A major thrust of BICWM has been to invest and raise up the next generation of leaders.

A large project that we took on in the fall of 2012 was a full evaluation of our Partnership Handbook, with a new launch in the spring of 2013. The goal was to update, sort through old projects, and create innovative ways of giving and tracking current projects online. Josh Loffredo, our Messiah College intern (four years with BICWM), headed up this project, and did a terrific job as part of our office staff during his time at Messiah. Josh was an Inter-

national Business major (graduated spring 2013), and has a great heart for the Kingdom of God around the world.

The 2013 year can best be described as a “whirlwind!” Much took place in the life of BICWM in 2013, and the anticipation continues to build for what is in store for the global arm of the BIC U.S. In January, I attended the Council of Anabaptist Global Ministries Summit in Chicago. As vice-chair of this organization, I participated in thought-provoking discussions regarding the changing life of the North American Anabaptist community. Like the Brethren in Christ Church, other sister denominations face similar challenges as we do in addressing the changing face of our world today - financial challenges, staffing issues, etc. At the CIM summit, Dr. John and Esther Spurrier were featured and given an award for their impactful missionary service of more than 40 years on the field. It was a wonderful time of honoring and celebrating their ministry in Zambia.

A milestone occurred in April 2013, as Bishop Aner Morejon (Southeast Conference), Don McNiven (Executive Director of IBICA), and I finalized a three-way ministry partnership for the Latin American region. BICWM worked diligently with the Southeast Conference and IBICA to effectively put in place a visionary effort of collaboration and partnership within the region to work toward strategy, structure, and vision development. BICWM appointed three Regional Coordinators for the Latin American region that will help in building relationships, networking the BIC identity, and providing avenues to receive training and eventually credentialing for Latin American pastors. We are very blessed to have these leaders on board in these roles:

- *Dr. Alex Alvarado* - Regional Coordinator to Central America. Alex is the founder and senior pastor of Ciudad de Dios Church in San Jose, Costa Rica. An author and international teacher focusing on discipleship and leadership training, Alex is well-equipped and brings a wealth of experience to the BICWM team.
- *Rev. Constain Carrillo* - Regional Coordinator to the Caribbean (including Cuba and the Dominican Republic). Constain has served as a pastor in the Southeast Conference, and has 15 years of experience in ministry throughout Latin America.
- *Dr. Maria Caridad Perdomo* - Regional Coordinator to South America. Maria has pastoral, administrative and global experience in several regions in Latin America. Maria is the founder and president of Voice of the Nations Ministries, Inc.

Two international summits took place in 2013 (in cooperation with IBICA), to continue to address the dependency/self-sustainability issue in the global context. The Southern Africa Summit, held in June, achieved goals of pulling together 25 leaders from seven African countries where we worked diligently on building relationships and addressing the issues of self-sustainability, which is one of BICWM’s major thrusts going forward. The leaders returned to their home context with a new vision for partnerships in their region and practical goals to work together as a “continent” to carry forward ministry and mission.

In early December, our commitment to addressing self-sustainability and dependency was further carried out as we held our first-ever Latin American Summit at Ciudad de Dios in Costa Rica. Over 30 delegates (from 10 Latin American countries) and an additional 30+

guests as well as staff from the host church were in attendance, as we collaborated on BIC identity, core values, future growth and partnership. It was a time of building new relationships and a commitment to work together as a Latin American region, including Central America, South America, and the Caribbean. The strategy and benefits of our appointing three Latin American coordinators has been positively evident. I am blessed by their partnership and investment in these regions.

We also held an RA/Regional Coordinator/Team Leader Summit in September, to talk about mission and vision, the future of BICWM, and to dialogue about a number of team and administrative issues. This gathering, held about every two years, has proven to be beneficial for our leadership team and promotes a healthy relationship with the home office.

BICWM deployed the following Global Workers in 2013:

- **Team-base funded workers**
Melissa Shumaker - Spain in September
Jim and Sonia Bridge - Honduras as STEP directors in October
D. & M. G. - Middle East in December
- **Self-support missionary**
Mary Biser - Macha Hospital, Zambia in March
- **Deployment of associate missionaries**
Eric and Corie Thuma - Macha – August with Push the Rock (sports and discipleship).
Bryan and Karah Leaman – Halle, Germany - December – Eastern Mennonite Mission
- **Plans for deployment of other associate missionaries**
Keith and Sandy Probst – Chile - Eastern Mennonite Mission
Barry and Kimberly Horst – Ireland – Operation Mobilization
- **Deployment of a short-term global worker**
Sara Miller - Nahumba Guest House, Choma, Zambia – January 2014

By year-end 2013, we had a total of 69 global workers on the field, which includes Team-Based Funded, Self-supporting, Covenant and Associate missionaries.

Our new six week STEP training program concluded with great success in November 2013. For a number of reasons, we've moved this training "in house", and the positive outcomes of this first year have been evident. The four STEPPers are now launched to Honduras with new directors in place.

I find it resourceful and life-giving to be a part of several Anabaptist Missions groups, including Mennonite World Conference and Council of International Anabaptist Ministries. There are endless ways of collaboration and partnership available to us as we seek to reach the world for Christ together.

I am so blessed for the privilege of serving in the role of Executive Director. Upon reflection of six years of service in this role, I have learned much, grown much, and have been thoroughly blessed with the honor of serving you and the Brethren in Christ Church in this capacity. I continue to hold the Church and our global ministry close to my heart. My prayer is for the Church to be blessed with the fruit of many lost souls to find the love of Christ through our

ministries locally and globally. Scottish medical missionary to Africa, David Livingstone said, “I’ll go anywhere as long as it’s forward.” As a “futurist”, I echo Livingstone’s declaration.

Christine A. Sharp
Executive Director

BICWM@BIC-CHURCH.ORG

Mirta Colloca
Chair, BICWM Board

VIDA88@ATT.NET

Personnel Assignments

Personnel assigned to service under the Board for World Missions since 2012 General Conference. Dates indicate beginning of assignment or start of new term.

Category of service	Name	Location	Date
<i>Missionary</i>	Josué & Mercy Abreu	Spain	2009
	Nathan & Cathy Bert	Honduras	2012
	Mary Biser	Zambia	2013
	Jim & Sonia Bridge	Honduras	2013
	Bruce & Merly Bundy	Spain	2011
	Mike & Lori Cassel	Mexico	2012
	Mark & Annette C.	Spain	2011
	Kris G.	Thailand	2012
	D. & M. G.	Secure area	2013
	Earl & Lois Hess	Malawi	2011
	Chris & Kara K.	Spain	2013
	Paul & Claire K.*	United Kingdom	2013
	T. & S. M.	Secure area	2012
	Doug & Barb Miller	Malawi	2013
	Glenn & Glenda Moyer	Columbia	2012
	Brian & Rochelle Myers	New Mexico	2012
	Steve & Chris Newcomer	Mozambique	2012
	Jason & Rebekah Oberholser	New Mexico	2013
	Jonathan & Rebecca Owen	Malawi	2012
	Angelina S.*	United Kingdom	2011
	Jake & Nancy Shenk	Zimbabwe	2013
	Melissa S.	Spain	2013
	Jay & Judy S.	United Kingdom	2011
	John & Esther Spurrier	Zambia	2013
	Ben & Eunice Stoner	New Mexico	2013
	Silk W.	Thailand	2013
<i>Covenant Missionary</i>	P. & K. E.	Secure area	2011
	Amy H.	Secure area	2013
	Dave & Patti Miller	Quebec	2010
	Ben & Lindsey N.	South Asia	2012
	T. S.	Secure area	2012

Category of service	Name	Location	Date
<i>Medical Review Officer</i>	Dr. Curtis Hershey	N/A	2013
<i>Global Volunteer</i>	Julie Cook	Zambia	2013
	Sara Miller	Zambia	2014
	Heather Ryan*	Zambia	2012
	Miriam Stern	Philadelphia (Pa.)	2012
<i>STEP program</i>	Beth Brubaker	Columbia	2012
	Renee Buckwalter	Spain	2012
	Nikki Grant	Honduras	2013
	Brynn Hoffman	Honduras	2013
	Asher Fickett	Spain	2012
	Kristen Johnson	Honduras	2013
	Aaron Johnston	Columbia	2012
	Karla Mylin	Thailand	2012
	Rebekah Sharp	Thailand	2012
	Katlyn Stern	Honduras	2013
	Eryca Testement	Columbia	2012

The following missionaries are employed by other sending organizations but maintain an associate relationship with BICWM.

<i>Associate Missionary</i>	Melanie and Julio Avila	Guatemala	2011
	Dan and Karn Deyhle	India	2012
	Barry and Kimberly Horst	United Kingdom	2014
	Bryan and Karah Leaman	Germany	2014
	Keith and Sandi Probst	Chile	2013
	Eric and Corie Thuma	Zambia	2013
	Andy and Jade Tibbins	Guatemala	2014
	Ken and Kathy Wall	Guatemala	2012

**Service already completed*

D. Financial Reports of BIC U.S.

Statements of Financial Position as of December 31

Assets	2013 ^{(AUDITED)*}	2012 ^(AUDITED)
Cash	\$ 1,191,428	\$ 1,611,588
Accounts receivable	393,400	384,873
Short-term assets	4,556,898	3,855,727
Long-term assets	4,792,378	4,335,501
Fixed assets	250,674	252,822
Total Assets	\$ 11,184,778	\$ 10,440,512

Liabilities	2013	2012
Accounts payable	\$ 844,731	\$ 929,267
Payroll taxes	4,655	15,380
Short-term liabilities	2,565	2,565
Long-term liabilities - WM	250,525	193,480
Pension fund (non-funded MPF benefits)	3,496,084	4,824,549
Total Liabilities	\$ 4,598,560	\$ 5,965,242

Net Assets	2013	2012
Leadership & Partnership	\$ 2,291,597	\$ 3,020,274
GC-BIC Health Plan	(190,036)	(447,711)
Compassion	160,013	220,245
Faith Communities	240,613	8,776
Church Planting	(33,665)	-
Leadership Development	212,024	113,385
Sending for Witness & Service (Opr & MR)	7,382,571	6,390,768
Communications/Stewardship**	19,185	19,082
Pension Fund (non-funded MPF benefits)	(3,496,084)	(4,824,549)
Total Net Assets	\$ 6,586,218	\$ 4,475,270
Total Liabilities & Net Assets	\$ 11,184,778	\$ 10,440,512

Included in the above are:

Permanently Restricted Net Assets

General Leadership	\$ 1,485,765	\$ 1,485,765
Ministry & Doctrine	84,004	83,004
World Missions	1,157,746	1,157,746
Total Permanently Restricted Net Assets	\$ 2,727,514	\$ 2,726,514

*This column has been updated from the Agenda with audited numbers.

Condensed Statement of Activities as of December 31

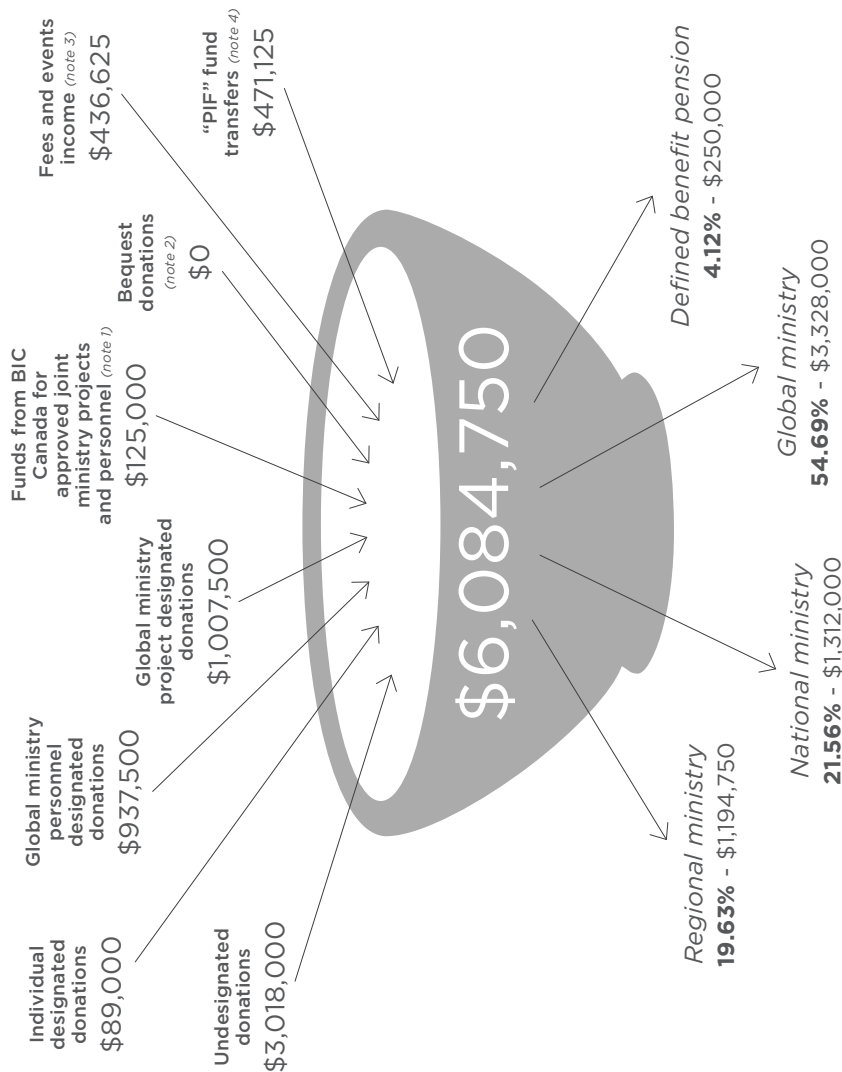
Ministry Receipts	2014 <small>(BUDGET)</small>	2013 <small>(UNAUDITED)</small>
Undesignated	\$ 3,018,000	\$ 2,933,636
Designated	2,159,000	2,419,774
Other <small>(General Conference, YouthQuest)</small>	436,625	149,315
Interest and PIF Funds	471,125	878,936
Total Ministry Receipts	\$ 6,084,750	\$ 6,381,611
Ministry Expenditures	2014	2013
Regional	\$ 1,194,750	\$ 1,172,214
National	1,312,000	970,696
Global	3,328,000	3,216,488
Pension	250,000	46,797
Health Plan	-	400,000
Total Ministry Expenditures	\$ 6,084,750	\$ 5,806,195
Net Income (Loss)	\$ -	\$ 575,466

The 2012 audited statement of activity is available upon request by emailing BICFINANCE@BIC-CHURCH.ORG. Our auditors have recommended changes to our chart of accounts, and these have been made in 2013 and 2014. The reporting of 2013 financial activity and the 2014 budget are consistent with this new chart of accounts.

2014 budget diagram

Notes:

1. "Funds from BIC Canada for approved joint ministry projects and personnel" refers to funds from BIC Canada in support of both missionaries and approved ministry projects. BIC Canada and BIC US have a joint ministry agreement (JMA) that ensures the use of Canadian funds complies with tax laws in Canada and the U.S.
2. "Bequest donations" refers to income that the Church might receive as a result of bequests from wills. While this has been a very helpful source of income in past years, we do not presume on bequest donations for the annual budget. Any bequest income will be reported in the end of year reports of actual income.
3. "Fees and events income" refers to fee income for services such as the Directed Study Program and the Core Courses. The events income would be fees for events such as General Conference and YouthQuest.
4. "PIF funds" means "Pay It Forward Funds." These are funds currently held as investments. In many cases these funds are restricted for certain purposes. The money in these investments has come from various sources, for example, perhaps from bequests, or other designated donations for specific purposes or perhaps as a result of actual income beyond actual expenditures in previous years.



E. Ministers Pension Fund

Statement of Net Assets Available for Benefits

Years ended December 31

Assets	2013 ^(AUDITED)	2012 ^(AUDITED)
Cash in financial institutions	\$ 427,692	\$ 612,870
Investments	23,002,401	20,030,810
Interest receivable	11,938	10,599
Accounts receivable	2,380	-
Notes receivable	24,807	24,807
	\$ 23,469,218	\$ 20,679,086

Liabilities and Net Assets

Tax-Sheltered Annuities	\$ 18,341,496	\$ 15,910,435
Accrued expenses payable	15,191	36,352
Net assets available for benefits	5,112,531	4,732,299
	\$ 23,469,218	\$ 20,679,086

Statement of Changes in Net Assets Available For Benefits

Years ended December 31

Additions to Net Assets Available for Benefits	2013	2012
Net appreciation in FV of investments	\$ 1,961,328	\$ 1,229,477
Interest and dividends	410,656	444,855
Net gain (loss) on sale of investments	379,853	327,923
Contributions to fund Defined Benefits	541,151	463,984
Contributions to TSA accounts	1,135,550	1,059,538
TSA administrative fees	85,444	74,938
Total Additions to Net Assets Available for Benefits	\$ 4,513,982	\$ 3,600,715

Deductions from Net Assets Available for Benefits

Transfers to Tax Sheltered Annuities	\$ 1,135,550	\$ 1,059,538
Distributed earnings on TSA accounts	2,288,101	1,548,553
Annuities paid to participants	597,996	593,664
Lump sum distributions to participants	-	83,260
Operating expenses	88,624	95,740
Investment management expenses	10,841	10,106
Disability insurance premiums	12,638	10,023
Total Deductions from Net Assets Available for Benefits	\$ 4,133,750	\$ 3,400,884

Net Increase(Decrease) in Net Assets Available for Benefits	\$ 380,232	\$ 199,831
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F. Brethren in Christ Foundation (Mechanicsburg, Pa.)

1. General Report

2013 was a great year in many respects. Even though we had to endure a partial government shutdown that affected many folks, and despite the expectation among many advisors of a pullback in the market, return on investments was well above average. We are blessed by God's provision for us in uncertain times.

The **Loan Fund** of the Foundation continues to be a place where individuals and organizations can assist pastors and congregations with the purchase of facilities. Investment into the fund provides the funds needed to loan at below market rates and in situations where it would otherwise be impossible to secure financing. Physical plant expansion and improvement projects were strong, with many of our congregations utilizing the Foundation for the necessary funds. This effort was well supported by our church family with the purchases of investment securities to make the needed funds available. We are indebted to the investors who support this ministry.

The **Trust Fund** of the Foundation also continues to be a conduit between donors with a heart for giving and the ministries of the church. This year there were again significant gifts made available for ministry. These donors are making use of programs that minimize taxes to provide the maximum benefit to their area of interest and passion. The Foundation partners with BIC churches and organizations to promote new sources of funding for ministry and with our BIC people to assist them in financially supporting the ministry of their choice. The Trust Fund is also a place for charitable organizations to pool funds with others for investment purposes. Various investment models provide the options needed to invest for different purposes and time frames.

In its **Matching Grant Program**, the Foundation approved 67 applications in 2013 to fund new outreach initiatives launched by Brethren in Christ congregations. Total reimbursements approved for these grants were just over \$40,000.00. The creative ways our congregations are using these funds is just amazing!

The **BIC Ambassador Program** began in 2010 with recruitment of individuals to provide information and sponsorship of the Brethren in Christ ministry agenda. We are grateful for their willingness to serve and believe you will find their efforts helpful and inspiring. During 2014 the focus will be directed to the specific ministries of the Foundation.

The **Pension Fund** of the denomination experienced a great year in investment growth both on the funds held in reserve for the payment of future benefits (DB) and the funds invested in the 403(b) plan (TSA). The Foundation continues to assist the church with the administration of the pension fund and the administration of the new 403(b) plan for pastors and church employees that was put in place at the beginning of 2010.

Again, thank you for investing in the ministries of the Brethren in Christ Church and your confidence in the Brethren in Christ Foundation.

Elvin Peifer
CEO

EPEIFER@BICFOUNDATION.ORG

Statements of financial position

Year Ended December 31, 2013

Year Ended December 31, 2012

Assets	Brotherhood Loan Fund	Trust Fund	Eliminations	Total All Funds	Brotherhood Loan Fund	Trust Fund	Eliminations	Total All Funds
Cash and cash equivalents	\$ 14,409,140	\$ 5,497,774	\$ -	\$ 19,906,914	\$ 13,929,426	\$ 1,942,029	\$ -	\$ 15,871,455
Investments	-	27,500,429	(6,917,245)	20,583,184	-	28,702,303	(6,853,568)	21,848,735
Loans receivable	29,240,412	850,305	-	30,090,717	29,438,681	818,232	-	21,848,735
Real estate held for sale	-	988,121	-	988,121	-	988,121	-	988,121
Property & other assets	819,216	292,153	-	1,111,369	897,045	196,719	-	1,093,764
Total Assets	\$44,468,768	\$35,128,782	\$(6,917,245)	\$72,680,305	\$ 44,265,152	\$32,647,404	\$(6,853,568)	\$70,058,988
Liabilities and net assets								
Debt securities								
Thrift accumulation plan agreements	\$ 15,754,789	\$ -	\$ (343,160)	\$ 15,411,629	\$ 16,770,603	\$ -	\$ (341,361)	\$ 16,429,242
Stewardship investment certificates	15,258,972	-	(972,719)	14,286,253	14,265,052	-	(862,909)	13,402,143
Individual retirement account notes	5,600,454	-	(5,600,454)	-	(5,649,298)	-	(5,649,298)	-
Split-interest agreements	-	8,618,426	-	8,618,426	-	7,006,659	-	7,006,659
Individual retirement and health savings	-	7,050,702	-	7,050,702	-	7,081,716	-	7,081,716
CTF investment accounts	-	15,311,253	-	15,311,253	-	13,999,751	-	13,999,751
Other	113,987	486,876	(912)	599,951	77,920	682,968	-	760,888
Total liabilities	\$36,728,202	\$31,467,257	\$(6,917,245)	\$61,278,214	\$ 36,762,873	\$28,771,094	\$(6,853,568)	\$58,680,399
Net assets								
Unrestricted								
Designated, donor-advised funds	-	\$ 1,987,883	\$ -	\$ 1,987,883	\$ -	\$ 2,244,527	\$ -	\$ 2,244,527
Other	7,300,494	1,673,642	-	8,974,136	7,062,243	1,631,783	-	8,694,026
Temporarily restricted	25,072	-	-	25,072	25,072	-	-	25,072
Permanently restricted	415,000	-	-	415,000	415,000	-	-	415,000
Total net assets	\$ 7,740,566	\$ 3,661,525	\$ -	\$ 11,402,091	\$ 7,502,279	\$ 3,876,310	\$ -	\$ 11,378,589
Total liabilities and net assets	\$44,468,768	\$35,128,782	\$(6,917,245)	\$72,680,305	\$ 44,265,152	\$32,647,404	\$(6,853,568)	\$70,058,988

Statements of activities

Year Ended December 31, 2013

Year Ended December 31, 2012

	Year Ended December 31, 2013			Year Ended December 31, 2012		
	Brotherhood Loan Fund	Trust Fund	Total All Funds	Brotherhood Loan Fund	Trust Fund	Total All Funds
Revenues and gains						
Interest on loans	\$ 1,206,953	\$ 42,660	\$ 1,249,613	\$ 1,544,651	\$ 48,644	\$ 1,593,295
Net investment income (loss)	153,870	2,602,686	2,756,556	160,147	1,909,638	2,069,785
Allocation of net investment (income) loss	-	(2,595,252)	(2,595,252)	-	(1,901,958)	(1,901,958)
Contributions	-	154,942	154,942	-	1,469,160	1,469,160
Service fees, other income and support	49,368	271,292	320,660	41,034	240,173	281,207
Total Revenues, Gains and Other Support	\$ 1,410,191	\$ 476,328	\$ 1,886,519	\$ 1,745,832	\$ 1,765,657	\$ 3,511,489
Expenses						
Interest	\$ 600,681	\$ -	\$ 600,681	\$ 808,998	\$ -	\$ 808,998
Distributions to charities	41,750	144,595	186,345	37,400	1,258,751	1,296,151
Foundation expenses	529,509	289,875	819,384	503,816	287,750	791,566
Total Expenses	\$ 1,171,940	\$ 434,470	\$ 1,606,410	\$ 1,350,214	\$ 1,546,501	\$ 2,896,715
Excess (deficiency) of revenues, gains and other support over expenses before donor-advised funds activity	238,251	41,858	280,109	395,618	219,156	614,774
Change in donor advised funds						
Contributions	-	215,161	215,161	-	808,208	808,208
Net investment income	-	60,876	60,876	-	47,782	47,782
Charitable distributions	-	(521,277)	(521,277)	-	(548,025)	(548,025)
Administrative expenses	-	(11,403)	(11,403)	-	(10,645)	(10,645)
Increase (decrease) in donor advised funds	\$ -	\$ (256,643)	\$ (256,643)	\$ -	\$ 297,320	\$ 297,320
Excess (deficiency) of revenues, gains and other support over expenses	238,251	(214,785)	23,466	395,618	516,476	912,094
Change in temporarily restricted net assets	36	-	36	21	-	21
Change in net assets	\$ 238,287	\$ (214,785)	\$ 23,502	\$ 395,639	\$ 516,476	\$ 912,115
Net assets - beginning	7,502,279	3,876,310	11,378,589	7,106,640	3,359,834	10,466,474
Net assets - ending	\$ 7,740,566	\$ 3,661,525	\$ 11,402,091	\$ 7,502,279	\$ 3,876,310	\$ 11,378,589

8. Institutional Reports

A. Board for Media Ministries

Operations of this entity continue to wind toward a close. Evangel Press was closed and Evangel Publishing was sold during the 2013 year. Proceeds of the sale of publishing and the equipment of Evangel Press are being used to pay off creditors. Currently the remaining cash from those transactions is \$25,114.74.

Remaining obligations include unemployment payments and a negotiated settlement pay-off to Canon Financial on one of the leased copier/printers. We expect settlement of these two obligations to mostly use the remaining cash funds.

The building in Nappanee has been leased for 14 months beginning December 1, 2013. Rental income is \$3,600 per month for 12 months. The tenant has option to purchase the building during the lease period for \$350,000. Tenant has expressed considerable interest in exercising the purchase option. It is being used for furniture manufacturing.

The building in Chambersburg currently has only two tenants and is for sale. The rental income from the tenants is greater than the monthly payment on the loan on the building.

Both leases are “triple net” and thus the income on both buildings is mostly clear.

Our Board currently consists of Keith Wagner, Bob Leadley and Joel Long. They have given of themselves tremendously over the past few years. Darren and Jennifer Shaw, past employees of Evangel Press, continue to provide part-time assistance in handling transactions for the board. We are especially appreciative of all of them.

The work of this board should be transitioned soon to GCB. Consequently, all remaining members of the Board respectfully request their resignations be accepted at the convenience of the governing body.

Harold Gleason

Chair

HGAGENCY@YAHOO.COM

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

We are very grateful for the work accomplished this year as we continue to minister among the hurting and distressed within the population of women with children in southern California. We focus on those who come to us as referrals for long term care following experiences of domestic violence where the woman has already been part of a short term shelter. In this setting it is a great privilege to be part of the ministry of compassion and care of the church to specific people in need.

This was an eventful year for us in many ways. First among these were the personal needs of our executive director as her husband needed to be in a medical care facility in Florida for several months as he waited on a liver transplant. We were able to hire another person to step in to give assistance on the west coast, while our executive director was able to continue to manage specific daily needs from the east coast. We are grateful that Percy was able to receive a liver and that Carmen and he are both back in California. We are also very grateful for the abilities of our staff team who each stepped up to make things happen and continue ministry in the midst of this unusual situation.

A growing part of our work is with the graduates of our shelter. A normal stay is nine months to a year. Experiencing the breadth of care and program we offer, the client is ready to re-enter life and work outside of our shelter. We say it this way in our mission statement: "Pacific Lifeline, a faith based ministry, empowers women and their children facing chronic homelessness to achieve personal and social stability." It is so exciting to see clients achieve this stability and enter back in to a new life situation.

The graduates also mean that there are a growing number of persons where we may continue ministry and contact as they move forward in life. We call this our Extended Care Program. The Board has accommodated this ministry within the buildings we presently own, but have also realized the difficulties created as we seek to work with two different populations – one needing shelter and privacy and the other having graduated back into society. A significant development for us in this regard was the availability of an adjacent property that came on to the market this year.

We are pleased that we were able to negotiate with the sellers and to receive an extension in our present loan with the Brethren in Christ Foundation in order to purchase this property. It will provide off street parking and office space for our ministry, and group meeting space for our Extended Care Program. We would have paid for our initial purchase in full during the first half of 2014. That would have been a great cause of celebration, and it still is! However, the need for space to accommodate these ministries and the availability of this adjacent property encouraged us to continue to move forward and to make this purchase. Following the purchase our total indebtedness will be approximately \$343,817.62, with a 15 year mortgage at 4.25% interest, and a monthly payment of \$2,586.47. This continues to be consistent with our current obligations.

Our present buildings are on the campus of Pacific Christian Center and stretch from Pacific Lifeline to Alpine Street. The new purchase forms the base of an "L" coming out to San Antonio Avenue and connecting with our present property.

It is good to continue this significant ministry of the Brethren in Christ Church in the U.S., as we minister to a needy world, serving as a fully owned and operated institution of the General Conference located in Upland, California. We are always pleased to consult with others who may be initiating or working with shelter ministries.

Carmen Hall
CEO

PACIFICLIFELINE@EARTHLINK.NET

Kenneth O. Hoke
Chair Person

KEN.HOKE@COMCAST.NET

9. Covenant Relationship Reports

A. Messiah College (Mechanicsburg, Pa.)

Messiah College began the 2013-2014 academic year by welcoming 648 first-year students to our campus. We were encouraged by some positive qualitative recruitment trends, including an under-represented student enrollment of 13 percent—our highest percentage on record—and the incoming average SAT score was increased by 15 points from the previous year. Messiah's international student recruitment and graduate student recruitment have been steadily increasing. This put Messiah's total starting undergraduate and graduate headcount at 3,084 students, which exceeded last year's total headcount by 108 students.

This year we celebrated the successful completion of the Centennial Campaign—a five-year fundraising campaign with a goal of \$40 million—that officially concluded at \$46.2 million, exceeding its goal during one of the most difficult national economies in recent memory. The Calvin and Janet High Center for Worship and Performing Arts, the cornerstone of the Centennial Campaign, opened for campus use in January 2013. The 92,000-square-foot facility includes outstanding classrooms, offices, rehearsal and performance space for Messiah's School of the Arts. The centerpiece is Parmer Hall, a 778-seat acoustically stellar performance hall for public concerts, lectures and campus chapel and worship events. The venue includes a masterfully restored pipe organ, as well as a choral terrace for 116 performers. Also within the center is the more intimate High Foundation Recital Hall that is used by student and faculty for recital performances. The College's board of trustees hosted an official dedication ceremony of the High Center on May 5, 2013. The High Center's inaugural season throughout the spring and fall included lectures by Nobel Peace Laureate Leymah Gbowee and editor/author David Brooks. A musical performance highlight was New Orleans jazz legend Wynton Marsalis' performance with the Jazz at Lincoln Center Orchestra and a 70-voice gospel choir to perform "Abyssinian: A Gospel Celebration" in Parmer Hall before a crowd of 700 guests—an event that drew both regional and national visibility for the College.

In August 2013, Messiah launched its newest graduate program, a Master of Science in Nursing. Exceeding its goal of 12 students by enrolling 20 students in the first cohort, it serves as Central Pennsylvania's only online MSN nurse educator degree program. Also, in keeping with advances in higher education, Messiah's newly renovated and restructured library—now called the Murray Library and Learning Commons—opened its doors last year to offer group study rooms, technology upgrades, the Café Diem coffee shop and student support services as a one-stop location for collaborative and student-centered learning.

Last spring, the Messiah community was delighted to learn that both an alumna and a current student had earned Fulbright Awards. Lucy Barnhouse '08 received the prestigious award to study medieval history in Germany as part of her doctoral studies. Malcolm McDermond '13, who won a Fulbright U.S. Student Award to assist with English courses in Malaysia, opted to work with the Mennonite Central Committee developing sustainable agriculture in Nepal.

In December 2013, Messiah continued to build on its legacy of “pursuing athletic excellence, developing Christian character,” when the men’s soccer team won its tenth NCAA championship. The win for the Falcons secured not only their tenth title in ten national final appearances, but also their second-straight championship and their fifth in the past six seasons!

At Messiah College we remain thankful for God’s faithfulness and our continuing covenant relationship with the Brethren in Christ Church to advance our mission “to educate men and women toward maturity of intellect, character and Christian faith in preparation for lives of service, leadership and reconciliation in church and society.”

Kim S. Phipps

President

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B. Messiah Lifeways (Mechanicsburg, Pa.)

1. General Report

Thank you for the opportunity to provide my first report to General Conference. Hopefully you are aware that I have joined the Messiah Lifeways team as President and CEO effective August 12, 2013. I have greatly appreciated the support and encouragement of denomination leaders, members and others in BIC-related organizations. I'm pleased to continue the strong legacy left by Emerson Leshner, and earlier by George Kibler, as we enter this new stage in this organization which seeks to "responsibly enhance the lives of older adults with Christ-like love."

To show the impact our ministry is having on older adults in our service area, here is a summary of some activities in the Messiah Lifeways service area this past year:

- Across the organization, we saw a 12% increase in the number of persons served by all service lines. In total, 2,685 persons were served by all service lines. Individuals served were predominately from seven counties in South Central PA.
- The new Messiah Lifeways Coaching service completed its first full year, serving 374 individuals through workshops, coach helpline, and discovery coaching sessions.
- Messiah Lifeways Connections officially launched in January 2013 as a grassroots membership group dedicated to helping members age in place at home with the help of trusted vendors, a strong social network, volunteer opportunities, and a member helpline. Nearly 100 members joined Connections over the last year.
- Mount Joy Country Homes completed construction in fall 2013 on 12 new cottages and a new 3,500 square foot community center which includes a large meeting room, library, fitness center, and rehabilitation suite. This active adult cottage community is currently home to 79 residents. Marketing of the next expansion phase has begun. This phase will include 18 new cottages.
- Interest in the use of Messiah Lifeways At Home program continues to develop. In the last fiscal year, Messiah Lifeways saw a 26% increase in the number of new clients served. The challenge for this service has been a decrease in the average number of hours of service per client.
- In July 2013, Messiah Lifeways began sponsoring the senior center in the Shippensburg area. This is the largest and most active senior center in Cumberland County. This is a new geographical area of service from Messiah Lifeways.

In addition to these broader activities, here is an update on our Messiah Village campus:

- Our census in Enhanced Living (Personal Care) has been very strong in 2013 with above-budgeted percentage points. This can be a slower area to fill due to people delaying making a move so it has been positive to see such strong numbers for this area of living. Residential Living maintains budgeted occupancy numbers while Nursing Care hovers slightly below budget from July to January in the current fiscal year. We feel confident that these numbers will continue to rise as we made internal staffing adjustments and are in the process of several environmental enhancements to our transitional care/short term rehab neighborhood.
- We provide over \$4.5 million of benevolent care for residents who cannot pay their full

way at Messiah Lifeways. We are grateful to provide this charitable benefit, as it supports our mission and values. We are also pleased that a number of our programs like Mount Joy Country Homes, Connections, At Home and Adult Day are accessible to a wide spectrum of income groups. Messiah Lifeways is a ministry providing services for many. At Messiah Village, some residents have outlived their financial resources, but development activities over the years have provided security for these. Generous donors once again added to the Endowment Fund for benevolent care so all residents, regardless of their ability to pay, receive services enhancing their lives. Our endowment as of June 30, 2013 was \$14.5 million, and we used \$675,000 from the proceeds to help offset some of this charitable obligation. We are very appreciative to you, our brothers and sisters in Christ, who share this journey by including Messiah Lifeways in your charitable giving plans.

- Recognizing the ever-evolving relationship between hospitals and nursing facility providers paired with our strong commitment to be the provider of choice, we have invested in staff education and equipment to maximize our service offerings. For example:
 - a.** Our therapy department beats national averages! For orthopedic services, Messiah Village averages 19 days of therapy compared to a national average of 27 days. As a result, we are able to serve many more residents seeking short-term rehab care with a successful transition back to home. These numbers and others are the result of greater therapy minutes being provided each day.
 - b.** We increased our clinical competency and now have three team members certified to insert PICC and Midlines for IV medication administration.
- All Messiah Village residents had opportunity to participate in a satisfaction survey in the fall of 2013. We have since received the feedback from Holleran, the company who administered the questionnaire for our community as well as over 230 similar communities across the nation. Messiah Village received Highest Honors for achieving scores that exceed the 90th percentile of Holleran's National Benchmark for multiple Independent Living survey factors.

We have begun implementation of our strategic repositioning plan on the Messiah Village campus. Phase 1 of the plan includes construction of a new apartment building, increasing the number of private rooms for nursing care, and adding some larger-sized rooms to our enhanced living program. The new design will include a new Wellness Center, with a larger pool and fitness area. These changes will allow us to address the changing demands for aging services in a manner that makes sense from a financial feasibility standpoint. This project will take several years to come to fruition, but you should be hearing more about it in the next 12-18 months.

We are pleased that our expanding network of options for individuals 55 and better allows us to serve even more older adults--including Brethren in Christ persons--across south central PA. We realize some may choose to age in place in their homes while others choose to move to one of our two resident communities. Regardless of where they may call home, we are pleased to serve many persons who are 55 and better in a variety of ways.

Again, thank you for your interest in Messiah Lifeways, and we look forward to ministering together in the year ahead.

For more information, please visit MESSIAHLIFEWAYS.ORG.

Curtis D. Stutzman
President/CEO

CSTUTZMAN@MESSIAHLIFEWAYS.ORG

2. Financial Reports

Consolidated Statement of Financial Position—Condensed at June 30 year-end

Assets	2013	2012
Current assets	\$ 10,232,676	\$ 10,355,307
Assets whose use is limited	1,689,694	1,311,312
Investments	37,966,992	34,071,665
Property and equipment, net	51,280,198	49,233,277
Other assets	2,925,804	3,155,919
Total Assets	\$ 104,095,364	\$ 98,127,480
Liabilities & Net Assets	2013	2012
Current liabilities	\$ 7,295,237	\$ 4,922,193
Long-term debt	27,390,160	28,100,320
Refundable & deferred entrance fees	29,588,673	27,919,442
Other liabilities	1,603,802	2,293,209
Total Liabilities	\$ 65,877,872	\$ 63,235,164
Net Assets	2013	2012
Unrestricted	\$ 22,781,264	\$ 20,807,574
Temporarily Restricted	3,618,083	2,499,163
Permanently Restricted	11,818,145	11,585,579
Total Net Assets	\$ 38,217,492	\$ 34,892,316
Total Liabilities & Net Assets	\$ 104,095,364	\$ 98,127,480

2. Financial Reports (cont.)

Consolidated Statement of Activities—Condensed June 30 year-end

	2013	2012
Operating revenue	\$ 38,723,206	\$ 36,236,626
Operating expenses		
Salaries, Wages and Benefits	20,627,998	20,089,424
Fees, Purchased Services and Supplies	6,920,852	6,643,545
Administrative	2,104,483	1,491,039
Building, Operations and Maintenance	1,974,848	1,935,192
Insurance and Real Estate Taxes	1,068,033	1,019,485
Interest	1,124,770	1,157,573
Depreciation and Amortization	4,738,865	3,922,038
Total Operating Expenses	\$ 38,559,849	\$ 36,258,296
Operating Income (Loss)	\$ 163,357	\$ (21,670)
Contributions	\$ 477,793	\$ 716,600
Investment Return	4,076,849	97,670
Release from Endowment Fund	(678,722)	(498,256)
Other non-operating gains and losses	(714,101)	(1,239,718)
Increase (Decrease) in Net Assets	\$ 3,325,176	\$ (945,374)
Net Assets, Beginning, As Restarted	34,892,316	35,837,690
Net Assets, Ending	\$ 38,217,492	\$ 34,892,316

C. Paxton Ministries (Harrisburg, Pa.)

1. General Report

Paxton Ministries was founded 32 years ago to serve the housing needs of people struggling with mental illness, intellectual disabilities, and poverty. Though Paxton Ministries is primarily known for our 85-bed personal care facility on Paxton Street in Harrisburg, PA, the ministry has grown into a community of homes and a business where we help people with mental illness reintegrate themselves into the community by providing emotional support, a place to live, and employment. The Community Living Program includes the Boas Street Lodge, Scenery Lodge (which opened in early 2013), independent living apartments, and a resident-staffed cleaning service.

Reaching Out

Over the past few years, we have been reaching out to other organizations, forming new partnerships and strengthening old ones. Through these types of collaborations we are able to draw on their expertise and resources to help us better serve our residents and stretch our funding dollars. We are grateful for the relationship with Messiah Lifeways, who provides expertise and staff training; Pinnacle Health who provides an on-site clinic twice a month; our new partners who give us food donations; and Messiah College whose students frequently come to Paxton Street Home to spend time with residents. We are truly thankful for these community partners who help us in our mission of providing “housing, help, and healing in the name of Christ”.

Looking Ahead

Last year our Board of Directors initiated a bold effort to look at the future of Paxton Ministries, discerning where God is leading us. We are blessed to have a visionary board that realizes there are several things we must consider in order for Paxton Ministries to remain healthy and thriving. Our building is aging; the environment around us is continually changing; and the needs of our local community continue to grow. With this in mind the board focused on these three areas:

Our Building: A formal building evaluation has given us better knowledge of any large repair and maintenance expenses on the horizon. We found that our almost 80-year-old building is surprisingly strong and solid, with no glaring weaknesses in the structural, mechanical, electrical, or plumbing systems. Like any structure, of course, the building will need attention in the coming years, but we now have a clearer picture of what may be needed to continue ministering here on Paxton Street.

Our Environment: The environment and resources around us have changed greatly in the past decades. Human services and health care are currently undergoing tremendous restructuring, which impacts all of our residents. Foundation and grant sources, as well as our partners’ giving patterns, have also altered. These changes require re-evaluation and discernment for future decision making. Given these challenges, we are assessing how we can continue to serve people in need in a way that is sustainable long into the future.

Our Community: We are examining the needs of our local community, trying to anticipate where we will best be able to meet them with excellence. Since we know from experience that we can better serve our residents by working with other agencies, we will continue to determine how to relate to other organizations as we look to the future of Paxton Ministries. We want to assure our ongoing ability to serve adults in need.

Volunteers

Volunteers continue to strengthen and enhance our ministry, and we invite you to join us.

Volunteers contribute in areas as diverse as knitting, music, games, food service, and construction work. No matter the area of expertise or interest, our volunteers help through their invaluable investment in the lives of residents. We are thankful for the many individuals and groups from BIC churches who volunteer their time and skills at Paxton Ministries.

Working Together

We are blessed to have people who pray for us daily, who volunteer with us regularly, and who give faithfully. As Helen Keller famously said, “Alone we can do so little; together we can do so much.” God uses the strengths and gifts of many to help us in our mission of providing affordable housing and support services to adults in need with Christ-like love.

Jodie Smiley
Executive Director

JSMILEY@PAXTONMIN.ORG

2. Financial Report

For the years ended June 30

Revenue and Other Support	2013	2012
Occupancy Fees	\$ 1,136,778	\$ 1,065,040
Dauphin County Contract	422,337	478,131
Contributions & Grants	555,339	296,081
Investment Income	133,326	(9,994)
Other Income	73,493	62,243
Total Revenue	\$ 2,321,273	\$ 1,891,501

Operating Expenses	2013	2012
Program Services	\$ 1,638,825	\$ 1,579,870
Administrative	275,704	283,213
Fundraising	68,018	71,138
Total Expenses	\$ 1,982,547	\$ 1,934,221

Investments and Endowments	2013	2012
Board Designated Endowment	\$ 839,156	\$ 775,685
Board Designated Fund	125,102	257,446
Restricted Endowment	493,319	462,406
Temporarily Restricted	252,593	70,862
Total Investments and Endowments	\$ 1,710,170	\$ 1,566,399

Action: *This General Conference moved, seconded, and received all reports.*

Part 3:

Recommendations*

Bold** indicates new material. ~~Strikethroughs~~ indicate deletions. ***Bold italic indicates amendments.

10. Recommendations of the General Conference Board

A. Editorial Changes

1. *Recommendations Relative to the Constitution*

Whereas, the respective governing boards of Canada and the General Conference requested a Task Force review the relationship between the Canadian Conference and the General Conference, in particular the 1998 Covenant, and

Whereas, the Task Force unanimously recommended that we acknowledge the relationship is moving toward a relationship as two autonomously-governed national church bodies within the global framework of the International BIC Association, and

Whereas, both the General Conference Board and the Canadian Leadership Team has reviewed and approved the report of the Task Force,

Therefore, the General Conference Board recommends that the Brethren in Christ Church in the United States and the Brethren in Christ Church in Canada be recognized as separate general (national) conferences, both belonging to the International Brethren in Christ Association, committed to nurturing a common identity and mission within the global community of the Brethren in Christ. This change is effective upon approval of this motion, but its implementation will be accomplished in phases. Any provisions in the Manual of Doctrine and Government which reflect the prior relationship are suspended and shall be modified accordingly at the 2014 General Conference (U.S.), with the details of the ongoing relationship to be described in a memorandum of understanding to be presented for approval by the General Conference.

This motion as approved at the 2012 General Conference now brings us to specific motions that will impact various sections of our Manual of Doctrine and Government (2012 Edition).

Changes include modifications of the Constitution in order to make it U.S. specific and to help us in making changes in the future. Editorial changes to the whole document help it be consistent with the terminology we have presently adopted for use. There will be no changes to the *Articles of Faith and Doctrine*.

Therefore we make the following recommendation:

That the country name of Canada be removed from this Constitution (page 4 of the MDG 2012 Edition) and the following recommended changes be made in how we will handle our constitution in the days ahead.

Article VI: Amendments

Section 1: Constitution

~~No amendment or repeal can be made to the Constitution of the Brethren in Christ Church as adopted, except by the following procedure:~~

~~The petition to amend or repeal shall be presented to General Conference. In the event of~~

~~General Conference approval by a two-thirds majority, the petition shall then be considered and acted upon by the congregational councils throughout the United States and Canada. If the petition is ratified by two-thirds of all the congregations, it shall then be presented to the next General Conference for confirmation.~~ **The Constitution of the Brethren in Christ Church in the U.S. can be amended only by a two-thirds vote of two successive General Conferences.**

Section 2. *Articles of Faith and Doctrine*

The *Articles of Faith and Doctrine* of the Brethren in Christ Church **in the U.S.** can be amended only by a two-thirds vote of a General Conference.

Section 3. *Bylaws*

The Bylaws of the Brethren in Christ Church **in the U.S.** can be amended or repealed only by a two-thirds vote of General Conference.

By approval of a two-thirds vote of General Conference, the Bylaws may be suspended for one (1) biennium. This suspension may be continued by such votes of succeeding General Conferences.

Action: *This recommendation was withdrawn from consideration.*

2. Recommendation for Editorial Privilege

That the National Director's office be given editorial privilege to finalize all other edits that may grow out of making two distinct conferences from what previously existed as the Brethren in Christ Church of North America *as well as any other necessary editorial changes using General Church Leader in place of Moderator/General Secretary.*

Action: *This recommendation was adopted as amended (by a two-thirds majority.)*

B. Content Changes

1. Congregational Polity

Whereas, the 2010 General Conference authorized a study on Division Three: Local Government and Practice of the MDG (MDG 2012 Edition, pg. 52-62) with a particular focus on the articles related to local government.

This assignment was given to the Leadership Council who accomplished their task¹ and brought recommended changes to the General Conference Board for presentation to the General Conference of 2012. In managing the work of that General Conference sufficient time to work with the full document and bring a recommendation for approval was not considered possible. Rather, a decision to discuss two sections of this overall recommendation was brought to the delegate body to seek counsel. This resulted in significant feedback to the General Conference Board.

Therefore, with the counsel of the 2012 General Conference and the further work done during this biennium, the General Conference Board now **moves the adoption** of Articles XIV-XVII (MDG 2012 Edition, pg. 52-59) as amended below:

Congregational Polity

DIVISION THREE, Local government and practice

Article XIV: Local Congregation

Section 1. Membership

The **legal** membership of the congregation ~~shall consists of people those who have been~~ received into the **congregation church** on the basis of their personal knowledge and testimony of God's saving grace and their acceptance of ~~the obligations as presented in the~~ membership covenant.

Section 2. Purpose

The congregation **is the local expression of the church and the focused place where the larger** ~~should recognize the vital part it plays in accomplishing the purpose of the Brethren in Christ: "...to foster a fellowship of believers whose objective is to worship and obey the triune God, and to proclaim His gospel to all people"~~ **is accomplished. It carries the responsibility to develop its own missional presence in its community and beyond in cooperation with the larger church.** ~~It should strive to carry out its responsibility in this endeavor by an active and effective local program and by giving its loyal support to the general program of the church.~~

Section 3. Organization

A. ~~The A~~ congregational business meeting ~~shall~~ **will** be held at least once a year.

B. The secretary of the **governing church** board ~~shall~~ serves as secretary of the congrega-

1. The Leadership Council in turn named a task force to work with this material and make initial recommendations back to the Leadership Council: Task force members were Bishop Doug Sider, Bishop Nathan Yoder, Mark Ballard, Kerry Coup, Bryan Gerlach, Jon Hand, and Ken Hoke.

tion and ~~shall~~ records all actions of congregational business meetings; forwards all material intended for regional or General Conference; provides statistical data required by the bishop and General Conference Board; and keeps an accurate record of the congregational membership, showing net gain or loss in number, and recording baptisms, elections, ordinations, and other valuable information of interest to the congregation. All records shall be preserved and shall be given to the secretary's successor in office.

- C. The treasurer of the ~~governing church~~ board ~~shall~~ serves as the treasurer of the congregation and ~~shall~~ discharges the duties connected with handling the congregation's finances, keeping accurate records using a bookkeeping system approved by the board, and reporting annually to the congregation and to the ~~governing church~~ board as directed.

Section 4. Government

- A. The ~~pastor~~ **Chair of the governing board** ~~shall~~ presides at the congregational business meeting unless other provision is made in consultation with the bishop.
- B. Members in fellowship with the congregation, **at least** sixteen (16) years of age and older, **are expected** ~~shall be entitled~~ to a vote in the business meeting **on legal matters**.
- C. No special congregational business meeting may be called without the consent of the ~~governing church~~ board and a public notice being given **ahead of time through normal communication channels**. ~~in at least one regularly scheduled service prior to the special business meeting.~~
- D. All items for the congregational business meeting **are** ~~shall be~~ presented to the ~~governing church~~ board, **who are** ~~which shall be~~ responsible to prepare the agenda for release ~~in a regular service prior to council meeting.~~
- E. Should a matter of business be presented to the ~~governing church~~ board for the congregational business meeting and the ~~governing church~~ board **chooses not** ~~refuses~~ to place the item on the agenda, then the person who presented the request, if unwilling to accept the decision of the ~~governing church~~ board, may bring the request to the congregational business meeting upon securing the signatures of ten (10) percent of the members in good standing who are sixteen (16) years of age or above, with a minimum of five (5) signatures.
- F. Delegates **are** ~~shall be~~ elected biennially to the General Conference. **Each congregation automatically may send** the assigned pastor and one ~~governing church~~ board member or deacon ~~shall automatically serve~~ as delegates. In addition, each congregation **is** ~~shall be~~ entitled to one delegate for every 100 members or fraction thereof. No congregation may exempt itself from delegate representation to General Conference without the consent of the bishop. Travel and other authorized costs ~~shall~~ become a part of the congregational budget. **Pastors and Delegates are responsible to report back on actions of General Conference to the governing board of the congregation.**
- G. Delegates **are** ~~shall be~~ elected to represent the congregation at regular and special meetings of ~~the~~ regional conference in accordance with regional conference directives. **No congregation may exempt itself from delegate representation to Regional Conference without the consent of the bishop.** Expenses for these delegates **are**

the responsibility of ~~shall be met by~~ the congregation. Pastors and Delegates are responsible to report back on actions of the regional conference to the governing board of the congregation.

- H. ~~Congregations should not transact business with less than one-fifth of the membership of voting age present.~~
- H. ~~I.~~ All group activities carried on within the congregation **are** ~~shall be~~ subject to the approval of the pastor and the **governing church board** ~~and shall be correlated with the total program of the congregation.~~
- I. ~~J.~~ In instances of congregational distress that, in the judgment of the bishop, compromise the ability of the pastor and/or **governing church board** to serve the congregation, the bishop in consultation with the **General Church Leader(s)** ~~the moderator and general secretary~~ may select and convene a review board consisting of the bishop and four (4) persons from outside the congregation. The review board **will** ~~shall~~ apply biblical principles in its resolution of the situation. The review board **has** ~~shall have~~ authority to appoint a mediation team, mandate arbitration, prescribe changes in congregational life and practice, suspend or remove a pastor, **governing church board member(s)** or other member(s), and make provision for interim leadership. Any action **will** ~~shall~~ be reported to the Leadership Council.

Article XV: **Governing Church Board**

Section 1. Purpose

Each local congregation **will** ~~shall~~ be organized with a **governing church board**. The **duty** ~~duties~~ of the **governing church board** ~~shall be~~ **is** to provide for the administration of the local congregation in all its phases consistent with the congregational council and **with Regional and General Conference rulings.**

Section 2. Organization

- A. The board **will** ~~shall~~ organize annually. **The board will elect a chair from the members of the board.** ~~pastor shall serve as chair unless the pastor requests the board to elect another chair.~~
- B. The board **is** ~~shall not~~ **to** meet without the pastor or bishop. Exceptions must be cleared with the bishop, with the knowledge of the pastor.
- C. The secretary and treasurer of the **governing church board** **will** ~~shall~~ also serve as secretary and treasurer of the congregation.
- D. The secretary and treasurer **are** ~~shall be~~ elected by the **governing church board** from the board or from the congregation-at-large. If chosen from the congregation-at-large, these officers become members of the **governing church board.**
- E. The board may have additional officers as needed.

Section 3. Personnel

- A. All members of the board **are** ~~shall be able~~ to give a personal testimony of salvation, ~~should~~ manifest a concern for congregational growth, and should demonstrate

responsibility with evidence of being in agreement with the purposes and goals of the Brethren in Christ Church, the congregation, and the pastor. **Men and women are eligible to serve, with membership in the local congregation shall being a prerequisite for membership on the governing church board.**

- B. The board ~~shall~~ ordinarily consists of **the pastor and** a minimum of five (5) and a maximum of twelve (12) **additional** members.
- C. Members elected to the board by the congregation ~~should~~ serve ***terms in the range of three to four years (3-4) as determined by the Governing Board.*** ~~They should not serve more than two (2) three (3) terms consecutively. *Their consecutive service should not exceed nine years. They can be eligible for re-election after one year off.*~~ Variations from this pattern are to be made in consultation with the bishop.
- D. The **governing** board ~~is shall be~~ composed of the ~~mentioned~~ officers and ~~such~~ other congregational **members** ~~representatives as selected~~ ~~are elected~~ by the congregational council **following a nomination process.** Ex officio representation from **specific ministries** ~~from such areas as deacons, trustees, and Christian education~~ is deemed appropriate **as processed by the governing board.**
- E. When a conflict of interest may exist, a board member **will** ~~shall~~ declare the conflict, withdraw from discussion, and abstain from voting.

Section 4. Functions

The functions of the **governing church** board **will** ~~shall~~ be:

- A. To serve as a support and counseling group for the pastor.
- B. To determine matters of policy within the scope of congregational council authorization and to assist the pastor in the planning of the congregational life.
- C. To receive and review questions for congregational council and, when advisable, to make recommendations to the council.
- D. To call special congregational councils.
- E. To make provision for or serve as the budget committee.
- F. To make provision for or serve as the nominating committee.
- G. To maintain communication with the congregation.
- H. To be responsible, in consultation with the **pastor** ~~bishop~~, for questions of membership and discipline. Any decision relative to the disciplinary termination of membership **will** ~~shall~~ be made only with approval of the bishop.
- I. To insure that no one will preach or present any cause or interest in the church without the consent of the duly assigned pastor.
- J. To **provide the agreed upon contribution for their pastoral staff retirement plans.** ~~forward the required annual premium to the denominational ministers' pension fund.~~
- K. To **process background and credit checks as they hire staff deem appropriate in the hiring of staff unless otherwise required.**

Section 5. Discipline

- A. In case of variance between church members, private reconciliation shall be sought (Matt. 5:23, 26; 18:15, 16). In cases of immoral conduct, indulging in unholy attitudes and actions, or sowing of dissensions, the person(s) shall first be counseled by the pastor. If there is acknowledgment of fault and evidence of repentance, the person(s) shall be forgiven.
- ~~B. Pastors should be alert to evidence of undue stress developing in marriage relationships and seek to develop a supportive ministry to homes so affected. Should a marriage breakdown occur, the pastor and church board shall endeavor to affect reconciliation through a restorative ministry. In the event of divorce (or divorce and remarriage) involving a member of the church, in a situation requiring discipline, there shall be evidence of repentance.~~
- ~~B.C.~~ When repentance is not evident in disciplinary matters, the pastor shall seek the counsel of the **governing church** board and be in consultation with the bishop. Redemptive discipline may include suspension and/or termination of membership. The final decision regarding discipline or membership rests primarily with the pastor and **governing church** board. ~~At times, the board may desire the congregational council to advise them in this decision.~~
- ~~C.D.~~ Implementation of discipline decisions by the board shall be facilitated through the pastor or board chair along with one (1) or more persons not compensated by the congregation.

Article XVI: Pastoral Committee

Section 1. Personnel

- A. The **governing church** board (except the pastor and staff) and the bishop shall constitute the pastoral committee, with the bishop, **or the bishop's designee**, serving as chair.
- B. When functioning as a pastoral search committee, other persons may be added as agreed upon by the bishop and **governing church** board.
- C. The pastoral search process is initiated by the Bishop.**
- D. Interim Leadership in a congregation is appointed by the Bishop in consultation with the Pastoral Committee.**

Section 2. Duties

- A. The pastoral committee ~~shall~~ represents the congregation in the securing or reappointment of a pastor.
- B. The General Conference Personnel Committee, the pastoral committee, and the pastor under consideration negotiate the assignment of a pastor, who is to be credentialed through the Commission on Ministry and Doctrine prior to installation. A written agreement ~~will shall~~ be provided. The pastoral committee negotiates the terms of the agreement. If the compensation amount is larger than budgeted, **this variance will be processed by the governing board** ~~the congregational council approves additional funding.~~

- C. The pastoral committee ~~will shall~~ negotiate the term of service with the pastor. The initial term of service may be five (5) years, unless the parties involved agree for a shorter term of service.
- D. The continuance of a pastor's service following the initial term of service ~~will shall~~ become a joint consideration of ~~the General Conference Personnel Committee,~~ the pastoral committee, **the Bishop,** and the pastor, ~~and the congregation.~~ Further terms of service ~~will shall~~ be for five (5) years unless a shorter term is mutually agreed upon. A five-year term ~~is shall be~~ considered the maximum for any one (1) period of assignment.
- E. The pastoral committee **and bishop will shall** seek to provide for the pastor's welfare, including remuneration.

Article XVII: Membership

Section 1. Requirements for membership

- A. **Applicants** ~~Persons~~ considered for membership ~~will shall~~ testify to a personal experience of God's saving grace in their hearts, ~~and to confession of faith in Jesus Christ as their Savior and Lord and shall~~ give evidence of the new life in Christ.
- B. **Applicants will** ~~They shall~~ be open to the teaching of the Scripture, to the leadership of the Holy Spirit, and to the counsel of the church in questions of life and practice.
- C. Applicants ~~will shall~~ be baptized as a witness of faith and discipleship. We affirm our practice of believer's baptism in which the candidate kneels and is immersed three (3) times forward in the name of the Father, Son, and Holy Spirit, in humble submission to Christ and the church. Re-baptism is not required for those who have been baptized by another mode of believer's baptism subsequent to their rebirth.
- D. Applicants ~~will shall~~ express a desire to enter into a relationship of Christian love, fellowship, and brotherhood with the members of the **local** congregation ~~and to cooperate with the polity of the Brethren in Christ Church.~~
- E. Applicants ~~will shall~~ affirm their acceptance of the foregoing through the following membership covenant:

Membership covenant

As a member of the Brethren in Christ Church, I accept the Bible as the Word of God in which is revealed the way of salvation and the guide for faith and conduct. I witness to a personal experience of God's saving grace in my heart and express desire and purpose to live a holy life, apart from sin and separated unto Christ. I covenant as a member of ~~this the~~ Brethren in Christ Church to be loyal to **the** ~~this~~ congregation, to consent to instruction in Bible doctrine, to support and sustain the services of the congregation by my regular attendance and prayers, to contribute to the program of the church as the Lord prospers me, and to foster a spirit of Christian fellowship and oneness within the church.

- F. **Local congregations may make further rulings related to membership such as, but not limited to, renewable terms for membership with a process to accomplish**

the same, youth membership, dual membership and specific classes required of persons joining the congregation.

Section 2. Reception of members

- A. The growth of the church should be the concern of each congregation and pastor.
- B. Pastors **will** ~~shall~~ conduct **or provide for** membership classes for ~~candidates~~ **applicants**.
- C. Candidates for church membership **will** ~~shall~~ be approved by the **governing church** board **at the recommendation of the pastor**. Their names shall be publicized in advance of the reception service. (~~Should any member of the congregation know a good reason why a candidate should not be received into church membership, the reason should be presented to the pastor or a member of the church board during the intervening period.~~)
- D. At or before the reception service, candidates **will** ~~shall~~ give public testimony of **their** faith in Jesus Christ and ~~shall~~ pledge their allegiance to God's Word and their loyalty to the **local congregation church**.
- E. ~~A member from another denomination who has a personal knowledge of God's saving grace and agrees to the covenant of church membership. Persons transferring membership from one congregation to another will be asked to participate in the regular membership procedures of the local receiving congregation may be accepted into the church upon presentation of a letter from the church with which he or she has been affiliated.~~

Section 3. Transfer of members

- A. Members who change their places of residence or plan to worship in a congregation other than the one in which membership is held **are** ~~should be~~ encouraged to request letters of transfer from the former congregation.
- B. Letters of transfer **will** ~~shall~~ be issued by the **governing church** board, duly signed by the pastor and secretary of the board.
- C. No membership may be transferred from one (1) congregation to another without personal contact between receiving and sending congregations to ascertain the status of the candidate. Persons under discipline in one (1) Brethren in Christ congregation shall not be received into membership in another Brethren in Christ congregation.
- D. ~~A question of eligibility for a letter of transfer may be decided by a congregational council if the church board sees fit.~~
- E. ~~A congregation may have non-transferable associate memberships.~~

Section 4. Dual membership

- A. ~~A person in good standing in a Brethren in Christ congregation may be granted a certificate of recommendation to become a member of another Christian fellowship in an area where there is no Brethren in Christ congregation. This will maintain membership standing in the home Brethren in Christ congregation, along with appropriate membership responsibilities to make this a significant experience, providing he or she~~

is prepared to continue in the beliefs involved in Brethren in Christ membership, to have some appropriate ongoing relationship to the home Brethren in Christ congregation, which may include stewardship responsibilities.

- B. A person in good standing in another Christian fellowship may be granted membership in a Brethren in Christ Church without relinquishing former membership standing, provided he or she is in agreement with our Manual of Doctrine and Government of the Brethren in Christ Church on the basis of the regular approach to church membership and is prepared to share proportionately in stewardship responsibilities.

Section 4 5. Withdrawal of membership

A member of the church may withdraw from membership by submitting a letter of withdrawal to the congregational secretary. In cases where the person is under congregational discipline at the time of request, withdrawal from membership will be strongly discouraged. If insisted upon, the fact of being under discipline will be noted in the congregational records with such a withdrawal.

Action: *This recommendation was adopted as amended (by a two-thirds majority.)*

Action: *This General Conference moved, seconded, and approved that the appropriate group bring to General Conference a new article for the congregational council with parallel sections to the presently proposed governing board: including purpose, organization, personnel, and function.*

2. Regional Boards and Committees

Whereas there are fewer and fewer overlapping boards in our General and Regional organizational structures, and

Whereas the relationships of specific individuals who are to serve on both a General and Regional Boards are clearly defined in other parts of the MDG,

We **recommend** the deletion of the second sentence of Section 8, Boards and committees as found on page 28 of the 2012 Edition of the MDG.

Section 8. Boards and committees

Each regional conference will provide boards and committees as deemed necessary for the development of the conference. ~~Where there are corresponding General Conference boards within a region, members of the General Conference board will serve as ex officio members on their regional conference boards.~~

Action: *This recommendation was adopted (by a two-thirds majority.)*

3. Board Membership

We **recommend** that the same term and term limitation sentence as found in Article VI, Section 2, C 1 on page 36 of the 2012 version of the MDG be added to item C 2 as follows:

2. Seven (7) persons will be named by the Nominating Committee for the selection of the (7) members –at-large. At least four (4) of these will be lay persons. **They will hold membership on the General Conference Board for a term of four (4) years. Such members may not serve for more than three (3) terms consecutively.** These seven (7) nominees will be presented to General Conference as a part of the Nominating Committee report.

During this past biennium, it was found that the action of the last General Conference was too restrictive in limiting a person to only serve on one regional or general conference board, we therefore **recommend** that we remove the words “or Regional” from Article VI, Section 2, C 3 on page 37 of the 2012 version of the MDG.

3. A person elected to the General Conference Board who has membership on another General ~~or Regional~~ Conference board may not serve on both, but will have a choice as to which position will be retained unless the position on either board is ex officio membership.

Action: These recommendations were adopted (by a two-thirds majority.)

4. Active Ministers

The following recommended changes are brought to this General Conference to bring the MDG, 2012 Edition, into line with the present practice and custom,

Whereas the functions of the General Conference personnel committee have changed and the Leadership Council now serves as the body that maintains the lists of Active Ministers,

The General Conference Board **recommends** the following change to the final sentence of Article XXI: Active Ministers (MDG, p. 65, 2012 Edition)

Questions covering eligibility shall be decided by the ~~General Conference personnel committee~~ **Leadership Council, including the authority to deny or revoke licensing or other credentials as it determines appropriate.**

Action: *This recommendation was adopted (by a two-thirds majority.)*

5. *Ordained Ministers*

Article XXII: Ordained Ministers (MDG p. 66, 2012 Edition) The General Conference Board **recommends to amend** by deleting the ~~crossed-out~~ words. This recommendation comes because the CMD is a Commission of the Leadership Council and there needs to be a clear statement of final responsibility. We therefore move to delete:

Section 5. Release from ordination

Whenever there is clear evidence of change in vocational direction, the ministerial status may cease. The process of withdrawal from the list of ordained ministers will be under the supervision of the ~~Commission of Ministry and Doctrine in coordination with the~~ Leadership Council.

Action: *This recommendation was adopted (by a two-thirds majority.)*

6. Pastors

Also, consistent with this same understanding, the General Conference Board **recommends to amend** by replacing the following ~~crossed-out~~ sentence with the **bold** sentence that follows:

Article XXV: Pastors (p. 68)

Section 7. Disagreement or removal of pastor (p.70)

In case of serious disagreement between the church board and pastor, the matter shall be submitted to the bishop having jurisdiction. ~~If satisfaction is not gained, the General Conference personnel committee~~ **If the situation is not resolved, the Leadership Council** shall make disposition of the matter.

Action: This recommendation was adopted (by a two-thirds majority.)

7. *Ministers Under Special Assignment*

This recommendation comes to make Article XXVIII: Evangelists (MDG 2012 Edition, pg. 73) consistent with Article XXI: Active Ministers (MDG 2012 Edition, pg. 65) in order to more accurately guide the many categories being used today for Active Ministers, in addition to Evangelists.

Therefore, the General Conference Board **moves the replacement** of the present Article XXVIII of the MDG (MDG 2012 Edition, pg. 73) with the following.

Ministers Under Special Assignment

DIVISION FOUR, Church Officials

Article XXVIII: **Ministers Under Special Assignment** (pg. 73)

Section 1. Description

Ministers under special assignment are those serving in specialized ministries that are recognized by the Leadership Council in its function as personnel committee. Such ministries include but are not limited to: missionaries, assigned evangelists, institutional chaplains, licensed counselors and those teaching in religion departments of colleges and universities.

Section 2. Qualifications

Those serving as credentialed ministers under special assignment shall meet the ministerial qualifications set forth in Articles XX, XXI and XXIII and the expectations of the Commission on Ministry and Doctrine for credentialing in the Brethren in Christ Church.

Section 3. Accountability

Ministers serving under special assignment shall maintain active membership with a Brethren in Christ congregation and shall be recognized as a minister of the regional conference in which that congregation is located. In the exercise of their ministry they shall be accountable to the appropriate member of Leadership Council.

Action: This recommendation was adopted (by a two-thirds majority.)

C. Suspension of Bylaws

1. Boards and Institutions

Whereas, Church practices have been in a gradual process of change in recent years in various areas, and

Whereas, changes in the legal environment require adjustments from time to time, and

Whereas, some aspects of organizational practice have not been adequately clear, and

Whereas, the General Conference Board has sought legal counsel to provide insight on adjusting the MDG in light of these needed changes,

Therefore, the General Conference Board **recommends that** Article IX, General Church Boards (p. 44–47); Article XI, Board of Appeals (p. 47–48); Article XII, Board for World Missions (p. 49–50) and Article XIII, General Church Institutions (p. 50–51) ***be suspended for the next biennium***. Specific recommendations for amendment to the MDG will be brought to the 2016 General Conference for consideration.

Action: *This recommendation was adopted as amended (by a two-thirds majority.)*

D. Nominating Committee

1. Recommendation of the Nominating Committee

Whereas, the General Conference Board is designated as the Nominating Committee for the General Conference, and

Whereas, the General Conference Board has done its work of nominating individuals for the various positions required to be filled for the upcoming biennium in consultation with the various boards and agencies,

Therefore, the General Conference Board **recommends the acceptance** of the Nominating Committee Report as presented to this General Conference and that the National Director cast a unanimous ballot for all nominees as presented.

Nominating Committee Report

Present	Nominee	Term expiration - number
<i>General Conference Board</i>		
Carlos Alfaro	Carlos Alfaro	2018 - 2 nd
Steve Smith	Bob Beaty	2018 - 1 st
Karl Brummer	Karl Brummer	2018 - 2 nd
Steve Lane	Adam Forry	2018 - 1 st
Wanda Heise	Wanda Heise	2018 - 3 rd
Layne Lebo	Layne Lebo	2018 - 2 nd
Cathy Musser	Cathy Musser	2018 - 2 nd
Ethan Gruen	Jeff Piepho	2018 - 1 st
Donald Shenk	Donald Shenk	2018 - 3 rd
William Stausbaugh	William Strausbaugh	2018 - 3 rd
<i>vacancy</i>	Rachel Diaz	2018 - 1 st
John Cox	<i>vacancy</i>	
<i>vacancy</i>	<i>vacancy</i>	
<i>Board for World Missions</i>		
Mirta Colloca	Mirta Colloca	2018 - 3 rd
John Reitz	John Reitz	2018 - 2 nd
John Fickett	John Fickett*	2016 - 4 th
Rod Musser	<i>vacancy</i>	
Richard Loffredo	<i>vacancy</i>	
<i>Brethren in Christ Foundation</i>		
James Hain	<i>vacancy</i>	
Pablo Lago	Anler Morejon	2018 - 1 st
Rod Musser	Rod Musser	2018 - 2 nd
<i>Lifeline Women's Ministries Shelter, Inc.</i>		
Maureen Bouma	Maureen Bouma	2016 - 2 nd
John Arthur Brubaker	John Arthur Brubaker*	2016 - 4 th
<i>vacancy</i>	Karen DeVries	2016 - 1 st

Kaye Henley	Kaye Henley	2018 - 3 rd
Serounian Keir	Serounian Keir	2016 - 2 nd
Olivia Sevilla	Olivia Sevilla*	2016 - 4 th
Mark Brown	Allison Schuh	2016 - 1 st
Ken Hoke	<i>vacancy</i>	
<i>vacancy</i>	<i>vacancy</i>	
<i>vacancy</i>	<i>vacancy</i>	
<i>vacancy</i>	<i>vacancy</i>	
<i>vacancy</i>	<i>vacancy</i>	
Denominational Representatives		
Gwen White	Gwen White	2017
<i>Mennonite Central Committee U.S.</i>		
Greg Starr	Daryl Gerlach	2017
<i>Mennonite Disaster Service</i>		
Wanda Heise	Wanda Heise	2017
<i>MHS Alliance</i>		

Action: *This recommendation was adopted.*

*These fourth terms are due to suspension of the bylaws for the 2014–2016 biennium.

E. 2015 & 2016 Budget Projections

The General Conference Board **recommends** the budget projections of \$6,053,160 for 2015 and \$6,355,312 for 2016.

Action: *These budgets were approved.*

F. Navajo Mission Covenant

The General Conference Board **recommends the adoption** of the covenant between the Navajo Brethren in Christ Mission and the Brethren in Christ Church in the U.S.

Covenant between the Navajo Brethren in Christ Mission and the Brethren in Christ Church in the U.S.

Preamble:

Lynn Nicholson, an ordained Brethren in Christ minister, had the vision to establish a Brethren in Christ mission among the Navajos of northwestern New Mexico. In 1945 his Navajo Mission project was at his request placed under the sponsorship of the Church's Home Mission Board. In the mid-1960s the Home Mission Board and the Foreign Mission Board were merged and the Navajo Mission was then placed under the jurisdiction of the newly formed Board for World Missions. This relationship continued until 2011 when by mutual consent it was concluded.

The Navajo Mission on its part recognizes with appreciation its deep roots with the Brethren in Christ Church and desires to maintain an ongoing relationship with the Church. The Brethren in Christ Church in turn values this relationship as an avenue of ministry and service to a Native American people group.

Since Navajo Brethren in Christ Mission and the Brethren in Christ Church in the U.S. wish to protect and preserve this mutually beneficial relationship both now and for the future, both agree to the following:

A. The Mission, on its part, covenants:

1. To provide a Christ-centered ministry that is responsive to the spiritual, emotional, social and physical needs of Native Americans especially those of the Navajo Nation.
2. To preach and teach a biblically based understanding of the Christian faith that is consistent with the purpose and core values of the church.
3. To offer opportunities for congregations of the Church to send teams and/or individuals to participate in Mission-sponsored ministry and service projects and receive in-service training.
4. To structure the Mission's Board of Directors so that a majority of its members are from Brethren in Christ congregations, with the Bishop of the Midwest Conference serving as an ex-officio member.
5. To submit an annual general report and an audited financial report to the General Conference Board through the Bishop of the Midwest Conference.
6. To consult with and gain the approval of the General Conference Board prior to any decision to merge with another organization or organizations with ministries and programs compatible with the purposes of the Mission.
7. In the event of dissolution, to dispose of all net assets of the Mission in accordance

with its Articles of Incorporation and the Manual of Doctrine and Government of the Church in consultation with the General Conference Board or its successor.

B. The Church, on its part, covenants:

1. To maintain a supportive relationship with the Navajo Brethren in Christ Mission.
2. To encourage its congregations to promote participation in the ministry and service projects of the Mission to further the purposes of the Mission.
3. To encourage, within denominational guidelines established from time to time, congregations and/or congregants to receive information and/or representatives from the Mission to present the ministries of the Mission for the purposes of promotion, recruitment of volunteer personnel, prayer support and financial support.
4. To provide at general and regional conference levels opportunities to promote the ministries of the Mission comparable to those available to other agencies and institutions of the Church.
5. To counsel with the Board of Directors of the Mission or the Board's designated agent regarding the distribution of net assets in the event of the dissolution of the Mission.

C. In the interest of making these covenantal statements meaningful for the Mission and the Church, both parties covenant:

1. To keep open the lines of communication in order to mutually share concerns, to appreciate each other's needs, and to seek the resolution of any problems pertaining to the relationship.
2. To share each other's resources of facilities and personnel in furthering the mission of the Church and the Mission for the mutual benefit of both parties.

Nothing contained in this covenant is intended to pass on, directly or by implication, any financial responsibility or liability from one party of this covenant to the other.

The strength of the covenants set forth herein lies in the mutual Christian trust by the covenanting parties, each for the other, and shall be considered binding. However, in recognition of the Brethren in Christ understanding of Christian brotherhood, both parties agree not to enforce this covenant in any civil court of law, but rather to turn to their mutual resources for conciliation and mediation in any disputes or disagreements in accordance with the principles of Matthew 18:15-19.

Action: This recommendation was adopted.

Part 4:

General Business and Conclusions

11. Election of Assistant Moderator for 2014–2016

Rob Patterson was elected as assistant moderator for the 2014-2016 biennium.

12. Prayer for Leadership Council

The Monday evening service concluded with prayer for Leadership Council by National Director, Alan Robinson.

Bishops terms:

- Allegheny Conference: Rob Patterson, new six year term effective July 31, 2014
- Atlantic Conference: Pauline Peifer, term ends July 31, 2014 but will continue as bishop until search for replacement has concluded.
- Great Lakes Conference: John Zuck, term ends July 31, 2016
- Midwest and Pacific Conferences: Perry Engle, new six year term effective July 31, 2014
- Southeast Conference: Aner Morejon, new six year term effective July 31, 2014
- Susquehanna Conference: Ken Hoke, new four year term effective July 31, 2014

On behalf of Leadership Council, Perry Engle prayed for Alan Robinson.

13. Final Announcements

14. Concluding Expressions

The business sessions concluded with a time of sharing and reflection for the Brethren in Christ Church.

15. Presentation of Assistant Moderator

The assistant moderator for the 2014-2016 biennium, Rob Patterson, was presented to the Conference.

16. Benediction

The benediction and a prayer were offered by Wanda Heise, the newly elected chair of General Conference Board.

17. Adjournment

The Conference was declared adjourned in terms of business. The Conference concluded with the evening worship service at 7:30 PM.

18. Delegate Listing

Allegheny Regional Conference

MARYLAND

Paramount	David Baer, Nancy Baer, James Stauffer
The Vine	Lori Sewell, Mark Sewell, Melissa Varner
Van Lear	Michael Stine
Walkersville	Timothy Fisher, Virgil Fradette

PENNSYLVANIA

Acts Fellowship Network	Bradley Stutzman
Air Hill	A. Ruth Lehman, Charles Lehman, Charles Naylor, Lane Thrush, Avery Zook
Antrim	Doris Crider, Robert Crider, James Martin, Julie Martin, Ky Searcy
Blue Mountain Memorial	Judy Eberly, Leroy Eberly
Canoe Creek	<i>No Representation</i>
Center Grove	Herta Morgan, Stanley Morgan
Chambersburg	Stanley Burkholder, Stanely, Gipe, Emerson Peckman, Joyce Peckman, Brent Wildeson, Kevin Witter
Clear Creek	Ralph Bowman, John Geyer, Earl Miller
Crossroads	Kim Roberts, Walter Roberts, JB Usher
Fairview Avenue	Daniel Philipson, Sarah Philipson, John Walker
Five Forks	Sherri Flohr, Adam Meredith, Danielle Meredith, Karen Shank, William Shank
Green Spring	Mark Alexander, Don Logan
Hollowell	Darryl McPherson, Todd Snouffer
Iron Springs	Jim Cool, Doug Lichty
Martinsburg	Elizabeth Abell, Micheal Abell
Montgomery	John Helfrick, Peggy Helfrick
Mountain Chapel	Ronald Hott, Sharon Hott, Harold Smith
Mowersville	David Halteman
Mt Rock	J. Ray Heisey, Miriam Heisey, Lloyd Zimmerman
Mt Tabor	Kevin Lay
New Guilford	Gerald Bishopp, Mary Jacobs, Lawton Jacobs, Jason Mickey, Carlos Rosado
Peace Light	Ada Strite, James Strite
Shermans Valley	<i>No Representation</i>
South Mountain	Carrie Erisman, David Erisman
Spring of Hope	<i>No Representation</i>
Springhope	Merle Horton, Sarah Horton
The Spring	Sandy Delaney, Stephen Delaney, Jamie Reynolds, Keith Sider
West Side	Deborah Sollenberger, James Sollenberger
Woodbury	<i>No Representation</i>

WEST VIRGINIA

Bunker Hill

Raymond Martin

Atlantic Regional Conference**DELAWARE**

LifePath

Keith Miller

NEW JERSEY

Circle of Hope: Marlton & Crescent

Nathan Hulfish

Grace Community

David Edgar

NEW YORK

Fellowship Chapel

*No Representation***PENNSYLVANIA**

Bright Hope Fellowship

Ray Hock

Circle of Hope: Broad & Dauphin

Aaron Foltz, Jonathan Rashid

Circle of Hope: Broad & Washington

Rachel Sensenig, Gwen White, Rodney White

Circle of Hope: Frankford and Norris

Curtis Book, Joshua Grace

City of Refuge

Robert Geiger

Conoy

Allen Frank, Patricia Frank, Anna Ressler, Marlin Ressler

Cross Roads

Douglas Bender, Glenn Musser, H. Carl Shank, Eric Sneiderman

Crossroads Community

Micheal Haub

Daybreak Community

John Courchesne, David Hakes

Elizabethtown

Doneen Dourte, Gloria Heisey, Simone Heisey, Mike Lane, Steve Lane

Fairland

Jeffrey Bope, Dustin Sider, Rachel Sider

Free Grace

No Representation

Harrisburg

Anna Banks, Eldon Byer, Patrick Cicero, Glenn Dalton, Lynda Gephart, Ryan Glenn, Twila Glenn, Cedra Washington

Harvest Community

Greg Gehman, Phyllis Kreider

Hempfield

Gregory Taylor

Hunlock Creek

Jessica Harvey, Steven Harvey

Koinos Community

Brian Ross

Lancaster

Josh Nolt, Ethel Stoner, William Ziegler

LifePoint

Glenn Pfeiffer

Manheim

David Gerhart, Brian Thomas

Manor

John Pletcher, Drew Strayer

Marsh Creek

Gene Blessing, Don Davis, Joel Schuster

Millersville

John Cox, Chris Freet, Sam Gates

Monte de Carmelo

No Representation

Montoursville

Richard Hartman

Mount Pleasant

Michael Book, John Keefer, Galen Martin, Peter Miller

New Beginnings

Joseph Hyatt

New Hope	Brett Bever, Vernon Bosserman, Christina Bosserman-Bever
New Joy	Jeffrey Dunlevy
New Life	Gregory Starr
Palmyra	Terry Friesen, Larry Rieck, Josh Shope, Shonna Shope
Pequea	Daleen Charles, J. Will Charles, Dawn Groff, Charles Lewis, Linda Lewis, Richard Mailloux, Bryce Wendler
Refton	Betty-Lou Anderson, Micheal Anderson, Josphine Esbin, Amanda Snyder
Silverdale	Chad Hogue
Souderton	Kathleen Delk, Thomas Delk, Robert Maxwell
Speedwell Heights	Adam Forry, Barbara Longenecker, Philip Longenecker
Stowe	<i>No Representation</i>
Summit View	John Burns, David Green, Glenn Hillard
The Bridge	Byran Hoke
The Table	Patrick Dee, Vicky Landis
Tremont	Stephen Ginder

Great Lakes Regional Conference

ILLINOIS

Morrison	Craig Sipes
The Bridge @ Beans	<i>No Representation</i>

INDIANA

Christian Union	<i>No Representation</i>
Mt Zion	<i>No Representation</i>
Nappanee	Jeff Williams, Gail Wing
Union Grove	<i>No Representation</i>

MICHIGAN

Bethel (Merrill)	Carmen Lang, Jimmy Lang
Bethel Community	Stephen Mead
Carland-Zion	Jonathan Stanton
Christ Community ETC	<i>No Representation</i>
Lakeview Community	Jon Grimshaw, Sandy Grimshaw
Leonard Community	<i>No Representation</i>
Mooretown	Brad Gniewek

OHIO

Amherst Community	Galen Oakes, Malinda Oakes
Ashland	Kathy Tyson, Keith Tyson
Dayton	<i>No Representation</i>
Dayton Mission	John Pawelski, Ruth Pawelski
Fairview	J. Mark Ballard, Jenny Ballard, Zach Spidel
Gethsemane Fellowship	<i>No Representation</i>

Highland	Todd Hammond
King of Glory	<i>No Representation</i>
Pleasant Hill	<i>No Representation</i>
Valley Chapel	Charles Burkett
Western Hills	<i>No Representation</i>
Westside Christian Community	Beth Saba, Costandy Saba

WISCONSIN

Blessed Hope	Philip Unti
Hope Community	<i>No Representation</i>
New Vision	Christine D'Angelo, John Fickett

Midwest Regional Conference

KANSAS

Abilene	Margaret Engle
CrossRoads	Jane Kramer, Ron Kramer
Lifehouse	Kerry Coup
New Trail Fellowship	Stan Norman
Revolution	Jeff Piepho
Rock Island	<i>No Representation</i>
Zion	Jay Johnson

NEW MEXICO

Desert Light Christian	Ricardo Arenas, Eric Villanueva
First Nations Gathering	Duane Bristow
Kimbe Valley	<i>No Representation</i>

OKLAHOMA

Bethany	Melvin Eyster, Vivian Eyster, James Rainwater
Red Star	Mike Abel, Temple Abel

TEXAS

Cristo La Roca	<i>No Representation</i>
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Pacific Regional Conference

CALIFORNIA

Agua Viva	<i>No Representation</i>
Amazing Life	<i>No Representation</i>
Church of Second Chances	<i>No Representation</i>
Crest Community	<i>No Representation</i>
Etiwanda	<i>No Representation</i>
Gateway Community	Daniel Dufrenne, Lynn Thrush
Getsemany	<i>No Representation</i>

GracePoint	Steven Airth, Cathy Musser, Rodney Musser
Madison Street	Jeff Wright
Ministerios El Shaddai – Rialto	<i>No Representation</i>
Ministerios El Shaddai – Riverside	<i>No Representation</i>
New Community	Michael Shipman
Palabra de Vida	<i>No Representation</i>
Solid Ground	Heather Beaty, Robert Beaty, George Jenkins
Upland	Alan Claassen-Thrush, Michael Eckman, Steve Smith
Valley Christian	Nicholas Hankins
Waukena Community	<i>No Representation</i>

OREGON

El Monte Calvario	<i>No Representation</i>
Redwood Country	<i>No Representation</i>

WASHINGTON

Pangea Communities	Kurtis Willems
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Southeast Regional Conference

FLORIDA

Bethel (Miramar)	<i>No Representation</i>
Buenas Nuevas (MELA)	<i>No Representation</i>
Casa del Dios Viviente	<i>No Representation</i>
Centro Adoracion Refugio Eterno	<i>No Representation</i>
Centro de Vida	<i>No Representation</i>
Community Bible Chapel	Darren Potter, Melanie Potter, Charles Wilson, Maureen Wilson
Cristo es la Respuesta	<i>No Representation</i>
Cristo Rey	<i>No Representation</i>
Cristo Vive	<i>No Representation</i>
Dios Senando Nuestra Tierra	<i>No Representation</i>
Discipulos de Cristo	<i>No Representation</i>
Ebenezer (Hialeah)	<i>No Representation</i>
El Aposento de la Gracia	John Gallo, Victoria Gallo
Estrella de la Manana	<i>No Representation</i>
Exmirna	L. Daniel Cruz, Mary Cruz, Lourdes Rodriguez, Jose Rodriguez, Mercedes Velez
Fuente de Salvacion	<i>No Representation</i>
Hialeah East	<i>No Representation</i>
Holy City	Juan Gallo, Stephany Gallo
Iglesia Cristiana Bethel	<i>No Representation</i>
Iglesia Cristiana Jesucristo es Rey	<i>No Representation</i>
Iglesia Cristiana Oasis	<i>No Representation</i>

Iglesia Cristiana Refugio de Amor	<i>No Representation</i>
Iglesia de Dios Marathon	<i>No Representation</i>
Iglesia Restauracion en Cristo	<i>No Representation</i>
Jesucristo es la Solucion	<i>No Representation</i>
Jesus Redentor de Vidas	Jose Acosta, Sarita Acosta
Jubileo	Elsida Barban, Juan Barban
La Puerta	<i>No Representation</i>
La Roca Firme	<i>No Representation</i>
La Vida verdadera	<i>No Representation</i>
Maranatha	<i>No Representation</i>
Ministerio Buscadores de Fuego	<i>No Representation</i>
Ministerio Casa de Pan	<i>No Representation</i>
Ministerio Casa del Alfarero	<i>No Representation</i>
Ministerio Centro Int. Cristiano	<i>No Representation</i>
Ministerio Cielos Abierto Gloria a Dios	<i>No Representation</i>
Ministerio Cristiano Monte Sion	<i>No Representation</i>
Ministerio Cristo Fiel y Verdadero	Carlos Alfaro
Ministerio Int. Fuego en la Palabra	<i>No Representation</i>
Ministerio Int. Jesucristo Rey de Reyes	<i>No Representation</i>
Ministerio Int. La Gloria de Dios	<i>No Representation</i>
Ministerio La Roca	<i>No Representation</i>
Ministerio Sanando las Naciones	<i>No Representation</i>
Ministerio Vida Plena en Cristo	<i>No Representation</i>
Monte Calvario	<i>No Representation</i>
Naples	<i>No Representation</i>
Nueva Jerusalem (Hialeah)	<i>No Representation</i>
Nueva Jerusalem (WPB)	<i>No Representation</i>
Nuevo Comienzo en Cristo	<i>No Representation</i>
Palabra de Vida	<i>No Representation</i>
Poder de Dios	<i>No Representation</i>
Princeipe de Paz	<i>No Representation</i>
Redimidos por la Sangre	<i>No Representation</i>
Revelation	Eileen Algaze, Constain Carrillo, Martha Carrillo, Misael Gonzalez, Sonia Gonzalez, Maria Hernandez
Rey de Reyes	<i>No Representation</i>
The Harbour	<i>No Representation</i>
Torre Fuerte	<i>No Representation</i>
Vida Abundante	Mirta Colloca

GEORGIA

Grace Community	<i>No Representation</i>
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KENTUCKY

Beulah Chapel	<i>No Representation</i>
Bloomington Chapel	<i>No Representation</i>

Knifley Chapel
Millerfield

No Representation
J. Richard Lehman

NORTH CAROLINA

Vida Nueva

No Representation

TENNESSEE

Center Hill
DeRossett
Pomeroy Chapel
Rolling Acres

No Representation
No Representation
No Representation
No Representation

VIRGINIA

Bethel (Hillsville)
Calvary Bible
Community of Faith
Highland Park Community
La Roca
La Roca Eterna Rock
Ridge View

No Representation
No Representation
No Representation
Michael Blouse, Pattie Blouse
Roberto Alegre
No Representation
Roberto Alegre

Susquehanna Regional Conference

MARYLAND

Faith

John Melhorn, Nancy Melhorn

PENNSYLVANIA

Big Valley
Blairs Mills
Carlisle

Cedar Grove

Cedar Heights
Colyer
Cumberland Valley
Dillsburg

Engage Community
Eshcol
Fairview
Ferguson
Grantham

Granville

Linda Munger, Steven Munger
No Representation
Jane Beachy, Abram Bert, Heather Brickner, Micah Brickner,
Rebecca Coover, Joshua Crain, Scott Hallman, Amanda
Howard, Braeden Howard, Rich Love, James Yutzy
Ken Hepner, Raina Hepner, Merv Yoder, Phyllis Yoder,
Kim Yousey, Linda Yousey
Megan Ferero, Laurie Garman, Scott Garman
No Representation
Amy Harlacher, Fred Miller, Jeff Miller, Glenn Smith
Jean Keller-Thau, Jaylene Shannon, James Spurrier,
Nathan Stonge
Edward Asbury, Jon Hand, Vern Hyndman
No Representation
Kenneth Keller
No Representation
Harriet Bicksler, D. Wayne Cassel, Jennifer Whitcomb,
Ru Wideman, Winifred Worman, John Yeatts
No Representation

Green Grove	<i>No Representation</i>
Hanover	Brian Casale, Jane Casale
Iglesia Hispana Vida y Esperanza	<i>No Representation</i>
Jemison Valley	Raymond Mummert, Waldo Wood
LifeStation	Jeremy Blount, Daniel Tanner, Lorrie Tanner
Luz, Alegria y Esperanza	Angel Bedon, Mike Holland, Sherry Holland
Marsh Creek	Daniel Longmore, Martha Longmore
Mechanicsburg	Doris Barr, Dave Hershberger, John King, Layne Lebo, Chad Wenger
Messiah Village	Terry Rose, Debra Bentsch, Ron Slabaugh, Dwayne Stutzman
Morning Hour	Renee Durbin, David Rose
Mountain Ridge Regional	Kenneth Landis
New Harvest	Derek Peachey, Warren Peachey
New Life (Carlisle)	Ryan Brown, Matthew Hahn, Drew Kalbach, Bonnie Kirk, Jonathan Lloyd
New Life (Mt Holly)	<i>No Representation</i>
NewCreation	Gerald Stonge
Pathway Community	Victoria Grant, Adin Herndon, David Pavelec, Anthony Rohrer, Larry Stoner, Sharon Stoner
Pleasant Valley	Dennis Ritchey, Joanna Ritchey
Pleasant View	Jeff Halterman, Maxwell Halterman
Redland Valley	Ronald Brantner, Brian Willison
Saville	Terry Burton, Stephen Wacker
The Upper Room (Belleville)	Clair Diven
West Shore	Lauren Coover, Roger Coover, Bill Dennis, David Musser, Dorothy Oldham, Bob Verno

19. Attendance Report

The 2014 General Conference consisted of:

Category	Number
Total Voting Members	384
Total Non-Voting Members	141
Total Adults	525
Youth, Children, Nursery	96
Total registered*	621

**Registration was not required for those who wanted to attend evening sessions or various aspects of conference.*

Part 5:

Courtesy Reports

20. Affiliated Groups

A. International Brethren in Christ Association

It is a privilege to report to GC 2014 on behalf of the International Brethren in Christ Association (IBICA). I bring greetings to you from your BIC brothers and sisters around the world.

The Brethren in Christ are a close-knit community and as the church grew around the world, it became obvious to leadership that a new kind of structure and relationship was needed to facilitate communication and provide a framework for addressing issues of mutual concern. There was a need to nurture a common identity, promote a common mission, and provide a common network for the BIC global community. After more than 30 years in various configurations (i.e. IBICF), at a meeting of BIC global leaders in Paraguay (2009), IBICA in its present form, was formally established.

In the spirit of BIC community ethos, the organization was structured as a fraternal association rather than a governance board. It was determined that an elected executive committee, representing the global BIC community, not just North America, would provide leadership in between the triennial (every third year) members meeting. The executive committee meets at least once between the members meeting for planning and communication. A part-time Executive Director provides staff leadership for IBICA, tracking and coordinating the various goals, plans and projects for the organization. *Zambian Bishop, Thuma Hamukang'andu*, currently serves as chair.

Among the objectives of IBICA are the following:

- To facilitate communication, build mutual trust and cooperation within the global Brethren in Christ (BIC) community
- To provide for mutual understanding and cooperation in establishing a common set of core values, the establishing and recognizing of conferences, and the credentialing of church leaders
- To provide a forum for consideration of theological issues
- To provide a framework for addressing mutual concerns
- To serve as a common voice for the global BIC community in speaking to issues of common interest
- To provide a forum for fellowship and the building of relationships among global BIC church leaders
- To identify strategic issues, facilitate discussion and research, and consider appropriate action.

Out of these objectives of IBICA came a desire to develop a common set of BIC Core Values that reflect the global BIC church. As you may be aware, current core values were developed in North America. At a meeting of the IBICA membership in Switzerland in May 2012, we began the process of discussing these core values, and having our brothers and sisters from around the world respond from their perspective. This is a longer term project

that we will pursue over the next few years, with a goal to come to a global consensus at our meeting in Harrisburg PA in July 2015.

There has been a great deal of discussion among global mission agencies regarding a North American-centric model of missions which some would claim worked against the development of self-sustainability and instead created dependency. We appreciate the leadership role BICWM U.S. has taken in bringing this discussion to our North American conferences and those churches and leaders who have been reflecting on these issues. I believe the topic of self-sustainability and dependency is just as relevant to the local church, as it reaches out to its own community or plans short-term mission's trips, as it is to both established and developing conferences around the world. Our global BIC community is maturing and as we work to move from a parenting model to partnership relationships, IBICA is endeavoring to promote networking within conference-to-conference relationships.

In 2011, IBICA, with financial and personnel support from BICWM, held a round-table in Nepal, providing an opportunity for continental leaders from Nepal, Orissa and Bihar to think about and discuss these issues. The same opportunity occurred with African leaders in June 2013 and then in Latin America in December 2013. These round-tables will also serve as a development of continental caucuses, with the goal of strengthening communication and relational links among our BIC leaders in their own region.

In July 2012, the North American BIC bi-annual meeting was held in California. There was an effort to have an around-the-clock prayer chain during that conference. It has been suggested that we should consider that idea for all global BIC annual meetings. We think that idea has merit. Our goal is to have a world-wide prayer chain that will not only pray for annual meetings but also for times of crisis and need. Perhaps you will consider being a part of that prayer team, joining hands and hearts around the world. More information will be forthcoming on this prayer chain as it is developed

Currently the Brethren in Christ have a presence in 32 countries.

- **Africa** (Botswana, Kenya, Malawi, Mozambique, South Africa, Zambia, Zimbabwe)
- **Asia** (India, Japan, Nepal, Thailand, 4 additional nations not named for security reasons)
- **Europe** (England, Spain)
- **Central/South America** (Argentina, Colombia, Costa Rica, Cuba, Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Peru, Venezuela)
- **North America** (Canada, Mexico, United States)

Outside of North America, conferences like Zambia, Zimbabwe and Bihar have been in existence for a century with Zimbabwe being the largest BIC general conference in the world. South Africa is a brand new conference that was initiated out of a Zimbabwe missionary effort. In places like Latin America, there are conferences that were established through the efforts of BICWM. Nicaragua will celebrate its fiftieth anniversary next year. An exciting development is the sixty-plus churches in South America, Central America and the Caribbean that have been planted out of Southern Florida in the last decade. IBICA has partnered with the Southeast conference and BICWM to help develop the

necessary leadership, organization and resources to enable these clusters to become full-fledged conferences. The goal is to globally identify each country where there is a BIC presence and to help them develop into a self-sustainable BIC general conference under the IBICA umbrella.

It is fascinating to see that people around the world discover the Brethren in Christ, read about our core values and desire to become a part of our community of faith. A Jesuit priest and seminary professor in Spain read about the BIC core values. Attracted to our theology, he started a journey that has led him to be a church planting BIC pastor near Madrid. In the past few years, significant churches and church clusters from Kenya and Latin America chose to adopt the BIC as their family. We regularly receive inquiries about this process. God has blessed the Brethren in Christ global family.

IBICA is very appreciative of the many ways that BIC U.S. has, and continues to support the global church. Past leadership has invested much time and effort to help IBICA become an organization. In addition to the annual support through fees, the U.S. church provides accounting services at no cost to IBICA. As well, the church, through BICWM provides data collection for statistics on the global church, and the BICWM Executive Director regularly attends the IBICA Executive Committee meetings to provide perspective, network access and historical continuity as we develop the IBICA organization.

IBICA saw much change in 2012. Ken Hoke, who followed Darrell Winger as Executive Director, resigned to become Bishop of the Susquehanna Conference in the U.S. Don McNiven, having served for six years on the IBICA Executive Committee, accepted the role of Executive Director. There were also changes to the IBICA Executive Committee. Formerly, there were two representatives from BIC North American General Conference serving on the IBICA Executive. The creation of two distinct General Conferences (Canada and U.S.) in 2012, rather than a single North American BIC General Conference, necessitated a change. The National Leaders of Canada and the U.S. will now serve on the IBICA Executive Committee until IBICA meets in July 2015.

In July 2015, the global Anabaptists will be gathering in Harrisburg, Pennsylvania, under the auspices of Mennonite World Conference to worship and learn together. Following that conference, IBICA will have its triennial meeting. Everyone is welcome to attend.

We look forward to not only the prayer support of the church, but also the sharing of resources as God blesses our efforts to promote His kingdom and we seek to facilitate the interaction of the global family known as the Brethren In Christ.

Financial documents are available on request through our Executive Director.

Don McNiven
Executive Director

IBICA.DMCNIVEN@GMAIL.COM

B. Mennonite Central Committee (U.S.)

In the Circle of Hope Network of BIC churches in the Philadelphia region, our association with MCC is a great asset in introducing people to Christ and a new life of abundant sharing based in grace, peace and justice. We consider MCC to be a part of us. We often talk about its work in roughly 60 countries in Christ's name, explaining how the gospel engages us in living out Christ's compassion as part of his body, the church. New people to the faith often remark on being drawn to Christ because they see this demonstrated in the life of the community. Meanwhile, much of MCC's work is made possible by your generosity. Thank you for your prayers, gifts and volunteer time and skills!

Some BIC/MCC connections

- As of Jan. 29, 2014, ten members or attenders of BIC churches in the U.S. serve with MCC, including one in the young adult program Serving and Learning Together (SALT).
- From Apr. 1, 2012 to March 31, 2013, BIC conferences, districts and churches in the U.S. contributed \$42,658 to MCC.
- BIC representatives who have served on MCC boards in the past two years include Margaret Engle and Peter Willms, MCC Central States; Chick Babcock, John Gallo, Kimberly Lay, Ruth Leshner, Stan Morgan and Amy Starr, MCC East Coast; Cynthia Weisel, MCC Great Lakes; Corinne Edington and Sharon Gilkes, West Coast MCC; and me, Gwen White, MCC U.S.
- MCC's Global Family education program partners with Brethren in Community Welfare Society in eastern Nepal to provide vocational training for youth in tailoring, motorcycle maintenance, computer work and more.
- In Zimbabwe, MCC and the BIC Compassionate and Development Services address food security by supporting a conservation farming program for smallholder farmers. Participants are expected to train others in what they learn.
- MCC East Coast's immigration program in South Florida provided immigration education workshops to BIC churches in West Palm Beach, processed church members' immigration documentation and represented them in court.
- Madison Street BIC Church, Riverside, Calif., has partnered with MCC's International Volunteer Exchange Program (IVEP) the past two years. James Kisku from Bangladesh in 2012-2013 and Youa Xiong from Laos in 2013-2014 worked in the church and at *You're Invited*, the after school day care center sponsored by the church.

MCC at work

Through partners in Syria, Jordan and Lebanon, MCC is meeting needs arising from the war in Syria. The response includes food assistance, kits, clothing, blankets, heaters, peace-building and more.

Responding to the Nov. 2013 Typhoon Haiyan in the Philippines, MCC through partners provides food assistance, disaster-resistant shelters, agricultural support, training in trauma healing and future disaster response and more.

More than four years after the 2010 earthquake in Haiti, MCC continues to address long-term needs such as housing, vocational training programs and advocacy for Haitians' human rights.

Gwen White

Brethren in Christ representative to MCC U.S.

CWHITE@EASTERN.EDU

C. Mennonite Disaster Services

The Mennonite Disaster Services (MDS) All Unit meeting was held in Bakersfield, California on February 7 & 8, 2014. Our business meeting opened with a devotional from I Peter. The theme for the weekend was, "Fruitful lives, produces hope". 2013 was a very busy year for MDS. There were 13 active bi-national projects, 4,300 volunteers, 14 homes built, 323 clients served. Over the past few years, MDS has been working on building up an emergency fund for both equipment and operating expenses. The financial team joyously reported that there is more than three months expenses in reserve. MDS continues to seek funding from donations as well as grants. Both increased in 2013. A big THANK YOU to those of you who may have contributed financially or in service to MDS in 2013.

This was my second all unit meeting. One significant event for me was being voted onto the board of delegates representing the BIC denomination. I gained a new appreciation for the wide variety of Mennonite, Amish, and Brethren in Christ denominations actively serving in the mission of MDS. God be praised that we are able to set aside some of our doctrinal differences to serve those devastated by natural disaster.

There were many sessions that shared stories about the healing touch of God through the service of MDS. Here are two stories. The first story was from a young man named John who recently graduated from the Disaster Management program at Heston College. He shared how his experience in the classroom as well as his three month service with MDS has changed his life. There was barely a dry face in the room as he shared his story. The second story was from Tim McIntyre, a pastor from Oasis Christian Center church in Staten Island, New York. He talked about how the efforts of MDS have been a blessing to the Staten Island community. MDS restored the basement of his church, assisting the church in being an early spiritual refuge for disaster victims. A 70 year old widow, a professing Jehovah Witness, lived next to the church. MDS repaired her home. Sometime after moving back into her home some Jehovah witnesses stopped by to see how she was doing. She asked them where they were when she needed help after the storm. She now attends Oasis Christian Center church in Staten Island. To God be the glory!

There were several other speakers, Charles Craig with FEMA, Dr. Pete Menjares from Fresno Pacific University that thanked, encouraged and challenged those in attendance. There was a variety of worship throughout the weekend, contemporary praise and worship, hymn singing, and some folk and banjo music.

Next year's meeting will be held in Hartville, Ohio, February 13 & 14, 2015. I would encourage anyone interested to come see and hear first-hand how God is restoring hope to disaster survivors. Your heart will be moved by the stories you hear.

Daryl Gerlach

BIC Representative to the MDS Board of Delegates

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D. MHS Alliance

MHS continues to carry out our mission to strengthen and extend Anabaptist-affiliated health and human services organizations, including Brethren in Christ and Mennonite. We are a network of 73 organizations located in 17 states and Puerto Rico. Three members – Messiah Lifeways, Paxton Ministries and Upland Manor - are Brethren in Christ-affiliated.

2013 Highlights

In January, we expanded our team to provide a broader range of consulting services to non-profit organizations and opened an office in Camp Hill, Pennsylvania. As part of the expansion, we studied our brand and made a decision to use the name “MHS” rather than Mennonite Health Services in order to better represent who we are and who we serve.

We were pleased to support two Brethren in Christ organizations through executive transition.

- The General Conference Board engaged us for their search for a new executive, which resulted in the selection of Alan Robinson as national director.
- We supported the board of Messiah Lifeways in their recruitment and selection of Curt Stutzman, who started as CEO in August 2013.

Emerson Leshner, former CEO at Messiah Lifeways, now serves as President/CEO of the Anabaptist Providers Group and is a senior vice president with MHS.

We continue to value the contribution of Wanda Heise, appointed by the General Conference Board. Wanda chairs our Commission for Sponsorship, which oversees our responsibilities for national sponsorship of 13 organizations. Wanda helped arrange for Alan Robinson to meet with our board in November for a time of getting acquainted.

Initiatives

- In keeping with the board’s priority to catalyze collaboration and shared learning, we have begun working with the China Christian Council to arrange learning exchanges with Chinese pastors about the development of church-sponsored retirement centers.
- Another priority is to equip executives to lead in ways that reflect the mission and values of their organizations. We are creating a self-guided learning curriculum for senior staff leaders on Anabaptist values, beliefs and practices and how those practices can be carried out in their particular organization.

For our members, MHS strives to be a community where staff and board leaders can share ideas and serve as a resource to each other. Our membership programs include an Executive Circle, resources and tools for board members and the Values-based Leadership Program, a formational program that serves business and non-profit leaders as well as pastors and other church leaders.

Rick Stiffney
President and CEO

RICK@MHSONLINE.ORG

21. Affinity Groups

A. BIC Canada

As I write this report, I am looking out my front window and can see the early signs of spring. Snow has largely disappeared and the trees are beginning to bud, the tulips are pushing through the still cold ground and soon gardens will be planted and cared for. All signs of continued life and, as well, a reminder of new beginnings.

Across BIC Canada signs of life and beginnings are present. *Our purpose as a church is to be a growing faith community - following Jesus, sharing his message and extending his peace around the world.* Whether through individuals within our churches or as congregations, this purpose is being accomplished. God is on the move and lives are being changed.

There are a number of items I would like to highlight:

1. Life Transformation continues to be a priority. **In 2013, together we collectively saw 277 people baptized.** Each person baptized represents a life changed by the gospel. Jesus called us to go into all the world baptizing people and that is being lived out on a regular basis in many of our churches. We celebrate this significant marker of growth and transformation.
2. **We continue to see growth across all of our expressions.** In 2013 The Meeting House added two sites. Through the Network we are seeing continued growth and solidification within churches and Life Communities. We are anticipating **two or three new church plants in 2014.** In our Community Churches, various congregations experienced healthy growth. We also recognize that some of our churches have experienced significant declines in attendance. As a denomination, it is our desire to work with congregations to help in their ability to reach their community and experience life giving growth.
3. In 2013 the **Betty Albrecht Challenge** was initiated as a way for people who attend BIC Canada churches to invest in church planting in Canada, in the area of Leadership Development and in partnership with Malawian BIC Church and Kenyan BIC Church. The desire was to see \$120,000 raised each year for three years for these initiatives. Through the generosity of our people close to \$180,000 was realized in 2013. **Thank you!**
4. We continued the work relative to the **continuance of our corporate entity and legal documents.** As such, over the past year much work has gone into the development of new bylaws and governing documents. At our AGM (General Conference equivalent) we anticipate the adoption of the continuance bylaws, articles of government, and the articles of faith and doctrine.
5. In November we hosted the **first credentialing event for BIC Canada.** All credentialed pastors and individuals were present. While the event and teaching were wonderful, perhaps the most significant piece was the cross-expression engagement of our pastors with one another.

6. We finalized our credentialing process. As a church we offer two types of credentials – license and ordination. The process is outlined on our webpage. We sought to both streamline the previous process and yet ensure that our credentialing process is strong enough to help the denomination and local churches know that our pastoral staff is appropriately prepared and suitable for pastoral ministry within our context as BIC Canada.
7. Our work on **global partnerships** continues to develop. Through the generosity of both individuals and our churches, we were able to assist and partner with missionaries and BIC Churches in Africa, the Middle East, the Far East, Europe and in South and Central America. As a Church we are working with the continued development of direct partnerships with the BIC Church in Zambia, Malawi, Kenya, Nicaragua and Cuba. A few key highlights of what we have together been able to do are as follows:
 - 20 missionaries/missionary families supported in partnership with BICWM US.
 - Sponsored 120 children through the SPICE Program
 - Assisted in leadership development in Kenya, Zambia and Malawi.
 - Helped in the construction of the Maone Leadership Centre in Malawi.
 - Through the Canadian World Hunger Fund assisted BIC India with Typhoon relief.
 - Through the Canadian World Hunger Fund assisted BIC Zambia with reconstruction of education facilities destroyed by arson.

This past year, BIC Canada signed an agency agreement with the Nicaraguan Church as in the recent past with the Cuban Church. Through these agreements we are able to comply with CRA regulations and facilitate congregational trips to these countries.

8. **Our relationship with the BIC US Church** continues to be positive and we continue to work on the best ways to comply with Canadian law and regulations relative to the cross border transfer of money. This has the most implications when working with BICWM and the significant number of passions and projects our churches and individuals wish to support through BICWM.
9. We have recently released a **new web page**. Our desire through the webpage is to provide timely information and stories from across BIC Canada and to reflect our diversity.

Looking to the future . . .

Leadership Development

As I listen to our pastors and leaders from across BIC Canada, it is clear to me that, while we are blessed with a talented and gifted group of pastors and leaders, we must continue to be proactive in our identification and development of the next generation of leaders and pastors. The church is ever only a generation away from a dearth of pastors and leaders. To this end, we as BIC Canada will:

1. Work on the identification of new leaders and ways and means of encouraging their development. Pastors are critical in this endeavor. They serve in the trenches of the local church where leaders and pastors are called and developed.

2. Continue the good work that is being done in ongoing training and development for our current pastoral team and leaders. All three of our expressions have routine days of gathering together for training, resourcing and development. This is good and we will invest the necessary resources to ensure that these days are helpful and rewarding.

We must also continue to look for unique opportunities that bring our three expressions together for training and resourcing. In June of this year we are blessed to be having **Stuart Murray** (author of *The Naked Anabaptist*, and Ex. Director of the Anabaptist Network) with us. He will be talking about Anabaptist engagement in mission and culture and how our Anabaptist hermeneutic gives us a unique voice as we engage culture and society.

3. We will be hiring, in the near future, a person to work in the area of Leadership Development. This person's role will be to work with team leaders and pastors in the area of leadership development. This person will also give oversight to the credentialing process.

Church Planting

Over the past number of years our growth as BIC Canada has largely been the result of The Meeting House, renewal in local congregations and through church planting. With the launch of the Betty Albrecht Challenge we are prepared through the additional funding to launch a number of church plants in the near future. Conversations are underway with multiple people regarding the possibility of launching a new work with BIC Canada. It is our hope to be announcing very soon two new church planting opportunities that BIC Canada is currently exploring with potential church planters and their spouses.

For a church plant to be successful, several things are necessary from a human perspective:

- An appropriately gifted leader/pastor
- A community that is growing and alive
- A connection/chemistry between the pastor and the community
- A gathered launch team or process to gather a launch team having been identified

As we talk with potential church planting pastors these are the guiding questions we seek to answer. Please be praying for conference leadership as they work to identify potential planters for BIC Canada.

Engaging the World

Through the Betty Albrecht Challenge and the generous giving of our people and congregations BIC Canada is positioned to work effectively around the world through partner agencies and/or national BIC Churches. To this end we are:

- Investing in the support of a missionary from the Zambian church who is doing leadership development in the newly established Kenyan BIC Church
- Supporting AIDS relief and food security in Malawi
- Providing bicycles for pastors
- Initiating a Goat Project to help in the generation of income.

- Continuing to invest in Leadership Development in Malawi.

Our local churches continue to be engaged globally. The Meeting House is significantly invested in work in Southern Africa through partnership with MCC. In 2014 they hope to supply 750 AIDS Kits and raise \$230,000 in AIDS CARE Cards. Congregations continue to look to invest overseas through missions/service/learning trips. At the end of May the Leadership Training Centre in Cuba will be completed. This has been a BIC Canada supported project of the **Canadian Cuban Partnership Team and the Cuban Church**. I will be attending the dedication service. This training Centre will assist the Cuban Church in their desperate need for leadership development and a space in which to meet. We celebrate this development.

As congregations consider overseas projects, **BIC Canada wants to work in partnership with them to help facilitate their desires and passions and to ensure all overseas activities comply with CRA regulations.** Great progress was made this past year in this work. We will continue to work on the development of processes and procedures to ensure as a Church we are meeting our obligations and being as helpful as we can to our local congregations.

We have been wrestling for some time with what it would mean for BIC Canada to directly send a missionary. In 2013 we were approached by two couples with interest in serving overseas. The national church of Zambia has invited the two couples to serve in support roles within the education system. We continue to work on the implications and process and procedures necessary to do this well. I fully anticipate the deployment of these two couples in the early days of 2015.

We are committed to engaging the world and meeting the needs of our local congregation with their passions for overseas ministry. In this we also want to ensure that we are engaging the world with listening and learning hearts. As such, we have asked Bishop Thuma Hamukang'andu to be with us at our AGM in 2015. He has accepted this invitation. We look forward to his presence with us next year.

Our Identity . . .

Throughout my time I have been asked by pastors in all of our expressions (Community Churches, the Network, & TMH), if and when we will begin a discussion on the name of our Church. While we have had conversation on this in the recent past, it has not been on the immediate radar. The time is coming where we will need to begin this discussion anew.

This discussion is sensitive. For an individual person, a name is a part of their identity. It is wrapped up in who we are as a person. While this is true in some sense for us as a Church, *the reality is that our identity is much more made up in who we are, what we value and what our mission is.* While I have no way of predicting what the outcome of this discussion will be, I am convinced that, regardless of the outcome, our commitment to who we are as a church, what we value and what our mission is will only be stronger.

The question we must ask in the discussion is *not how comfortable we are with the name Brethren in Christ, but rather what will enhance our mission and effectiveness in fulfilling the Great Commission?* This question is critical.

I look forward to the conversations and the dialogue.

Finally . . .

We, the Canadian BIC are very grateful for the warm and gracious relationship we have with the Brethren in Christ Church in the U.S. It is a joy to be partners on mission together in our respective countries and cultures. On a personal note I am grateful for the relationship I have with your national director, his wise and careful leadership, his questions and council are all deeply appreciated.

It is a joy to partner with you.

Douglas P. Sider, Jr.

Executive Director

DOUG.SIDER@CANADIANBIC.CA

B. BIC Council for Women in Ministry and Leadership

The Council for Women in Ministry & Leadership, first envisioned in 2000 became an affinity group of the BIC General Conference and has continued to grow and serve women and the church as we provide support systems, proclaim biblical truth, and promote education and resources for women and the greater church. Here are a few of the projects we have sponsored.

Women at the Well Retreat: In 2013, our retreat theme was “Becoming a Neighbor” featuring a diverse group of women preaching, leading workshops, and coming together to share our stories, learn, fellowship, and worship. In 2015, we will again hold our biennial retreat. Watch for details at General Conference, at our display table, and on our website (BIC-CHURCH.ORG/WOMEN). All women at all levels of ministry and leadership are invited to attend and also those searching for God’s calling on their lives.

Pastors Day: In 2013, we held our first Pastor’s Day with Bishop Pauline Peifer and Chris Sharp, Executive Director of BIC World Missions sharing their stories of God’s calling and provision in their lives and ministries. In 2014, our Pastor’s Day featured Dr. Gwen White and Dean Debra Heath-Thorton, both of Eastern University, discussing “The Temptations and Traumas of Christian Women in Leadership.”

The Wesleyan Holiness Women’s Conference: The Council supplies a pastoral representative to the WHWC board, which holds a biennial conference “Come to the Water” that attracts women clergy and others from all over the country. We are also pleased to offer scholarships that help BIC women pastors attend the conference. Our current representative is Rev. Doris Barr.

The Council wants to recognize and state our appreciation to Bishop Pauline as she has led the Atlantic Conference as the first woman bishop over the last biennium. We are grateful for God’s calling on her life and her service to the Brethren in Christ as a woman of integrity and gifting. We also want to thank members of the Leadership Team who are stepping down: Rev. Terry Rose, Asst. Chair; Harriet Bicksler, Secretary; Heather Brickner, Treasurer; and Lois A. Saylor, Chair. We look forward to new leadership as the Council continues to serve our women pastors, women leaders, and our church family.

If you would like to know how you could serve on the Leadership Team or any of the Council’s various projects, or if you have a suggestion for the Council, please contact Lois Saylor.

Lois A. Saylor
Chair

LAWSAYLOR@COMCAST.NET

C. Brethren in Christ Historical Library and Archives

Murray Library, Messiah College (Grantham, Pa.)

Since the 2012 General Conference, much of the work in the Archives has revolved around the digitization project made possible by federal Library Services and Technology Act (LSTA) funds from the Institute of Museum and Library Services (administered by Pennsylvania's Office of Commonwealth Libraries). The grant-funded project focused on digitizing early documents surrounding the founding of the denomination and several of its institutions, including Messiah College, Messiah Village, overseas missions, and the *Evangelical Visitor*.

During 2012 and 2013, with the assistance of several Work-Study students funded by the grant, we digitized more than 26,000 pages of documents, ranging from one-page letters to books of minute records containing 200 or more pages. Among the items which were scanned and are now available online (most as searchable PDFs) are:

- Founding documents of the River Brethren (Brethren in Christ), including hand-written copies of early charters and versions of the earliest Confessions of Faith.
- Documents, including minutes of the founding boards and early minutes of the boards of managers, of the Messiah Rescue and Benevolent Home (Messiah Village) and Messiah Bible College and Missionary Training Home (Messiah College). The college documents include early college catalogs and student handbooks.
- Searchable scans of each issue of the *Evangelical Visitor* from the first issue dated August 1, 1887, through 1980 (to date) and the complete set of *Brethren in Christ Missions Handbooks* (1916-1978).
- Transcripts of H. Frances Davidson's nine diaries spanning her life from 1881 to 1916 – covering her college days at Ashland College in 1881, her teaching at McPherson College, her serving as pioneer Brethren in Christ missionary to Africa, and her teaching at Messiah College.
- Some 100 early photographs, including 70 early missions photographs taken by G. Clifford Cress in Rhodesia (Zimbabwe).

We are continuing to digitize the remaining issues of the *Visitor* as well as other selected documents in the Archives collection. We are putting final touches on a redesigned Archives website, which will include a “virtual exhibit” giving an overview of the archival collection currently available online. We expect the “virtual exhibit” component to be completed and functional by the time of General Conference. The digital collection can be found at the Archives website (MESSIAH.EDU/ARCHIVES). Follow the appropriate links to the Digital Collection and then to the Online Catalog to access the digitized documents.

Phyllis Engle, who had been funded on a part-time basis by the LSTA grant, now volunteers several mornings a week, along with Esther Ebersole, Martha Long, Ruth Brubaker, Morris Sherk, and Gerald Hess. These valued volunteers, together with three Work-Study students and occasional interns, allow us to sort and catalog archival records being deposited and to respond to a variety of research requests, which often take many hours and sometimes days to fulfill.

Challenge grant for endowment of operational funding

Another major development in 2012 was the gift of \$100,000, which was given to Messiah College as a challenge grant on behalf of the denominational archives. A planning committee composed of eight persons representing the denomination and the College affirmed the idea of creating an endowment to fund the operational costs of the Archives. In the fall of 2012 the Messiah College Development Office, under the direction of Jon Stuckey, prepared a brochure outlining the scope of the endowment project and efforts were focused on reaching the \$100,000 matching challenge. Through a series of conversations with key individuals and families with interest and connection to the legacy of the Brethren in Christ, \$100,000 was raised, thus successfully completing the fundraising challenge. Jon Stuckey affirms that the College's Development Office is committed to engaging donors with an expressed interest in supporting the Archives to continue pursuing longer-term fundraising goals, including the vision for a \$1 million endowment for the Archives to support operating costs.

Statistical reports

As evidenced in the three-year comparison chart below, the Archives is experiencing growth in both the number of visitors and the number of research requests. Of course, a simple review of the numbers does not tell the full story. Some visitors spend half an hour looking at the items displayed in the Archives' museum, while others take all day reviewing documents or looking through the photo collections. Simple requests for information can be filled in a matter of minutes, while other requests are more complex and often take several days of research.

	2011	2012	2013
<i>Number of visitors to the Archives</i>	279	352	363
<i>Church-related research</i>	109 (48%)	142 (68.3%)	162 (66.7%)
<i>College-related research</i>	115 (50.7%)	65 (31.2%)	72 (29.6%)
<i>Other types of requests</i>	3 (1.3%)	1 (0.5%)	9 (3.7%)
Total research requests handled	227	208	243

Equipment and facilities

During the biennium, the Archives continued to secure equipment needed to digitize our audio and print holdings: a large-format color print scanner, a three-speed reel-to-reel tape deck, a professional-grade multi-speed turntable, and related audio/visual equipment. Dwight Thomas is taking the lead in digitizing disk recordings made in the 1940s and 1950s. Among the first to be digitized will be several recently-accessioned recordings of the 50th anniversary of Chicago Mission, recorded by C. W. Boyer. These recordings include Sarah Bert and others talking about the founding of the Chicago Mission in 1894 and testimonies of several persons who had come to Christ in the early days of the mission.

Fortunately, as a result of relocating some departments at Messiah College during the recent remodeling of the Murray Library, the Archives has temporary use of an additional small room for initial storage of materials prior to sorting and cataloging. As reported in

the Fall 2013 issue of the Brethren in Christ Historical Society's *Newsletter*, the Archives recently received 74 diaries and journals from Bill Hoke, 15 cartons of documents belonging to Wilmer and Velma Heisey, and a four-drawer file of records from Messiah Children's Home. In addition, with the closing of several regional conference offices, many boxes of denominational papers have come to the Archives, which obviously increased our need for enlarged facilities. This continues to be one of the major issues needing to be resolved in some fashion in the near future.

Glen A. Pierce

Director

GPIERCE@MESSIAH.EDU

D. Brethren in Christ Historical Society

The biennium since the 2012 General Conference has been a busy one for the Brethren in Christ Historical Society. Several members of the Executive Committee have been working with other Anabaptist-related groups to plan relevant tours and exhibits for the Mennonite World Conference Global Assembly that will be held in July 2015 at the Pennsylvania Farm Show arena in Harrisburg. A task force of the Society's Executive Committee is working on a new visual identity for the Society's journal, newsletter, books, and website, including enhanced functionality of the website. And we continue to explore implications for the Society of two recent events: the division of the North American church into two separate organizations, and the closing of Evangel Press and sale of Evangel Publishing House.

Annual Meetings

As we noted in our 2012 report to General Conference, Morris Sider concluded his regular duties as editor for the Society with the Spring 2012 issue of the journal, *Brethren in Christ History and Life*. Morris and his wife Leone were honored at the 2012 annual meeting of the Historical Society. More than 200 persons, including friends who came from Canada, Florida, Oklahoma and California, gathered at the Grantham Church to reflect on the 35 years of service Morris has given to the Historical Society. The 2013 annual meeting, held October 5, featured a presentation by Devin Manzullo-Thomas entitled "Born-Again Brethren in Christ: The Brethren in Christ Church in an Age of Evangelicalism."

The 2014 annual meeting, to be held in the Central Pennsylvania area in the early fall, will feature the release of a new book of biographies: Paul and Lela Hostetler, Luke and Doris Keefer, and Harvey and Erma Sider. Information on the date and registration costs for the 2014 annual meeting will be posted on the Society's website and will be shared at our display during General Conference.

Ringgold Heritage Services

Every summer on the first Sunday in June, the Historical Society sponsors a "heritage service" in the historic Ringgold Meetinghouse, located near the Pennsylvania-Maryland state line, just a few miles from Waynesboro, PA. Congregational singing, which is enriched by the wonderful acoustics of the meetinghouse, is always a highlight. In 2012, the program featured John Leisey, a United Zion pastor, speaking on the theme, "Our Shared Core Values," while Kristine Frey, former communications editor for the Brethren in Christ Church in the U.S., shared personal reflections on her joining the Brethren in Christ Church. The 2013 Heritage Service featured a short personal reflection by Micah Brickner and a sermon by Grace Holland entitled "Taking Love Seriously."

The Ringgold Meetinghouse is located at 14426 Misty Meadow Road, Smithsburg, Maryland 21783 (just off Route 418, Ringgold Pike).

Publishing

Much of the work of the Historical Society focuses on publishing. The journal *Brethren in Christ History and Life* is published three times a year, as is the Society's *Newsletter*. Harriet

Sider Bicksler carries overall editorial responsibilities for the Society's publishing efforts, assisted by Devin Manzullo-Thomas (the journal) and Glen Pierce (the newsletter).

Three book projects are underway and are slated for release in late 2014-early 2015. In addition to the book of three biographies (mentioned above), Dwight Thomas is finishing the writing of a book of essays and a *festschrift* honoring Luke Keefer Jr. is nearing completion. Also in the pipeline: Morris Sider reports completing the first draft of his updated denominational history and planning continues for the long-discussed Brethren in Christ encyclopedia. In addition, several other ideas for publishing projects have been suggested by members of the Society.

Incorporation of the Historical Society

The Executive Committee has approved in principle incorporating the Historical Society as a non-profit organization chartered in Pennsylvania. We are working with attorney Andy Saylor in drafting appropriate legal documents. At the time of preparing this report (February 2014), a number of details are yet to be worked out, including a permanent address for the corporation, transfer of copyrights to the new corporation, and guidelines for future publishing projects. A current status report will be given at General Conference.

Emerson Leshner
President

EMERSON.LESHER@GMAIL.COM

Glen Pierce
Executive Director

GPIERCE@MESSIAH.EDU

E. Ringgold (Md.) Meeting House

For the first one hundred years of the denomination, the Brethren in Christ worshipped in houses and barns. Built in 1871, the Ringgold Meeting House was one of the first buildings built by the Brethren in Christ solely for the purpose of worship. During the late 1800's and early 1900's, it was the location of regular services and love feasts. Standing empty since the early 1960's, it now serves as a reminder of the heritage of the Brethren in Christ. The meeting house, located in Ringgold, Maryland, near Waynesboro, Pennsylvania, is one of the few historic sites of the Brethren in Christ Denomination.

The Ringgold Meeting House Committee serves as trustees for the building and grounds. The Committee's responsibilities include cleaning the building once a year and arranging for grounds maintenance such as lawn mowing and fallen tree limb and branch removal. In addition to these maintenance concerns, there is a need for some costly repairs in order to preserve the building.

In 2013, the Ringgold Church of Christ offered its manual services in exchange for use of the meeting house for several special events. Folks from the church cleaned the meeting house. They also plastered and painted some areas of the building. Plus, repairs were made to the roof to eliminate rain damage. The Committee is very grateful for all of this help.

Two annual services are held in the meeting house. The Heritage Service sponsored by the Brethren in Christ Historical Society takes place on the first Sunday afternoon in June. The hymn sing is on the fifth Sunday of the summer month that has five Sundays. The offerings from both of these services are donated to the Committee for upkeep of the meeting house and its grounds.

The annual hymn sing is sponsored by the Meeting House Committee and begins at 5:00 pm on the designated Sunday. The a cappella singing inside the meeting house lasts for about an hour and is followed by a time of fellowship and light refreshments. The singing is greatly enhanced by the acoustics of the building's interior. In recent years, the singing has been out of the "brown hymnal," *Spiritual Songs and Hymns*.

The 2012 Hymn Sing took place on July 29. This event was promoted by a special contest on the denomination's Facebook page. Prior to the hymn sing the titles of several hymns from the "brown hymnal" were placed on Facebook and folks could choose their favorite hymn. Then when the most "popular" hymn was sung at the hymn sing, Kristine Frey recorded it and placed the recording on Facebook.

The 2013 Hymn Sing was held on June 30 and featured some intergenerational song leading. Gerald Wingert led the majority of the singing with Micah Fickett leading a few songs.

The 2014 Hymn Sing will have already taken place on June 29. The committee extends a warm welcome to those within close physical proximity to attend a future Heritage Service or Hymn Sing.

Local congregations are encouraged to use the meeting house to acquaint people new to the Brethren in Christ with our heritage. For further information about the annual services or

using the meeting house, please contact H. Frank Kipe, Jr., chair of the committee, at (301) 824-3689 or at FRANK@KIPE.COM.

If anyone has interest in being part of the Committee, please feel free to contact Frank Kipe at the information above.

Kim Lehman
Secretary

KLEHMAN@BICFOUNDATION.ORG

22. Membership Groups

A. National Association of Evangelicals

The National Association of Evangelicals (NAE) began in 1942, when 147 people met in St. Louis, Mo., with the hope of reshaping the direction of Christianity in America. Today the NAE is a body of believers made up of over 40 denominations and thousands of individual churches, organizations, universities and individuals who understand that together we can do more. The organization works on matters of faith, public policy, world relief, and supporting chaplains in the military.

The Brethren in Christ Church became denominational members in 1949 and this membership allows for us to have one seat on the board of directors of the organization. Membership dues are paid in order to be a part of the organization, and for us this currently amounts to under \$4,000 (this amount includes the cost of travel and accommodation at board meetings). I have been privileged to represent our denominational family in this role since 2008. NAE board meetings are held two times a year—spring and fall. The work of the board is to provide leadership and direction to the organization and oversight of the staff.

During this recent biennium, the association has worked on a number of issues including: a definition of what it means to be “evangelical,” human sexuality, marriage, immigration, reaching young people with the gospel, developing younger leaders, and codes of ethics for pastors and also for congregations. Leith Anderson, the current president, is frequently asked to provide perspectives on issues and events that are occurring in the world.

Further information about the NAE can be found on the organization’s website (WWW.NAE.NET). I am grateful for the opportunity to represent the Brethren in Christ in this way.

Alan Robinson

BIC Representative to the NAE

AROBINSON@BIC-CHURCH.ORG

23. Other Groups

A. Wesleyan Holiness Women Clergy

Wesleyan Holiness Women Clergy convened the 10th “Come to the Water Conference”

The Wesleyan Holiness Women Clergy organization (WHWC) convened at the YMCA of the Rockies in Estes Park, Colorado from April 11-14, 2013. The theme of the conference was “Rise Up.”

More than 460 women clergy (12 BIC women in ministry), including denominational leaders from the seven sponsoring denominations gathered for four days that included workshops, worship and networking.

Each sponsoring denomination was represented: BIC, Church of God (Anderson), Church of the Nazarene, Evangelical Friends, Free Methodist Church, The Salvation Army, and The Wesleyan Church. Nineteen percent of those attending were students, and a special offering of more than \$6,000.00 was given to establish scholarship funds for helping students attend future conferences.

Attendees identified themselves as church planters (11), educators (58), missionaries (23), lead pastors (127), associate pastors (114), state agencies (25), national agencies (18), students (88), and those who serve in other areas of ministry (153).

Rev. Terry Rose served as secretary of the board of directors, and Chaplain Brenda Doyle served on the planning committee. Pastor Terry Rose is from Messiah Life Ways, Mechanicsburg, Pa and Chaplain Brenda Doyle serves at Menno Haven Retirement Community and attends Carlisle BIC Church.

Frances Drost, of the Carlisle congregation, led worship and coordinated the musicians and singers from the other denominations. It was a joy to have nine additional BIC women in ministry and leadership attend this outstanding conference.

I am grateful to have represented the BIC Church for several years on the planning committee and then on the national board of the WHWC. It has been an excellent experience to enhance the mission of the WHWC that has as its purpose to encourage and equip woman called by God to vocational Christian ministry within the Wesleyan Holiness tradition.

The Women in Ministry and Leadership Council of the BIC Church have now extended the board position to Rev. Doris Barr of Mechanicsburg BIC. Chaplain Brenda Doyle will continue for one more term on the planning committee.

As I finish my involvement on the WHWC board, it is my hope that the BIC Church will financially support the WHWC. At the conference, women gave generously for scholarships that will be awarded for the next conference. The scholarship money will be distributed equally to each of the seven denominations regardless of the denominations level of contribution. In order to support WHWC each denomination is asked to contribute at one of the following levels: Gold- \$5,000.00; Silver- \$2,000.00; or Bronze- \$1,000.00.

I trust the Brethren in Christ Church in the U.S. will continue to support this national women clergy organization as it holds to our Wesleyan Holiness tradition.

Terry Rose
Secretary

TROSE@MESSIAHLIFEWAYS.ORG

Part 6:

Reports and Statements

2012 Year-end Report*

Conference	Bishop	Number of congregations	Membership 12/31/2012	Total average weekly worship attendance	Total annual general offerings	Total amount contributed to BIC U.S.	Giving to non-BIC ministries
Allegheny	Robert Patterson	37	4,129	4,572	\$8,247,540	\$567,023	\$341,542
Atlantic	Pauline Peifer	48	6,140	7,601	\$12,639,654	\$991,285	\$424,619
Great Lakes	John Zuck	28	1,216	1,236	\$1,964,277	\$140,065	\$48,900
Midwest	Perry Engle	15	475	650	\$761,949	\$105,243	\$20,466
Pacific	Perry Engle	19	603	1,163	\$1,843,675	\$139,559	\$47,646
Southeast (English-speaking)	John Zuck	17	479	641	\$849,453	\$55,220	\$27,939
Southeast (Spanish-speaking)	Aner Morejon	63	5,094	4,280	\$5,269,715	\$23,156	\$0
Susquehanna	Kenneth Hoke	37	3,681	5,636	\$8,613,907	\$741,826	\$291,131
Totals		264	21,819	25,779	\$39,428,221	\$2,763,377	\$1,202,131

2013 Year-end Report*

Conference	Bishop	Number of congregations	Membership 12/31/2013	Total average weekly worship attendance	Total annual general offerings	Total amount contributed to BIC U.S.	Giving to non-BIC ministries**
Allegheny	Robert Patterson	34	4,132	4,512	\$7,696,368	\$580,664	N/A
Atlantic	Pauline Peifer	46	5,891	7,598	\$15,179,487	\$942,816	N/A
Great Lakes	John Zuck	28	1,138	1,227	\$1,994,447	\$142,511	N/A
Midwest	Perry Engle	13	457	2,514	\$790,723	\$92,312	N/A
Pacific	Perry Engle	19	892	1,092	\$1,778,112	\$135,451	N/A
Southeast (English-speaking)	John Zuck	17	569	642	\$989,655	\$49,838	N/A
Southeast (Spanish-speaking)	Aner Morejon	55	6,051	5,292	\$4,783,980	\$71,765	N/A
Susquehanna	Kenneth Hoke	35	3,538	5,612	\$9,381,095	\$792,076	N/A
Totals		247	22,668	28,489	\$42,593,867	\$2,807,433	N/A

*Information is compiled from year-end reports which are not submitted by all congregations. Please contact the appropriate regional conference office for financial and statistical information of specific congregations.

**Giving to non-BIC ministries was not collected in the year-end reporting for 2013.

Board Reports

Member **Term expiration - number**

General Conference Board

Carlos Alfaro	2018 - 2 nd
Bob Beaty	2018 - 1 st
Karl Brummer	2018 - 2 nd
Rachel Diaz	2018 - 1 st
David Espinosa	2016 - 2 nd
Adam Forry	2018 - 1 st
Wanda Heise	2018 - 3 rd
Layne Lebo	2018 - 2 nd
Cathy Musser	2018 - 2 nd
Jeff Piepho	2018 - 1 st
Alan Robinson	2018
Donald Shenk	2018 - 3 rd
William Strausbaugh	2018 - 3 rd

Board for World Missions

Heather Beaty	2016 - 1 st
Mirta Colloca	2018 - 3 rd
Steve Ginder	2016 - 1 st
Amy Harlacher	2016 - 2 nd
John Reitz	2018 - 2 nd
Alan Robinson	2018
John Fickett*	2016 - 4 th

Brethren in Christ Foundation

Karl Brummer	2018 - 1 st
Ronald Mast	2016 - 1 st
Anler Morejon	2018 - 1 st
Rodney Musser	2018 - 2 nd
Georgia Myers	2016 - 3 rd
Ronald Niesley	2016 - 1 st
Alan Robinson	2018
Charles Starr	2016 - 3 rd

Lifeline Women's Ministries Shelter, Inc.

Maureen Bouma	2016 - 3 rd
John Arthur Brubaker*	2016 - 4 th
Karen DeVries	2016 - 1 st
Kaye Henley	2018 - 3 rd
Serounian Keir	2016 - 3 rd
Olivia Sevilla*	2016 - 4 th
Allison Schuh	2016 - 1 st

*These fourth terms are due to suspension of the bylaws for the 2014–2016 biennium.

Audited Financial Statements

**GENERAL CONFERENCE OF THE
BRETHREN IN CHRIST**
FINANCIAL STATEMENTS
FOR THE YEAR ENDED
DECEMBER 31, 2013
(WITH SUMMARIZED FINANCIAL INFORMATION
FOR THE YEAR ENDED DECEMBER 31, 2012)
AND
INDEPENDENT AUDITOR'S REPORT

HAMILTON & MUSSER, P.C.
Certified Public Accountants

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST
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For the Year Ended December 31, 2013
(With Summarized Financial Information for the Year Ended December 31, 2012)

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INDEPENDENT AUDITOR'S REPORT

To the General Conference Board of
General Conference of the Brethren in Christ
Grantham, Pennsylvania

Report on the Financial Statements

We have audited the accompanying financial statements of the General Conference of the Brethren in Christ (a non-profit organization), which comprise the statement of financial position as of December 31, 2013, and the related statements of activities and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Members of the American and Pennsylvania Institutes of CPAs

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Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the General Conference of the Brethren in Christ as of December 31, 2013, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited the General Conference of the Brethren in Christ 2012 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated October 4, 2013. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2012, is consistent, in all material respects, with the audited financial statements from which it has been derived.

June 25, 2014

Mechanicsburg, Pennsylvania



Certified Public Accountants

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Statements of Financial Position
December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

	<u>2013</u>	<u>2012</u>
Assets		
Cash and Cash Equivalents		
Unrestricted	\$ 2,690,324	\$ 2,205,880
Temporarily Restricted	692,421	223,809
Investments (Note 2)		
Temporarily Restricted	4,251,712	4,318,422
Permanently Restricted	2,727,514	2,726,514
Education Loans Receivable (Note 3)	33,555	39,066
ASEL Receivable (Note 4)	88,941	88,941
Other Receivables (Note 5)	423,937	435,907
Other Assets	25,700	9,199
Fixed Assets, Net (Note 6)	<u>250,674</u>	<u>252,822</u>
Total Assets	<u>\$ 11,184,778</u>	<u>\$ 10,300,560</u>
Liabilities		
Accounts and Payroll Withholding Payable	\$ 439,323	\$ 313,458
Accrued Wages and Vacation Payable	4,598	4,655
Deposit Agreements	5,000	5,000
Notes Payable (Note 9)	237,236	180,192
Liability for Pension Benefit (Note 12)	3,496,084	4,824,549
Claim Reserve – Health Plan (Note 15)	405,465	461,102
Other Liabilities	<u>10,855</u>	<u>36,335</u>
Total Liabilities	<u>4,598,561</u>	<u>5,825,291</u>
Net Assets (Deficit)		
Unrestricted	(1,085,430)	(2,793,476)
Temporarily Restricted (Note 7)	4,944,133	4,542,231
Permanently Restricted (Note 8)	<u>2,727,514</u>	<u>2,726,514</u>
Total Net Assets (Deficit)	<u>6,586,217</u>	<u>4,475,269</u>
Total Liabilities and Net Assets	<u>\$ 11,184,778</u>	<u>\$ 10,300,560</u>

The Accompanying Notes are an Integral Part of the Financial Statements

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Statements of Activities

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2013	Total 2012
Revenue					
Contributions	\$ 2,569,246	\$ 2,688,848	\$ 1,000	\$ 5,259,094	\$ 6,559,678
Receipts/Registrations	1,214,396	-	-	1,214,396	1,085,002
Investment Income (Note 2)	156,022	651,147	-	807,169	631,516
Other	29,774	-	-	29,774	33,877
Net Assets Released From Restrictions	<u>2,938,093</u>	<u>(2,938,093)</u>	-	-	-
Total Revenue	6,907,531	401,902	1,000	7,310,433	8,310,073
Expenses					
Program Services	6,204,982	-	-	6,204,982	7,832,869
Management and General	322,968	-	-	322,968	275,322
Operational	<u>303,162</u>	<u>-</u>	<u>-</u>	<u>303,162</u>	<u>335,767</u>
Ministers Pension Fund Benefit Program					
Total Expenses	6,831,112	-	-	6,831,112	8,443,958
Increase (Decrease) in Net Assets	76,419	401,902	1,000	479,321	(133,885)
Net Assets (Deficit), Beginning of Year	(2,793,476)	4,542,231	2,726,514	4,475,269	3,886,547
Pension-Related Changes Other Than Net Periodic Pension Cost	<u>1,631,627</u>	<u>-</u>	<u>-</u>	<u>1,631,627</u>	<u>722,607</u>
Net Assets (Deficit), End of Year	<u>\$ (1,085,430)</u>	<u>\$ 4,944,133</u>	<u>\$ 2,727,514</u>	<u>\$ 6,586,217</u>	<u>\$ 4,475,269</u>

The Accompanying Notes are an Integral Part of the Financial Statements

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Statements of Cash Flows
 For the Year Ended December 31, 2013
 (With Summarized Financial Information for the Year Ended December 31, 2012)

	<u>2013</u>	<u>2012</u>
Cash Flows from Operating Activities:		
Increase (Decrease) in Net Assets	\$ 479,321	\$ (133,885)
Adjustment to Reconcile Change in Net Assets to		
Net Cash and Cash Equivalents Used by Operating Activities:		
Realized Gain on Investments	(603,646)	(287,665)
Unrealized Gain on Investments	(144,570)	(251,272)
Depreciation	12,148	10,147
(Increase) Decrease in:		
Receivables	17,481	(261,141)
Other Assets	(16,501)	25,989
Increase (Decrease) in:		
Accounts and Payroll Withholdings Payable	125,865	(140,911)
Accrued Wages and Vacation Payable	(57)	(2,234)
Claim Reserve – Health Plan	(55,637)	378,102
Other Liabilities	<u>(25,480)</u>	<u>25,482</u>
Net Cash and Cash Equivalent Used by Operating Activities	<u>(211,076)</u>	<u>(637,388)</u>
Cash Flows from Investing Activities:		
Purchase of Investments	(203,716)	(811,506)
Sale of Investments	1,017,642	1,080,697
Purchase of Fixed Assets	<u>(10,000)</u>	<u>-</u>
Net Cash and Cash Equivalents Provided by Investing Activities	<u>803,926</u>	<u>269,191</u>
Cash Flows from Financing Activities:		
Borrowing on Notes Payable	61,920	-
Principal Payments on Notes Payable	(4,876)	(18,708)
Change in Ministers Pension Fund Components	<u>303,162</u>	<u>335,767</u>
Net Cash and Cash Equivalents Provided by Financing Activities	<u>360,206</u>	<u>317,059</u>
Net Increase (Decrease) in Cash and Cash Equivalents	953,056	(51,138)
Cash and Cash Equivalents, Beginning of the Year	<u>2,429,689</u>	<u>2,480,827</u>
Cash and Cash Equivalents, End of Year	<u>\$ 3,382,745</u>	<u>\$ 2,429,689</u>
<u>Supplemental Cash Flow Disclosures:</u>		
Cash Paid for Interest	\$ 7,716	\$ 10,250
Cash Paid for Income Taxes	-	-

The Accompanying Notes are an Integral Part of the Financial Statements

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 1 NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities:

The General Conference of the Brethren in Christ (the General Conference) was incorporated on June 18, 1940 in the Commonwealth of Pennsylvania as a charitable, non-profit religious organization. The General Conference is supported by contributions from Brethren in Christ congregations as well as direct contributions from individuals and other entities.

Basis of Accounting:

The financial statements of the General Conference have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables and other liabilities.

Basis of Presentation:

Financial statement presentation follows the *Not-for-Profit Entities* topic of the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) which requires the General Conference to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Revenue Recognition:

Contributions received are recorded as increases in unrestricted, temporarily restricted, or permanently restricted net assets, depending on the existence and/or nature of any donor restrictions.

All donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restriction. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), temporarily restricted net assets are reclassified to unrestricted net assets and reported in the Statements of Activities as net assets released from restrictions.

The General Conference recognizes receipts when given by the supporting congregations. As a result, approximately twenty business days are required after year-end to properly recognize these December receipts. Additionally, the General Conference allows the Cooperative Ministries Program to make the appropriate allocations to other General Conference programs and external organizations before the year-end close.

Programs:

In order to ensure observance of the limitations and restrictions placed on the use of the resources available to the General Conference, the accounts are grouped into and maintained in programs.

The programs maintained by the General Conference are as follows:

Regional Conferences & Other Ministries - includes the distribution of shared and designated financial support to regional conference treasurers and other ministries (internal and external) as designated.

Vision Program - includes resources used to supplement the funding of the other programs within the General Conference.

General Leadership Program - includes resources available for the operation of the General Conference, which oversees the Brethren in Christ Church.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
 For the Year Ended December 31, 2013
 (With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 1 NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**Programs (Continued):**

Regional Leadership Program - includes resources available for the operation of the Regional Conferences.

Brotherhood Concerns Program - includes resources available for benevolent, special interest, and institutional concerns.

Evangelism and Church Planting Program - includes resources available for the planting of new churches and evangelism programming.

Commission on Ministry and Doctrine Program - includes resources available for the accreditation process and licensing of ministers.

Congregational Life Program - includes resources available for Christian education and music ministries.

Board for World Missions Program - includes resources available for the General Conference's world missions programs and related ministries.

Communications - includes resources available for periodicals, publications, and electronic media.

The General Conference is strongly committed to the operational efficiencies gained by functioning as one organization in support of various ministry programs. In an effort to further organize and clarify the operations of the General Conference, those activities with a geographically defined ministry emphasis have been combined as noted under the following headings.

- Regional
 - Regional Conferences & Other Ministries
 - Regional Leadership Program
 - Evangelism and Church Planting Program
- National
 - General Leadership Program
 - Vision Program
 - Brotherhood Concerns Program
 - Commission on Ministry and Doctrine Program
 - Congregational Life Program
- Global
 - Board for World Missions Program

The communications program is viewed as a support program to all other programs of the church. A portion of the financial activity for the communications program is reported under the National and Global headings.

Effective January 1, 2014 the General Conference has implemented changes to the chart of accounts which allow greater clarity in reporting financial activities within the regional, national, and global categories. These changes to the chart of accounts support the General Conference commitment to honor all donor-imposed temporary and permanent restrictions.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 1 NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fixed Assets:

It is the policy of the General Conference to record purchased fixed assets at cost and donated assets at their fair value at the date of donation. Depreciation is provided on the straight-line method over the estimated useful lives of the assets.

New acquisitions of fixed assets having a low acquisition cost, or which are not expected to last for more than a year, are expended in the year of acquisition. Repairs and maintenance charges are capitalized and depreciated when they materially extend the useful life of the related asset.

Taxation:

The General Conference is exempt from Federal Income Tax as provided by Code Section 501(c)(3) of the Internal Revenue Code. Donors are entitled to deductions for Federal Income Tax purposes for contributions made to the General Conference in accordance with the Internal Revenue Code. Accordingly, no income tax is incurred unless the General Conference earns income considered to be unrelated business income. The General Conference conducted no activities that were subject to income taxes.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the General Conference, including whether the entity is exempt from income taxes. Management evaluated the tax positions taken and concluded that the General Conference had taken no uncertain tax positions that require recognition or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the General Conference is no longer subject to income tax examinations by the U.S. federal, state or local tax authorities for years before December 31, 2010.

Accounts Receivable:

Accounts receivable are stated at the amount management expects to collect from balances outstanding at year-end. Based on management's assessment of outstanding balances, it has concluded that losses on balances outstanding at year-end will be immaterial.

Investments:

Investments are valued at their fair market values on a recurring basis in the Statements of Financial Position.

Fair Value Reporting requires an establishment of a hierarchy that ranks the quality and reliability of inputs, or assumptions, used in the determination of fair value and requires financial assets and liabilities carried at fair value to be classified and disclosed in one of the following three categories:

- Level 1 – Quoted prices in active markets for identical assets and liabilities
- Level 2 – Directly or indirectly observable inputs other than Level 1 quoted prices
- Level 3 – Unobservable inputs not corroborated by market data

For investments that have quoted market prices in active markets, the General Conference uses the quoted market prices as fair values and includes those investments in Level 1 of the fair value hierarchy. When quoted market prices in active markets are not available, various pricing services are used to determine fair value of investments that are included in Level 2 of the fair value hierarchy. Level 3 represents financial assets whose fair value is determined based upon inputs that are unobservable and include the General Conference's own determinations of the assumptions that a market participant would use in pricing the asset. The General Conference considers its investments to be Level 2 and Level 3.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
For the Year Ended December 31, 2013
(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 1 NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**Investments (Continued):**

Investment income, including realized and unrealized gains restricted by donors, is reported as an increase in unrestricted net assets if the restrictions are met (either a stipulated time period or a purpose restriction is accomplished) in the reporting period in which the income and gains are recognized.

Investments are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible changes in risks in the near term would materially affect investment assets reported in the Statements of Financial Position and Activities.

Contributed Services:

The General Conference receives a substantial amount of donated services in carrying out the various ministries of the General Conference. No amounts have been reflected in the financial statements for those services since they do not meet the criteria for recognition.

Comparative Data:

The financial statements include certain 2012 comparative information. With respect to the Statements of Activities, such prior year information is not presented by net asset class. Such information does not provide sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the General Conference financial statements for the year ended December 31, 2012, from which the summarized information was derived.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Cash and Cash Equivalents:

For the purpose of the Statements of Cash Flows, cash and cash equivalents include all highly liquid investments with an initial maturity of three months or less.

NOTE 2 INVESTMENTS

Investments are summarized as follows at December 31, 2013 and 2012:

December 31, 2013:

	<u>Cost</u>	<u>Market Value</u>
Investment in MASP	\$ 106,167	\$ 106,167
Trust Investments and Deposit Accounts (BICF)	<u>6,139,636</u>	<u>6,873,059</u>
Total	<u>\$ 6,245,803</u>	<u>\$ 6,979,226</u>

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
For the Year Ended December 31, 2013
(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 2 INVESTMENTS (CONTINUED)

December 31, 2012:

	<u>Cost</u>	<u>Market Value</u>
Investment in MASP	\$ 122,182	\$ 122,182
Trust Investments and Deposit Accounts (BICF)	<u>6,349,916</u>	<u>6,922,754</u>
Total	<u>\$ 6,472,098</u>	<u>\$ 7,044,936</u>

Investment income is summarized as follows for the years ended December 31, 2013 and 2012:

	<u>2013</u>	<u>2012</u>
Realized Gains on Sales of Investments	\$ 603,646	\$ 287,665
Unrealized Gains on Investments	160,585	251,272
Interest and Dividends	93,250	143,014
Custodial Fees	<u>(50,312)</u>	<u>(50,435)</u>
Total	<u>\$ 807,169</u>	<u>\$ 631,516</u>

Fair values of investments are summarized as follows at December 31, 2013 and 2012:

	<u>December 31, 2013</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investment in MASP	\$ -	\$ -	\$ 106,167	\$ 106,167
Trust Investments and Deposit Accounts (BICF)	<u>-</u>	<u>6,873,059</u>	<u>-</u>	<u>6,873,059</u>
Total	<u>\$ -</u>	<u>\$ 6,873,059</u>	<u>\$ 106,167</u>	<u>\$ 6,979,226</u>

	<u>December 31, 2012</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investment in MASP	\$ -	\$ -	\$ 122,182	\$ 122,182
Trust Investments and Deposit Accounts (BICF)	<u>-</u>	<u>6,922,754</u>	<u>-</u>	<u>6,922,754</u>
Total	<u>\$ -</u>	<u>\$ 6,922,754</u>	<u>\$ 122,182</u>	<u>\$ 7,044,936</u>

Level 2:

The General Conference's investment held with the BIC Foundation is considered Level 2. The BIC Foundation Growth with Income Fund (the fund) is a non-quoted investment fund which only invests in financial assets quoted in active markets. The fund's investment objective is asset growth and protection against inflation by investing primarily in stocks, combined with secondary components in bonds and short-term/money market investments. Any amount can be withdrawn from an account up to the total account balance.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
 For the Year Ended December 31, 2013
 (With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 2 INVESTMENTS (CONTINUED)Level 3:

The General Conference's Investment in MASP is considered Level 3. The fair value of the General Conference's interest in net assets held by MASP is determined, based on management's assumptions, which market participants would use in pricing the assets. The assumptions are developed, based on the best information available, which is a Level 3 valuation input, as described in Note 1 – "Investments."

	<u>2013</u>	<u>2012</u>
Beginning Balance	\$ 122,182	\$ 122,182
Contributions	-	-
Change in Value	(16,015)	-
Distributions	-	-
Fees	-	-
Ending Balance	<u>\$ 106,167</u>	<u>\$ 122,182</u>

NOTE 3 EDUCATION LOANS RECEIVABLE

Individuals who are accepted for service with Brethren in Christ World Missions (BICWM), who have educational debts, may apply in writing for educational debt assistance. Educational debts approved for reimbursement will be paid based on ten percent (10%) of the original amount of the loan (at the time of appointment) per year for ten (10) years. Payments made will range from a minimum of \$1,000 to a maximum of \$2,500. Maximum lifetime education debt assistance is limited to \$25,000. For individuals accepted for service with BICWM but needing further education, BICWM will pay for such education as a loan. A "credit" is given to the missionaries for each year of service, based on an approved credit schedule. If the credits for years of service are less than the loan payments made by the BICWM when a missionary completes his or her service, the difference will be paid back to BICWM by the missionary. At December 31, 2013 and 2012, the receivable due back to the BICWM was \$33,555 and \$39,066, respectively. This amount will continue to reflect service and payments on an ongoing basis.

NOTE 4 ASEL RECEIVABLE

From time to time, the General Conference makes Appreciation Sharing Equity Loans (ASEL) to General Conference executives for the purpose of purchasing their residence. These interest-free loans will be repaid upon the sale of the residence. At December 31, 2013 and 2012, three loans were outstanding, totaling \$88,941. These notes are secured by a mortgage deed of trust or security deed.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 5 OTHER RECEIVABLES

Other receivables at December 31, 2013 and 2012 consisted of the following:

	<u>2013</u>	<u>2012</u>
Vehicle Loan Receivable	\$ 12,467	\$ 13,000
Shared Services Receivables	7,076	14,361
Administrative Advances	5,500	5,500
Forest Gate Loan	36,018	40,241
DHE Receivable	121,012	11,828
Premium Receivable	-	7,823
Reinsurance Receivable	229,378	340,172
Miscellaneous	<u>12,486</u>	<u>2,982</u>
Total	<u>\$ 423,937</u>	<u>\$ 435,907</u>

NOTE 6 FIXED ASSETS

Fixed assets are summarized as follows at December 31, 2013 and 2012:

	<u>2013</u>	<u>2012</u>
Real Estate	\$ 379,123	\$ 379,123
Furniture and Equipment	<u>144,334</u>	<u>154,397</u>
	523,457	533,520
Less: Accumulated Depreciation	<u>(272,783)</u>	<u>(280,698)</u>
Fixed Assets, Net	<u>\$ 250,674</u>	<u>\$ 252,822</u>

The estimated useful lives for purposes of computing depreciation are as follows:

Real Estate	40 years
Furniture and Equipment	3-10 years

Depreciation expense was \$12,148 and \$10,147 for the years ended December 31, 2013 and 2012, respectively.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
For the Year Ended December 31, 2013
(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 7 TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets at December 31, 2013 and 2012 are available for the following purposes:

	<u>2013</u>	<u>2012</u>
Honoring Leaders of Yesterday	\$ 76,769	\$ 78,586
Brotherhood Concerns – World Hunger	67,375	70,668
World Missions – Annuity	12,018	11,929
World Missions – Planned Giving	101,357	88,354
World Missions – Reitz Memorial	12,156	12,065
World Missions – Projects/Other	823,831	714,338
World Missions – Self Supporting	1,289,443	1,148,748
World Missions – Memorial Gifts	6,525	11,708
World Missions – Spice Gifts	27,523	41,791
World Missions – Personnel Training	847,223	782,583
World Missions - ECP	150,787	150,787
Emergency Risk Management Fund	29,641	25,548
Leadership Training	587,000	587,000
Health Plan	-	155,000
Cumulative Endowment Earnings	853,620	516,436
Ministry and Doctrine – Special Projects	25,244	21,640
Ambassador Development	19,185	19,082
Special Projects	14,434	77,422
Transformation – 2012	-	28,546
Total	<u>\$ 4,944,132</u>	<u>\$ 4,542,231</u>

NOTE 8 PERMANENTLY RESTRICTED NET ASSETS – ENDOWMENT FUNDS**Interpretation of Relevant Law**

In August 2008, The Financial Accounting Standards Board issued FASB ASC 958-204-45-28 through 45-31, "Endowments of Not-for-Profit Organizations: Net Asset Classification of Funds Subject to an Enacted Version of the Uniform Prudent Management of Institutional Funds Act and Enhanced Disclosures for all Endowment Funds."

The staff position provides guidance on the net asset classification of donor-restricted endowment funds and requires additional disclosures about an organization's endowment funds, both donor-restricted and board-designated.

The General Conference has interpreted the law that underlies the net asset classification of donor-restricted endowment funds as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit instructions. As a result of this interpretation, the General Conference classifies as permanently restricted net assets (1) the original value of gifts to the permanent endowment, (2) the original value of subsequent gifts to the permanent endowment, and (3) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument. Absent explicit instructions from the donor, investment income from permanently restricted funds is classified as temporarily restricted and expensed as permitted by established endowment fund spending policies.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 8 PERMANENTLY RESTRICTED NET ASSETS – ENDOWMENT FUNDS (CONTINUED)

The General Conference considers the following factors when receiving donor-restricted endowment funds:

1. The duration and preservation of the fund
2. The purposes of the organization and the donor-restricted endowment fund
3. General economic conditions
4. The possible effect of inflation and deflation
5. The expected total return from income and the appreciation of investments
6. Other resources of the organization
7. The investment policies of the organization

Investment Management Policy

Permanent, donor-restricted gifts are generally given with the donors' expectations that the funds will stay intact and grow from or at a minimum provide earnings that can be used to fund the purposes specified in the corresponding trust instrument. Therefore, the funds should be invested in accordance with these general policies:

1. *Preservation of Capital* – Both with respect to the overall Fund and to the assets assigned to each investment manager, the Endowment Committee and the investment managers should make conscious efforts to preserve capital, understanding that losses may occur in individual securities.
2. *Risk Aversion* – Understanding that risk is present in all types of securities and investment styles, the Endowment Committee recognizes that some risk is necessary to produce long-term investment results sufficient to meet the Fund's objectives. However, investment managers are to make reasonable efforts to control risk, and they will be evaluated regularly to ensure that the risk assumed is commensurate with the given investment style and objectives.
3. *Adherence to Investment Discipline* – Investment managers are expected to adhere to the investment management styles for which they were hired. Managers will be evaluated regularly for adherence to investment discipline.

Investment Objectives

Specifically, the primary objective in the investment management of fund assets shall be:

- To preserve purchasing power after spending
- To achieve returns that are more than the rate of inflation plus spending over the investment horizon in order to preserve purchasing power of fund assets
- To control risk in the investment of fund assets

Handling of Income from Endowment Fund Investments

All income earned, whether interest income, dividend income, or gains realized and unrealized will be classified as temporarily restricted until appropriated for expenditure by the General Conference. There are no permanent restrictions on the use of the income other than any purpose restrictions established by the trust instrument or board-designation.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
 For the Year Ended December 31, 2013
 (With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 8 PERMANENTLY RESTRICTED NET ASSETS – ENDOWMENT FUNDS (CONTINUED)

Changes in endowment net assets for the year ended December 31, 2013 are as follows:

	<u>Permanent</u>
Investment return	
Investment income	\$ -
Net appreciation	<u>-</u>
Total Investment return	-
Contributions to perpetual endowment	1,000
Amounts appropriated for expenditure	-
Transfer to remove assets from board-designated endowment funds	<u>-</u>
Total change in endowment funds	<u>\$ 1,000</u>

Changes in endowment net assets for the year ended December 31, 2012 are as follows:

	<u>Permanent</u>
Investment return	
Investment income	\$ -
Net appreciation	<u>-</u>
Total Investment return	-
Contributions to perpetual endowment	1,965
Amounts appropriated for expenditure	<u>-</u>
Total change in endowment funds	<u>\$ 1,965</u>

Permanently restricted net assets at December 31, 2013 and 2012 are as follows:

	<u>2013</u>	<u>2012</u>
Leadership Training Endowment	\$ 641,261	\$ 641,261
New Frontiers Endowment	444,923	444,923
Shaping Leaders for Tomorrow (Formerly Seminary Students)	1,485,765	1,485,765
Spouses Training	13,745	13,745
Smith Pastoral Training	58,458	57,458
Renewal/Refocus Endowment	11,801	11,801
World Missions – S. Africa Women’s Ed. Fund	<u>71,561</u>	<u>71,561</u>
Total	<u>\$ 2,727,514</u>	<u>\$ 2,726,514</u>

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

(With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 9

NOTES PAYABLE

During 1999, the General Church entered into a thirty-year note payable with the Brethren in Christ Foundation for \$110,000 (Note 1). Interest of 7.50% is charged on the remaining balance with a monthly principal and interest payment of \$527. Interest expense was \$1,781 and \$2,375 for the years ended December 31, 2013 and 2012, respectively (See related party, Note 11). Minimum principal maturities for each of the subsequent five years are as follows:

<u>Year</u>	<u>Amount</u>
2014	\$ 4,220
2015	4,436
2016	4,663
2017	4,902
2018	5,153
Thereafter	<u>12,644</u>
Total	<u>\$ 36,018</u>

In 2010, the General Conference received a \$155,000 loan from the Brethren in Christ Foundation (Note 2). The interest rate is variable and can move up or down during the lifetime of the loan. The interest rate was 4.25% and 4.25% at December 31, 2013 and 2012, respectively. Interest expense related to this loan was \$5,935 and \$7,875 for the years ended December 31, 2013 and 2012, respectively. These funds were used to establish the General Conferences' Self-Insurance Health Insurance Plan. The loan requires monthly interest payments but does not have a principal repayment schedule. All outstanding principal and interest is due by April 2017 (See related party, Note 11).

During 2013, the General Church entered into a thirty-year note payable with the Brethren in Christ Foundation for \$216,480 (Note 3). The interest rate is variable at the sole discretion of the lender and was 4.25% at December 31, 2013. Monthly installments of principal and interest are \$1,065. At December 31, 2013, only \$61,920 of the loan had been received. The remaining \$154,560 will be received in 2014 (See related party, Note 11).

Total notes payable for the years ended December 31, 2013 and 2012 are as follows:

	<u>2013</u>	<u>2012</u>
Note 1	\$ 36,018	\$ 40,241
Note 2	139,298	139,951
Note 3	<u>61,920</u>	<u>-</u>
Total	<u>\$ 237,236</u>	<u>\$ 180,192</u>

NOTE 10

LEASING ARRANGEMENTS

The General Conference leased its Great Lakes Regional Conference Bishop office under a monthly lease. Monthly lease payments were \$350. Lease expense for this office was \$4,200 for 2013.

The General Conference leased its Pacific Regional Conference Bishop office under a monthly lease. Monthly lease payments were \$790. Lease expense for this office was \$9,480 for 2013.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements
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 (With Summarized Financial Information for the Year Ended December 31, 2012)

NOTE 10 LEASING ARRANGEMENTS (CONTINUED)

The General Conference leased its Southeast Regional Conference Bishop office under a fifteen-month lease. In December 2012, the lease was renewed and expires December 31, 2014. Annual lease payments were \$4,800. Lease expense for this office was \$3,200 for 2013. The lease was terminated early on August 31, 2013.

The General Conference leased its Southeast Regional Conference Bishop office under a twelve-month lease. The lease began September 1, 2013 and expires August 31, 2014. Annual lease payments were \$6,000. Lease expense for this office was \$2,000 for 2013.

Equipment: The General Conference leases copiers under operating leases with varying expirations for total annual lease payments of approximately \$33,134. Lease expense for office equipment was \$33,134 in 2013.

The minimum lease payments required under the above operating leases as of December 31, 2013 are as follows:

<u>Year</u>	<u>Amount</u>
2014	\$ 36,858
2015	<u>11,120</u>
Total	<u>\$ 47,978</u>

NOTE 11 RELATED ENTITY

The Brethren in Christ Foundation, Inc. (BICF) is a denominationally owned and sponsored corporation consisting of two divisions which holds investments for the General Conference. The Trust Division handles investments on behalf of church agencies. The Brotherhood Loan Fund Division serves the church in a manner similar to that of a credit union. This division accepts deposits from individuals and church agencies and loans funds to congregations and pastors for real estate transactions. Various investments of the General Conference are held by BICF (see Notes 2 and 9).

The office facilities for all administrators and their staff are leased from BICF for \$35,525 and \$39,179 during 2013 and 2012, respectively.

NOTE 12 RETIREMENT PLANS

The General Conference has a 403(b) Tax-Sheltered Annuity Plan. This plan covers substantially all employees of the General Conference after one year of employment. Employees can contribute a percentage of their compensation each year up to specified limits. The General Conference makes contributions to this plan on behalf of employees at a rate of 10% of salary. The General Conference contributed \$112,946 and \$108,968 to the plan during 2013 and 2012 respectively.

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NOTE 12 RETIREMENT PLANS (CONTINUED)

The General Conference maintains the Brethren in Christ Minister's Pension Fund (the Plan) which is a single-employer defined-benefit pension plan. The Plan covers all ordained or licensed senior pastors and pastors of single-pastor congregations; ordained or licensed full-time associate pastors, Christian education, or youth ministers; and ordained or licensed ministers of other denominational boards and agencies. Normal monthly retirement benefits are equal to \$9.00 multiplied by the years of benefit service up to a maximum of 40 years of benefit service. In addition, the Plan provides for various disability and death benefits for eligible participants. As of December 31, 2009, the Plan was "frozen," allowing no new participants to be added after that point.

The General Conference pays the full cost of the Plan, and employee contributions are not required. During 2013 and 2012, the General Conference requested that the congregation for each eligible participant contribute \$1,200 and \$1,200, respectively, into the Plan to provide the necessary funding of the Plan's obligations. A \$25,000 contribution, in addition to the annual contribution for the ordained or licensed ministers of the General Conference, was provided by the General Conference during 2013.

The annual measurement date is December 31 for the pension benefits. The following tables provide further information about the General Conference's pension plan.

The following sets forth the Plan's actuarially determined funded status at December 31, 2013:

Obligations and Funded Status for 2013:

Benefit Obligation at December 31, 2013	\$ 8,608,614
Fair Value of Plan Assets at December 31, 2012	4,732,293
Employer Contributions	536,661
Actual Return on Assets	473,781
Benefit Payments	<u>(630,205)</u>
Fair Value of Plan Assets at December 31, 2013	<u>5,112,530</u>
Net Unfunded Status of the Plan at December 31, 2013	\$ <u>3,496,084</u>

Net Periodic Pension Cost for 2013:

Service Cost	\$ 32,209
Interest Cost	357,739
Expected Return on Plan Assets	(249,989)
Amortization of Net Transition (Asset) or Obligation	-
Amortization of Prior Service Cost	-
Amortization of Net (Gain) or Loss	<u>163,203</u>
Net Periodic Pension Cost for Period 1/1/2013 to 12/31/2013	\$ <u>303,162</u>

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NOTE 12 RETIREMENT PLANS (CONTINUED)Items Not Yet Recognized as a Component of Net Periodic Pension Cost for 2013:

Items Not Yet Recognized as a Component of	
Net Period Pension Cost at 12/31/2012	\$ 4,085,459
Amortization of Net Transition Asset or (Obligation)	-
Amortization of Prior Service Cost	-
Amortization of Net Gain or (Loss)	(163,203)
Change Due to Change in Experience and Assumptions at 12/31/2013	(675,847)
Change Due to Plan Amendment	-
Experience (Gain) or Loss at 1/1/2013	(32,124)
Asset (Gain) or Loss	<u>(223,792)</u>

Items Not Yet Recognized as a Component of	
Net Period Pension Cost at 12/31/2013	<u>\$ 2,990,493</u>

Assumptions:

Weighted-Average Assumptions Used to Determine Benefit
Obligations at December 31, 2013:

Discount Rate	4.75 %
Rate of Compensation Increase	0.00 %

Weighted-Average Assumptions Used to Determine Net Periodic
Benefit Cost for Year Ended December 31, 2013:

Discount Rate	4.75 %
Expected Return on Plan Assets	5.50 %
Rate of Compensation Increase	0.00 %

The General Conference's expected rate of return on plan assets is determined by the plan assets' historical long-term investment performance, current asset allocation, and estimates of future long-term returns by asset class.

Plan Assets:

The General Conference's pension plan weighted-average asset allocations at December 31, 2013, by asset category are as follows:

<u>Asset Category</u>	<u>Percentage</u>
Cash/Money Market Funds/CDARS	30.43 %
International Equities	7.79 %
Large Cap Equities	22.83 %
Mid Cap Equities	6.93 %
Small Cap Equities	2.39 %
Fixed Income	24.16 %
Real Estate	<u>5.47 %</u>
Total	<u>100.00 %</u>

All assets are considered Level 1 or 2.

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Notes to Financial Statements

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NOTE 12 RETIREMENT PLANS (CONTINUED)

The Plan's investment held with the BIC Foundation is considered Level 2. The BIC Foundation Growth with Income Fund (the fund) is a non-quoted investment fund which only invests in financial assets quoted in active markets. The fund's investment objective is asset growth and protection against inflation by investing primarily in stocks, combined with secondary components in bonds and short-term/money market investments. Any amount can be withdrawn from an account up to the total account balance.

Cash Flows:

Contributions – The General Conference expects contributions of \$940,000 to its pension plan in 2014.

Estimated Future Benefit Payments – The following benefit payments, which reflect expected future service, as appropriate, are expected to be paid:

2014	\$ 650,082
2015	669,292
2016	662,473
2017	661,942
2018	662,665
Years 2019-2022	<u>3,200,083</u>
Total	<u>\$ 6,506,537</u>

The following sets forth the Plan's actuarially determined funded status at December 31, 2012:

Obligations and Funded Status for 2012:

Benefit Obligation at December 31, 2012	\$ <u>9,556,842</u>
Fair Value of Plan Assets at December 31, 2011	4,532,464
Employer Contributions	451,637
Actual Return on Assets	450,076
Benefit Payments	<u>(701,884)</u>
Fair Value of Plan Assets at December 31, 2012	<u>4,732,293</u>
Net Unfunded Status of the Plan at December 31, 2012	\$ <u>4,824,549</u>

Net Periodic Pension Cost for 2012:

Service Cost	\$ 24,960
Interest Cost	375,763
Expected Return on Plan Assets	(234,058)
Amortization of Net Transition (Asset) or Obligation	-
Amortization of Prior Service Cost	-
Amortization of Net (Gain) or Loss	<u>169,102</u>
Net Periodic Pension Cost for Period 1/1/2012 to 12/31/2012	\$ <u>335,767</u>

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NOTE 12 RETIREMENT PLANS (CONTINUED)Items Not Yet Recognized as a Component of Net Periodic Pension Cost for 2012:

Items Not Yet Recognized as a Component of	
Net Period Pension Cost at 12/31/2011	\$ 4,356,429
Amortization of Net Transition Asset or (Obligation)	-
Amortization of Prior Service Cost	-
Amortization of Net Gain or (Loss)	(169,102)
Change Due to Change in Experience and Assumptions at 12/31/2012	114,150
Change Due to Plan Amendment	-
Experience (Gain) or Loss at 1/1/2012	-
Asset (Gain) or Loss	<u>(216,018)</u>

Items Not Yet Recognized as a Component of	
Net Period Pension Cost at 12/31/2012	<u>\$ 4,085,459</u>

Assumptions:

Weighted-Average Assumptions Used to Determine Benefit Obligations at December 31, 2012:

Discount Rate	3.90 %
Rate of Compensation Increase	0.00 %

Weighted-Average Assumptions Used to Determine Net Periodic Benefit Cost for Year Ended December 31, 2012:

Discount Rate	3.90 %
Expected Return on Plan Assets	5.50 %
Rate of Compensation Increase	0.00 %

The General Conference's expected rate of return on plan assets is determined by the plan assets' historical long-term investment performance, current asset allocation, and estimates of future long-term returns by asset class.

Plan Assets:

The General Conference's pension plan weighted-average asset allocations at December 31, 2012, by asset category are as follows:

<u>Asset Category</u>	<u>Percentage</u>
Cash/Money Market Funds/CDARS	7.96 %
International Equities	9.43 %
Large Cap Equities	24.45 %
Mid Cap Equities	5.52 %
Small Cap Equities	1.43 %
Fixed Income	<u>51.21 %</u>
Total	<u>100.0 %</u>

All assets are considered Level 1 or 2.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

For the Year Ended December 31, 2013

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NOTE 12 RETIREMENT PLANS (CONTINUED)

The Plan's investment held with the BIC Foundation is considered Level 2. The BIC Foundation Growth with Income Fund (the fund) is a non-quoted investment fund which only invests in financial assets quoted in active markets. The fund's investment objective is asset growth and protection against inflation by investing primarily in stocks, combined with secondary components in bonds and short-term/money market investments. Any amount can be withdrawn from an account up to the total account balance.

Cash Flows:

Contributions – The General Conference expects contributions of \$350,000 to its pension plan in 2013.

Estimated Future Benefit Payments – The following benefit payments, which reflect expected future service, as appropriate, are expected to be paid:

2013	\$ 654,953
2014	657,575
2015	676,837
2016	670,135
2017	669,170
Years 2018-2019	<u>3,271,166</u>
Total	<u>\$ 6,599,836</u>

NOTE 13 CONCENTRATED CREDIT RISK

The Brethren in Christ Foundation, Inc. (BICF) is a denominationally owned and sponsored corporation consisting of two divisions which holds investments for the General Conference. The Trust Division handles investments on behalf of church agencies. The Brotherhood Loan Fund Division serves the church in a manner similar to that of a credit union. This division accepts deposits from individuals and church agencies and loans funds to congregations and pastors for real estate transactions. Most of the investments of the General Conference are held by BICF, which are neither insured by any private or governmental agency, nor are the balances fully collateralized. Therefore, an off-balance-sheet and a concentrated credit risk exist.

Financial instruments that potentially subject the General Conference to concentrations of credit risk consist principally of cash and cash equivalents held with financial institutions. Accounts at financial institutions are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per institution. General Conference's accounts at a financial institution exceeded the insurance obtained through the FDIC. Amounts in excess of the FDIC limit totaled \$397,843 and \$409,388 at December 31, 2013 and 2012, respectively.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

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NOTE 14 CONTINGENT LIABILITY

The Brethren in Christ Foundation, Inc. (BICF) is a related party to the General Conference. BICF accepts deposits from church members and churches. BICF in turn lends these funds to denomination churches in the form of loans. For some loans, the BICF requires a guarantee that should be backed by fund balances. Conferences are asked to set aside 4% of the combined amount of guaranteed loans for this purpose. In the event of loan loss, the guarantor conference will be responsible to cover the loss up to this amount (in the 4% regional loan-loss reserve fund). Any remaining shortfall will be covered by U.S. regional conferences at a pro-rated amount based on total congregations/worship attendance/fund balances of the conference, and by the General Conference. The General Conference will contribute to the loss an amount calculated as an average of the pro-rated amounts of the seven regional conferences. Loans of exceptional risk exposure are handled differently. An estimate of the balance of the contingent liability at December 31, 2013 and 2012 was \$10,810,014 and \$11,108,769, respectively.

NOTE 15 SELF-INSURANCE – HEALTH INSURANCE PLAN

The General Conference offers a self-funded, high-deductible health plan (HDHP) to eligible employees of the General Conference. Eligible employees include individuals who are compensated by the General Conference denominational office or a participating congregation ("Participating Employers") and work 36 or more hours on average per week (24 hours for credentialed pastors.)

Participating Employers have the ability to offer a Health Reimbursement Arrangement (HRA) or Health Spending Account (HSA) alongside the HDHP. Participating Employers have the ability to determine the following each coverage period:

- What deductible option to offer: Option 1—\$2,000/\$4,000, Option 2—\$3,000/\$6,000 or Option 3—\$4,000/\$8,000 for single and family in-network coverage respectively
- Whether to offer the HRA or HSA
- The maximum benefit under the HRA: Option 1—100% or Option 2—70% of the deductible
- The portion of the deductible they will fund into the HSA up to the maximum allowed by the IRS
- The percent of premium covered by the participating employer vs. employee

Participating Employers who offer the HRA are responsible for reimbursing qualified out-of-pocket medical expenses that are covered under the deductible up to the chosen reimbursement percentage.

Employees covered by the HSA are personally responsible for all of the deductible.

HDHP premiums are paid by the Participating Employer or individual as determined by the Participating Employer each year.

As a self-insured plan, the denomination is legally liable for the next \$10,000 of qualified medical expenses per covered person after the deductible is met. Stop loss insurance is provided for qualified medical expenses that exceed the deductible and self-funded portion.

The HDHP medical benefits are provided through several different Preferred Provider Organizations which were chosen to provide coverage in the region where the employee resides. PATH Administrators serves as the claims administrator and handles all claims for the HDHP plan.

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NOTE 15 SELF-INSURANCE – HEALTH INSURANCE PLAN (CONTINUED)

The Plan was discontinued in 2013 and is being closed during 2014. A fully insured health plan was entered into as of January 1, 2014.

Summary of Activity for 2013

Premium Income	\$ 930,187
Claims Expense	(1,388,083)
Claims Reimbursements	237,595
Vendor Fees	(99)
Admin Fees	(48,647)
Transfer from General Conference	<u>555,967</u>
Net Increase	\$ <u>286,920</u>

Statement of Position as of December 31, 2013

Assets	
Cash (Chase Checking)	\$ 4,337
Accounts Receivable	<u>350,390</u>
Total Assets	\$ <u>354,727</u>
Liabilities	
Accounts Payable-Claims	\$ 405,465
Loan Payable—BIC Foundation	<u>139,298</u>
Total Liabilities	\$ <u>544,763</u>
Net Assets	\$ <u>(190,036)</u>

Summary of Activity for 2012

Premium Income	\$ 1,080,705
Earnings	211
Claims Expense	(2,131,264)
Claims Reimbursements	456,053
Vendor Fees	(193)
Admin Fees	(68,298)
Professional Services	(8,372)
Reserve Adjustment	<u>78,000</u>
Net Decrease	\$ <u>(593,158)</u>

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NOTE 15 SELF-INSURANCE – HEALTH INSURANCE PLAN (CONTINUED)**Statement of Position as of December 31, 2012**

Assets	
Cash (Chase Checking & Susquehanna)	\$ (141,431)
Accounts Receivable	<u>265,528</u>
Total Assets	<u>\$ 124,097</u>
Liabilities	
Accounts Payable-Claims	\$ 461,102
Loan Payable—BIC Foundation	<u>139,951</u>
Total Liabilities	<u>\$ 601,053</u>
Net Assets	<u>\$ (476,956)</u>

NOTE 16 SELF-INSURANCE – MISSIONS' HEALTH INSURANCE SHARING ARRANGEMENT

Brethren in Christ World Missions (BICWM), a ministry of the General Conference, participates in a pooled, self-funded plan known as Mutual Aid Sharing Plan (MASP) that covers eligible staff of participating organizations. Eligible classes include active full-time (40 hours per week) or part-time (20 hours per week) employees.

All eligible health care costs incurred by enrolled BICWM missionaries are initially paid for by BICWM. Amounts in excess of \$15,000 per covered life are pooled and shared proportionately among the member organizations based on covered lives. BICWM is reimbursed on a monthly basis for approved claims in excess of \$15,000 per covered life.

BICWM pays an actuarially determined premium to the MASP pool on a monthly basis. This premium covers an additional \$250,000 of risk above the initial \$15,000 or risk per covered life. BICWM also pays a monthly premium for the risk which exceeds \$265,000 per covered life on a monthly basis. Historically, the fund assessed an additional amount to build up reserves. Now that reserves have been built up to an amount deemed adequate by the plan, the additional assessment is no longer being made.

As a self-insured plan, BICWM is financially responsible for the first \$15,000 of medical expenses for each covered participant.

BICWM pays Proclaim Plus approximately \$9/month/member to process all health care claims as a third-party administrator. BICWM also makes use of QHM, an international claims administrator, for all non-emergency international claims coordination and administration in excess of \$150 per service. QHM charges a percentage of claims savings depending on the nature of their involvement.

NOTE 17 DEFICIT UNRESTRICTED NET ASSETS

At December 31, 2013, the General Conference had a deficit unrestricted net asset balance of \$1,085,430. The General Conference maintains an appropriate composition of assets in amounts needed to comply with all donor restrictions as of December 31, 2013.

GENERAL CONFERENCE OF THE BRETHREN IN CHRIST

Notes to Financial Statements

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NOTE 18 SUBSEQUENT EVENTS

Subsequent events have been evaluated through June 25, 2014, which is the date the financial statements were available to be issued.

