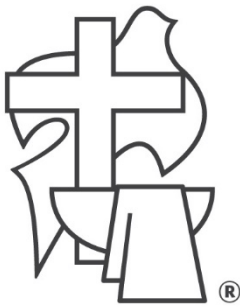


# Susquehanna Regional Conference Annual Meeting 2023

## **AGENDA**



**Saturday, April 15<sup>th</sup>, 2023**

Pathway Community Church

York, PA



## TABLE OF CONTENTS

### ***PART ONE: Conference Reports***

Conference Staff and Theme .....	4
Conference Delegates.....	5
2022 Annual Meeting Minutes .....	7
Report from the Bishop .....	10
Hispanic Ministry Report .....	13
Congregational Statistical and Financial Reports.....	15
Report from the Board of Directors.....	17
Recommendations from the Board of Directors .....	19
Conference Financial Reports/Budgets .....	20
Personnel Report & Recommendations .....	31
Trustees for Confirmation.....	33
Testimonies from the Conference .....	36
Roxbury Holiness Camp & Christian Retreat Center Reports .....	45
Important Dates and Events for 2023.....	50

### ***PART TWO: General Church Reports***

Report from the National Director, BIC U.S. ....	53
BIC World Missions .....	57
Brethren in Christ Foundation .....	59
Regional Conference Development Update .....	61
Awaken .....	62
Shared Services Report .....	64

### ***PART THREE: Courtesy Reports***

Mennonite Central Committee East Coast .....	70
Paxton Ministries .....	71

**Item 1.**

**Conference Staff**

Moderator.....Heather Beaty, Bishop  
Assistant Moderator..... Scott Garman  
Registrar.....Kathy Bennett  
Conference Secretary..... Jan Kerstetter

**Annual Meeting 2023: Praising God Together**

Moving forward TOGETHER – together toward Jesus and together in the power of Jesus.

Over the course of the past year, many of us in the church have sensed a shifting. There seems to be a renewed calling for a revitalization of community, for refocused purpose and mission, and for recommitment to health and wholeness. We want to be people of integrity. We desire to be consistent in our faith and our practices. We hope to be authentic and loving. All for the purpose of reflecting Christ and His work in our lives as we point people toward Him.

At this year’s Susquehanna Annual Meeting, we will celebrate what God is doing, recommitting to work he has entrusted to us and seeking Him together for our next steps.

*<sup>6</sup> So then, just as you received Christ Jesus as Lord, continue to live your lives in him, <sup>7</sup> rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.”*

Colossians 2:6-7

## **Item 2.**

### **List of pastors and elected delegates**

Big Valley	Steve Munger, Linda Munger
Cedar Grove	Ken Hepner, Raina Hepner, Garrick Paden, Andrew Ranck, Kiersta Ranck, Amber Supplee, Kim Yousey
Cedar Heights	Scott Garman, Laurie Garman
Colyer	Darrell Smucker
Dillsburg	Rob Douglass, Naomi Smith, Arlene VanDyke, Mel Brough, Tyler Whitesel, (Nevin Engle)
Eschol	Andrew Meiser
Fairview	Denise Rupp, Steve Hartman, Katrina Rife
Ferguson Valley	Ken Grove, Lyle Yoder, Tiffany Boozle
Grantham	David Flowers, Melissa Lowther, David Perry, Denise Fogelsanger, Brian Zweischer, Terry Zweischer
Granville	Penny Grove
Green Grove	Ruth Harter
Hanover	Brian Casale, Jane Casale, Anthony Snively, Katlyn Snively
Iglesia Hispana Vida y Esperanza	Evelin Montoya, Juan Ramon Montoya
Jemison Valley	Lesley Ollies, John Zuck
Luz Alegria y Esperanza	Mike Holland, Sherry Holland, Maliaj Yang, Fernando Bedon
Marsh Creek	Dan Longmore, Marty Longmore
Mechanicsburg BIC	Layne Lebo, Earl Lebo, Marlene Lebo, Doris Barr, Dave Hershberger
Mechanicsburg Community	Steve Mann
Messiah Village	Glenn Ginder, Richard Ross, Jim Stauffer
Mi Casa de Oración	Russell Ward, Ivonne Ward, Mario Francisco, Carmen (Leny) Rivera, Alexandra de la Cruz, Alexandra Méndez
Morning Hour Chapel	Dean Shank
Mountain Ridge	Ken Landis
MRC Gettysburg	

New Harvest	Terry Burton
New Life Community	Ryan Brown, Maureen Brown, Ron Crawford, Jaylene Shannon, Glenda Baublitz, Brandy Babcock, Joshua Brown, Sean Carvalho, Michael Kelso, Michelle Machore
Pathway Community	Jim Dinger, Julie Dinger, Sharon Stoner, Larry Stoner
Pleasant Valley	
Redland Valley	John Reitz, Karen Juengst, Esther Anderson
Saville	Andrew Meiser
The Meeting House TMH Dillsburg	Bob Beaty, James Yutzy, Leah Fisher, Bob Verno, Rich Love, Dave Downey, Zach Salazar, Shelley Eichelberger, Andrea Faiano, Scott Hallman, Sal Buonocore, Diane Baltaeff, Cecelia Zukauckas, Steve Lehman
The Upper Room	

Item 3.

**Susquehanna Regional Conference  
Annual Meeting Minutes  
Grantham Church -- Grantham  
April 9, 2022**

1. We were led by Pastor Dave Perry and team in our opening song, “All Creatures of our God and King.”

2. Heather Beaty, Conference Regional Administrator, welcomed us to the 2022 annual meeting and opened the meeting with prayer.

**3. A motion was made, seconded, and approved to confirm the List of Board Members/Trustees as recommended by the Board of Directors and as found on pages 37-38 of the agenda.**

**4. A motion was made, seconded, and approved to confirm the Personnel Report as recommended by the Board of Directors and as found on page 33 of the agenda.**

5. Alan Robinson, National Director, assumed the chair of the meeting to conduct the vote to elect our next Susquehanna Conference Bishop. The Board of Directors has unanimously nominated Heather Beaty, and the General Church Board of the BIC has approved that nomination. A majority vote, by ballot, of the voting members at this Annual Meeting is required in order to confirm Heather as bishop. Alan explained that if she is confirmed, her husband Bob Beaty (senior pastor of The Meeting House) will be supervised and evaluated by Bryan Hoke, Atlantic Conference Bishop. Ballots were distributed to all voting members, and five tellers counted the ballots. The results were 69 yes votes and 7 no votes. Heather Beaty is appointed as full time Bishop of the Susquehanna Conference from 5/1/2022 to 7/30/2028. Alan then conducted a consecration ceremony installing Heather as the Susquehanna Conference Bishop.

6. Bishop Heather resumed the chair of the meeting and delivered the Annual Meeting message from Hebrews 12: 1-3. For various reasons, many of us are very weary and feel like we are “hitting a wall” and are not sure we can finish our race of life and ministry. Hebrews urges us to remember that there are many who have gone before us and have finished their races, and they are cheering for us. Hebrews also urges us to throw off whatever entangles us. We should each consider what God would have us throw off. It is important not only to ask God this question but to have honest accountability relationships with other Christians so they can help us determine this. Then Hebrews tells us to fix our eyes on Jesus, remembering that He endured the cross for the joy of providing salvation for us. We each received a piece of yellow ribbon and were asked to write on it one thing that God is speaking to us today.

**7. A motion was made, seconded, and approved to accept the following reports: Bishop Leadership Team Report as found on pages 8-9 of the agenda, Board of Directors Report as found on page 14 of the agenda, Treasurer’s Report as found on pages 25-31 of the agenda, Hispanic Ministries Report as found on pages 10-11 of the agenda, and Roxbury Camp Report/Christian Retreat Center Report as found on pages 44-46 of the agenda.**

We welcomed new pastors Jim Dinger (Pathway Community Church) and Denise Rupp (Fairview BIC). We expressed thanks to Gary Wolfe, who is retiring from the Jemison Valley BIC pastorate, and Chad Wenger, who is moving to an InterVarsity Christian Fellowship ministry at University of North Carolina at Chapel Hill. We thanked Ryan Brown and Gary Wolfe for their service on the Board of Directors. Pastor Fernando Bedon shared with us what God has been doing in his life as he recovers from COVID-19. We prayed with Pastor Leny of Mi Casa de Oracion, our conference's newest church plant. Layne Lebo interviewed Denise Rupp about what God is doing at the Fairview church. We recognized Esther Spurrier, who was ordained in the past year. We recognized Jim Dinger, David Downey, Shelley Eichelberger, Carmen Rivera, and Jaylene Shannon, who were licensed in the past year. We are forming a Project 250 Task Force, and there is a sign-up sheet available for anyone who is interested in serving on it. Churches are encouraged to apply for the grant money that is available from the conference for outreach, internships, and pastoral growth.

**8. A motion was made, seconded, and approved to adopt the Susquehanna Conference Bylaw Amendments as recommended by the Board of Directors and as found on pages 16-24 of the agenda.**

9. Heather interviewed Jim Dinger about the use of technology in our churches. We believe each congregation needs to have an online presence and/or a maintained website. Grants are available to churches to help them develop or improve in these areas of ministry.

**10. A motion was made, seconded, and approved to approve the 2022 Susquehanna Conference Spending and Budget Plan as recommended by the Board of Directors and as found on pages 27-28 of the agenda.**

11. We talked about some conference transitions. We prayed with Chad and Michelle Wenger and Gary and Gloria Wolfe. We expressed our thanks to Bryan Hoke who has served as our Interim Bishop. There will continue to be ministry teams supporting Heather as a full time Bishop, including both Layne Lebo and Rob Douglass. We spent some time at our individual tables discussing and giving suggestions for how those ministry teams can function best together.

**12. A motion was made, seconded, and approved to receive the following reports: Report from the National Director as found on pages 50-53 of the agenda, Report from BIC US World Missions as found on pages 54-56 of the agenda, and Report from the BIC Foundation as found on pages 57-58 of the agenda.**

13. Sean Kleckner from the BIC Foundation provided sponsorship for that report. The Foundation provides financial services and loans to BIC pastors and churches. It is now accepting online deposits and withdrawals. A survey was sent recently about how churches can partner with the Foundation, and churches are asked to complete it if they have not already done so.

14. Alan Robinson, BIC National Director, provided sponsorship for his report. We are working toward having at least 250 people at the 2028 General Assembly from outside the U.S. to celebrate the 250<sup>th</sup> birthday of the worldwide Brethren in Christ. We continue to ask congregations to give 10% of their offerings to Common Ministry. BIC U.S. is also supported by individual giving and by bequest giving. Thanks to all for generosity in all these areas. We are establishing a Legacy



Society consisting of people who have given money to BIC U.S. in their wills or are including such a designation in their wills now. By 2028 we would like to have at least 250 members in this society. General Assembly will be in person in Salina, Kansas from July 22 to 25.

15. Jennifer Lancaster spoke and showed a video about the Project 250 Demographic project. We are using an online tool called Mission Insite to help congregations know their local demographics to minister more effectively in their communities.

16. Jonathan Lloyd, Director of BIC U.S. World Missions, provided sponsorship for his report. Being united worldwide in ministry is certainly not easy and has many challenges, but it is what Jesus prayed for!

17. On May 23 at 5:30 p.m. Mi Casa de Oracion is having an open house event and all are invited. Also, on May 23 from 9:00 a.m. to 2:30 p.m. Jay Smith is giving a seminar at the Dillsburg church on engaging with Muslims. The next Susquehanna Conference Annual Meeting will be held on Saturday, April 15, 2023. Location and times will be determined at a later date. Heather prayed to conclude our meeting.

#### **Item 4. Bishop's Report**

It is a pleasure to submit this Bishop's report on behalf of the Susquehanna Conference Leadership Team (CLT). As most of you are aware, the team consists of five individuals:

Heather Beaty (Bishop)  
Rob Douglass (Credentialing)  
Layne Lebo (Pastoral & Church Health and Growth)  
Mike Holland (Hispanic Ministries)  
Jim Spurrier (Pastoral Care & Celebration)

I am grateful for the ways in which this team offers more expansive support and leadership than a sole bishop can provide for a regional conference.

Our team was deeply appreciative of the feedback provided by our pastors and delegates at the 2022 Annual Meeting in helping us evaluate the team-led structure and the responsibilities carried out by the team. As a result of your comments, we continue to delegate some responsibilities among team leaders, and I, as bishop, have been involved in certain aspects of congregational life more directly.

In an ongoing effort to provide high quality leadership and care for conference pastors and churches, we have been working to more clearly identify the responsibilities and characteristics that guide us. Based on MDG expectations for bishops, the experiences of other bishops, and your feedback, we have identified 8 key areas in which the Conference Leadership Team supports our pastors and churches. You will see these 8 objectives in the Conference Team Statement below, followed by a list of defining characteristics which we hope each team member exhibits as we engage with each other and with people across the conference. In fact, we believe these characteristics should define all of us as Jesus-centered leaders.

At this year's Annual meeting, we will be focusing on Project 250, Priority #2: Discipleship. An integral part of discipleship is first acknowledging our personal need to be transformed more and more into the likeness of Christ. Our Conference Leadership Team is committed to modeling behaviors that resemble the character of Jesus, and we invite you to hold us accountable for that. We also hope that these same characteristics are lived out among our entire Susquehanna team of pastors and leaders.

#### **Susquehanna Highlights from 2022**

This past year, we have celebrated adding Steve Mann as our newest Susquehanna pastor at Mechanicsburg Community Church. Kathy Bennett has also been a wonderful addition to our conference office where she serves as our new administrative assistant.

In the fall of 2022, we launched a leadership cohort, led by Layne Lebo and Bob Beaty, as a pilot project to develop stronger leadership skills in a way that can be replicated amongst other pastors, ministry leaders, and board members. This group meets monthly with other pastors from both the Susquehanna and the Atlantic Conference.

Short-term Learn and Grow Cohorts were started this winter also, and we plan to offer new discussion-based groups that run for 6-8 sessions a few times a year. These cohorts are offered primarily for staff

pastors and ministry leaders looking for places to connect with others around different topics. However, lead pastors are welcome to join these as well, if you see a topic which interests you.

We are thankful for three interim pastors providing leadership during times of transition: Jim Stauffer (Messiah Village), John Reitz (Redland Valley), and John Zuck (Jemison Valley). Please continue to pray that God brings us excellent new pastors to join our Susquehanna team in these congregations.

Project 250 priorities are central to the life of the church: a clear sense of identity, strategic discipleship, healthy multiplication, evangelism through missions, and full representation in church leadership. As such, these priorities continue to direct many of the events and conversations occurring throughout our conference. I have been encouraged to hear many of you expressing the variety of ways your local staff and/or congregations have been pursuing these priorities as well. At this year's annual meeting, you will be hearing about new opportunities for conference support of local Project 250 initiatives.

Our team counts it a privilege to serve the Susquehanna Conference. We are so thankful for your participation and your prayers as we pursue Jesus together and spread the Good News throughout our region.

With deep gratitude,

*Heather R. Beaty*

Heather Beaty, Bishop  
Susquehanna Conference BICUS



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

## **Susquehanna Conference Team Statement**

### **Our Leadership Team objectives:**

**Community:** creating opportunities for individuals to connect and care for one another

**Collaboration:** partnering with pastors and churches to work & serve together

**Consistency:** pursuing wholeness and integrity at all times and in all circumstances

**Care:** guarding our own hearts and what has been entrusted to us

**Curiosity:** learning from others and from our own mistakes

**Creativity:** exploring what God is doing and what He wants to do

**Coaching:** empowering those we are responsible for leading

**Confidence:** encouraging each person God puts in our path

### **Our defining characteristics:**

*We are called to serve the Church and help further the Kingdom.*

*We see the best in others and seek the best for others.*

*We listen more than we speak.*

*We humbly accept correction, so we can lead most effectively.*

*We take responsibility for ourselves, but we win and lose as a team.*

*We correct in private and celebrate in public.*

*We know when to share and when to maintain confidentiality.*

*We value both praise and lament.*

*We are good stewards, but we willingly take God-sized risks.*

*We serve behind the scenes as readily as we lead from the front.*

## **2022 SUSQUEHANNA CONFERENCE HISPANIC MINISTRY REPORT**

Mike Holland, Hispanic Ministry Facilitator

[mikerholland@gmail.com](mailto:mikerholland@gmail.com)

When people ask how I'm doing, I often like to answer, "It's a war out there, but we're winning." One of the most inspiring Biblical stories is when the young shepherd boy David kills the Philistine warrior giant Goliath. He did it with a stone and a sling and a courageous faith, 1Sam. 17. In God's work we face and overcome the enemy with courage and see God advance his kingdom.

**WORKERS** One of the most exciting and strategic area of advancement in Susquehanna Hispanic ministries is the courageous workers God is raising up among us. Although we only have 3 licensed pastors, me, Fernando Bedon and Leny Rivera, we have five more at some stage in the licensing process. These are:

- >Mario Tepexicuapa, Lenny's husband, serving in worship at Mi Casa de Oración (MCO), Carlisle
- >Ramon and Evelin associate pastors at Vida y Esperanza (V&E), Mifflintown
- >Fernando Gradilla prayer ministry, V&E, Mifflintown
- >Maliaj Yang, youth and discipleship, Luz, Alegria y Esperanza (LAE), York Springs

### **STRATEGIC DEVELOPMENTS**

#### ***Vida y Esperanza***

Added 2 associate pastors moving to lead pastors First membership class in years; now have 5 members

Strategic goal: First baptisms in 10 years

#### ***Luz y Salvacion***

Held their first membership class and are taking in 6 new members

Fernando pastoring again since April

Strategic goals: 3 new families, establish an associate pastor

#### ***MCO***

30 kids in their first VBS

Strategic goal: Small group in Middletown

#### ***LAE***

Supported Josiah and Ana Long on an exploratory missions trip to Spain

Strategic goal: Establishing a pastoral team and cell in Littlestown

## **REGULAR ACTIVITIES**

1 on 1 coaching mentoring meetings

### **Events:**

Monthly pastors and leaders meeting

Spring and Fall pastors' and leaders' retreats

4 joint services in churches rotating to different congregations

Women's conference

Joint baptism

3-day Spanish camp track during Roxbury Holiness Camp

All our congregations focus on: Inspiring services, training and empowering leaders, home cell groups, and activities that show and tell God's love to our communities. Please pray for God to work and bring fruit in each area. Muchas gracias! Send me an email to be included in our periodic prayer updates.

Pastor Mike Holland

Hispanic Ministries Facilitator

Item 5.  
**Congregational Statistical and Financial Reports**

**2022 Financial Data**

	INCOME				GIVING			
	Undesignated Donations (tithes and offerings)	Designated Donations (e.g. building campaign)	Other Income	Total Income	BIC U.S. Common Ministry*	BIC U.S. Ministry Projects*	Other Ministries	Total Giving
<b>Susquehanna Reporting</b>								
Big Valley BIC	113,254	18,535	-	131,789	13,460	-	18,535	31,995
Cedar Grove BIC Church	673,143	33,146	13,396	719,685	82,902	9,554	46,000	138,456
Cedar Heights BIC Church	189,730	9,075	-	198,805	21,000	-	1,950	22,950
Colyer BIC Church	23,139	-	9,600	32,739	-	-	4,000	4,000
Dillsburg BIC Church	527,686	80,326	17,487	625,498	71,053	18,475	70,290	159,818
Eshcol BIC	36,922	9,773	-	46,695	-	-	400	400
Fairview BIC	52,745	12,709	-	65,454	2,955	890	256	4,101
Ferguson Valley BIC	37,669	100	-	37,769	2,500	-	2,470	4,970
Gantham Church	815,454	126,144	18,953	960,551	83,200	6,247	47,030	136,477
Granville BIC Church	19,565	-	-	19,565	-	-	220	220
Green Grove BIC	94,733	6,035	8	100,776	2,000	-	26,219	28,219
Hanover BIC Church	162,215	54,092	3,819	220,126	9,600	-	46,642	56,242
Iglesia Hispana Vida y Esperanza	19,618	-	-	19,618	2,000	-	-	2,000
Jemison Valley	108,463	-	6,741	115,204	6,200	1,000	12,250	19,450
Luz Alegria y Esperanza BIC	55,874	11,106	26,106	93,085	2,400	607	11,133	14,141
Marsh Creek BIC of Howard	93,626	6,731	-	100,357	8,980	2,291	8,656	19,927
Mechanicsburg BIC	1,084,405	122,790	16,662	1,223,857	129,441	29,163	149,841	308,445
Mechanicsburg Community Church	214,901	-	-	214,901	22,568	-	1,375	23,943
Messiah Village BIC Church	168,927	131,550	164	300,641	186,000	5,600	132,550	324,150
Morning Hour Chapel BIC	115,415	14,626	-	130,041	11,536	-	3,830	15,366
Mountain Ridge Regional Church	388,000	-	-	388,000	40,000	-	-	40,000
New Harvest Community BIC	394,189	179,142	-	573,331	18,000	-	12,677	30,677
New Life Community Network	192,505	174,506	158,746	525,758	25,008	-	3,000	28,008
Pathway Community BIC of York	575,850	-	-	575,850	30,000	-	59,888	89,888
Redland Valley BIC Church	200,000	20,000	15,000	235,000	8,200	-	10,000	18,200
Saville BIC	77,604	15,365	-	92,969	6,000	-	6,165	12,165
The Meeting House U.S. Network	2,197,323	220,107	2,655	2,420,085	219,736	104,550	130,399	454,685
The Upper Room (Belleville)	35,690	-	-	35,690	100	-	600	700
<b>Reporting Total</b>	<b>8,668,646</b>	<b>1,245,858</b>	<b>289,336</b>	<b>10,203,840</b>	<b>1,004,839</b>	<b>178,377</b>	<b>806,376</b>	<b>1,989,591</b>
<b>Non Reporting</b>								
Mi Casa de Oracion BIC Church	-	-	-	-	3,584	-	-	3,584
Pleasant Valley BIC	35,273	5,958	-	41,231	-	-	4,916	4,916
<b>Non Reporting Total</b>	<b>35,273</b>	<b>5,958</b>	<b>-</b>	<b>41,231</b>	<b>3,584</b>	<b>-</b>	<b>4,916</b>	<b>8,500</b>
<b>Grand Total</b>	<b>8,703,920</b>	<b>1,251,815</b>	<b>289,336</b>	<b>10,245,072</b>	<b>1,008,423</b>	<b>178,377</b>	<b>811,291</b>	<b>1,998,091</b>

\*These figures are based on receipts received by Brethren in Christ U.S. for 2022

## 2022 Statistical Data

	Avg. attendance for weekly worship service(s)	# of Conversions	# of Baptisms	Avg attendance youth programs	Avg attendance children's programs	Growth through Conversions	Growth through Transfers	Births	Deaths
<b>Susquehanna</b>									
<b>Reporting</b>									
Big Valley BIC	49	-	-	-	-	-	-	-	1
Cedar Grove BIC Church	290	8	6	25	55	2	5	4	6
Cedar Heights BIC Church	90	2	3	7	10	-	10	-	1
Colyer BIC Church	9	-	-	-	-	-	-	-	-
Dillsburg BIC Church	190	3	2	16	30	-	3	3	3
Eshcol BIC	40	2	8	12	10	2	-	-	-
Fairview BIC	24	-	1	-	-	-	-	-	1
Ferguson Valley BIC	33	-	1	-	3	-	-	-	1
Grantham Church	273	10	10	7	17	4	-	3	1
Granville BIC Church	7	-	-	-	-	-	-	-	-
Green Grove BIC	48	-	-	-	21	-	-	1	-
Hanover BIC Church	85	1	3	5	8	-	-	-	-
Iglesia Hispana Vida y Esperanza	16	2	-	2	4	2	3	-	-
Jemison Valley	42	-	-	7	6	-	1	-	1
Luz Alegria y Esperanza BIC	44	6	3	8	6	4	3	-	-
Marsh Creek BIC of Howard	48	-	-	4	5	-	-	-	1
Mechanicsburg BIC	398	1	7	67	58	-	13	8	3
Mechanicsburg Community Church	122	-	8	15	34	-	7	2	-
Messiah Village BIC Church	52	-	-	-	-	-	6	-	7
Morning Hour Chapel BIC	70	1	-	15	14	1	2	-	1
Mountain Ridge Regional Church	130	10	-	10	40	10	-	5	1
New Harvest Community BIC	230	-	4	25	32	-	3	3	3
New Life Community Network	195	20	18	6	25	8	9	2	1
Pathway Community BIC of York	115	20	16	15	23	-	20	2	3
Redland Valley BIC Church	70	-	-	8	10	-	-	-	-
Saville BIC	65	8	8	10	16	5	4	2	1
The Meeting House U.S. Network	929	-	26	69	141	-	11	14	13
The Upper Room (Belleville)	15	-	-	1	5	-	-	-	-
<b>Reporting Total</b>	<b>3,679</b>	<b>94</b>	<b>124</b>	<b>334</b>	<b>573</b>	<b>38</b>	<b>100</b>	<b>49</b>	<b>49</b>
<b>Non Reporting</b>									
Mi Casa de Oracion BIC Church	-	-	-	-	-	-	-	-	-
Pleasant Valley BIC	30	-	-	-	-	-	-	-	-
<b>Non Reporting Total</b>	<b>30</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Grand Total</b>	<b>3,709</b>	<b>94</b>	<b>124</b>	<b>334</b>	<b>573</b>	<b>38</b>	<b>100</b>	<b>49</b>	<b>49</b>



**Item 6.**  
**Report of the Board of Directors**  
**TO SUSQUEHANNA CONFERENCE ANNUAL MEETING 2023**

During 2022, the Susquehanna Conference Board of Directors (BOD) met in person on March 9, June 8, August 31, and December 14. We also conducted business via email four times.

In these meetings, our topics of discussion included ways to support the Project 250 goals, the structure and function of the Conference Leadership Team, ways to support pastors and their families, church loan requests, pastoral searches, pastoral reviews, guidelines for ministry grants, onboarding packet for new BOD members, church revitalization and planting programs, keeping the Faith Church parsonage, and future locations for the Conference Annual Meeting.

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

1. We recognized Mi Casa de Oracion as a Susquehanna Conference congregation.
2. We approved benevolence requests for a conference pastor.
3. We empowered the conference leadership to approve any expenditure within the conference budget that is less than \$1000. Any expenditure of \$1000 or more needs to be approved by the conference BOD.
4. We approved the Susquehanna Conference Benevolence Fund Guidelines.
5. We approved the following for Roxbury Holiness Camp: changes to its constitution and appointment of Clinton Burkholder to its Board of Directors.
6. We authorized full access for Heather Beaty and Curt Zimmermann and read-only access for Jan Kerstetter and our administrative assistant to the conference accounts at the BIC Foundation.
7. We approved the changes to our conference bylaws that were approved at the 2022 Annual Meeting.
8. We approved the following for New Life Community Church: a loan request, its articles of incorporation and bylaws, and a Technology Grant.
9. We approved a Ministry Multiplication Grant to Pathway Community Church.
10. We approved a Pastoral Growth and Renewal Grant to a conference pastor.
11. We approved the sale of Fairview BIC Church's parsonage.

12. We approved recruiting a part-time Leadership Development Ministry Team Leader to serve on the Conference Leadership Team.

13. We approved a Technology Grant to the Hanover Believers in Christ Church.

14. We approved gifts to the Christian Retreat Center and to Awaken.

In 2023, we will continue to search for ways to support pastors and congregations as they serve both those who are following Jesus and those who are seeking Him. Please join us in prayer that we may all faithfully follow our Lord together and humbly love our neighbors as we love ourselves.

Respectfully submitted,  
Jan Kerstetter, Susquehanna Conference BOD Secretary

**Item 7.**  
**Recommendations from the Board of Directors**

1. The Board of Directors recommends the approval of the Spending Plan for 2023 (Item 8, p. 26).

**Item 8.**  
**Conference Financial Reports/Budgets**



# Brethren in Christ U.S.

## SUSQUEHANNA CONFERENCE

### Project 250 Grant Application

*Susquehanna Conference of the Brethren in Christ Church*

The Susquehanna Conference is committed to pursuing the five Project 250 priorities developed by our denominational family. These five priorities are based on the key functions of the Church as expressed throughout Scripture, and we are passionate about helping churches flourish in these areas. While the local church carries responsibility for listening to God's leading in their community, developing local leaders and programs, and integrating BIC principles in evangelism, discipleship, and missions, the conference also desires to partner with our congregations in these efforts. We want to pray with you, dream with you, and support you as God leads you into new endeavors.

We know there are times in which God leads a congregation into such a big, new vision that resources are required which surpass what that congregation can provide. The Susquehanna Conference Leadership Team and Board of Directors want to utilize the resources that God has entrusted to our conference to promote and encourage the local church in these Spirit-led endeavors. We want to do so with great faith, with hopeful expectation, with strategic thinking, and with accountability for results. To that end, we ask that churches developing grant proposals for Project 250 Grants including all of the details found in the Grant Proposal outline below.

We are looking forward to the continued work and kingdom fruit that will come out of your faithful and passionate service, and we are praying that God gives you and your congregation God-sized dreams to continue moving us forward with the heart and vision of BIC Project 250.

In humble partnership,

*Heather R. Beaty*

Bishop Heather Beaty

Susquehanna Conference, BICUS

## **Project 250 Grant Proposal Outline**

Launching any major initiative effectively requires thoughtful planning from beginning to end. As part of the Susquehanna Project 250 Grant application process, we are asking you to create a grant proposal that considers the entire initiative from pre-launch through evaluation.

Please include each of the following sections in the proposal which will be submitted to the Susquehanna Conference Leadership Team and the Board of Directors. You may also want to consider the questions in each category as possible prompts for crafting your proposal.

Feel free to present your ideas in any format (packet, PowerPoint, etc.). This content will give our team a good idea of what to expect during the preparation, implementation, and evaluation processes of your initiative. Hopefully, this also helps you and/or your team as you plan for the various aspects of communication and integration of this initiative within your congregation and community.

### **Section 1: Project Overview**

A summary of the project including an explanation of how this new endeavor fits within the Project 250 priorities.

- Which priority/priorities will this further in your congregation or community?
- What resulting kingdom impact are you hoping for?
- Who will be the lead point(s) of contact through the project?

### **Section 2: Project History**

- How has God led you to explore and implement this new work?
- Where did the dream begin?
- Who has been part of the initial conversations?
- What has confirmed that this is the Spirit's leading?

### **Section 3: Project Timeline**

- What has already been done? What groundwork has been laid?
- What are present indicators of success, that God indeed is in this movement?
- What open doors have you experienced already?
- Who are the key supporters you need to get on board? How is that happening?
- How will the project develop?
- What steps need to be taken in the next 1-3 months or years?
- What will be your benchmarks of success or guidance for alteration?

#### **Section 4: Project Financial Overview**

- What do you estimate to be the total cost of the full project? If this is a multi-year launch, please estimate year-to-year financials.
- What is the financial expectation of your local congregation in the project?
- Where else will you be looking to secure financial support?
- How much are you asking the conference to contribute?
- What are your specific plans to move this forward in long-term sustainability?

#### **Section 5: Project Prayer Covering**

- How have you been engaging your congregation and others in prayer support?
- What commitments have been made and for how long?

#### **Section 6: Project Evaluation & Accountability**

- What do you expect to be key benchmarks or indicators of success/God's hand in this endeavor?
- At what points in the extended timeline would you expect to share with conference leadership updates regarding the work?

# Susquehanna Conference BIC

## Profit and Loss

December 2022

	TOTAL
Income	
1 - Donations	5,649.23
4 - Investment Income/Distribution x5155	-58,875.59
5 - Inv. Distribution Church Closing x6847	-14,233.69
9 - OTHER	1,058.17
<b>Total Income</b>	<b>\$ -66,401.88</b>
<b>GROSS PROFIT</b>	<b>\$ -66,401.88</b>
Expenses	
13 - Susquehanna Ministry Grants	9,343.53
14 - Project 250 Grant	1,554.12
15 - Office	1,389.24
16 - Ministry TEAMS	2,250.12
Mileage for Ministry Team Leaders	150.36
Ministry Team/MDD Event Budgeting	6.83
<b>Total 16 - Ministry TEAMS</b>	<b>2,407.31</b>
17 - Specific Gift	10,000.00
18 - Wages and Honorariums	2,690.88
19 - Church Planting Subsidies (Multiplication)	5,333.33
20 - General Property Expenses	5,249.23
Benevolence Fund Dispersed	946.01
<b>Total Expenses</b>	<b>\$38,913.65</b>
<b>NET OPERATING INCOME</b>	<b>\$ -105,315.53</b>
<b>NET INCOME</b>	<b>\$ -105,315.53</b>

# Susquehanna Conference BIC

## Balance Sheet

As of December 31, 2022

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
General Operations Checking	90,597.68
Money Market Business	1,974.19
<b>Total Bank Accounts</b>	<b>\$92,571.87</b>
<b>Total Current Assets</b>	<b>\$92,571.87</b>
Other Assets	
BIC Securities	17,785.14
Schwab Investment 1485-6847	572,700.31
Schwab Investment 8110-5155	1,196,022.83
<b>Total Other Assets</b>	<b>\$1,786,508.28</b>
<b>TOTAL ASSETS</b>	<b>\$1,879,080.15</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
<b>Total Liabilities</b>	
Equity	
Henry Hauser Fund	1,000,000.00
Retained Earnings	1,289,009.61
Net Income	-409,929.46
<b>Total Equity</b>	<b>\$1,879,080.15</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,879,080.15</b>



# Susquehanna Conference BIC

Budget vs. Actuals: 2022 Budget - FY22 P&L

January - December 2022

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
<b>Income</b>			
1 - Donations	6,221.15	900.00	5,321.15
3 - CM Church Planting	38,000.00	47,000.00	-9,000.00
4 - Investment Income/Distribution x5155	-301,983.19	36,000.00	-337,983.19
5 - Inv. Distribution Church Closing x6847	-71,976.86	37,556.00	-109,532.86
6 - Shaping Leaders	4,426.96	4,427.00	-0.04
7 - Registrations	132.10		132.10
8 - Rental Income	27,530.00	24,617.00	2,913.00
9 - OTHER	1,313.81		1,313.81
<b>Total Income</b>	<b>\$ -296,336.03</b>	<b>\$150,500.00</b>	<b>\$ -446,836.03</b>
<b>GROSS PROFIT</b>	<b>\$ -296,336.03</b>	<b>\$150,500.00</b>	<b>\$ -446,836.03</b>
<b>Expenses</b>			
12 - Annual Meeting	2,443.81	2,500.00	-56.19
13 - Susquehanna Ministry Grants	13,843.53	12,000.00	1,843.53
14 - Project 250 Grant	2,772.67	9,000.00	-6,227.33
15 - Office	4,132.64	10,000.00	-5,867.36
BLT - Coach/Training Exp	800.00		800.00
BLT - Leadership Training Team	1,452.45		1,452.45
BLT - Supplies, Mailing Exp	198.71		198.71
<b>Total 15 - Office</b>	<b>6,583.80</b>	<b>10,000.00</b>	<b>-3,416.20</b>
16 - Ministry TEAMS	5,691.68		5,691.68
Leadership Draft		10,000.00	-10,000.00
Mileage for Ministry Team Leaders	206.25	6,000.00	-5,793.75
Ministry Team/MDD Event Budgeting	6.83	9,000.00	-8,993.17
Pastor & Spouses Retreat		6,000.00	-6,000.00
<b>Total 16 - Ministry TEAMS</b>	<b>5,904.76</b>	<b>31,000.00</b>	<b>-25,095.24</b>
17 - Specific Gift	10,000.00	10,000.00	0.00
18 - Wages and Honorariums	20,542.79	35,000.00	-14,457.21
19 - Church Planting Subsidies (Multiplication)	39,874.93	36,000.00	3,874.93
20 - General Property Expenses	7,461.32		7,461.32
21 - OTHER - Conference	1,337.57	5,000.00	-3,662.43
Benevolence Fund Dispersed	2,828.25		2,828.25
<b>Total Expenses</b>	<b>\$113,593.43</b>	<b>\$150,500.00</b>	<b>\$ -36,906.57</b>
<b>NET OPERATING INCOME</b>	<b>\$ -409,929.46</b>	<b>\$0.00</b>	<b>\$ -409,929.46</b>
<b>NET INCOME</b>	<b>\$ -409,929.46</b>	<b>\$0.00</b>	<b>\$ -409,929.46</b>

# SUSQUEHANNA CONFERENCE SPENDING & BUDGET PLAN

BOD APPROVED-post General BIC Grants-Subsidies				
CODE	INCOME		2023 PROPOSED	2024 PROPOSED
1	Donations	\$ -	\$ 900	
2	CM Shared	\$ -	\$ -	
3	CM Church Planting-Regional Conf Grants**	\$ -	\$ 38,000	
4	Investment Income/Distribution x5155	\$ -	\$ 36,000	
5	Inv. Distribution Church Closing x6847	\$ -	\$ 107,803	
6	Shaping Leaders**	\$ -	\$ 4,180	
7	Registrations			
8	Rental Income	\$ -	\$ 24,617	
9	Travel Income	\$ -	\$ -	
10	Training & Development		\$ -	
11	Other Expense Income		\$ -	
12	TOTAL INCOME	\$ -	\$ 211,500	
	EXPENSES		2023 PROPOSED	2024 PROPOSED
12	Annual Meeting	\$ -	\$ 2,500	
	Grants	\$ -	\$ -	
13	Conference Ministry Grant		\$ 12,000	
14	Project 250 Grant		\$ 50,000	
15	Office	\$ -	\$ 7,000	
			\$ -	
16	Ministry TEAMS	\$ -		
	a. Leadership Draft	\$ -		
	b. Pastor & Spouses Retreat	\$ 6,000		
	c. Milage for Ministry Team Leaders	\$ 4,000		
	d. Ministry Team/MDD Event Budgeting	\$ 9,000		
	Total Ministry Teams		\$ 19,000	
17	Specific Gift	\$ -	\$ 10,000	
		\$ -	\$ -	
18	Wages and Honorariums	\$ -	\$ -	
	Layne	\$ 15,000		
	Rob Douglass	\$ 10,000		
	Other	\$ 10,000		
	Total Wages & Honorariums	\$ -	\$ 35,000	
19	Church Planting Subsidies (Multiplication)*		\$ 71,000	
20	General Property Expenses-not annualized	\$ -		
21	OTHER-BIC (Depreciation)	\$ -	\$ -	
22	OTHER-Conference		\$ 5,000	
23	Training Development		\$ -	
	TOTAL EXPENSES	\$ -	\$ 211,500	
	NET		\$ -	
	* attached			
	** 2022 included; 2023 determined by General BIC			

## Conference Investment Account

### Charles Schwab Investment Account

#### 2022 Summary

January 1, 2022	\$	1,498,006.02
Withdrawals		\$0.00
Expenses – Fees		\$6,434.77
Expenses - Income reinvested		\$14,145.72
Dividends		\$34,311.97
Investment Change in Value	\$	(301,983.19)
December 31, 2022	\$	1,196,022.83

#### Asset Composite

	Market Value	%
Cash and Money Market	\$38,618.23	3.2%
Fixed Income*	\$260,388.69	21.8%
Equities	\$141,916.46	11.9%
Bonds Funds	\$6,965.90	0.6%
Equity Funds	\$114,896.98	9.6%
Exchange Traded Funds-Stocks	\$568,963.61	47.6%
Exchange Traded Funds-Bonds	\$64,272.96	5.4%
	<b>\$1,196,022.83</b>	
STOCKS	\$825,777.05	69.0%
BONDS	\$331,627.55	27.7%
CASH	\$38,618.23	3.2%

\* par value-\$295,000; +34,611.31 +2.89%

# Portfolio Statement

As of 12/31/2022

12/30/2022 Prices

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

Weight	Description	Quantity	Cost Basis	Unit Cost	Current Value	Current Price	Unrealized Gain (Loss)	% G/L	Current Yield
<b>Equities</b>									
1.2%	Cambria Shareholder	247	14,997.77	60.720	14,649.57	59.310	(348.20)	-2.3%	0.6%
2.0%	Cisco Systems Inc	500	0.00	0.000	23,820.00	47.640	23,820.00	100.0%	3.2%
2.7%	First TRUST Capital	438	33,430.36	76.325	32,828.10	74.950	(602.26)	-1.8%	1.6%
0.7%	Global X Cybersecurity	398	10,896.59	27.378	8,258.50	20.750	(2,638.09)	-24.2%	1.8%
0.7%	Global X Lithium Battery	141	4,985.06	35.355	8,264.01	58.610	3,278.95	65.8%	3.5%
3.6%	Invesco Qqq TRUST	161	37,820.21	234.908	42,871.08	266.280	5,050.87	13.4%	1.0%
5.4%	Ishares Core 1 5 Year	1,384	69,669.18	50.339	64,272.96	46.440	(5,396.22)	-7.7%	0.9%
1.2%	Ishares Latin America 40	650	15,036.91	23.134	14,878.50	22.890	(158.41)	-1.1%	0.0%
3.9%	Ishares Russell Top 200	514	39,842.66	77.515	46,244.58	89.970	6,401.92	16.1%	1.7%
4.6%	Ishares Russell Top 200	456	42,546.02	93.303	54,961.68	120.530	12,415.66	29.2%	1.0%
7.1%	Microsoft Corp	353	0.00	0.000	84,656.46	239.820	84,656.46	100.0%	1.1%
2.8%	Nextera Energy Inc	400	5,458.97	13.647	33,440.00	83.600	27,981.03	512.6%	2.0%
1.5%	Pacer Global Cash Cows	573	17,531.01	30.595	18,187.02	31.740	656.01	3.7%	4.8%
2.5%	Pacer US Cash Cows 100	654	29,199.86	44.648	30,247.50	46.250	1,047.64	3.6%	2.8%
0.9%	Pacer US Small Cap Cash	316	13,931.49	44.087	11,360.20	35.950	(2,571.29)	-18.5%	1.3%
5.2%	Schwab US Dividend	827	60,667.53	73.359	62,471.58	75.540	1,804.05	3.0%	3.7%
4.2%	Schwab US Large Cap	902	49,153.76	54.494	50,115.12	55.560	961.36	2.0%	0.6%
4.9%	Spdr Dow Jones	178	51,965.22	291.939	58,976.74	331.330	7,011.52	13.5%	0.9%
1.7%	Virtus Terranova US	748	19,633.72	26.248	19,986.56	26.720	352.84	1.8%	5.0%
3.7%	Wisdomtree US Qlt Div	739	46,245.20	62.578	44,606.04	60.360	(1,639.16)	-3.5%	1.5%
60.6%			563,011.52		725,096.20		162,084.68	28.8%	1.7%
<b>Mutual Funds</b>									
0.6%	Pimco Flexible Credit	988.071	8,947.98	9.056	6,965.90	7.050	(1,982.08)	-22.2%	127.6%
6.0%	Shelton Nasdaq 100 Index	3,051.919	39,838.27	13.054	72,055.81	23.610	32,217.54	80.9%	2.0%
3.6%	T. Rowe Price Capital Appre	1,441.493	43,164.63	29.944	42,841.17	29.720	(323.46)	-0.7%	21.9%
10.2%			91,950.88		121,862.88		29,912.00	32.5%	16.1%
<b>Fixed Income</b>									
10.0%	Bank Of Montreal, 12/31/2025 0.00%	150,000	150,000.00	100.000	119,715.00	79.810	(30,285.00)	-20.2%	0.0%
1.6%	Citigroup Inc. 11/25/2025 5.50%	20,000	20,067.40	100.337	19,556.42	97.782	(510.98)	-2.5%	5.6%
4.1%	The Toronto-Do 06/06/2025 3.766%	50,000	50,346.00	100.692	48,521.95	97.044	(1,824.05)	-3.6%	3.9%
2.4%	US Treasu Nt 05/31/2025 2.875%	30,000	30,026.52	100.088	28,996.88	96.656	(1,029.64)	-3.4%	3.0%
1.6%	US Treasu Nt 07/15/2023 0.125%	20,000	19,506.38	97.532	19,512.50	97.563	6.12	0.0%	0.1%
2.0%	US Treasur Nt 05/31/2024 2.00%	25,000	24,731.09	98.924	24,085.94	96.344	(645.15)	-2.6%	2.1%
21.8%			294,677.39		260,388.69		(34,288.70)	-11.6%	1.7%
<b>Cash and Money Funds</b>									
6.4%	CASH		76,978.67		76,978.67				0.0%

*Charles Schwab & Company Inc. and Zimmermann Investment Management & Planning LLC (ZIM)* do not guarantee the accuracy of reports generated or investment advisory fees calculated using PortfolioCenter Investment Management Software. ZIM encourages its clients to compare the firm's statements with those from Charles Schwab & Co. Please remember to contact ZIM if there are any changes in your financial situation or investment objectives or if you wish to impose, add or modify any reasonable restrictions to our investment management services. A copy of our current written disclosure statement as set forth on ZIM's Firm Brochure continues to remain available for your review upon request.

In 2022 the markets unraveled and economic challenges emerged for the globe. The markets dealt with an unprecedented amount of interest rate hikes by the Federal Reserve (Fed). The S & P 500 lost 19.4% while the NASDAQ Composite lost 33.1%. The Aggregate Bond Index (broad measure of the bond market) lost 13%. This index was created in the late 1970's and never had a year this bad on record. A moderate investor would have only performed worse in 1974. It wasn't a bad year it was a historically bad year. This represents the first time that stocks and bonds were down this century in the same year. It was so much concentrated on Fed's actions to beat down high inflation. We have never decreased money supply in one year as was done in 2022. Though in 2021 with large US Government stimulus spending continuing and cheap money by the Fed, we had the largest increase ever in money supply. A cause and effect. Our Fed funds rate went from .25% to 4.5% in 2022. Though inflation has showed signs of reducing it remains persistent. The inflation rate, which has various forms of measurement, was generally around 6.5% in 2022 and looking to be closer to 4% in 2023 but certain economic areas saw much worse readings. The Fed remains adamant on a 2% inflation target which right now is difficult to imagine. Therefore the Fed is certainly not done hiking interest rates as was the case as we ushered in 2023. This will remain a story. However, to use a baseball analogy, the Fed's rate hikes are entering the late innings. The Ukraine/Russia war continues to add strain to the world of commodities. Oil continued to surge in 2022 to over \$120/barrel, West Texas Intermediate Crude (WTI). After starting the year around \$75 it went on a wild ride only to end 2022 at \$75 a barrel. President Biden released oil from the strategic reserves and Europe experienced a relatively mild winter to date. Nonetheless all of the food and energy related inflation stressed the consumer globally. It remains a story and a problem. China, the world's 2<sup>nd</sup> largest economy, was starting to open up the economy/society from pretty stringent Covid lockdown policies. This is projected to accelerate in 2023 in a big way which will be a significant boost the global economy. It will likely push energy prices higher then we closed the year at, as we get to mid-year 2023 but it will be an increase in demand as opposed to supply issue in 2022. Real Estate acted in a more responsible fashion. Though broad ranges have shown measures of mild decreasing in values, the lack of leverage/debt coupled with a relatively tight supply have kept it from being another story. Labor remains tight, but not what it was. Though we have seen very large layoffs in the technology sector, that only represents 2% of the workforce. Services sector, 26% of Labor, still has challenges but they have gotten better. As we progress through 2023, we may slip into recession or may have the "soft landing" that would avoid recession. Regardless as we look ahead, the markets will find their way out and continue to be forward looking. That was represented in the stock and bond markets in 2022 that were falling before the Fed starting hiking rates and before the economic data decayed. Maintaining and positioning equity positions as we stress long term remains important as always. Things will look differently in the next 12-24-36 months and it is important to take advantage in the fixed income world what is brought on with higher interest rates. It hasn't been since 2000 and 2001 that stock market had two successive down years so we are optimistic that will be the case as 2023 unwinds. Uncertainty remains elevated on a historical perspective, therefore how these market/economic matters move forward will remain a challenge in 2023.

**Item 9.**  
**Personnel Report and Recommendations for 2023**

**Terms for BOD Members**

	Year Term is Complete	Number of Term Completing	Replacement
Cindy Agoncillo	2023	1	None
Curt Zimmermann	2025	2	
Jim Dinger	2025	1	
Jan Kerstetter	2024	2	
Naomi Smith	2026	1	
Ron Crawford	2025	1	
Scott Garman	2023	2	Denise Rupp 2026
Michelle Rife	2023	2	Mike Stoltzfus 2026

Naomi Smith serves as the Susquehanna General Conference Board Representative.

2023-2026 Assistant Chair- Denise Rupp

**Ministry Team Leaders for 2023**

Hispanic Ministries—Mike Holland

Leadership and Development—TBD

Pastoral Care and Celebration—Jim Spurrier

Church & Pastor Health – Layne Lebo

Credentialing -Rob Douglass

**Other Boards**

MCC East Coast Rep- David Downey

Roxbury Board- Sharon Stoner and Ray Brubaker

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

## New Board Members' Bios



My name is Mike Stoltzfus. I serve as Trustee for the Saville BIC church. My wife Jen, married 17 years, is a Sunday School Teacher and we have a son age 14 and a daughter age 13.

I grew up in Lancaster Pa until the mid 90s when I moved to Perry county Pa where we now reside. I work as a Realtor in the central Pa area, I enjoy hunting and fishing with our children. I also am privileged to serve as President of the Board at the small Christian School where our children attend.

My name is Denise Rupp. I am the Lead Pastor at Fairview BIC Church in New Cumberland, PA. I am a long time member of Fairview and served in various leadership roles, including assistant pastor for four years previous to my installation on August 1, 2021.

I love teaching the Bible and experiencing deeper discipleship with the Fairview family. My ministry passion is for our community to meet Jesus where they are and love them as He does.

My husband and I will be celebrating our 46th anniversary in April. We have two grown sons, two beautiful daughters in law, and four grandchildren: three are boys and one is our princess. We enjoy camping, traveling, an occasional dirt track race and following the Phillies.





**Item 10.**

**Confirmation of Board Members/Trustees**

Big Valley	Steven Munger, Joyce King (2025)*, Ruth Ritchey (2026)*, Scott Ritchey (2025)*
Cedar Grove	Board: Ken Hepner, Dean Willow (2026), Jimmy Diven (2026), Micaiah Bilger (2024), Dennis Peachey (2024), Esther Bashore (2025), Scot Goodling (2025), Al Ream (2024), Sandy Hershey (2024), Dave Graybill (2026)*; Trustees: Roger Saner (2024)*, John Berry (2026)*, Zach Bomberger- (2024)*, Mike Gephart (2025), Abe King (2024)*, Lee Shaffer (2024)*, Caleb Shertzer (2026)*, Mike Shertzer (2025)*, Lonnie Snyder (2025)*
Cedar Heights	Brad Guthrie (2024), Bob Bechdel (2024), Matt Bechdel (2025), Mark Long (2023), Kalib Guthrie (2025)*
Colyer	None
Dillsburg	Heidi Tucker (2025), David Vader (2026)*, Jason Smith (2025)*, Avis Whitesel (2024), Rachel Pease (2026), Randy Fish (2024), Travis Moyer (2026)*
Eschol	Shar Heiney, June Hoffman, Sally Reisinger, Jonny Barrick, Vernon Burkholder (Deacon)
Fairview	Karen Day (2024), Steve Hartman (2025)*, Stacy Fogle (2025)*, Justin Mountz (2024)*, Margaret Anderson (2026)*, Denise Rupp, James Day (2024)*
Ferguson Valley	Clarence Grove (2024), Lyle Yoder (2024), Mary Griffith (2025), Harry Stein (2023)*, Leah Heimbaugh (2032), Gary Griffith (2024), Penny Grove (2025), Robert Goss (2023), Gary Griffith (2024)*
Grantham	Phil Thuma (2023), Patti Hess (2022), Brian Zweiacher (2025), Ken Martin (2023), John Yeatts (2023), James Smiley (2024), Pam Thomas (2025)*, Linda Gemberling (2023)*, Patti Hess (2025)*
Granville	Shirley Hunt (2024), Leah Heimbach (2032)*, James Heister (2025)*,
Green Grove	Darrell Smucker, Le Young (2032)*, Carole Copeyon (2026)*, Fred Stover (2025)*, Robert Senator (2024)*, Marshall Zimmerman (2024)*, Brett Wallingford (2024)*

Hanover	Board: Brian Casale, Dan Deardorff (2024), Debbie Henze (2025*), Rebecca Hinchman (2025)*, Dave Hoover (2024), Kathye Maus (2023), Jeff Stern (2023), Bryan Perry (2024); Trustees: Brian Palmer (2023)*, Tim Hinchman (2023)*, Katlyn Snively (2023)*
Iglesia Hispana Vida y Esperanza	Evelin Montoya (2026)*, Juan Ramon Montoya (2026)*, Gladys Ramirez (2026)*, Javier Ramirez(2026)*, Fernando Gradilla(2026)*
Jemison Valley	John Zuck, Paul Bowes (2026*), Jerilyn Brubaker (2024)*, Leslie Ollies (2024)*, Wayne Wood (2025)*, Marti Stahli (2024)*, Steve Brubaker (2026)*, Jack George (2026)*,
Luz Alegria y Esperanza	Mike Holland, Patricia Ponce (2024), Jessica Hershey(2025), Abel Ramirez (2026)*, Maliaj Yang(2025)
Marsh Creek	Board: Dan Longmore, Sheila Yoder (2025), Bonnie Young (2025), Sherri Bartholomew (2023), Lois Bowes (2024) Linda Watkins (2025)*: Trustees: Lynn Bartholomew (2024)*, Wes Heaton (2025)*, Chris Meinke (2023)*
Mechanicsburg	Layne Lebo, Kristen Slabaugh (2024), Derek Mauldin (2025), Chris Earley (2024), Gabi Fish (2023), Shawn Greenland (2023), John Matanguihan (2023), Mitch Martin (2024), Harmony Petty (2024), Quin Hock (2024)*
Mechanicsburg Community	Brandon Apple (2023)*, Erica Garthwaite (2024)*, Andrew Minner (2026)*,
Messiah Village	Jim Stauffer, Glenn Ginder (2024)*, Richard Ross (2026)*, Dwayne Stutzman (2024)*, Marilyn Ebersole (2024)*, Lucy Ross (2024)*, Janet Wolgemuth (2025)*
Mi Casa de Oración	Carmen Rivera, Alexandra Mendez (2024)*, Alexandra Cruz (2025)*, Mario Tepexicuapa (2026)*
Morning Hour Chapel	Board: Bob Anderson (2024), Cindi Wenger (2024), Roy Brodbeck (2024), Linda Guise (2024), Carolyn Nickey (2024), Joseph Durika, Renee Anderson (2024), Rebecca Speelman (2024)*, Tori Berwager (2024)*; Trustees: Louis DeNofrio (2024)*, Tim Webb (2025)*, Glenn Nickey (2023), Brian Smeltzer (2024)*, Bob Anderson (2023)*, Joseph Durika
Mountain Ridge	Jim Barton (2029), Bob Semor (2029)*, Melissa McElwee (2029), Joe Shoffner (2028), Jami Himes (2028), Beth Adams (2029)*

New Harvest	Ed Speece (2023), Kevin Strawer (2023), Larry Spade (2024), Tim Wagner (2028), Gary Amey (2028), Glen Sheaffer (2028)
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New Life Community	Board: Andrew Berg (2024)*, Michael Kelso (2024)*, Lorene Mylin (2024)*, Abram Bert (2026)*, Craig Griffie (2025)*, Michelle Machore (2024)*, Jonathan Lloyd (2024)*, Sean Carvalho (2026), Don Pratt (2026)*, Adrienne Walter (2026)*; Trustees: Sean Cavalho (2024), Jim Porter (2024), Rob Henderon (2024)
Pathway Community	Jim Dinger, Larry Stoner (2024), Sherry Martin (2024)*, Josh Roth (2024)*,
Pleasant Valley	
Redland Valley	Board: George Spiess (2023)*, Denise Santiago (2023)*, Ray Minium (2025), Esther Anderson (2024), Dustin Messinger (2025), Karen Juengst (2023), Tiffany Meeder (2024)*; Trustees: Ray Minium (2025), Mike Merritt (2023)*, Sam Haldeman (2024)*, Greg Smolonsky (2024)*, Jim Melhorn (2025)*, Luke Meeder (2025)*, Chris Berenznak (2025)*
Saville	Stever Wacker, Gary Rife, Jen Stoltzfus, Andrew Brubaker, Kathleen Webb, Julianna Henry (deacon), Stever Innerst (deacon)
The Meeting House	Brent Smith (2023), Stefani Sweger (2025), JohnPaul Bennett (2025), Allison Watts (2025), Shari Stuckey (2025)*, Del Hawbaker (2023), Kyle Letner (2023), Mark Swarner (2024), Steve Lehman (2025)*, Dick Smith (2025)*
The Upper Room	Isaac Land (2026)*, Jenny Hagemeyer, Gwen Mills (2026)*,

Item 11.

**Testimonies from the Susquehanna Conference 2022**

Cedar Grove:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.***

Without question the clearest examples we have of connecting with and meeting needs in our community are: 1. our back-pack program, feeding some 40 young, grad-school-aged children who would otherwise be without food on the weekends, distributed through our local Fermanagh Grade School 2. our work in helping to create and working to fund the Juniata County Clearing House, which fields and helps to meet financial needs unchurched people have in terms of food, utilities, housing, or transportation.

***How can we pray for your congregation?*** We long for more people to connect meaningfully with Jesus Christ in our public worship settings. We have the incredible honor of having young adults who are actually bringing their parents with them to church on Sunday mornings. It is our deep desire to see more and more people come to know Jesus in a real way, to be invaded by His Spirit, regenerated in their spirit-being, and being transformed by His powerful presence in their lives.

Cedar Heights:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.***

Women's Bible Study group on Thursday mornings that began with a handful of women has blossomed into 20-25 weekly with women of all ages and backgrounds coming together to both study the Bible and lift one another up through the joys and heartbreaks of life.

***How can we pray for your congregation?*** Continued unity in our church body and communities. Grace and Truth to pervade our body. New leaders raised up for ministry within and outside the facility.

Dillsburg:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.***

There are several people in our congregation who have ongoing needs in various areas like financial assistance and mental health support. The church has endeavored to remove as many barriers as we can to people following Christ. This has meant that we have bought cars for people. It has meant an ongoing mental health support group combined with training for all adult congregants through our Sunday School program. Our congregation has someone trained in counseling who is assisting folks as a life-coach of sorts. During our annual Christ's Birthday offering, we created a scholarship for high school graduates who may not have received other assistance. We worked with the guidance counselors to

identify students who may benefit from this opportunity. We were able to raise and give \$34,000 in scholarships last year. While our effort was simply to show the love of Jesus and not an attempt at church growth, one of the three recipients and his grandparents are attending our church regularly.

***How can we pray for your congregation?*** Pray for us as we seek new and innovative ways reaching the young people in our congregation and community. It seems as though the pace of cultural change is unmeasurable, and we desire not simply to keep up or stem the tide but to make a genuine difference in teenagers' lives. We have tried many things in the past with varying degrees of success, but we are determined to make an impact.

Eshcol:

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

During the past month all of this has happened during the Eshcol service. A man gave testimony of his bumpy ride with Christ, his deliverance from drugs and alcohol, a subsequent relapse, and his return to sanity. The church gave him a recovery book, church members often give him a ride to work or let him borrow a car, and he is providing for his family and regular in church. I have a weekly prayer time with a man who made some tragic mistakes in his life and is now a pillar in the church. A group in Eshcol sends gifts of food and help to a Veteran's home where some men live in community. People who would not go to church anywhere else in the world, go to Eshcol. They feel safe to share, hurt, love and disagree together. A lady who lost a leg in a car accident praises God in church most every Sunday morning. God is doing great things in her life

***How can we pray for your congregation?*** Pray for unity, protection, courage and vision as we look to reach out in new ways.

Fairview:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***  
***Share a story of how your congregation has connected with your local community.*** We serve as the host church for 5 Fairview Elementary Bible Adventure students, and we have joined Fairview Elementary PTO to make connections

Grantham:

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

We've been expanding our partnership with One80 Ministries, which is a local ministry that helps to meet needs, but also creates space for people to share life, experience healing, and grow spiritually. There have been several people who have been baptized at Grantham Church who came to faith through One80 Ministries. In partnership with this ministry, long-time attenders of our church are building relationships with people who have a history of trauma, abuse, addiction, and homelessness and are able to come

alongside them, pray together, study the Bible together, grow together, and become friends. In 2023 we have officially designated One80 as a Missional Community of our church, which will increase our common mission, and we are partnering together to grow a bi-monthly fellowship meal to help people connect across divides. We are excited about what God is doing in our community through this ministry and how Grantham has been able to be part of that!

***How can we pray for your congregation?***

- A lot of facilities project/capital expenses coming up
- Aging congregation members
- Continue to see ourselves as missionaries or “on mission” in our everyday lives
- Establishing health partnership with Messiah University
- The need for people to be excited to join in the work of the church.

Hanover:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.*** A man just shared his testimony of how the teachings, the love of the Church, and the commitment from some in our Church have changed his life from a life of drugs and addiction to one of freedom and being a Christ-follower. We connect with our community through a "crew" ministry which does projects throughout the church and community. We cover all costs and labor. This has been extremely fruitful.

***How can we pray for your congregation?*** We are going through changes in our focus and ministry. There are challenges and exciting opportunities. Pray for our leadership team (paid and volunteer) as we navigate these changes.

Iglesia Hispana Vida y Esperanza

***Share a story of how your congregation has been fruitful in helping people in their following of Christ. Share a story of how your congregation has connected with your local community.*** Pr. Evelin is a natural evangelist. She makes connections with many people in the factory where she works and invites them to church. People respond positively and she always brings visitors to services.

***How can we pray for your congregation?*** Pray that Ramon and Evelin continue to grow in trust and commitment to the church and the work God is doing through them. We also ask that you pray for new believers and new members of the Church to continue to grow in their faith, commitment to the church, and work in the Lord. Please pray that the people of the region will be hungry and spiritually thirsty and come and seek.

## Luz, Alegria y Esperanza

***Share a story of how your congregation has been fruitful in helping people follow Christ.***

***Share a story of how your congregation has connected with your local community.*** We had 35 people regularly attending cells in 4 different locations. In these groups we praise God, study the Bible, and pray together for others. Many questions arise about God and walking with God and in conversations many things are clarified. By an invitation last year, we decided this year for our alida to sing carols and make Christmas visits not only to families known to the church and not only to Hispanic families that is our cultural focus. It was beautiful to see how the Anglo families received us with great joy and enjoyed and applauded with us and for our songs. The people of the church were surprised and happy by the way the Anglos received us with such appreciation, joy and gratitude. When there are such expressions of rejection and racism, it was something very beautiful and healing for our families and for the families of the community.

***How can we pray for your congregation?*** We need prayer for the establishment of a pastoral team. Only one of the 3 people we wanted to raise in the ministry in 2022 is advancing in licensing. Pray that the spirit of religiosity and legalism will be fully overcome and that the division this would generate will be conquered with a great spirit of love and unity in Jesus Christ.

## Marsh Creek

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.*** The past year saw a solid development of our men's group. In a culture that is increasingly more hostile toward men we attempt to have a safe place where men might develop relationships and encourage one another. Our congregation has for many years had more women than men. Our goal is that the group will strengthen the men who currently attend and develop them into leaders for our church family. Our congregation provides meals for the family following the death of a loved one. This meal is offered free of charge and provided for members of the church family as well as to the community.

***How can we pray for your congregation?*** Spiritual protection as new ministries are considered. Incorporating new individuals and leading them into ministry roles.

Development of new support group for those struggling with various life issues. Thankful to God for: Abundant provision financially and bringing spiritual growth and unity.

Opportunities to financially support individuals and families. A group of people who love to give.

## Mechanicsburg Community Church

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.*** This Fall our school had an incident where an elementary student brought a gun to school. As you can imagine that was a scary day for our community. As parents we worry about the

safety of our children. As students, we become aware of the potential danger that breaks into our everyday lives. As teachers we wrestle with the fear we have as people coupled with our responsibility to care for these young children. As a church we have a close relationship with our schools. That relationship is a conscious choice to bless our community. It's why as an 8 year old church plant we don't have any plans to move out of the Middle School we've been meeting in. Our inconvenience, the set up and break down of a stage, is a blessing for the school. Our rent money helps fund programs the school couldn't otherwise offer. So when our Leadership Council got word of the incident at the elementary school it was their natural reaction to ask how can we lean in to bless and comfort those teachers who are going to be helping our kids process this scary event. The next day, after orchestrating with the school, our council sent me into the school with a stack of 5 bagel trays. Does it take away the reality that our lives are fragile and our world is broken, of course not. Does a freshly baked bagel and some cream cheese remind these teachers they're not alone in supporting these kids, that's what we pray for.

***How can we pray for your congregation?*** 1. Pray for clarity in our mission and values work as we work to refresh them for the next season. 2. Pray for people in our church to re-engage, we are beginning to see people get back involved in small groups and other ministries post-covid. 3. Pray for our church to begin forming a missional identity as sent ones in their neighborhood 4. Pray for continued healthy relationships and conflict resolution.

#### Mechanicsburg BIC

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.*** Our church has developed strong connections with a formerly homeless man named, John. John has begun attending McBIC periodically and several weeks ago, prayed with one of our pastors to receive Christ. We have a growing relationship with our local school district. I (Layne) serve on our school board. Another pastor (Jen) volunteers 2x a week in a local elementary school. Cody directs the Middle School Musical.

***How can we pray for your congregation?*** I'd appreciate specific prayer over our missional communities: \*Peace Promise has purchased a building and is advancing their ministry of caring for women transitioning out of the sex traffic industry. \*At The Cross Recovery has 2 sites and is in discussion about developing additional sites. \*Eternal Hope ministers to and cares for seniors in senior living homes. \*We hope to start new groups focused on care for refugees, orphan & foster care, and pursuing racial justice.

#### Messiah Village

***How can we pray for your congregation?*** Please join us in prayer as the leaders of Messiah Village Church are currently interviewing candidates to serve as their pastor.



#### Morning Hour Chapel:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.***

We coordinated one of the largest events in East Berlin in 2022, the Easter Berlin. This is a community-wide event involving several churches, non-profit organizations, and businesses to provide an Easter egg hunt and a meal for our community. In our debrief about the event, we decided in 2023 to add a Prayer Tent where community members can receive prayer from our church leaders.

#### Mountain Ridge Regional Church:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

As we walked through a series called, 'Do I Matter', we were told that a young person whose parents are getting a divorce snapped one weekend, became angry about his parents, life, the meaning of life, and was considering suicide. He attended church on Sunday and was confronted with God's grace and purpose in his life. Following that weekend, he emailed us to let us know he no longer is considering suicide. ***Share a story of how your congregation has connected with your local community.*** Through the months of 2021, we hosted meals and movies at MRC. At Farmer's Fair we handed out hundreds of invites to our fall and winter meals and movie events. Several folks from the community attended, including several folks from a nearby retirement home. This led to families attending on Sundays.

***How can we pray for your congregation?*** For the outpouring of the Holy Spirit and awaken people's hearts to see our need of God.

#### New Life Community Network:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.***

Increasingly in 2022, NLC is becoming a place where recovery happens. We make an intentional effort to find the issues in our community that are not being adequately addressed and fill the gap with love and acceptance, tangible service, and steps for healing and hope. We focus on recovery community, single mothers, reentry community, housing insecure, and marginalized peoples looking for assistance that often escapes or excludes them. The development of practical and helpful systems at NLC has greatly increased the engagement with people in these areas of need.

***How can we pray for your congregation?*** Ministry success increases ministry demand which increases the need for development of new strategies, systems and increased staffing. New Life Community is experiencing increases in the number of people seeking assistance, the number of people engaging in right next steps, and the number of people stepping into roles of leadership or service. All of this is amazing, yet it means the continual development of the supporting structures and systems. Please pray for God's wisdom, provision, and the right people as we grow into the expansion.

Redland Valley Church:

***Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community.*** Our attempts at outreach to date have not been successful mainly due to the approach - we would host events and expect the community to come to us. We have now resolved that we need to go out into the community and are currently formulating an action plan.

***How can we pray for your congregation?*** Prayer for God's will in providing a new pastor. Prayer for our efforts to attract younger families. Prayer for our efforts at community engagement.

Saville:

***Share a story of how your congregation has been fruitful in helping people follow Jesus. Share a story of how your congregation has connected with your local community.*** "Mallory" been attending the CPYM ministry (also known as Xtreme Club), at first erratically, but now fully committed to the club, and being disciplined by a local school principal who helps out at the club. Last summer she was baptized. She has been in our house many, many, times. She is a gifted musician and has sung in both churches. We are trying to work her into the praise team. She has far to go, but she has come a long way.

***How can we pray for your congregation?*** Please pray for endurance, vision, strength, and central Perry County being set aflame for God as who families find the Jesus whopursues the broken

The Meeting House:

***Share a story of how your congregation has connected with your local community.*** Every year we invite the church to participate in what we call the "Christmas Give." Our Missions Team selects a couple organizations to partner with and we invite the church family to give financially to the initiative. This year the Missions Team selected organizations whose work was focused on providing housing solutions for those in our community and around the world who were struggling with the basics of sustainable housing. It was truly a humbling experience as we over exceeded our goal by almost double, but we were able to invest in the kingdom work of BICWM, Bethany House of Cumberland County, and Cumberland Vista.

The congregation responded to the invitation towards generosity and we were able to support the work of BICWM in their connection and support with refugees in the states and around the world. Bethany House is an organization that provides housing for young women at risk or experiencing homelessness. Cumberland Vista sits above our Dillsburg Campus and is a residential home for adults with intellectual and developmental disabilities.

Beyond the financial support given to these organizations, it has been such a blessing to see people mobilized to serve on missions trips, provide transportation, and participate in serving these organizations as well. We are prayerfully anticipating continued connections with these organizations that allow for the love of Jesus to be realized in our midst.

***Story of how our congregation has been fruitful in helping people follow Jesus.***

At TMH, we say our mission is to help people find life by following Jesus together. When people take intentional steps to increasingly have their lives look like Jesus, we get very excited about sharing in the work God is doing in and through them. Through that we value when people gather in community, deepen their relationship with Jesus, and go to serve and live changed lives.

Over this past summer, we realized through the Covid shutdowns and transitions in leadership that much of our church across all of our campuses were disconnected and experiencing an isolation that was detrimental to their emotional and spiritual health. We began a new initiative we called, “Summer Activities” where we invited the community to consider what they loved doing- what activity brought them life? Things like golf, hiking, barbecues, knitting, etc. Then we invited them to invite others to join them in the activity they loved! It was incredible to see the beginning stages of connections being established that gave people a sense of togetherness that brought joy and meaning to the lives of many. Another intentional initiative to establish connections within the community was something we called, “TMH Dinners” where we invited people to open their homes for a couple other people to come and share their stories together. It is incredible what these kinds of things can do for people in the community- to see people express genuine delight in the church lobbies and halls at seeing each other because of their time spent together in these gathering spaces is truly a vital expression of community.

Because of the foundation of being increasingly connected together as a community, we have been able to celebrate new groups beginning. We have seen the transformation of Jesus in the context of our GriefShare group. Men & women are praying for each other, sharing life together, and seeing the hope of Jesus break the darkness of their realities through women’s retreats, men’s activities and prayer meetings. There has been a group gathering to talk, read, and discern the call of Jesus as it relates to being mindful of the opportunities around us to advocate for peace and justice. Further there have been two teams of people who have worked to welcome refugee families into our community. Taking meals, providing transportation, navigating the language barriers, helping with the essentials of life in a new country. To see how little children play together, coloring and laughing even when they don’t speak a word of the same language has been an incredible picture of the redemptive hope of Jesus in our midst.

***How can we pray for your congregation?***

Continued prayer to mobilize our community towards the embodiment of Jesus in the places where they live, work and play. Prayer that we all have eyes to see people who don't have a place or a person to rely on and support them. Prayer for the outpouring of the spirit in our culture that is increasingly post-Christian. Prayer to rely on the Spirit of God for wisdom and creativity to connect to the heartbeat of God.

The Upper Room:

***Share a story of how your congregation has been fruitful in helping people follow Jesus.***

***Share a story of how your congregation has connected with your local community.*** We have a coffee club group of men and some women who meet six mornings every week. Most of them attend other churches and some do not attend at all. However, we have developed a relationship with all of them. There are times when they are cooking breakfast and invite our congregation to join them. Other times our congregation will bring in breakfast food for everyone. Some of these men have lost their wives in terrible illnesses and have experienced loneliness in their hearts. They tell us over and over again how they appreciate being able to meet together.

***How can we pray for your congregation?*** 1. Pray for those who are not saved to get desperate for God and come to our church. 2. Pray for the Christians that aren't attending church to come back to ours if this is where God intends them to be. 3. Pray for God to speak to all of us about the vision He has for our church. 4. Pray for God's healing physically, emotionally, mentally, and spiritually. 5. My husband Fred is going on home dialysis...please pray he will be able to stand the fluid within his body and this would be a better plan for him than the dialysis center. 6. We also pray for all those who have been wounded in the church for God to heal their heart and bring them to a loving church family.

# Roxbury Holiness Camp

## Report to the Conferences 2023

Roxbury Board and Staff are grateful for the year of ministry that 2022 brought. There were a variety of opportunities for ministry for the staff, and for guest groups that saw lives impacted by God's touch and direction.

In the fall there was a group that had a baptism scheduled in the creek. When a person who lived in Connecticut who was connected to that church heard about the baptism, called the pastor and said that they wanted to be baptized at Roxbury too. So, they drove all the way to the camp that cold fall day, to take that public step of proclaiming their faith in Jesus.

There also was a young lady who came on a personal prayer retreat, seeking God's direction for summer plans. She asked me if I knew of a camp where she could serve kids for the summer. I told her of a couple camps, and she ended up working at Joy-El for the summer. The neat part of her story is that after seeking God direction and choosing to go to that camp, she was the counselor of one of our board members granddaughter and was able to teach one of "our" kids about Jesus.

There are other stories of people being impacted by the Gospel through ministries at Roxbury. We are thankful for those who support the ministry through prayer, volunteering and financial investment. All of those are truly an investment in The Kingdom.

Some of the programs that we had are: Romance at Roxbury, Fireworks on Memorial day weekend, Camp Meeting, men's breakfast, Fall Senior day, and Ladies Christmas brunch. I am thankful to the team that is dedicated to carrying out retreats and events with passion.

God blessed us with a full calendar of guests, coming for some type of retreat. We hosted personal retreats, quilting retreats, couples retreats and family camps. As we are at times reaching capacity of who we can serve, we are able to refer groups to Kenbrook and Christian Retreat Center as we continue to work to partner with our other camp in the State.

Camp Meeting was attended well this year as we are moving past the biggest impact of the pandemic. Attendance averaged 1,000 people in overnight registrations. Our theme was "Living on Purpose" and our speakers were faithful to Biblically teach what a life of purpose looks like. The video archives of Camp Meeting are on YouTube. Search for Roxbury Holiness Camp and find videos under a variety of tabs on the channel. If it has been a while since you attended Camp Meeting, this year will be a good year to come back. Our theme is "Worship" and speakers include Bishop Perry, Engle, Pastors Larry Locke and Jeff Piepho. You can find registration information at [Roxburycamp.com](http://Roxburycamp.com) under camp meeting.

We were able to accomplish about \$375,000 of maintenance and upgrades thanks to the generosity of many of you. The major projects were 3 roofs for \$180,000 and \$195,000 in blacktop. We began working to upgrade security lights to LED fixtures as well.

If you think of ways that Roxbury can serve your church or pastors in any way, please contact us and we will work to provide a place for you to do ministry.

Thank you to the conferences for your support and prayers. We know we have people who hold us up as we carry out the ministry of Roxbury.

**Roxbury Holiness Camp**  
**Balance Sheet**  
**As of December 31, 2022**

Dec 31, 22

<b>ASSETS</b>	
Current Assets	
Checking/Savings	
01-1010 · LIQUID ASSETS	
1015 · Orrstown Checking Account	161,326.77
1016.02 · Orrstown Savings - 7913	252,075.90
1020 · BIC Foundation - Savings - 1918	26,989.74
Total 01-1010 · LIQUID ASSETS	440,392.41
Total Checking/Savings	440,392.41
Other Current Assets	
12000 · Undeposited Funds	557.72
Total Other Current Assets	557.72
Total Current Assets	440,950.13
Fixed Assets	
01-1400 · FIXED ASSETS	
1500 · Land	283,960.00
1505 · Skyline Property	75,000.00
1510 · Buildings	6,169,542.13
1515 · A/D Buildings	-3,093,124.73
1520 · Building Contents	288,943.63
1525 · A/D Building Contents	-279,263.29
1550 · Equipment	724,949.65
1555 · A/D Equipment	-602,286.36
Total 01-1400 · FIXED ASSETS	3,567,721.03
Total Fixed Assets	3,567,721.03
Other Assets	
01-1700 · OTHER ASSETS	
1701 · Prepaid Expense	2,205.70
Total 01-1700 · OTHER ASSETS	2,205.70
Total Other Assets	2,205.70
<b>TOTAL ASSETS</b>	<b>4,010,876.86</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
01-2000 · CURRENT LIABILITIES	
2035 · PA Use and Sales Tax	139.20
2051 · Local EITax w/h	1,276.82
2060 · Pension Liability	915.89
2085 · Cleaning Deposit	1,200.00
2090 · Reservation Deposits	25,973.92
Total 01-2000 · CURRENT LIABILITIES	29,505.83
Total Other Current Liabilities	29,505.83
Total Current Liabilities	29,505.83
Long Term Liabilities	
01-2700 · LONG TERM LIABILITIES	

CRC is grateful for the support and encouragement the Susquehanna Conference provides. As I reflect on 2022, it was another year the Lord provided for CRC. The staff had the privilege to serve numerous guest groups, be involved in a great summer of youth camps and TIMS, and do our best to make the Kingdom of God known to all who cross the bridge and enter into camp.

On a weekly basis, CRC welcomed groups from various areas who came to retreat for various purposes. Groups included scrapbooking and crafting events, marriage events, ministries with a focus for those who have suffered through sexual abuse, family reunions, youth groups, and church wide events. A vast majority of our groups return to CRC every year and we look forward to seeing our friends and their respected ministries thrive and meet the needs of their community and people.

This past summer, CRC saw consistent growth in our summer programs. With over 250 registrations, it was a good and successful year of camp. It can be difficult to quantify the impact CRC had on our campers (and their families) but we're confident the gospel of Jesus was shared through word and deed and that the Holy Spirit is working in the hearts of those who heard the good news of Christ. I would love for your church to help support our summer programs and have the children of your congregation join us at CRC for a week of camp. By the time of this conference, camp brochures should have been received at your church. Let me know if more are needed.

For TIMS, we welcomed three different churches. The teams served at multiple sites over Juniata County over a two week period. Projects included enclosing a porch, painting and yard work at a local community park, building new sets of porch steps, and lots of conversation centered on the hope we have as citizens in the Kingdom of God. Has your youth considered serving with TIMS in Juniata County? I would love to partner and serve with your youth and leaders. Reach out to learn more about the program.

The perpetual topic and question regarding CRC's loan and debt seems as if it's been dragging on for many years, which it has. At the start of 2019, CRC owed \$1.9 million. As I project a year out, with confidence I can assert that in January of 2024, the camp's debt will be under a million dollars. In 2022, over \$100,000 was paid in principal. This has only been possible thanks to the many individuals, families, churches, and businesses that give with kindness and generosity.

It's a joy to serve with the staff and the board of directors at CRC. Thank you for your prayers, encouragement, and financial support. The Lord has been faithful in sustaining and caring for CRC.

**CRC Board Directors**

Chair – Brian Musser, Mowersville BIC  
Vice Chair – Nick Stein, Antrim BIC  
Secretary – Johnathan Hershey, Cedar Grove BIC  
Treasurer – Steven Kaufman, The Meeting House  
Jim Nadonly, The Meeting House  
Amber Supplee, Cedar Grove BIC

Erin Diehl, Mission Hill  
Larry Frey, Antrim BIC  
Stan Gipe, King Street  
Wendy Wenger, Air Hill BIC  
Andrew Ranck, Cedar Grove BIC  
David Whitesel, The Meeting House

**Zach Bashore**, Executive Director  
zach@crctims.org



12:02 PM  
01/09/23  
Cash Basis

Christian Retreat Center  
**Balance Sheet**  
As of December 31, 2022

	Dec 31, 22
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
01-1010 - Liquid Assets	
1014 - Pennlan Checking #2	52,880.62
1016 - Savings Pennlan Bank	53,500.90
1020 - BIC Foundation	
1020.01 - BICF - TMS/General - 1422	1,803.89
1020.02 - BICF - PC Sponsorship - 3281	1,438.79
1020.03 - BICF - Lodge/ACC - 3739	179,689.37
1020.04 - BIC Foundation - Bridge - 3918	5,033.54
Total 1020 - BIC Foundation	187,965.59
Total 01-1010 - Liquid Assets	294,347.11
Total Checking/Savings	294,347.11
Other Current Assets	
01-1700 - Other Current Assets	
1720 - 1720 Petty Cash	11.87
Total 01-1700 - Other Current Assets	11.87
1900 - In Kind Asset	3,899.00
Total Other Current Assets	3,910.87
Total Current Assets	298,257.98
Fixed Assets	
1999 - Furniture and Equipment	4,365.00
Total Fixed Assets	4,365.00
<b>TOTAL ASSETS</b>	<b>302,622.98</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Other Current Liabilities	
01-2000 - Current Liabilities	
2037 - Local Hotel Tax	1,432.25
2100 - Payroll Liabilities	
2100.11 - PA State w.h	291.27
2100.21 - Local EIT	588.64
2100 - Payroll Liabilities - Other	47.37
Total 2100 - Payroll Liabilities	927.28
01-2000 - Current Liabilities - Other	-588.18
Total 01-2000 - Current Liabilities	1,771.35
25500 - Sales Tax Payable	1,477.33
Total Other Current Liabilities	3,248.68
Total Current Liabilities	3,248.68
Long Term Liabilities	
01-2500 - Long Term Liabilities	
2510 - BIC Loan 936 - Mortgage	1,265,946.52
Total 01-2500 - Long Term Liabilities	1,265,946.52
Total Long Term Liabilities	1,265,946.52
Total Liabilities	1,269,195.20

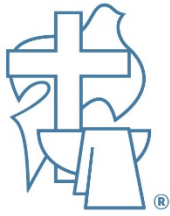
**Item 13.**  
**Important Dates and Events for 2023**

<b>Ministry Development Days</b>	<b>Susquehanna BOD Meetings</b>
<p><b>MDD: Intergenerational Discipleship with the Atlantic Conference</b> Saturday, May 6   9:00 a.m. – 4:00 p.m. Location: Harrisburg BIC <a href="#">You can register here.</a></p> <p><b>MDD: Local Disciple-Making Strategies</b> Thursday, October 26   9:00 a.m. – 3:00 p.m. Location: TBD</p>	<p>Wednesday, June 14 @ 9:00 a.m. Location: Messiah Village Enrichment Center</p> <p>Wednesday, September 6 @ 9:00 a.m. Location: McBIC</p> <p>Wednesday, December 13 @ 9:00 a.m. Location: TBD</p>
<b>Lead Pastor Clusters</b>	<b>Core Courses</b>
<p><b>Southern Pastors' Cluster</b> Location: BIC Churches @ 9:00 a.m.</p> <p>Wednesday, May 10 Wednesday, July 12 Wednesday, Sept 13 Wednesday, Nov 8</p> <p><b>Carlisle Pastors' Cluster</b> Location: Panera, Carlisle @8:00 a.m.</p> <p>Wednesday, May 31 Wednesday, November 29 Wednesday, February 28</p> <p><b>Northern Pastors' Cluster</b> Location: Country Pride, Milesburg @ 8:30 a.m.</p> <p>Thursday, October 5 Thursday, January 4 Thursday, April 4</p>	<p><b>June</b> Theology of Salvation Core Course June 12-14 from 8:30 am- 4:00 pm Location: Roxbury Camp, Orrstown, PA</p> <p>Leadership and Structure in the BIC Church June 19-21 from 8:30 am- 4:00 pm Location: Manor Church, Lancaster, PA</p> <p><b>July</b> Brethren in Christ History and Values July 10-14 from 7:00 - 9:30 pm Location: Zoom</p> <p><b>August</b> Theology of the Church August 14-16 from 8:30 am- 4:00 pm Location: Mechanicsburg BIC Church</p> <p><b>September</b> Las Raíces Historia y Valores de los HEC September 22-23 and September 29-30 Fridays 7:00 - 9:30 p.m. Saturdays 10:00 a.m. - 2:30 p.m. Location: Zoom</p> <p>To register for these courses go to <a href="https://bicus.org/training/core-courses/">https://bicus.org/training/core-courses/</a></p>

**ANNUAL MEETING 2024 – Saturday, April 13<sup>th</sup>, 2024 – Location: New Life Community Church**

***PART TWO***  
***General Church Reports***





# Brethren in Christ U.S.

## National Director Report

I continue to be honored to serve the Church in this role. At the end of July 2023, I will have completed ten years of service as National Director.

The title of “National Director” was first used in 2013 when the roles of General Moderator and General Secretary were merged into one position. A decision was made to not use either of those terms for the newly merged role. However, I think the title “National Facilitator” would be a more apt description because the role is primarily one of facilitating and coordinating the ministry and decision-making of many other groups and individuals. It is Leadership Council (LC) that provides leadership for the Church, subject to the General Conference Board (GCB). In recent years we have developed a Leadership Council Advisory Team (LCAT) with a member nominated by each region. The role of the LCAT is to provide perspectives and counsel to Leadership Council.

In addition to Leadership Council and General Conference Board, many others participate in the shared task of leadership of BIC U.S. The Commission on Ministry and Doctrine (CMD) is comprised of seven persons—one person selected and sent by each of the seven regions of BIC U.S. The Commission for World Missions (CWM) has nine members (including Regional Administrators) from across the country. Each of the seven BIC U.S. Regional Conferences is led by the bishop and the regional conference board of directors (each BOD is required to have a minimum of eight members). The Executive Director of the Brethren in Christ Foundation (BICF), along with the board of the BICF, leads and oversees the work of the Foundation.

Supporting and assisting all this work are the staff members of BIC U.S. in the Shared Services Department, the Missions Department, and in regional conferences.

The combined total of the persons leading and serving in all these roles is typically between 110 – 130. I am honored and privileged to be able to help facilitate this important leadership.

I encourage you to read the World Missions report and the Shared Services report carefully and prayerfully. I encourage you to also read the BIC U.S. Annual Report for 2022. These reports will help you to know more of what we do together in our Common Ministry (CM). As you read, give thanks for those who serve the Church in these important ministry leadership roles, and give thanks for all that is done for the advancement of the Kingdom of God. In all these things, we acknowledge our dependance upon God.

## General Assembly 2022

General Assembly 2022 was a wonderful time of fellowship and inspiration as we gathered in Salina, Kansas. This was the first time General Assembly had been held in Kansas since 1951. The Midwest Regional Conference went above and beyond in hosting the event and we are deeply appreciative for the excellent and generous hospitality they provided. General Assembly was preceded by a retreat for BIC U.S. World Missions global workers. It was fitting to have our missionaries in Kansas—the birthplace of BIC U.S. global missions.

A summary of the decisions made at General Assembly can be found at:

<https://bicus.org/2022/08/business-wrap-up-general-assembly-2022/>

## Project 250

Project 250 is our collective emphasis and effort as we approach 2028—the 250th birthday of the Brethren in Christ. A copy of the report can be found at: <https://bicus.org/wp-content/uploads/2020/12/Project-250-Report.pdf>

The five priorities of Project 250 contain sixteen specific objectives that will help guide our collective efforts and resources. Accomplishing each of these objectives will require effort and resource allocation by ministers, congregations, regions, and the denomination.

## Ministers

“Ministers” is the collective term used in the Manual of Doctrine and Government (MDG) for persons credentialed by the Church to serve in specific roles of leadership and ministry. Most ministers serve as pastors, many serve as missionaries, some serve in administrative or other roles. Six of the sixteen objectives of Project 250 are targeted at the ministers of the Church. Each of these objectives has set a goal that, by 2028, 75% of assigned ministers will participate in specific education/training on:

- the BIC U.S. core values
- discipleship
- disciple-making
- servant-leadership
- cross-cultural ministry
- the global BIC.

Our plan is to provide at least one targeted education/training event each year. In 2021 we provided *The Basin and the Towel*, a seminar focused on global awareness and cross-cultural ministry. Two hundred and forty persons (240) attended the seminar. One hundred forty-five (145) of those who attended were assigned ministers.

Assigned ministers who have not yet participated in this training event will have opportunity to do so through electronic means. This will help us reach our participation goal of 75% of assigned ministers.

The 2023 seminar is planned to address the topic of discipleship and disciple-making.

## **Congregations**

Most of the ministry of the Church takes place in local congregations. We desire that our congregations will be healthy communities of faith where lives are being reached and transformed. Five of the sixteen Project 250 objectives require congregational commitment and work. These are:

- better understanding the demographic realities of their congregation and community
- developing a congregational guide and plan to be a healthy and reproducing congregation
- developing a contextually specific “roadmap” for developing lifelong disciples of Jesus
- better understanding and connecting with BIC U.S. missionaries
- understanding the core values of BIC U.S. and using them in congregational ministry

We hope that 75% of BIC U.S. congregations will accomplish each of these five objectives before 2028.

The 2022 seminar *The Neighbor Next Door* was intended to help all congregations better understand their demographic realities. BIC U.S. partnered with MissionInsite to provide “QuickInsite” and “FullInsite” community demographic reports for all 228 congregations. These reports are saved and stored in the denominational database and are accessible to bishops. In addition, thirty-eight (38) congregations utilized the opportunity we provided to also do “ComparativeInsite” reports that compared their congregation’s demographics with their community demographics.

## **Regional Conferences**

The role of the regional conference, including the bishop and the regional conference board of directors, is to help encourage and support ministers and congregations in their ministry. Four of the sixteen Project 250 objectives will require significant investment of time and resources by the region. These are:

- Multiplying sites of missional vitality that draw people into a lifelong relationship of knowing, loving, and following Jesus
- Increasing the number of women and people of color serving in BIC U.S. assigned ministry roles
- Increasing the number of women and people of color serving on Regional Conference and General Conference governing boards
- Increasing the number of women and people of color serving/advising the BIC U.S. Leadership Council

I am grateful for the work of each bishop and regional leadership in pursuing these objectives. It will take collective effort for these to be accomplished, especially the goal of an increase of twenty-five congregations by 2028.

## **Denominational**

BIC U.S. is committed to helping ministers, congregations, and regional conferences as they pursue these objectives. This includes providing education, training, encouragement, resources, tracking and reporting, and encouragement and prayer. In addition to the work of BIC U.S. to

support all the above objectives, BIC U.S. is specifically responsible to provide an updated edition of Focusing Our Faith (the book on BIC U.S. core values). A proposal for the new edition of the book has been developed, reviewed, and approved by Leadership Council and we are currently working to develop the editorial committee who will oversee the work.

## **250th Birthday Celebration**

The 2028 General Assembly will be an opportunity to celebrate and give thanks to God for the work of the Brethren in Christ for 250 years. Our hope is to host at least 250 people from BIC congregations outside of the U.S. Many of these individuals will not be able to cover the expenses of attending the 2028 Assembly. Therefore, we invite every congregation in the U.S. to help by committing to an annual gift of at least \$250 designated for the 250th anniversary celebration. Some congregations have already started doing this. Thank you. However, we need many more to join us in this exciting endeavor. (We ask that all designated donations are in addition to the normal, undesignated, giving to CM to support our Common Ministry).

## **Conclusion**

Thank you for your partnership in the gospel. We are not ashamed of the gospel of Christ because it is the power of God for salvation. We are his ambassadors: ministers of reconciliation in a divided world. We preach Christ crucified: a stumbling block to Jews and foolishness to Gentiles, but to those whom God has called, both Jews and Greeks, Christ the power of God and the wisdom of God. May we all be faithful in this high and holy calling.





# WORLD MISSIONS

Moving into 2023, I remain deeply grateful for the work God is doing around the world through our BIC family. Both in the United States, and in more than 20 countries around the world, God is glorified as we serve Him and share His love with those around us. As BIC U.S. World Missions, we seek to shepherd our cooperative missions effort. This takes many different forms in different places. Part of our work involves sharing resources to help with leadership training in BIC churches where that is needed. We also encourage and assist BIC U.S. congregations as they participate in the Great Commission. We train, send, and support global workers in many different contexts. Some of these people plant churches, some support existing BIC churches, and some partner with organizations in areas of significant need where BIC churches don't exist. In all of these areas, we have seen God do transforming work, and we rejoice.

## **Some of our reasons for thanksgiving:**

1. We are seeing a growing number of BIC churches globally. Amid very real challenges, there are new congregations coming into existence. In areas and among people groups with little gospel presence like Odisha India, Northeast Thailand, and the Yao of Malawi, people are coming together in appropriate ways to form churches!
2. Our missionaries and partner churches are communicating the gospel in effective ways. From systematic chronological Bible teaching in the heart language of the host culture, to hospitality and medical care, our missionaries are utilizing a broad range of gifts to communicate the gospel.
3. A growing number of international BIC conferences are engaging in cross-cultural missions beyond their own borders. Professional Zambian educators visited Malawi to explore ways of using their skills to strengthen this neighboring conference, and BIC Japan is considering hosting a core course for other Asian leaders in 2023. God continues to lead his global church in missions!
4. We are continuing to see people willing to deploy from BIC U.S. into both long- and short-term assignments. This is a healthy discipleship indicator for BIC U.S., and I believe this will be helpful to domestic congregations for years to come.
5. We are excited for the growth in missionaries from the Southeast Conference. We have become the sending agency for Yosuel and Jacqueline Medina in their work in Ecuador. L (from Vida Abundante) is settling into her new location with her husband (P). Misa and Yanet are in the Missionary Development Program and are looking to deploy, possibly to the Middle East.

## **Challenges, prayer requests, and opportunities to see God overcome**

1. Sending of traditional missionaries to "closed" or to people groups with little access to the gospel. This work often requires overcoming complex obstacles in order to be an effective witness for the gospel.
2. The effort needed to create and operate financial systems that provide both appropriate accountability and operational sustainability and simplicity. This is complicated by host countries who make it especially difficult to move funds for church-related work.
3. The tension between congregational and denominational connections. There can be a pull toward congregations or individual BIC members engaging international missions independently instead of

together. There are so many benefits of cooperating as a denomination in this important work, but it can also be challenging. It can be difficult to see the benefits from the perspective of individual congregations.

4. The challenges that many pastors across the U.S. and around the world are facing, and the decline in participation with in-person congregational gatherings in the U.S.

#### **Denominational Project 250 goals related to missions:**

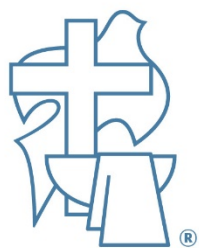
As a part of Project 250, we are seeking ways to partner with our BIC pastors and congregations as they participate in the Great Commission.

1. Our “On Mission Together” breakout session at General Assembly in Kansas was a blessing to our BIC global workers and other attendees - both pastors and lay people. In the session, we talked about the paradoxes that exist as we follow God on mission, including the fact that we can experience deep joy and sorrow almost simultaneously. This is true for all of us: pastors, missionaries, anyone who is following God’s will for their life.
2. To close the breakout session, each participant had an opportunity to share joys and challenges in a small group and pray for one another. Attendees reported a sense of connection and blessing as they supported one another in prayer.
3. We would love to send a missions speaker to your congregation. By being a part of the BIC U.S. Church, you are a part of our missions outreach. Please email [missions@bicus.org](mailto:missions@bicus.org) with questions or to request a speaker.
4. We have lots of opportunities to get involved in our denominational missions outreach. One of the best ways to find out which of these could be helpful for your church is to contact us at [missions@bicus.org](mailto:missions@bicus.org). We would be glad to talk with you and discern together opportunities for your congregation to get more involved.

**Global Workers 2023:** We have a fantastic group of Global Workers. This QR Code will introduce you to them. If you don’t have a QR code reader, you can visit the website at <https://bicus.org/missions/global-team/> to find out more, or email [missions@bicus.org](mailto:missions@bicus.org).



Prayerfully,  
Jonathan Lloyd



# Brethren in Christ FOUNDATION

## Brethren in Christ Foundation

### 2022 Annual Report

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

In 2022, the Foundation funded four loans for pastors and another five loans for congregations and affiliated ministries. Two of these loans are great examples of drawing people toward Christ. A congregation in the Allegheny Conference was able to obtain a much larger facility in an area that is a perfect fit for their demographic. Since moving to their new building, the church has grown in attendance, giving and outreach. They plan to continue to expand their varied outreach programs and services throughout the community. The Foundation is also proud to have partnered with Peace Promise, a ministry for victims of human trafficking, located in Camp Hill, PA. They intend to use their new location to house Ruby Coffee + Co. Founded by two Messiah University students, Ruby Coffee + Co is designed to employ and teach job skills to trafficking survivors. The coffee shop, along with Peace Promise's Soaps by Survivors product line, will provide much needed employment, support, guidance, and care to the victims of trafficking.

Throughout 2022, the U.S. economy has been experiencing levels of inflation not seen for many years. Rates across the entire financial landscape have dramatically increased. The average mortgage rate last January was 3.183%. By December 31, 2022, the average rate for a 30-year mortgage had increased to 6.373%. Consumer prices also increased drastically throughout the year. While the overall financial market saw these large increases, the Foundation made the decision to temper our own rate increases for our borrowers. Rates averaged 4.30% for organizations and 3.30% for pastors in January 2022. After two modest rate increases, our rates now average 5.50% for organizations and 4.75% for pastors. As you can see, these rates are far below the current market rates.

For our investors, rates are competitive with standard rates in the marketplace as of this writing. While they may not be the highest rates available, we believe the ministry aspect of investing in the Foundation remains attractive to our investors.

The Foundation continues to invest in new technologies. This past year was spent planning and acquiring new software to enable staff to operate more efficiently and offer our customers a better experience. By summer 2023, the Foundation will have a fresh new website, a new and

improved on-line financial management experience, as well as a mobile application for our clients. We are also in the process of developing new lending and investment products.

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

Your partners in ministry,

Brethren in Christ Foundation

Jim Reynolds, Executive Director

## **Development Update for 2023 BIC U.S. Regional Conference meetings**

Looking back on my first full year serving as Development Officer with the BIC U.S., quite a bit of solid foundational work was accomplished. The BIC U.S. Legacy Society was established; re-branding of the [www.bicgift.org](http://www.bicgift.org) page was completed; the Gift Legacy eNewsletter was re-launched in the fall; and other key projects were accomplished. Now that the foundational work is underway, we are poised for growth and expanding awareness of charitable financial stewardship and its impact on BIC U.S. ministry reach.

As of the writing of this report, 64 people have affirmed legacy gifts and joined the Brethren in Christ U.S. Legacy Society. Members of the Legacy Society are people who have made a provision for a gift to the Brethren in Christ U.S., BIC U.S. World Missions, a regional conference, or a specific Brethren in Christ ministry or congregation by:

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

With a goal of 250 members by 2028, these 64 members represent 25% progress toward the goal! In 2023, plans are in process to build momentum through an increased number of presentations in congregations, mailings that build awareness of legacy giving and its potential for impact on BIC U.S. ministry, expanded distribution of the Gift Legacy eNewsletter, individual visits with donors and pastors, and pieces in denomination-wide communications like the annual report.

Interest in wills/estate workshop events is gaining traction in addition to interest from local congregations on other development topics like campaign coordination and endowment basics. These events will provide good exposure and open conversation with members with charitable intentions to advance the ministry of BIC U.S.

I hope to attend at least 5 of the 7 regional conference annual meetings in person to continue building relationships and learning more about each region and its ministry. I am excited to visit the Pacific and Southeast Conferences for the first time. On each trip I plan to visit several pastors and spend a few days to learn more about their ministry context and how I can best serve as a helpful resource.

As these plans continue to build momentum, I will continue to increase my knowledge base relative to more complex gifts such as real estate and technical gift models like Charitable Trusts. Additionally, I recognize that the younger generation's posture toward giving and methods of giving are dramatically different than those of us over 50. While encouraging current estate gifts is primary, closely following in importance is learning to communicate the benefits and blessings of charitable giving to future generations.

All of these efforts seek to encourage participation and financial support of local, regional, and global BIC U.S. ministry that shares the love of Jesus and reaches those who haven't heard the good news.

Serving in gratitude, Mark Templeton, Development Officer, BIC U.S.

## Awaken Annual Report

### Awaken Annual Report 2022

Awaken, the BIC network for women in ministry continues to pursue innovative ways to reach, empower, and equip women in ministry. We are wholeheartedly committed to the vision of mutuality in every aspect of ministry in our churches. We believe this is a critical component for a healthy and flourishing culture of goodness, in our church communities.

We have experienced some big changes over the last two years. Navigating the issues and roadblocks of a global pandemic was certainly confronting. This is certainly not a unique situation, as we all had to do this within our respective ministry contexts. It has been a challenging time pushing our team to re-evaluate how we do things to accommodate a new season. Over the last two years, we've continued to look at how we can better leverage technology to enhance connection. There is no substitution for an in-person connection, but as we develop and nurture a network of relationships across this country, we have to get creative. This takes time, and much effort all the way around.

Pauline Peifer, who has faithfully led Awaken for many years, retired from her position as Director of Awaken at the end of 2021. As the team evaluated the work of this role, it became clear that moving into this new season would require more. Armed with the recommendation of the Task force (a team commissioned by the Leadership Council), Awaken determined that it was time to make the Director of Awaken a paid position. I was hired and officially stepped into the role of Director in July 2022.

Over the last six months of 2022, Awaken has been working to re-engage and revitalize our ministry offerings. We believe that one on one mentoring is a powerful tool in our mission to empower and equip women in ministry. We have been working through new resources and building a broader team of mentors, who are available to encourage any woman interested in ministry development (credentialed or not). I want to clearly say, Awaken is not simply a resource for women who pursue pastoral licensing, but also for any woman seeking to discern and develop her gifting and place in the body of Christ.

We also launched a Credentialing Cohort for women who are working through the credentialing process. This Cohort is specifically designed to help women work through their Doctrinal Questionnaire, with regular zoom meetings, established writing times, and opportunities to discuss and process the questions together. We are excited to pilot this program and so far the response has been overwhelmingly great.

Awaken has also been diligently working on a Webinar slated for March of 2023. This virtual offering is the first of what we hope becomes a regular series, allowing us to nurture the conversation of why mutuality matters and how we continue to re-image the ways we practice serving through our gifting and calling as one united body—male and female. We are thrilled to be working with Bishop Lynn Thrush and Bishop Heather Beaty on this project.

As we look to 2023, we anticipate continued movement as we redevelop and launch new iterations and ideas to help support a vision that emboldens women in ministry in the church. We are so very grateful for the privilege to partner with each conference. Your investment helps in significant ways as we work together for this purpose. Thank you.

Thanks to Bishop Heather Beaty, who after serving on the Awaken team for several years, stepped into the role of interim Director after Pauline resigned. Bishop Heather helped lead the team through the first part of 2022 in addition to leading the hiring process for the new Director. Although Bishop Heather has completed her official work with Awaken, she continues as a friend of the team and co-worker in the mission. Awaken welcomes Bishop Bryan Hoke to the team as our new Leadership Council Liaison. We are thankful for his presence and contribution to this important work and look forward to what this partnership will bring.

Our Awaken Leadership Team for 2023: Pam Arnold, Carmen Carpenter, Margaret Engle, Bishop Bryan Hoke, Vic Podjasek, Amber Supplee, Ryan Showalter, Jill Thompson.

Respectfully submitted,  
Maureen Brown  
Director

## Shared Services

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

In preparation for writing this report, I reflected on my 2021 report. The recurring theme of 2021 was transition. We said goodbye to several employees as they took on new opportunities and welcomed several others who joined our team. We transitioned from systems used for over 2 decades to new systems. And we took on new initiatives prompted by Project 250 priorities. Throughout 2022, we began to find our stride again and started to reap the benefits of the transitions that took place in 2021.

This report highlights some of the accomplishments of 2022.

### Communications

The communications team provides a vital ministry of facilitating conversation among our BIC U.S. family, helping create a sense of denominational unity. This involves sharing ministry stories and denominational matters through a common voice and brand.

#### Annual Report

The communications team continues to produce an [Annual Report](#) in both print and digital formats. The report highlights stories about local congregations, updates on Project 250 and the new work in the area of planned giving, new approaches to missionary service and shares statistics about BIC U.S. congregations, pastoral credentialing, global workers serving around the world and global partnerships in the form of projects, scholarships and leadership training. The annual report also shared preliminary financial results of BIC U.S. The 12-page report, produced in English and Spanish, was mailed to BIC U.S. Lead Pastors and 600 key financial supporters of BIC U.S. The report continues to serve as a comprehensive explanation of the common ministry of the BIC U.S.



was a recap with photos from the Global Team Retreat in Kansas (555 likes, 25 comments, 41 shares). Since launching Instagram in 2021, our following has grown to 284, a slow but steady increase. Instagram has created unique opportunities for us to interact directly with congregations, including shared their content with our broader audience. These kinds of online interactions continue to be meaningful and impactful, and we hope to find more ways to

#### Social Media

Facebook continues to be an important platform for sharing content and promoting various events. In 2022 we saw an increase in international interactions on this page, with many people from the global BIC church interacting with our posts. Our top performing post of 2022





incorporate them into our regular schedule. Our top performing post on Instagram was from our recent BIC Leaders Orientation.

Connect Newsletter

We sent six issues of our *Connect* newsletter via email, and it continues to be an important tool for our communication strategy. We consistently outperform others in our category. Open rate refers to the percentage of people who received the email and opened the email. Click rate refers to the percentage of our contacts who received the email and then also engaged through clicking a link within the email.

	Open Rate		Click Rate	
	Industry Average	Connect	Industry Average	Connect
2022	42.9%	47.6%	2.3%	11.9%
2021	*unknown	37.7%	*unknown	13.7%

Multimedia

We continue to see the strategic value in producing multimedia content to share about the exciting work happening in the U.S. and around the world. This includes creating and sharing resources with our constituents



including videos, webinars and pre-planned social media posts. In 2022, we produced 16 videos highlighting global workers and 1 short form documentary sharing about the work of BIC U.S. World Missions in Greece. We launched a Multimedia Library to house all of these videos and digital resources and make them easily available to our congregations: [bicus.org/resources/multimedia-library](https://bicus.org/resources/multimedia-library).

Human Resources

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

One of the significant undertakings led by Peter Guinther, human resources administrator, was the transition from a long term third party administrator for our self-funded health plan for missionaries to another third party administrator. This required extensive communication with missionaries and various partners. We are glad to have moved through that significant transition rather smoothly.

We have continued to revise our policy for responding to Ministerial Misconduct. After several rounds of revision, we determined that we needed to procure additional training for Leadership Council who will be primarily tasked with handling the response procedures. We contracted with [G.R.A.C.E.](#) to provide live training for Leadership Council. G.R.A.C.E. also provided a number of resources that will be helpful as incidents are reported and is available to do ongoing consultation and conduct investigations as deemed necessary. Next steps include procuring Ministerial Misconduct Response Team members (at least 1 male and 1 female) for each regional conference. These individuals will help to receive initial incident reports and also help to conduct interviews of those involved. In addition to having these individuals in place, Leadership Council needs to complete a final review of the policy and then we will publish the policy and procedures on our website where we will also provide access to an online reporting form.

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

## **Development**

After adding the new development department to Shared Services in 2021, we saw incredible growth in this area in 2022. Mark Templeton continues to serve as our development officer. We are grateful to have Mark on board as he has done an excellent job of connecting with donors, pastors and key stakeholders. Mark also represents BIC U.S. at various events throughout the year. I believe we are in the process of building a great foundation for planned giving and donor development which we will be able to build upon for years to come. Please refer to Mark's written report to LC and GCB for more details about the work he has been doing.

## **Finance**

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

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

Over the course of the year, our team processes nearly 1,600 outgoing payments and over 8,500 contributions from BIC U.S. congregations and donors. In addition to the day to day processing of incoming and outgoing payments, our team plays an important role in supporting the work that happens around the world. In 2022, our team processed 168 international wires in 11 different currencies to 14 different countries. A significant undertaking this year was releasing over \$98,000 in Global Compassion funds for 17 different needs in 8 countries.

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. Most calls or emails that we get from pastors and treasurers is related to the tax treatment of pastors and how to correct past years of misclassification. We offered a webinar on the topic of minister's taxes to address many of these questions.

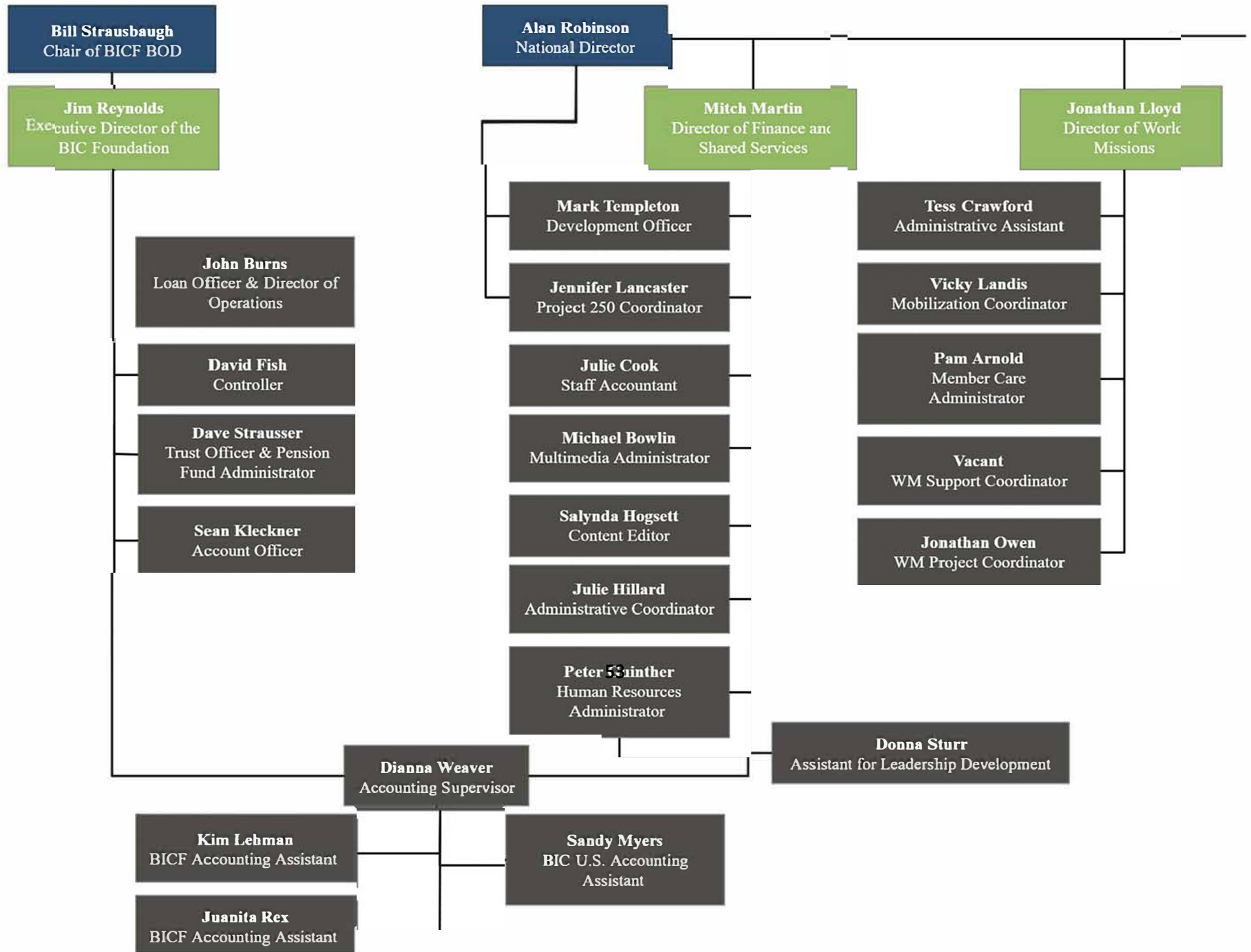
## **Education and Training**

A new endeavor of Shared Services has been to enhance existing education opportunities of BIC U.S. and provide additional training opportunities in the form of webinars. Over the course of 2022, we began utilizing an online education platform, Pathwright, for our directed study program (DSP) courses. These courses previously were completed via email correspondence between student and facilitator. Through the online platform, students are able to interact with the facilitator and others taking the course via discussion boards and assignment submissions. Facilitators can provide feedback within the online system making for a streamlined user experience. Six courses have been moved to Pathwright, and we anticipate that the remaining 11 courses will be moved to this platform by the end of 2023. Individuals taking courses on the new platform have commented on the enhanced experience and have appreciated the opportunity to further interact with others who are also taking the course. This platform is also being used to develop a self-paced course to help prospective pastors become more familiar with the beliefs and values of the Brethren in Christ.

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

Mitch Martin, Director of Finance and Shared Services

# BIC U.S. Mechanicsburg Office Staff





***ITEM THREE***  
***Courtesy Reports***



## 2023 report for Susquehanna Conference Brethren In Christ

### MCC East Coast

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

Connect with MCC staff in your community

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



45  
countries

381  
partners

496  
projects



MCC photo/Andrew Bodden

*Father Olin Pierre Louis (left), a Haitian Roman Catholic priest and Andrew Bodden, program director for MCC East Coast at the Church of San Mateo de Cangrejos.*

In Puerto Rico, MCC is partnering with Father Olin and his parish to provide canned meat and hygiene kits to Haitian asylum seekers arriving in Puerto Rico. In Florida and New York City, MCC provides immigration services to members of Anabaptist churches and beyond. MCC staff also provide education and resources for congregations interested in raising awareness about immigration related issues.

### MCC's 2023 guiding Scripture

Come, all you who are thirsty, come to the waters...

Isaiah 55:1 (NIV)

Dear Friends:

This year's prayer focus is Isaiah 55:1-2 which is a reminder of God's bountiful invitation to "Come, all ... Come without" and there will be provision. Your generosity and support enable us to partner with uprooted and vulnerable people. For over a century, MCC has continued its commitment to expressing God's love and compassion in tangible ways. The generosity of supporters like you is a witness of God's bountiful blessings and sustains the work of relief, development and peace in the name of Christ. We are building relationships and connecting with communities, whether in Puerto Rico or South Sudan, envisioning them in the right relationship with God, one another and creation. You are part of our community and story.

Thank you for the many ways you come alongside the global work of MCC.

With thanksgiving,

Hyacinth Stevens, MCC East Coast executive director

### MCC and Susquehanna Conference BIC connections

- In February 2023, Grantham Church (Mechanicsburg, PA) worked with other BIC churches to make comforters for MCC's annual Great Winter Warm-up. Since the pandemic, Grantham Church created 514 comforters and the work continues.
- Iglesia Hispana Mi Casa De Oracion (Carlisle, PA) distributes MCC food boxes to members of the church and community.
- Conference members shop, donate and volunteer at BigValley Thrift & Gift Shop in Belleville, PA.
- Susquehanna Conference members support MCC through the Pennsylvania Relief Sale in Harrisburg, PA and the My Coins Count program.

In South Sudan, MCC supports a school kits distribution project through partner Loreto Schools Rumbek for vulnerable families in the Maker Kuei community and Diocese of Rumbek to improve school attendance and enrollment. The project also includes distribution of dignity and hygiene kits and infant care kits for young and expectant mothers. Supplies contained in the kits help families send their children to school, increase school attendance for girls and

improve the health of infants and young children. The dignity kits for women and girls in schools address the heightened need for hygiene protection from sickness and disease that is a common problem. The dignity kits offer more than the basic necessities.

*Loreto Girls Secondary School students with their newly acquired MCC school kits and dignity kits. (Loreto Schools Rumbek photo/Herbert Orwa)*





For over 41 years, Paxton Ministries has been committed to our mission to **provide affordable housing and support services to adults in need with Christ-like love.** Our personal care home and our three smaller homes for more independent adults are offering safety, companionship, individualized support, meals, activities, and much more to approximately 101 adults from the Central PA region who are challenged with poverty, mental illness, and intellectual disabilities. Whether these residents live with us for decades or for a few months, we are honored to be able to serve them as the hands and feet of Christ, surrounding them with faith-driven, life-transforming love and care.

The story of this past year (2022) is the story of God’s faithfulness to us. We watched costs increase as economies were in turmoil, and God supplied the funds to sustain operations without interruption. We experienced workforce challenges in a time of global employment upheaval, and God furnished the capable hands to continue to serve our residents. We closed one chapter of our story with Jodie Smiley’s retirement, and God blessed us with a peaceful, smooth transition of leadership into the next chapter. We have delighted in seeing how God has been faithfully restoring to us the joy of many “normal” events, activities, and interactions of Paxton life after the troubles and interruptions of the pandemic.

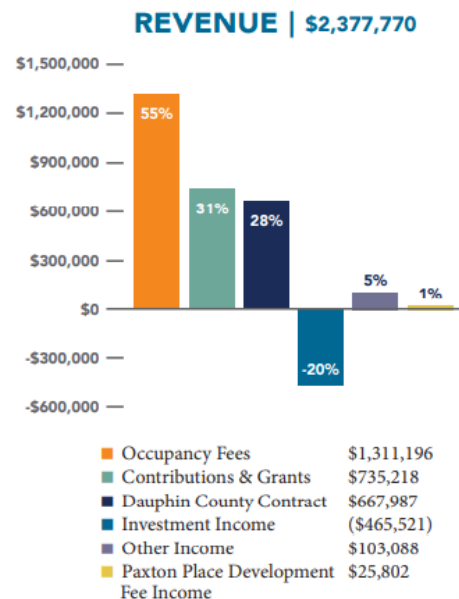
We celebrate this and give God all the glory for how He has blessed the work of our hands! And we celebrate each one of **you** who has faithfully served and given to support our mission. In particular, many BIC churches from within the Susquehanna Conference have been a great blessing to us as you share our vision to care for the vulnerable and needy in our community. Our deepest thanks to **Grantham, Mechanicsburg, New Guilford, Dillsburg, Marsh Creek, and Redland Valley** for their financial support and for the individuals and groups from these churches who have so kindly served in our kitchen, in maintenance and cleaning projects, in leading activities and worship services. We are so grateful!

Our formula has remained the same throughout our history: **God's provision plus faithful stewardship equals changed lives.** As we together choose to be good stewards of the blessings that He provides us, we experience the continued faithfulness of a loving God and see His light shine in the darkness! We look forward to seeing how God will use us as we prayerfully make strategies and plans for the coming years. Thank you for your prayers and partnership with us as we serve God and our neighbors.

With my sincere appreciation,

David Zilka, Executive Director

***\*The following financial report is for the FY21-22.***



Our Fiscal Year runs from July 1 - June 30.  
Our audited financial statement is available upon request.



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