2022 Pacific Northwest District Conference

Conference Schedule

September 16-17, 2022

Friday, September 16th

6:00pm-7:00pm PDT, conversation with Church of the Brethren General Secretary David Steele
7:00pm-8:00pm PDT, worship service led by Sam Brackett

Saturday, September 18th

10:00am-11:00am PDT, congregational stories of rejuvenation
11:00am-12:00pm PDT, conversation with Church of the Brethren Moderator Tim McElwee 12:00pm-1:00pm PDT, meal break (optional Zoom conversation time)
1:00pm-4:00pm PDT, denominational Q&A, business session

2021 Pacific Northwest District Conference

Business Meeting Agenda

September 17, 2022

I. Review Minutes of 2021 District Conference

II. Reports
- A. Treasurer
- B. Administrative Team
- C. Board
- D. Ministry Commission
- E. Standing Committee
- F. Camps: Koinonia and Myrtlewood
- G. Disaster Response

III. Summary Report from Envisioning Committee

IV. Report on the status of the Living Stream/PNWD AC query: "Breaking Down Barriers- Increasing Access to Denominational Events."

V. Proposal to Adopt Revised District Constitution and By-Laws

VI. Leadership Slate for 2022-2023

VII. Proposed 2022-2023 Budget

VIII. Report of Congregational Changes
- A. Lacey Community Church

IX. Remembrances and Recognition

Consensus Decision-making
for the Pacific Northwest District

Consensus decision-making is the official rule of order of the Pacific Northwest District and will be used in deciding the business before District Conference and District Board. While the consensus model was adopted as the rule of order many years ago, we are all still learning. This writing attempts to offer reminders and insights into the process as practiced by the District. The model in use is grounded in the work of C.T. Butler and Amy Rothstein as presented in their booklet, *On Conflict and Consensus: a Handbook on Formal Consensus Decisionmaking.*

Our practice of making decisions by consensus is fueled by a deep desire to make decisions that offer the best results for the whole body. Therefore, in our practice, consensus decision-making is a group process; it is a collaborative exercise that thrives in a climate of trust and respect. As stated by Butler and Rothstein, "It requires a commitment to active cooperation, disciplined speaking and listening, and respect for the contributions of every member. Likewise, every member has the responsibility to actively participate as a creative individual within the structure." By its nature, the consensus model resists the notion of choosing one option over another or pitting one idea against another; it seeks the best path forward for the entire body. This communal effort is what makes consensus decision-making meaningful and effective.

Part of what we, as people of the Pacific Northwest District, have learned and continue to develop is the process of consensus decision-making. In District context, the process has evolved in its own way and flows in a prescribed order. Undergirding the process are the guiding principles and values of the District; decisions and processes used are measured by their consistency in relation to those statements.

With that in mind, the process begins with the introduction of a **proposal or issue**. This is a written plan or action presented as business to the whole body for their discussion and acceptance. The introduction is followed by a time for asking **questions of clarity** about the proposal as stated. With clarity, the process moves to a period of **broad, open discussion**. This discussion looks at the proposal in its broadest scope inviting statements expressing why it is a good idea, or there seem to be problems that need attention. This is a time for statements only; addressing comments or finding resolution to concerns comes later in the process.

At this point, it is possible for consensus to be present. At its simplest, **consensus** is reached and decisions are made when all members present consent to a proposal. Butler and Rothstein put it this way, "Decisions are adopted when all participants consent to the result of discussion about the original proposal. People who do not agree with a proposal are responsible for expressing their concerns. No decision is adopted until there is resolution of every concern. When concerns remain after discussion, individuals can agree to disagree by acknowledging that they have unresolved concerns, but consent to the proposal anyway and allow it to be adopted (this is called standing aside). Therefore, reaching consensus does not assume everyone must be in complete agreement."

At the end of each step of the decision-making process, the facilitator, in PNWD work the moderator or board chair, will ask, “Are there any unresolved concerns?” or “Are there any concerns remaining?” After a period of silence, if no additional concerns are raised, the facilitator declares that consensus is reached and the proposal is adopted.

If any concerns are expressed in the broad, open discussion, the process moves to **identifying concerns**. This is a brainstorming type exercise in which concerns are expressed and publicly recorded. Here, stating concerns is the goal, whether they come as reasonable or unreasonable, well thought out or vague feelings. This phase, like before, is just an expression of statements; there is no discussion, comment, or attempt for resolution. After concerns are recorded, there is time to reflect on them and look for patterns and relationships between them.

The next step is to, as a group, address and try to **resolve the concerns**. If some concerns seem related, they may be resolved as a group. If, after discussion, the concerns, grouped or otherwise, are resolved, the facilitator may check for consensus as described before. If concerns remain unresolved, they are to be discussed individually in an effort to creatively bring resolution. It is important to note that once a concern is expressed, it becomes an issue for the body to address; attention for addressing the concern is focused on the concern not the individual who offered it. If, after reasonable effort, a concern cannot be resolved, the facilitator may ask those persons holding the concern if they are willing to **“stand aside”** recognizing that if they do, the concern will be recorded in the minutes along with the adoption of the action taken. If a concern remains unresolved and standing aside is not offered, the facilitator must declare an **impasse** and the proposal is not adopted. In this case, with the agreement of the body, the proposal can be **referred to a committee** to study the concerns further seeking possible new resolutions that can be brought to the next meeting of the body. If an impasse is declared, the meeting moves on to the next agenda item.

Some basic rules that apply throughout the process are important to practice: 1. Once a decision has been adopted by consensus, it cannot be changed without reaching a new consensus. 2. In general, only one person has permission to speak at any moment. 3. A concern must be based upon the principles and values of the group.

Pattern for the Pacific Northwest District
Consensus Decision-making Process

Step 1: Presentation of Proposal or Issue
- Questions of Clarity about the Proposal

Step 2: Broad, Open Discussion
- Test for Consensus; if present, proposal is adopted.

Step 3: Identify Concerns
- Group any Related Concerns

Step 4: Resolve Concerns
- Discussion to Resolve Grouped Concerns
- Discussion to Resolve Remaining Concerns, one at a time
- Test for Consensus; if present, proposal is adopted.

Step 5: Closing Options: Stand Aside, Send to Committee, Declare Impasse

Pacific Northwest District
Stated Principles and Values

We as a District: Hold the New Testament as our guide in faith and practice. We value the interpretation and inspiration which springs from its study and shared experiences as guided by the living Christ.

In that spirit, we: Conduct our business by discerning the "sense of the meeting."

Seek the mind of Christ through formal consensus decision-making.

Empower and respect congregations and foster our inter-relatedness.

Support each other, respecting and embracing diversity, while seeking unity.

Nurture a sense of wholeness and possibility in everyone we meet.

Continue the struggle of growth and change.

Affirm the Brethren genius of holding in tension community and obedience with individual conscience and Spiritual discernment.

Celebrate!

Strive to be God's stewards in the world, continuing Jesus' work; Peacefully, Simply, Together.

May 2022

Greetings to you in the name of Christ our Savior, Redeemer, and Lord!

Once again I want to express my gratitude for the many ways your district and local congregations faithfully strive to live out the Gospel—to simply try to do what Jesus did. The vital ministries of our Church of the Brethren congregations, small to large, are at the heart of our Church. We should never diminish the essential role that each unique part of the body plays in our common ministry together. With that in mind, as you gather in person or virtually for your District Conferences, I have invited our Mission and Ministry Board and staff to hold you and your work and ministries in our prayers.

For a more comprehensive report about the work of the Mission and Ministry Board and staff, I would point you to the Annual Report found at https://www.brethren.org/about/annualreport/. In addition, we are planning to report at many of your district conferences or be available for questions and conversations.

In these days, uncertainty and disruption are prominent in many of our congregational and district circles. One cannot deny the challenges that we face as a denomination—challenges that are manifest in the recent splits in which congregations have left or are leaving us; the ongoing disputes regarding sexuality, Biblical authority, and the calls for greater accountability; and the echo chambers of misinformation that continue to fuel mistrust. Yet these challenges and others that seem to gather the most attention only serve to mask the pressing reality that our membership continues to decline. While it is much easier to blame others or claim that the issues named above cast a shadow that discourages outsiders from darkening our doorways, I would simply ask: What are you doing to be Jesus in your neighborhood? If we Brethren are known by the manner of our living, what is your living saying to those in your local community? Who are your neighbors? What are their needs? Do you really know?

As a former pastor, I know that it was rare for the people in the communities where I served to look to the district or denominational stage. What made the most significant impression was the local congregation's invitation and hospitality; their engagement, service, and mission in the local community; and their efforts at supporting missions beyond their local setting. If it is our purpose to find fault and scrutinize those who do not live up to our standards and understanding of Scripture, then we will surely have little problem finding that which we seek, given the sinful and imperfect nature of each of us. Meanwhile, our neighbors will miss out on learning to know about the transformative power of Jesus.

In the context of the Mission and Ministry Board's Strategic Plan, the Board has identified priorities for our staff's work. Among them: develop a prominent, comprehensive, sustained framework for equipping evangelism; and develop a program about healing and reconciling relationships within the church and transforming conflict, including the intentional construction of a network of members who understand the dynamics of conflict and who are called to serve in a ministry of bringing healing to our brokenness. In naming these priorities, the Board is

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recognizing that to be Jesus in our neighborhoods and to do that together, we must first begin healing the brokenness within our own body. In addition, our staff needs to help provide the tools and resources to support and guide our congregations in their effort to engage their communities in mission and service.

It is important to acknowledge that no program will fix us. Healing our brokenness and the brokenness in our relationships will take time, and it is an effort we must make together. This is not a pass to dismiss the tough issues that we face, but an invitation to commit to finding ways to come together, setting aside our assumptions about the other and learning to know one another—learning about their families, jobs, interests, retirement, etc. It is also an invitation to gather with others in your district to study and discern scripture together around those tough issues, to pray together, and to open yourselves to the leading of the Holy Spirit.

My friends, it is my hope and prayer that you will join me in efforts to heal the brokenness between us and focus more on loving each other to death. May we also give our full attention to our call and work to be disciples of Jesus in our communities and world. I believe loving each other to death—as well as those in our communities—allows for the transforming power of Jesus to be set free in our neighborhoods.

I invite you to join me in our common efforts at being Jesus in our neighborhoods.

Your servant in Christ,



David Steele
General Secretary

Church of the Brethren

Dear Sisters and Brothers of the Pacific Northwest District:

As you prepare for and participate in District Conference this year, I hope you will think of it as both a joyous gift as well as a solemn responsibility. I consider it a gift and a responsibility because it provides us the opportunity to celebrate Christian community beyond our home congregation and it encourages us to nurture and challenge one another on our faith journeys as we strive to better understand who God is calling us to be. District Conference enables us to laugh together, to pray together, to think well together, to see the divine in one another, and to gather together before God to seek the leading of the Holy Spirit. I'm delighted that you are investing your time, energy and gifts in District Conference this year and on behalf of the Annual Conference officers it is a pleasure to thank you for that commitment. I hope it will be an inspiring and rejuvenating experience for you.

In a similar way I look forward with hope and anticipation to gathering together in Cincinnati next summer for our 236th recorded Annual Conference. We will have important work to do as we carefully and prayerfully deliberate together. Annual Conference will also provide time for listening, learning, and discernment. We will be blessed through challenging and meaningful worship services. We will be intentional about preserving time for good conversation, soul-soothing music, and biblical inspiration.

Wilbur Hoover, a former pastor and mentor of mine, once defined the church as "people grouped together so they can live out their faith better than they could alone." I think Wilbur was right. We belong together. We need each other. We need each and every one of us if we are to fulfill the new commandment Jesus gave us: that we love one another (John 13:34). When we meet for worship on Sunday mornings in our home congregation, when we gather for District Conference, and when we assemble as the Body of Christ at Annual Conference we contribute to and benefit from being the church.

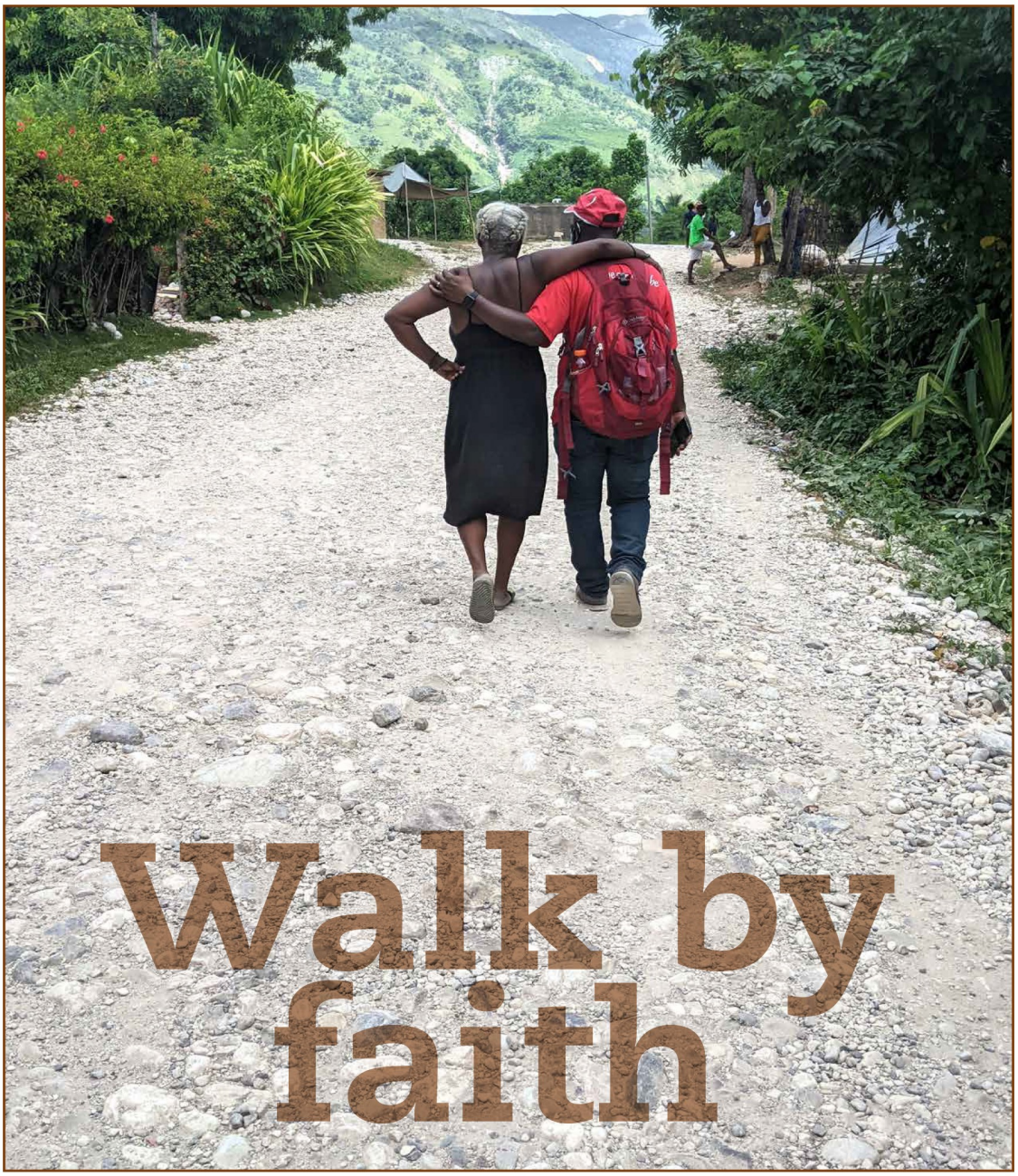
Let's be the church as we gather together in Cincinnati on July 4-8, 2023. Let's listen anew to Jesus's call to inclusive love and costly discipleship. Let's unite at Annual Conference in God's presence so we can live out our faith more fully than any of us could alone.

It will be a pleasure to greet you then and there!

Tim McElwee
2023 Annual Conference Moderator

Continuing the work of Jesus. Peacefully. Simply. Together

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Church of the Brethren Annual Report of 2021

Published in June 2022

Church of the Brethren

Report of the Church of the Brethren

For we walk by faith, not by sight.

—2 Corinthians 5:7

The Church of the Brethren phrase "Continuing the work of Jesus" speaks to the steadiness of our witness over many years. Today, as disruption seems to have taken up permanent residence in our lives, that idea can feel like an aspiration as much as a description. How does the church persevere when so much is unclear? We walk by faith.

It is in the nature of most people to make plans—in fact, it's an essential part of the work of church staff and board members. But these times remind us to hold those plans lightly. This report of the ministries of 2021 is filled with details that, like the previous year, are characterized by twists and turns that couldn't always be seen ahead of time. But what is sure is the steadfastness of our convictions and the faithfulness of God, who walks with us.

GLOBAL MISSION

The Global Mission ministries of the Church of the Brethren foster relationships between the US church and Brethren and others around the world in order to serve God's children and share the good news that God loves all. Globally, the Church of the Brethren is growing rapidly, and people are excited about the ways the Brethren seek to understand and apply the teachings of the Bible.

New co-executive directors were hired in 2021, following the work of interim directors Norman and Carol Spicher Waggy and interim office manager Roxane Hill. Eric Miller began in March, working remotely from China, and his wife, Ruoxia Li, joined in May after they moved to the US. They combine the roles of executive director and office manager.

While Miller and Li represent the US church to the denominations worldwide, important work is done by numerous volunteers who work with and pray for Brethren globally. Country advisory teams consisting of US and international members are key to growing relationships between our churches. Many across the denomination receive prayer requests from around the world once or twice a month. Mission advocates engage districts and congregations with the work around the world.

Many churches hold fundraisers for Global Mission work, responding to needs around the world for building churches, training church leaders, holding evangelism meetings, improving health care, and developing agriculture and other sources of income for churches. Individuals also support this work financially. In 2021, grants totaling $724,554 were made from the Global Mission budget. While most travel has been curtailed because of the pandemic, the Global Mission office has supported individuals' short-term and long-term visits.

In 2021, Miller and Li attended meetings of Brethren World Mission, a group that raises funds to support the international work of the church. They also preached, led worship, and shared in Sunday school about Global Mission work, as did other long-term volunteers familiar with the global Brethren.

Miller joined a Brethren Disaster Ministries trip to Haiti following the August 2021 earthquake, witnessing the value of working with local church partners to rebuild a devastated community. He also traveled with staff colleague Jeff Boshart and volunteers to the Dominican Republic for a meeting to address a division in the church there.

Global Church of the Brethren Communion

The Global Church of the Brethren Communion is a partnership of churches with equal voice, with meetings currently hosted online by the US church. In 2021, these meetings mostly addressed Brethren identity, and what brings the global churches together. The group developed and distributed a survey on Brethren identity to Brethren around the world.

Members of the communion affirmed the importance of Brethren values and highlighted the importance of service and meeting people's needs in connection with sharing the gospel. Many global Brethren also value the limited hierarchy in their churches. The group discussed other issues, such as the need for theological training and scholarships.

Desiring to expand relationships worldwide, Li convened a global women's group. It is hoped that a formal structure can be established and that an in-person meeting can be held in 2022. A fellowship in Honduras that has had association with the Church of the Brethren for 30 years has expressed a desire to join the Church of the Brethren and was added as a provisional member of the Global Communion.

Around the world, the church is growing despite numerous challenges. Haiti has struggled through a very difficult year with an earthquake, hurricane, assassination of a president, and gang activity. Yet the church perseveres and grows despite the great challenges. In the Dominican Republic, the church is divided, largely along ethnic lines, but each group has continued to serve in their communities and to plant churches. The groups both have expressed the desire to reconcile and have met together and continue to work toward reunion and improving church governance.

The church in Venezuela saw the illness of its founding leader, who resigned in December, and new leaders are working to rewrite the bylaws to strengthen the young denomination. The church in Brazil provides leadership for the Global Communion. A long unused property was sold in hopes of using funds to develop a new property in a different part of the country where there are still Brethren congregations. Brazilian Brethren see a great need in their country for a church different from others in their country.

The church in Spain emphasizes theological education and held successful open-air revivals with the approval of authorities. The church is establishing fellowships in Spain and elsewhere in Europe, most recently the Netherlands.

In Africa, Ekklesiyar Yan'uwa a Nigeria (EYN, the Church of the Brethren in Nigeria) experiences violence and kidnappings. The Global Mission office continues to collect funds to rebuild churches destroyed by violence. EYN president Joel Billi visited churches in the Great Lakes region of Africa.

The church in Rwanda has been especially active developing outreach, education, and building an official church headquarters. The growing churches in the Democratic Republic of Congo and Uganda engage in agricultural and community projects along with church planting. Rwandan and Congolese churches both responded to a volcanic eruption on the border between the two nations. Contact has been made with a group in Burundi that registered as a Church of the Brethren there in 2016 but is not affiliated with other Brethren-related fellowships in the country.

Global Mission staff maintain relationships with two groups in India, the Church of North India and the Second District Church of the Brethren. The Brethren there attend the Global Communion but are unable to receive financial support from the US due to Indian regulations. The churches in India suffered greatly from COVID in 2021.

Relationships

The Global Mission office also relates to a number of ministries that are not churches.

In South Sudan, the Church of the Brethren supports a major project that includes a Peace Center. The tribe hosting the center demanded that the land be returned to them, and the center was also ransacked. Global Missions staff Athanasus Ungang was cleared of charges after being arrested along with others following a murder. After a difficult year, the work in South Sudan will be reevaluated to determine how to best go forward.

When Miller and Li began in their role as co-executives, they left a post in China where they had established a hospice program at You'ai Hospital, where Brethren established missions in 1908. The hospice program is now managed by local staff. A Christian from Hong Kong has moved into their former home to start a new program working with special needs children.

Global Mission provides insurance for the Chet Thomas family in Honduras, and collects donations for the vision project in Vietnam where Grace Mishler previously worked.

Global Food Initiative

Farmers throughout the world rely on advice and support from a network of people to improve their practices, and to access the seeds, tools, veterinary and agronomic services to feed their families. The Global Food Initiative (GFI) is privileged to be part of that network—a network made of and enhanced by churches, volunteers, and donors. The program is managed by Jeff Boshart.

Volunteers from the US serve on the committee that determines where funds will go, while others offer agricultural expertise and travel overseas as consultants. Brethren leaders in other countries also volunteer their time and talents in support of the farmers in their congregations and communities. The impact of a grant is multiplied when everyone in the network shares their financial and intellectual resources.

In 2021, the activities of the GFI Fund included grants to international partners dealing with supply chain issues caused by public health restrictions, increased fuel prices, natural disasters, and violence due to civil unrest in some cases.

Total income to the fund was $214,958. The sum of all funds given to both international and domestic partners was $121,855.

International grants supported agricultural development work in the Democratic Republic of Congo, Haiti, Honduras, Nigeria, Rwanda, South Sudan, and Uganda. Projects included animal raising, tree planting, soil conservation, water harvesting, appropriate scaled mechanization, and crop production. International allocations totaled $97,032.

In the US, grants were given to churches and partner organizations in Illinois, Louisiana, Maryland, North Carolina, and Pennsylvania. These domestic grants are connected primarily to church-based community gardens or food pantry ministries. Total allocations of domestic grants equaled $10,500.

The GFI supports advocacy work on food sovereignty through yearly contributions to Bread for the World, Growing Hope Globally, and the National Farm Worker Ministry, with contributions tallying $14,143.

SERVICE MINISTRIES

The pandemic brought heightened human need across the globe, while also making it more difficult to safely send volunteers and provide programing. However, the Service Ministries programs focused on God's admonition to be strong and courageous while setting aside fear and dismay (Joshua 1:9) and ended up sending more volunteers and meeting more needs than in 2020.

Service Ministries programs equip and send volunteers, resources, and material aid to demonstrate God's love and hope for the people around the globe. These programs are carried out under the leadership of executive director Roy Winter, who also leads Brethren Disaster Ministries.

Brethren Disaster Ministries

Brethren Disaster Ministries (BDM) brings hope, healing, and God's love to those affected by disasters. An unusual combination of the pandemic, the volcano eruption in the Democratic Republic of Congo, and the Haiti earthquake responses, along with a major Afghan resettlement effort and the typical responses to hurricanes and tornadoes, made for a challenging year.

The pandemic grant programs, funded through the Emergency Disaster Fund, had significantly less activity than the year before, providing two grants to US congregations and global grants to Brethren in Venezuela, Nigeria, and Mexico. Grants were also made to partners IMA World Health (for India) and Church World Service. In total, $84,800 assisted community-based ministries serving people who were made vulnerable by the pandemic.

BDM office manager Sharon Franzén facilitated the pandemic grant program and supported churches interested in resettling Afghan evacuees, with Darlene Hylton providing database support.

Home Rebuilding

Despite the pandemic and the constraint of opening only one rebuilding site at a time, 829 volunteers, including 39 project leaders, contributed 4,345 hours of service to survivors in four states. This resulted in over $992,050 in cost savings for labor in these communities.

Jenn Dorsch-Messler, BDM director, oversees the Home Rebuilding program. In May, Kim Gingerich moved from her role as a long-term project leader to the program assistant staff position. Evan Ulrich worked on the BDM rebuilding sites, serving through Brethren Volunteer Service.

"This year will be one of the most life-changing, growth-filled, richest times of my life," said Ulrich on the DunkerPunks podcast. "I don't think I will gain more wealth . . . with any job that pays any more money."

Rebuilding from Hurricane Florence continued on the Coastal North Carolina project in Pamlico County, N.C. Long-term project leaders Steve Keim and Kim Gingerich supported the site during the January through April term, and Lynn Evans joined Keim as a new long-term leader when the site reopened for November and December. In 2021, 255 volunteers assisted 28 families on this project.

From May to October, volunteers returned to the Dayton, Ohio, area to complete recovery from tornadoes in 2019. Sammy Deacon and Rex Miller were long-term leaders for this site, where 528 weekly volunteers repaired six homes for families and completed work on five other homes that will be offered for purchase by renters displaced by the tornadoes. A portion of this project was funded by grants from the Greater Dayton Disaster Relief Fund of the Dayton Foundation and the National Voluntary Organizations Active in Disaster (NVOAD).

Kandace Stephens, whose Trotwood, Ohio, home had been destroyed, told the *Dayton Daily News*: "More work has been accomplished on the house in [the] past three weeks by Brethren Disaster Ministries volunteers and the recovery group's paid contractors than during the entire time since the tornado."

Near Omaha, Neb., a two-week response in October aided people whose homes were damaged by flooding in 2019. Seven families were served by 23 weekly volunteers and three project leaders.

A four-day local response was led by Northern Plains district disaster coordinator Matt Kuecker to complete repairs on seven homes in Iowa affected by the August 2020 derecho. Twenty-three daily volunteers contributed 456 hours. BDM received a grant from NVOAD and Lowes to fund the majority of the construction materials and volunteer expenses.

Children's Disaster Services

Despite the challenges and risks brought by the pandemic, 2021 was a big year with big impact for Children's Disaster Services. A large focus was refugee and migrant crises, associated with both the southern US border and the evacuation of Afghanistan. Additional teams deployed because of natural disasters, with the major response being to Hurricane Ida in Louisiana.

Overall, CDS deployed 75 volunteers for 134 days. A total of 13,728 children were served, representing significantly larger numbers than in the past 10 years, and a record number for associate director Lisa Crouch to manage simultaneously.

Two fall volunteer trainings were held with an unusually low number of 22 participants. A hybrid Critical Response Childcare (CRC) course was offered to 11 current volunteers following a brief CRC team response to the Surfside, Fla., building collapse in June. CRC teams are some of the only national crisis response teams to deploy to mass casualty disasters to assist children.

CDS ended the year with 737 certified volunteers. Program assistant Sherry Chastain provided administrative support until her resignation in December.

International response

Early in 2021, international ministries focused on home and water system rebuilding in Honduras, which had been devasted in 2020 by hurricanes Eta and Iota. Grants totaling $125,000 to Church World Service and Proyecto Aldea Global (Project Global Village) assisted this recovery as well as a chicken-raising program facilitated by BDM with funds donated by the Southern Pennsylvania and Mid-Atlantic district meat canning project.

A response to the May eruption of Mount Nyiragongo near Goma, in the Democratic Republic of Congo, and Gisenyi, in Rwanda, included food distributions in both countries and a home rebuilding program in the DR Congo, funded by grants totaling $55,000.

The powerful August earthquake in southwestern Haiti destroyed many communities, including most houses in Saut Mathurine, home of the newest Church

of the Brethren congregation in Haiti. Notably, the houses BDM built there after Hurricane Matthew in 2016 were undamaged. A major relief and rebuilding program is being carried out in partnership with L'Eglise des Freres d'Haiti (the Church of the Brethren in Haiti) and Church World Service, through grants totaling $129,726.

Agricultural development was the focus of a $24,500 grant to the Global Mission project in war-torn South Sudan. Smaller grants assisted relief and recovery programing of partners and sister churches in Burundi, Ecuador, Indonesia, Lebanon, Myanmar, Syria, and Yemen, totaling $172,500.

Nigeria Crisis Response

The Nigeria Crisis Response continues to aid those affected by the violence from Boko Haram in northeast Nigeria, which began in 2009 and resulted in the displacement of 70 percent of members of Ekklesiyar Yan'uwa a Nigeria (EYN, the Church of the Brethren in Nigeria).

Working in partnership with EYN and the European organization Mission 21, BDM is helping lead an extensive program that includes sponsorship of four camps for internally displaced persons, food distributions, medical assistance, livelihood training centers for widows and orphans, seeds and fertilizer, new wells for drinking water, education assistance for orphan children, trauma workshops, training of one-on-one counselors, and home repairs for the most vulnerable. Through grants of $146,460 in 2021, this ministry has provided significant recovery in more stable regions of Nigeria where EYN churches, families, and communities are rebuilding.

Unfortunately, lawlessness has spread beyond northeast Nigeria, making continuing recovery difficult and causing the displacement of some families for a second or third time. The Islamic State West Africa Province is now larger and more violent than Boko Haram. Attacks are causing more burning of churches and homes, killing, kidnapping, and banditry. Food shortages and malnutrition are regular challenges.

The kidnapping of EYN pastors and headquarters staff for ransom has escalated alarmingly. The pandemic has exacerbated the situation, with the lawless population becoming bolder and more ruthless. In the midst of this crisis, EYN has remained faithful to its spiritual roots and continues to grow, starting new churches and whole new districts, mostly where displaced families resettle.

Financial details

Donations to BDM, CDS, the Nigeria Crisis Fund, and the Emergency Disaster Fund totaled $1,719,361 in 2021. This giving provided for all BDM expenses, including staff, programs, and allocations for disaster response, totaling $1,451,819. Expenditures included $651,186 for international responses, $173,110 for US responses (including Home Rebuilding and CDS), and a $52,000 grant to Church World Service for the special Afghan resettlement program.

Brethren Volunteer Service

Brethren Volunteer Service (BVS) welcomed new staff person Zechariah Houser after the resignation of Hannah Shultz. As coordinator of short-term service, he is responsible for BVS recruitment and coordination of the FaithX ministry (formerly Workcamps). Director Emily Tyler oversaw BVS, including FaithX, throughout 2021, but resigned in February 2022.

BVS accompanied nine new volunteers through orientation, resulting in 32 volunteers serving in four countries and 13 states. Orientations run by Pauline Liu, coordinator of long-term volunteers, with BVSer assistants Kara Miller and Michael Brewer-Berres, were held virtually in the winter and in person at Inspiration Hills Camp in Burbank, Ohio, in the summer. Staff adapted procedures to accommodate the ever-changing virtual format and maintained some of those changes when returning to in-person orientation.

The annual Partners in Service Award was given to Harrisburg First Church of the Brethren and bcmPEACE in Harrisburg, Pa.

Faith Outreach Expeditions (FaithX)

The theme "Step Out: Seeking New Paths," based on Isaiah 43:19, encouraged FaithX participants to seek new paths in their faith and step out into their own faith journey. Eighty-six youth and adults participated in seven workcamps around the country. As they studied this theme, they had fun, made friendships and memories, and served their communities in meaningful ways.

Due to COVID, participants served in areas close to their homes. FaithX trips were organized by assistant coordinators Chad Whitzel and Alton Hipps, serving through BVS.

Material Resources

Material Resources staff prepared 105 shipments totaling 528 tons of hospital supplies, quilts, health kits, school kits, baby kits, cleanup kits, and other supplies. Valued at $6.3 million, these supplies reached 21 states and 21 countries. Volunteer Jerry Duble baled 44 tons of cardboard for recycling.

Loretta Wolf directed the program, while Scott Senseney and Glenna Thompson coordinated warehouse and office operations. Warehouse staff Richard Best, Melissa Fritz, Brenda Giles, and Trent Turner packed items for shipping. Ed Palsgrove drove 18,161 miles, delivering shipments and picking up donations. Medical supplies were sorted and prepared for shipment by Winni Wanionek and Jeffrey Brown.

The pandemic significantly decreased the volume of donations, requiring a staff reduction of one person, Trent Turner, and a temporary pause in accepting volunteers to process relief kits.

On behalf of Church World Service (CWS), kits and/or blankets were sent in response to hurricanes Delta, Elsa, Florence, and Ida; tornadoes in Kentucky and Texas; and floods in Kentucky, Louisiana, New York, and North Carolina. CWS and International Orthodox Christian Charities (IOCC) jointly shipped supplies to Armenia, Georgia, and Romania.

Lutheran World Relief (LWR) shipments sailed to Angola, Burkina Faso, Dominican Republic, Guatemala, Iraq, Jordan, and Mali. LWR and IOCC jointly sent kits to Armenia, Jordan, Serbia, and Syria. Hospitals supplies were shipped to Guatemala, Haiti, Honduras, Jamaica, Lebanon, Nicaragua, Puerto Rico, and Sierra Leone on behalf of Brothers Brother Foundation. One container filled with supplies was shipped to the American Baptists in the Democratic Republic of Congo.

DISCIPLESHIP MINISTRIES

Ministry in a pandemic can hardly be called normal. However, Discipleship Ministries staff adapted historical programs while also responding with creativity to the questions of our day.

For Discipleship Ministries, much of the year is shaped by national and regional events. In 2021, those events were transformed into vibrant virtual experiences. In April, co-coordinators Stan Dueck and Joshua Brockway worked with staff colleagues Nancy Sollenberger Heishman and Roy Winter to create an online Leadership Summit on Wellbeing. Participants received prerecorded presentations on topics such as mental, relational, emotional, financial, and spiritual health. They then gathered in the evenings for a live question-and-answer session with each presenter.

Also in April, Becky Ullom Naugle, director of Youth and Young Adult Ministries, hosted an online Christian Citizenship Seminar. Thirty participants from seven districts met by Zoom for two hours in the evening for conversations about faith, scripture, and public policy. Ullom Naugle worked with the Young Adult Steering Committee to lead a virtual Young Adult Conference. Forty-six participants from 11 districts met to consider the many ways God's grace continues to unfold, even in troubling times.

LaDonna Sanders Nkosi, director of Intercultural Ministries, hosted conversations on healing racism. In the first quarter she welcomed 185 people in #ConversationsTogether with Drew Hart. She also held a Healing Racial Trauma retreat with author Sheila Wise Rowe.

The September National Older Adult Conference was held online, with over 600 people registered. NOAC welcomed Lisa Sharon Harper, Karen Gonzalez, Ken Medema, and Ted Swartz to the virtual stage along with Church of the Brethren pastors Christy Dowdy, Paula Bowser, Andrew Wright, Eric Landram, and Don Fitzkee. Participants still joined in workshops, field trips, ice cream socials, and even camp reunions. NOAC is a labor of love for scores of volunteers, especially the planning committee, which provided invaluable leadership in the shift from an onsite to a virtual gathering.

Brockway facilitated a continuing education workshop with a Chicago-based group called Diversity 2 Inclusion. The Discipling Our Imagination participants engaged the material through recorded and live sessions over three weeks. This was an extension of the foundation of webinars that staff have organized for years, and allowed for expanded content and more group-building.

Discipleship Ministries supports the ministries of local churches in a variety of ways. Dueck, Brockway,

and Nkosi preached at several congregations, joining through Zoom or recorded sermons. Staff provided consultation and coaching for congregational leaders, exploring leadership competencies and opportunities for community outreach, and leading faith formation retreats.

Discipleship Ministries awarded several grants and scholarships, including a new program on racism. The state of Illinois established a grant program in 2021 for organizations within the state to address the issue of racism, and one of the grants was awarded to the office of Intercultural Ministries. While funds from the state were disbursed to congregations in Illinois, Discipleship Ministries awarded additional grants from its annual budget to Church of the Brethren congregations outside the state. Overall, 13 Healing Racism grants were awarded to congregations around the country.

Program assistant Randi Rowan worked with the nursing scholarship committee to award three scholarships in 2021. Continuing education grants totaling over $4,000 were awarded to four Brethren-related retirement communities.

The work of Discipleship Ministries supports the denomination in making disciples, forming leaders, and transforming communities. This work is expanded through important partnerships within the Church of Brethren and with organizations such as the Anabaptist Disabilities Network, Christian Community Development Association, and Parish Collective. All these events and resources are made possible by generous Church of the Brethren members who share from their financial resources and contribute countless hours of volunteer time.

ORGANIZATIONAL RESOURCES

The mission of Organizational Resources is to support all staff and ministries of the Church of the Brethren. Shawn Flory Replogle is executive director, and Ed Woolf is director of finance and treasurer. Organizational Resources includes the Brethren Historical Library and Archives, Buildings and Grounds, Finance, and Information Technology.

Brethren Historical Library and Archives

The Brethren Historical Library and Archives (BHLA) is the official repository for Church of the Brethren records documenting the ministry of the church. Director Jennifer Houser began in August, succeeding William Kostlevy after his retirement. Allison Snyder, who served a second year as BHLA intern, was instrumental in planning several virtual library tours on social media, highlighting historical artifacts and documents within the collection.

Even with pandemic restrictions, the Archives provided the following services: 320 written requests, 87 phone requests, and 14 requests through social media. BHLA received many collections yet to be processed. Among the collections received and processed were the papers of Samuel Harley, Church of the Brethren pastor, and materials from Harl Russel that document mission work in Ecuador.

Buildings and Grounds

Salvador Campero and Francie Coale oversee the care and maintenance of the Church of the Brethren properties in Elgin and New Windsor, respectively. Lee Marsh is maintenance assistant in Elgin, and Felix Hill is maintenance assistant in New Windsor.

At the beginning of 2021, both locations continued to experience prolonged closures, and most staff worked from home. Eventually, staff were able to return to buildings at their discretion, while following guidelines for face coverings and social distancing.

The General Offices in Elgin hosted those leading the virtual Annual Conference. Nearly 2,200 donation boxes were received on behalf of Church World Service and transferred by semi-trailer to New Windsor. A failure in the cooling system extended the building shutdown until a new system could be installed.

In New Windsor, general upkeep projects included replacement of external drains, removal of several trees, and replacement of a sidewalk railing. Mechanical and security systems received regular and required upgrades.

Finance

The Finance Team was one of the departments that continued to work in the building even as most staff were working from home. This provided useful stability to the rest of the organization.

Ed Woolf, director of finance and treasurer, manages estate giving, split-interest gifts, pastors housing fund accounts, corporate credit card accounts, and corporate insurance policies, and he provides financial, budget, and accounting services. Pat Marsh, accountant and assistant treasurer, oversees the annual audit and provides budget support, financial reports, and cash management services.

Lynn Phelan, accounts payable specialist, processes and reports payments and funds transfers. Barb Watt, financial operations specialist and payroll manager, provides accounts receivable, accounts payable, and financial reporting services to staff in New Windsor. And Nancy Watts, donation and accounts receivable specialist, manages invoicing and the receiving of donations and gifts.

Information Technology

The Information Technology team provides computer, telephone, internet, and audiovisual support for staff. Francie Coale oversees information technology at the Elgin and New Windsor facilities. Joshua Rowan was hired as Information Technology specialist, based in Elgin, in August. The team ensures that staff have access to a secure computer network, ample server storage space, and the hardware to carry out their work whether from home or office.

The team provided background support for the virtual Annual Conference, which was led from the General Offices.

Financial results for 2021

Total giving to Core Ministries was up $37,441 from 2020. Congregational giving totaled $1,594,423, a decrease of $88,469 from the prior year, while individual giving totaled $699,960, an increase of $125,910. Despite the increase in giving, total income to Core Ministries finished the year $132,787 below budget.

Due to program limitations and travel restrictions caused by the pandemic, the Church of the Brethren saw a significant reduction in program expenses this past year and finished the year $542,392 below budget. As a result, Core Ministries ended the year with a net surplus of $209,605. Some funds were able to be set aside for potential budget shortfalls in the future.

A $100,000 special distribution from the Gahagen Trust to be used for expenses related to children's curriculum, along with some staff costs shifted temporarily to Core Ministries, helped Brethren Press close the year with a surplus of $118,580. In Material Resources, a significant drop in processing and service fees led to a deficit of $20,583 despite additional income in 2021. With the move to a virtual Annual Conference in 2021, the Conference Office had lower expenses and finished the year with a surplus of $45,974.

Both the Emergency Disaster Fund and the Global Food Initiative Fund saw an increase in donations this past year. With the return of disaster auctions, donations to Brethren Disaster Ministries totaled $1,719,361, an increase of $582,374. Giving to the Global Food Initiative Fund totaled $214,958, an increase of $9,081.

Despite the continued volatility and uncertainty surrounding 2021, total investments increased over $5.4 million to finish the year at $41.6 million. Total net assets were $48.2 million, an increase of $5.9 million from the start of the year. Providing mutual support for the larger church, the Church of the Brethren issued grants from the Ministry Assistance Fund, Emergency Disaster Fund, Global Food Initiative Fund, Brethren Faith in Action Fund, and other designated funds.

[These amounts were provided prior to the 2021 audit. Complete financial information is available in the Church of the Brethren, Inc., audit report published in June 2022.]

OFFICE OF THE GENERAL SECRETARY

The general secretary of the Church of the Brethren, David Steele, serves as staff for the Mission and Ministry Board, overseeing the employees and ministries of the Church of the Brethren and representing the church in its various ecumenical commitments. Nancy Miner is manager of the Office of the General Secretary.

Mission and Ministry Board

The Mission and Ministry Board is the board of directors of the Church of the Brethren, carrying out the direction set by Annual Conference. After a year of conducting business primarily online via Zoom, the board met in person at the General Offices in Elgin, Ill., for its summer meeting and again in October, with an option for members to participate virtually. Business sessions included reports on finances, ministry areas, committees, and denominational agencies. The meetings also included worship, prayer, and fellowship.

The board's work was guided by a new Strategic Plan, adopted in July 2020. A major focus early in the year was an assessment of the organization's skills, resources, and programs, which resulted in a declaration of priorities to align denominational ministries with the plan. In response to financial concerns about Brethren Press, the board approved moving the publishing house into the denomination's Core Ministries beginning in 2022, ending many decades of self-funding status.

Other work guided by the Strategic Plan included a review of organizational policies and procedures; approval of a new communications policy; appointment of a new Stewardship of Properties task team to consider questions about property management at the General Offices and the Brethren Service Center, including further assessment of Material Resources; and affirmation of new initiatives toward recognizing racial injustice and understanding discipleship.

The board engaged in two development sessions on topics related to the Strategic Plan: Church of the Brethren member and theology professor Drew Hart and staff member LaDonna Sanders Nkosi led a session on healing racism. Bethany Seminary faculty member Dan Ulrich led a session on New Testament models of giving.

Next steps in responding to the "Living Together as Christ Calls" query were approved, centered on the board's recently approved priority to develop a program on healing and reconciling relationships within the church.

The board approved $177,000 in Emergency Disaster Fund grants for emerging needs and another $470,717 for ongoing projects, including $210,000 for the Nigeria Crisis Response. The Executive Committee approved an additional $47,500 in grants for domestic and international COVID-19 response and $26,270 in Global Food Initiative grants. Board-approved capital expenditures were $55,000 for a truck for Brethren Disaster Ministries and $270,000 for replacement of the chiller at the General Offices.

The eligibility of camps for Brethren Faith in Action grants was extended through 2021, as was the option for camps and congregations to request a waiver of a matching funds requirement. Grants awarded to congregations and camps in 2021 from this board-designated fund totaled $90,871.

The board saw an unusual amount of turnover this year as the terms of five members ended following Annual Conference and six new members were welcomed. The large turnover was due in part to the postponement of the 2020 Annual Conference elections until 2021.

The elected membership of the Mission and Ministry Board consists of 10 women and 7 men. One member is Indo-American, one is Japanese-American, one is Hispanic, one is African American, and 13 are white.

Office of Peacebuilding and Policy

The Office of Peacebuilding and Policy maintained a strong Brethren voice for peace and justice in Washington, D.C., during a critical year for peacebuilding.

In July, Naomi Yilma completed a year of Brethren Volunteer Service, wrapping up work on economic peacemaking, US-Africa policy, and global vaccine access, among other things. She passed the baton to a number of new arrivals who picked up where she left off and also explored new areas in need of peacebuilding.

Intern Angelo Olayvar, who joined the office in the spring, dedicated his time to researching and expanding work related to weapons sales and transfers as a part of present-day war and military engagement. He carried on the historical Brethren peace witness in the modern era of militarism. Fall intern Rachelle Swe provided new capacity for addressing US-China policy and organized educational resources for the denomination in the form of webinars available on the office's Facebook page.

Long-term projects, including the Death Row Support Project (DRSP) and Brethren representation to the United Nations, surged on in 2021, spearheaded by volunteers Rachel Gross and Doris Abdullah, respectively. Gross worked with Northwestern University students to make new pen pal assignments, forge relationships with state abolition groups, and increase DRSP's social media presence. It was encouraging to see Virginia abolish the use of the death penalty and executions across the country decrease.

Abdullah provided updates on UN efforts to combat COVID-19 and the climate crisis, and challenged the Office of Peacebuilding and Policy to speak out against the denial of human rights to Muslim minority groups around the globe.

Susu Lassa, former BVSer, served as the Church of the Brethren representative to the board of Creation Justice Ministries and wrote on racial justice from this role. BVSer Galen Fitzkee, who joined the office in the fall, has dug into work on Latin America and immigration policy, and also updated resources on conscientious objection.

Director Nathan Hosler sat on numerous boards—such as Heifer International, National Farm Worker Ministry, and the National Council of Churches—and has deepened ecumenical and interfaith relationships in these roles. He has spoken and written on weapons sales and transfers.

Annual Conference Office

The year was characterized by challenge and change: The church held its first-ever virtual Annual Conference. Chris Douglas retired at the end of September after more than 35 years on the denominational staff, including 12 years as director of the Annual Conference office. Rhonda Pittman Gingrich was hired as the new director, beginning in August. And longtime registration assistant Debbie Noffsinger took on expanded responsibilities as the Annual Conference assistant.

The difficult decision to shift to a virtual conference was made in January 2021 following guidance from the CDC, epidemiologists, and the event planning industry. The Sheraton Koury Convention Center in Greensboro, N.C., allowed the Church of the Brethren to cancel without paying the $415,086 in penalties stipulated by the contract. As part of the negotiations, the church signed a new contract for 2025.

Once the decision was made, staff and the Program and Arrangements Committee pivoted to plan for the virtual event, contracting with Covision, Inc., to provide the virtual event platform. This company facilitated compelling vision conversations with iPad technology in 2019.

While there were a few technical difficulties and it certainly wasn't the same as gathering in person, the Covision platform—in conjunction with videography by David Sollenberger and his crew and webcasting by Enten and Mary Eller—made it possible to conduct business, offer insight sessions and networking groups, enjoy concerts, and share in worship. A plenary presentation by Tod Bolsinger and Bible studies by Michael Gorman, originally scheduled for the canceled 2020 Annual Conference, enhanced the experience. Registration totaled 519 delegates and 705 nondelegates.

In an effort to keep the denomination connected during challenging times and to empower the denomination to "venture forth boldly as a family of faith," the Program and Arrangements Committee also planned and hosted a virtual denominational worship service in February 2021.

While staff were concerned that the year would end with another deficit, there was instead a surplus of almost $46,000. This helped offset the 2020 deficit and replenish the contingency fund. Three factors played a role in shaping a positive financial picture: the convention center was generous in negotiations; expenses for a fully virtual conference were considerably less than those for an in-person or hybrid conference; and a number of meetings usually hosted by the Annual Conference office took place online rather than in person.

Nevertheless, it is hard to measure the less tangible costs of not being able to greet and talk with one another face-to-face, engage in more meaningful ways around business, and lift voices together in praise and worship.

Immediately following Annual Conference, planning began for 2022. The Program and Arrangements Committee was guided by both a thoughtful approach to planning an in-person event in the midst of the pandemic and the mission statement, "Annual Conference exists to unite, strengthen, and equip the Church of the Brethren to follow Jesus."

Brethren Press

Two new publications from Brethren Press highlighted values essential to the Church of the Brethren. *Hoosier Prophet: Selected Writings of Dan West*, edited by William Kostlevy and Jay Wittmeyer, conveys West's commitment to peace education, service, and simple living. *Maria's Kit of Comfort*, written by Kathy Fry-Miller and David Doudt, with illustrations by Kate Cosgrove, tells the story of a child experiencing the care of Children's Disaster Services.

Books and other resources are edited and shepherded through the publishing process by managing editor James Deaton. The devotionals for Lent and Advent, which set sales records this year, were *The Wild Way of Jesus,* by Anna Lisa Gross, and *Do Not Be Afraid,* by Angela Finet. The Covenant Bible Studies Series added *Life of Moses,* by Herb Smith, and *The Circle of Paul,* by Mary Jessup.

Marketing and sales director Jeff Lennard was key in Brethren Press involvement in denominational conferences. The publishing house participated in the online Annual Conference by setting up a virtual bookstore, including the latest in a long run of Conference mugs, and leading an equipping session on children's faith formation. The Annual Conference Wrap-up and Sermons videos were offered as both DVDs and downloads. Brethren Press also arranged a virtual bookstore for National Older Adult Conference, featuring a Lake Junaluska jigsaw puzzle and a whimsical "NOAC News" mug.

Led by project director Joan Daggett, the staff of *Shine: Living in God's Light,* the children's curriculum co-published with MennoMedia, reworked the materials constantly to meet the needs of congregations and families during the pandemic. By fall, the quarterly curriculum was offered in both digital and print formats. New in 2021 were *All Together: God's Story for You and Me,* a Bible story resource; *Current,* a downloadable intergenerational resource for the whole church; and *Come to the Table,* a vacation Bible school curriculum.

The Living Word Bulletin Series once again featured a host of Brethren photographers and writers. *A Guide for Biblical Studies* was published in regular and large-print editions. The 2021 Yearbook, developed by Jim Miner, was published in two formats, a USB flash drive card and downloadable PDF. The ecumenical curriculum for camps this year was *Creation Speaks*.

Brethren Press received a generous distribution of $100,000 from the Gahagen Trust to bolster its children's curriculum, which had been seriously affected by pandemic restrictions on in-person Sunday school.

The publishing ministry is overseen by Wendy McFadden, publisher of Brethren Press and Communications. Karen Stocking handles finance and production for both teams, as well as advertising for *Messenger* magazine. Karen Warner is customer service representative.

Communications

Messenger magazine addressed a wide range of topics in 2021, including the pandemic, hunger, race, spiritual wellness, church growth, disability, church statistics, ecology, the opioid crisis, and peacemaking—as well as highlighting people, congregations, and events. *Messenger* is produced by communication staff Wendy McFadden, Cheryl Brumbaugh-Cayford, and Jan Fischer Bachman, along with at-large editor Walt Wiltschek. Diane Stroyeck is subscriptions specialist.

The Associated Church Press honored *Messenger* with three awards for articles published the prior year: award of excellence for biblical interpretation ("Compassion," by Bobbi Dykema), award of excellence for a department ("The Exchange," by Wiltschek), and award of merit for theological reflection ("The Wounds of War and a Place for Peace," by McFadden).

Messenger debuted a complete online archive of every issue of the magazine. The digital edition switched to a new, less expensive platform with better usability. New episodes of Messenger Radio were added.

News Services director Brumbaugh-Cayford regularly reported news to the Church of the Brethren and beyond through Newsline, which is distributed by email; articles posted on the denominational website; news pages in *Messenger* magazine; and social media. She was the primary administrator of the Church of the Brethren Facebook page. With help from volunteer writers and photographers, she provided coverage of a number of online events, including the first virtual Annual Conference and National Older Adult Conference, among others.

Website producer Fischer Bachman and media support specialist Russ Otto undergirded the denomination's online worship services and conferences by creating event pages, posting resources, uploading videos, editing and auto-translating subtitles, and providing tech support.

In addition to giving the Brethren Volunteer Service home page a fresh look, the web team added a website for National Youth Conference 2022, a compelling vision Bible study series in two languages, Strategic Plan information in three languages, and newsletters and materials for Annual Conference moderators.

The web team added "Jesus in the Neighborhood" stories on the Congregations page and created pages for a number of programs. The team also kept ministry profiles updated, produced and scheduled bulk email, created online forms such as ballots, surveys, and grant applications, updated and streamlined web pages, provided statistics, and more.

Staff assisted with social media (Facebook, Twitter, Instagram, YouTube) and helped BVS get started with LinkedIn. They successfully applied for a free Canva Pro account, shared with other offices, as well as an upgraded Vimeo account to facilitate livestreaming.

The Communication Team produced *Dear Church: Living Letters of Christ,* a video reporting on the previous year's ministries, and a companion printed report.

Human Resources

The office of Human Resources, staffed by manager Shamek Cardona, oversees the organization's employment policies and services, ensuring compliance with legal requirements.

Employees hired in 2021 were Ruoxia Li and Eric Miller, co-executive directors of Global Mission; Kevin Rice, donation pickup assistant for Material Resources; Lee Marsh, Buildings and Grounds assistant (Elgin); Kim Gingerich, program assistant for Brethren Disaster Ministries; Jennifer Houser, director of the Brethren Historical Library and Archives; Zechariah Houser, coordinator of short-term service for Brethren Volunteer Service; Joshua Rowan, Information Technology specialist; Rhonda Pittman Gingrich, director of Annual Conference; and Jennifer Jensen, program manager for the Office of Ministry.

Departures in 2021 were Hannah Schultz, coordinator of short-term service for BVS; Walter Schneeman, warehouse assistant for Material Resources; William Kostlevy, director of BHLA; Terry Goodger, program assistant for BDM; Fabiola Fernandez, manager of Information Technology; Trent Turner, warehouse assistant; Dana Cassell, program manager for the Office of Ministry; M. Christine Douglas, director of Annual Conference; and Sherry Chastain, program assistant for BDM and Children's Disaster Services.

Regular full-time and part-time employees and BVS workers serving Church of the Brethren programs totaled 60. As requested by Annual Conference, the report of ethnic/racial composition of these employees is the following: Asian–3; Black–4; Hispanic–2; white–51.

Assisting these employees in carrying out their work are numerous contract, shared, casual, and temporary employees, as well as program volunteers.

Office of Ministry

Transitions on multiple levels characterized the work of the Office of Ministry and its many partner entities.

A significant role for director Nancy Sollenberger Heishman is serving as placement officer for district executive minister positions. Within the 24 districts, one new executive minister was hired (Illinois/Wisconsin), four completed their terms of service for reasons including retirement (Western Plains, Western Pennsylvania, Southern Ohio/Kentucky, South/Central Indiana), and four interims were named (Atlantic Southeast, Western Plains, Southern Ohio/Kentucky, and a Pacific Northwest team member).

Several other districts continued interim team arrangements. Conversations regarding district viability and staffing needs are ongoing within the Council of District Executives and their districts.

Varying factors resulted in transitions affecting ministerial statistics as well. The effect of congregational withdrawals combined with some deaths due to COVID-19-related illnesses were factors reflected in the statistical data compiled each March by office manager Mishael Nouveau. The number of ministers added were 30 ordained (18 male, 12 female), 3 commissioned (3 male), and 32 licensed (22 male, 10 female). Most events to promote calling persons to the set-apart ministry were postponed due to the pandemic, though a few were held virtually.

Responding to pastoral transitions and the ongoing challenges of ministry, the Part-time Pastor; Full-time Church grant-funded program offered significant opportunities for support for multivocational pastors (MVPs). Six circuit riders in different geographical areas maintained connections virtually with pastors in the program and began limited in-person visits in the fall. One circuit rider concentrated on supporting clergywomen with groups offered throughout the year. Another circuit rider led multiple book study groups to foster connections and enrichment during a time of isolation.

After noticing a trend of young, early-career MVPs resigning from their congregational roles, often without other employment or ministry work secured, the program convened a focus group, both to provide space to process and to learn how to better support and resource these young pastors. A professional clergy coach met with the short-term cohort, offering a resource that is available to all interested program participants.

The Part-time Pastor; Full-time Church program had a presence at the New and Renew church-planting conference and at Annual Conference. In partnership with Discipleship Ministries and Service Ministries, the program sponsored the Leadership Wellness Summit's keynote speaker, Jessica Young-Brown of the Samuel DeWitt Proctor School of Theology at Virginia Union University.

At year's end, Jen Jensen, of McPherson, Kan., was hired as program manager, following Dana Cassell, who resigned in September. Jensen began her orientation with preparation for a major re-launch of the initiative in the coming year. With permission from the grantors, resources of the program may now be offered to all multivocational pastors rather than only program participants.

In addition to the grant program, numerous opportunities for continuing education were offered for set-apart ministers. For the last four years, clergywomen have benefitted from the leadership of spiritual director Amy Gall Ritchie who, at the invitation of the Office of Ministry, has hosted two monthly conversation groups, one for young clergywomen and one for clergywomen over age 40. In July, the Annual Conference clergywomen's event featured a virtual presentation on "Poetry and the Spiritual Imagination," by Joelle Hathaway, Bethany Theological Seminary's assistant professor of theological studies.

Among other events hosted by the Office of Ministry was an April virtual conversation to promote solidarity, build understanding, and raise awareness on the theme "Listening and Learning from Brethren Leaders of Asian-American Heritage."

The Church of the Brethren Ministers' Association pre-Annual Conference continuing education event featured Michael Gorman's virtual presentation on "The Church in 1 Corinthians: Challenges for Today."

The office supported the work of the Pastoral Compensation and Benefits Advisory Committee of Annual Conference in developing a new integrated annual ministry agreement. The committee worked closely with the Council of District Executives to develop proposed materials that will better equip congregations and pastors to arrive at a fair, effective, and mutually satisfying understanding of their shared ministry.

The Ministry Advisory Council revised the 2002 continuing education document, offering additional focus areas for pastors seeking continuing education units. The document includes a new policy granting clergy credits for viewing prerecorded events.

Funds were disbursed through scholarships for continuing education ($6,850), leadership development and training grants ($1,213), the Ministry Assistance Fund ($6,932), and the annual scholarship grant to Bethany Seminary ($6,500).

Brethren Academy for Ministerial Leadership

The Brethren Academy for Ministerial Leadership, directed by Janet Ober Lambert, is a ministry training partnership of the Church of the Brethren and Bethany Theological Seminary that equips leaders through four training programs.

Training in Ministry (TRIM) engaged 30 students, four of whom completed the program. Education for a Shared Ministry, a congregationally based training program in English and Spanish (EFSM/EPMC), involved seven congregations and a total of 10 ministry students. Seminario Bíblico Anabautista Hispano de la Iglesia de los Hermanos (SeBAH-CoB) supported 14 students, one of whom completed the program. Academy Certified Training Systems (ACTS) offers regionally based, onsite courses involving 11 districts.

Through the Brethren Academy, 25 people took courses or seminars to earn continuing education credits, and CEUs were awarded for 26 archived events. The academy also reviewed and certified programs of other agencies for continuing education credit, which totaled 557 certificates.

Aida Lymaris Sánchez and Carrie Eikler are program coordinators for the Academy's training programs, and Fran Massie is administrative assistant.

Mission Advancement

The Office of Mission Advancement cultivates relationships and passion to advance the missions and ministries of the Church of the Brethren. The team builds relationships through visits, interpretation, and education, and provides ways for individuals and congregations to support the church's ministries as "a fragrant offering, an acceptable sacrifice, pleasing to God" (Philippians 4:18).

Matthew DeBall, coordinator of Mission Advancement communications, recruited writers for monthly donor letters and solicitations, developed congregational offering resources, published eBrethren articles, and represented the denomination on the One Great Hour of Sharing committee. He consolidated online giving pages to streamline the gift acknowledgment process.

Though travel was still limited in 2021, Mission Advancement advocates Nancy McCrickard and Shannon McNeil took the opportunity to increase communication with donors through letters, cards, emails, text messages, and phone calls. They focused on "stewarding relationships" as a way to keep donors up to date about the work denominational staff does nationally and internationally.

Director Traci Rabenstein met virtually and in person with congregations, pastors, and lay leaders to provide insight into the work of the denomination. She continued to work at improving data management within the organization. She and her staff developed a narrative budget to explain how contributions are used. In November, the team hosted a virtual event with the general secretary for key donors and the Faith Forward Donor Circle.

"Therefore by Him let us continually offer the sacrifice of praise to God, that is, the fruit of our lips giving thanks to His name. But do not forget to do good and to share, for with such sacrifices God is well pleased" (Hebrews 13:15-16, NKJV).

On behalf of those who are blessed because of the generosity of individuals and congregations, team members "offer the sacrifice of praise to God." Faithful people of passion provide the means for the church to be Jesus in the neighborhood.

CONCLUSION

In the same letter to the Corinthians that opened this report, there are these words: “So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!” (2 Corinthians 5:17). While there are challenges on this walk of faith, there are also signs of newness and abundance.

The members of the Mission and Ministry Board and the staff are deeply grateful for all those who join in the ministries of the Church of the Brethren—ministries that have found a way, by faith, and also are made new. While we cannot always see the path ahead, we know that this is true:

The steadfast love of the Lord never ceases,

his mercies never come to an end;

they are new every morning;

great is your faithfulness.

—Lamentations 3:22-23

Carl Fike, chair

David Steele, general secretary

Spring 2022

Greetings to the moderator, delegates, and members, as you gather for your District Conference!

By the time you read this report the ministries of Church of the Brethren Benefit Trust will have become the ministries of Eder Financial. That's right, this agency of the Church of the Brethren Annual Conference has changed its name and internal operations so that the one thing that does not change for years to come is our steadfast service to your pastors, church staff members, and district and camp staffs.

Just like Church of the Brethren Benefit Trust, Eder Financial provides retirement and insurance services to employees of the denomination. It manages funds for congregations and organizations, as well as a benevolent fund for pastors and employees of congregations, districts, and camps. It offers help to denominational members with end-of-life financial decision making through the deferred gift financial instruments, which it writes and administers. It offers resources and seminars to help members and others within the denomination ask the right questions to ensure a fruitful retirement and appropriate insurance benefits along the way. One more distinctive of which we are proud is that our funds are invested in a socially responsible manner. Our screens prohibit investments in areas that are counter to Church of the Brethren statements, and we advocate for companies in which we invest so that their decisions might better honor God's creation.

Eder Financial
BOLD. BALANCED. TRUSTED.

Our new logo tells the Eder Financial story –

- **The cross is representative of our organization being grounded in faith as disciples of Jesus Christ.**
- **"Eder" is from the Eder River, where the Brethren movement began in Schwarzenau, Germany, in 1708. This name honors the movement and the ideals that led to the creation of our original ministry-focused, not-for-profit organization that serves people and organizations of like mind.**
- **"Financial" indicates that we are rooted in products and services that help members and organizations become sound stewards of their own financial resources.**
- **"Bold" describes how we provide our values-based services, based on the teachings of Jesus, through helpful products, concierge customer service, and competitive fees. Our investment screens are based on Brethren values, and our engagement in advocacy implores companies to weigh their strong business practices with being caretakers of God's creation and people.**
- **"Balanced" is the manner in which we partner with those we serve to help them achieve their objectives.**
- **"Trusted" signals that we look out for the best interests of those we serve by being proactive and maintaining confidentiality.**

Why the change? In 2021, Church of the Brethren membership fell below 100,000 members for the first time. Two years into the articulation of the Church of the Brethren's Compelling Vision discernment process, there continued to be real division within the denomination. Within our own organization, this raised questions about how to best serve those for whom we were created. With so many factors to consider and the care of our members and client institutions at the forefront of our minds, we decided to boldly reinvent our organization and its ministries. While attempting to honor the past, our Board affirmed five strategic outcomes for our ministries, centered on growth, marketing, our employees, the location from which we do our work, and our identity.

In January 2022 we became a "work-from-home" organization, which allows us to hire new staff from anywhere in the country. We continue to maintain a minimal footprint at the Church of the Brethren General Offices for occasional use by our various teams. Another aspect of change was the announcement of a new organizational structure that brings more staff to the decision-making table for better ideas, collaboration, planning, and coordination, which now gives us better bench strength, business continuity, and succession planning.

Eder Financial is overseen by a 12-member board of directors. They may serve up to two four-year terms. Board members have organizational, financial, or accounting backgrounds and experience.

A little about what we offer our members and clients, which might include *you*:

- A robust and competitive retirement plan that allows members to build their savings with plenty of options. Employees can select from more than 30 investment offerings and receive fiduciary-level investing advice through our partner, Edelman Financial Engines.
- Several options for extra insurance including dental, vision, life (basic and supplemental), accidental death and dismemberment, short- and long-term disability, accident, Medicare supplement, pet insurance, and long-term care. All of this is now coordinated by the online web portal that was launched in fall 2021.
- Investment options for congregations and related denominational organizations that have from $10,000 to more than $10 million to invest. Our staff is focused on quality customer service, and a web portal allows clients to find resources, manage the transfer of funds, and generate customizable reports.
- A benevolent fund that helps employees of churches, districts, and camps who find themselves with extraordinary financial needs. The Plan is meant for employees who meet minimum tenure, as well as several other requirements related to annual income and overall net worth. In 2021, the Church Workers' Assistance Plan distributed regular grants to 47 individuals, totaling $274,821. During the peak of COVID, special grants totaling $426,000 were issued to 128 people.
- Deferred Gifts offers charitable gift instruments for Church of the Brethren members who want to leave some of their assets with one or more Brethren organizations as part of their end-of-life planning process. We would be glad to illustrate to you how Eder Financial can help establish and manage such gifts.

We believe the strategic steps we are in the process of implementing will allow us to continue serving you and others within the Church of the Brethren, while at the same time building relationships that enable us to serve individuals beyond the denomination. Our desire is to remain a reliable voice in helping your congregation, district, camp, or related Brethren organization manage its pension, insurance, organizational investing, and deferred gifts. We exist to serve you so that you can, in turn, more effectively live out your life in faithful service to Jesus Christ.

Donna Rhodes
Board Chair

Nevin Dulabaum
President

Church of the Brethren

Dear Sisters and Brothers,

"Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go." Joshua 1:9 (NIV)

In 2021, Brethren Disaster Ministries (BDM) weathered an unusual combination of the COVID-19 pandemic, the volcano eruption in DR Congo, and the Haiti earthquake responses, along with a major Afghan resettlement effort and the typical responses to hurricanes and tornados. Throughout yet another challenging year for disaster ministries, volunteers and staff refused to be discouraged and moved forward with courage to bring hope, healing, and God's love to those impacted by disasters.

The challenges have continued in 2022 with the Russian invasion of Ukraine and the resulting humanitarian and refugee crisis. The Church of the Brethren is providing significant assistance to people impacted by the war, both in Ukraine and in the surrounding countries hosting refugees (especially Poland, Romania and Moldova), through partnerships with Church World Service CWS), International Orthodox Christian Charities, and others. Assistance is focused on the most vulnerable people who are not being served by the larger relief agencies.

Special Emergency Disaster Fund (EDF) funding in 2021 included COVID-19 pandemic grants to two US congregations, as well as global grants to Brethren in Venezuela, Nigeria, and Mexico and to partners IMA World Health (for India) and CWS. A grant to CWS supported a special resettlement program for Afghans evacuated during August's historic airlift.

BDM's domestic programs continued to navigate the complexities of serving disaster survivors in the midst of the pandemic, bolstered by flexible volunteers who were willing and able to serve under challenging conditions. COVID-19 protocols remained in place, with a focus on caring for housing hosts, partners, survivors of all ages, and volunteers.

To accommodate pandemic protocols and fewer numbers of volunteers, BDM's Rebuilding Program maintained only one open project site at a time. The Coastal NC site in Bayboro, N.C., continued to assist Hurricane Florence (2018) survivors through April 2021. From May to September 2021, volunteers returned to Dayton, Ohio, to repair and rebuild homes damaged in the 2019 Memorial Day tornados. Through an innovative partnership program, BDM also worked on homes intended for purchase by renters displaced due to the tornados. The Bayboro project reopened in October, more than two years after Hurricane Florence, and continued to serve survivors there until mid-April 2022. After closing the North Carolina project, a new Rebuilding project opened in Waverly, Tenn., in response to a destructive and deadly August 2021 flash flooding event. The Waverly project and short -term projects in Kentucky, responding to winter 2021 tornadoes, will continue.

In 2021, BDM supported the Northern Plains district's efforts to repair homes damaged in the August 2020 Derecho and sponsored a short-term two-week response to repair homes damaged in the Spring 2019 flooding near Omaha, Neb. By the end of the year, 829 Rebuilding Program volunteers had served 53 families in four states.

Brethren Disaster Ministries, 601 Main Street, P.O. Box 188, New Windsor, Maryland 21776-0188
410-635-8731 800-451-4407 Fax: 410-635-8739

After a year with no volunteer deployments, Children's Disaster Services (CDS) was able to serve a one-year record total of 13,728 children in 2021. A large focus centered around the refugee and migrant crises at the southern US border and with the historic Afghanistan evacuation. A Critical Response Childcare (CRC) team responded to the Surfside, Fla., building collapse in June. Natural disasters warranted the deployment of additional CDS teams, with the major response being to Hurricane Ida in Louisiana in August and September. Overall, CDS deployed 75 volunteers for 134 days in 2021.

The Church of the Brethren continued to support mission points, Global Brethren churches, and partners through EDF grants. The Nigeria Crisis Response (NCR), in collaboration with EYN (Church of the Brethren in Nigeria) and Mission 21, remains the largest global program. Even amidst ongoing, and often increasing, violence and insecurity, NCR maintains its focus on sponsorship of four camps for internally displaced persons (IDPs), food distributions, medical assistance, livelihood training centers for widows and orphans, seeds and fertilizer, new wells for drinking water, education assistance for orphan children, trauma workshops, training of one-on-one counselors, and home repairs for the most vulnerable.

The August 2021 earthquake in Haiti led to support for the L'Eglise des Freres d'Haiti (the Haiti Church of the Brethren) relief and rebuilding program in Saut Mathurine, where a previous joint Hurricane Matthew (2016) response project had resulted in the building of homes (which survived the earthquake) and an active and growing Brethren congregation. BDM is also supporting a CWS response to the earthquake in a neighboring impacted community.

Another major effort is the ongoing funding for Hurricanes Eta and Iota recovery in Honduras through Proyecto Aldea Global (Project Global Village) and CWS. Additional EDF grants supported relief and recovery through sister churches in DR Congo and Rwanda (Mt. Nyiragongo volcano eruption), the South Sudan Church of the Brethren mission, and partners in Burundi, Ecuador, Indonesia, Lebanon, Myanmar, Timor-Leste, and Yemen.

The 2021 BDM programmatic expenses were $1,451,818. This includes expenses from EDF allocations that support specific programs such as $217,810 for US responses (Rebuilding, CDS, etc.); $146,460 for the Nigeria Crisis Response; $427,226 for all other global responses; and $84,800 for the domestic and global COVID-19 Pandemic Grant programs.

We are called to love God and to step out boldly in faith to serve our neighbors. The staff and volunteers of Brethren Disaster Ministries are truly grateful to each of you for both supporting and working alongside us to answer that call as "co-workers in God's service" (1 Corinth. 3:9).

We ask for your continued prayers and support as we serve survivors of both natural and human-caused disasters on their journey of recovery.



Roy Winter, Executive Director for Service Ministries

On behalf of BDM staff: Lisa Crouch, Jenn Dorsch-Messler, Sharon Franzén, and Kim Gingerich

Brethren Disaster Ministries, 601 Main Street, P.O. Box 188, New Windsor, Maryland 21776-0188
410-635-8731 800-451-4407 Fax: 410-635-8739

Bethany
THEOLOGICAL SEMINARY





A World of **Possibilities**

Since 1905, Bethany Theological Seminary has followed the example of Jesus by preparing others for lives of ministry and service. Our innovative learning community is grounded in an Anabaptist and Radical Pietist witness. We provide students with exceptional opportunities for advanced biblical and theological study that values both faith formation and academic freedom. We empower students to answer their call from God and to lead through spiritual engagement, faith-filled thought, and transformative practice.

CLEARING A PATH TO MINISTRY

We do everything we can to make seminary education accessible and affordable for all qualified students. Over the last decade, we have made remarkable progress in reducing the amount of student debt at the Seminary. Our concerted efforts to increase scholarships, provide affordable housing, and offer financial guidance have been effective in dramatically reducing student borrowing and in encouraging a diverse and vibrant student body to pursue ministry and service with confidence and without unnecessary financial burdens.

CULTIVATING THE PASTORATE

This year we are introducing a revised Master of Divinity program that will provide robust preparation to students who are called to specific career paths including:

- Congregational Leadership
- Chaplaincy
- Spiritual Direction and Care
- Family Ministry
- Teaching
- Conflict Transformation and Mediation

Our residential students form a strong community, living in newly renovated houses in our “Bethany Neighborhood.” They gain practical experience while studying Bible, History, Ministry, Peace, and Theology.

INNOVATING IN THE CLASSROOM

Bethany’s professors are highly attuned to student needs and interests, so they are regularly designing new courses, and even launching new degree programs. We continue to invest in classroom technology so that our faculty and students can connect with one another from anywhere in the world for robust conversations seeded with a variety of perspectives. We foster creativity and innovation so that we remain on the leading edge of seminary education. This learning environment prepares our vibrant and diverse students to minister, serve and lead.

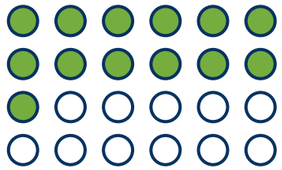
OUR MISSION: As an innovative learning community, grounded in an Anabaptist and Radical Pietist witness, Bethany Theological Seminary empowers every student to lead through spiritual engagement, faith-filled thought, and transformative practice — so that the world flourishes.



There's a Place for **You at Bethany!**

Bethany Theological Seminary is committed to helping all qualified students to answer their call from God and receive an exceptional education without taking on additional educational or consumer debt. As many seminaries have struggled with enrollment, our vibrant community has grown — and we have room for more students, both studying from a distance or joining our on-campus community and living in our "Neighborhood" of houses a few steps from campus.

In recent years the Seminary has dramatically reduced total student borrowing, even as enrollment has grown. Participants in our Pillars and Pathways Residential Scholars program receive reduced tuition, free housing, living stipends, work opportunities, and a course in Conscious Financial Living with a goal of helping students earn Bethany degrees without taking on additional student or consumer debt.

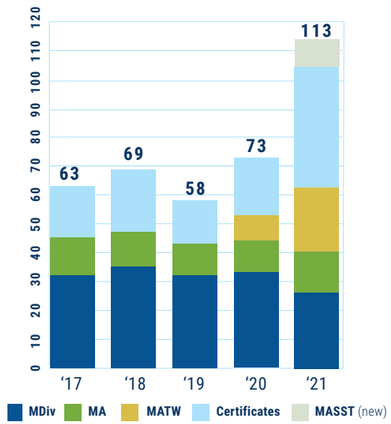


Currently supported: **13** students
Goal: **24** students

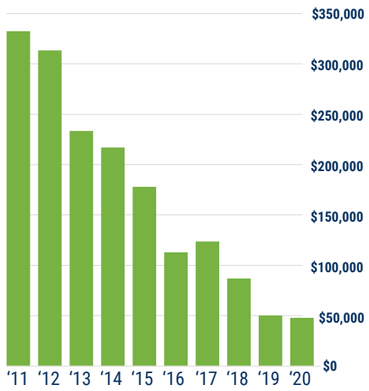
"THE NEIGHBORHOOD" AT-A-GLANCE:

- Bethany has **seven** houses with capacity for up to **24** students, living in community.
- Cost per student: **$9,000** (tuition, housing, living stipend, and books)

5-YEAR ENROLLMENT DEMOGRAPHICS
Historical Headcount



TOTAL AMOUNT BORROWED BY ALL STUDENTS, PER YEAR





"When I was considering graduate school programs, I didn't want to put additional financial burdens on my parents. I have lived in community for most of my life, so that was an attractive aspect of the Neighborhood as well. Bethany has been a wonderful choice for me."
/**SUSUYU LASSA,** MASST 2022



"I consider The Neighborhood a type of 'deep community' that allows students to build something bigger than themselves. It's nice to put work into something and see it grow."
/**PHIL COLLINS,** MDIV STUDENT



"I follow each student's financial journey closely to ensure that they have the resources needed to make smart financial choices now and in the future."
/**TERRI MITCHELL,** FINANCIAL AID AND ENROLLMENT ASSISTANT



"At Bethany, we believe that financial concerns should not be an obstacle to students answering a call from God to ministry and service. Providing an education that is exceptional, accessible, and affordable is our core mission."
/**REV. DR. JEFF CARTER,** PRESIDENT

Making Seminary Affordable

85 PERCENT TUITION DISCOUNT

Thanks to the generous support of alumni and friends, and the careful investment of our resources, Bethany is very affordable.

GENEROUS FINANCIAL AID

Most students pay only the base tuition of $1,100 per semester, qualifying for enough financial aid to cover the remaining costs.

TYPES OF AID AVAILABLE

Academic Excellence Scholarship
Church Covenant Grant
Pillars and Pathways Residential Scholarship
Need-based grant
Federal Work-Study
Federal Stafford Loans
International student aid





615 National Road West, Richmond, IN 47374 ▪ bethanyseminary.edu ▪ 765-983-1800 ▪ 800-287-8822

An exceptional biblical and theological education,
accessible and affordable for all.

Bethany At-a-Glance



DEGREE PROGRAMS

- Master of Divinity
- Master of Arts
- Master of Arts: Theopoetics and Writing
- Master of Arts in Spiritual and Social Transformation



CERTIFICATE PROGRAMS

- Certificate of Achievement in Theological Studies
- Certificate of Achievement in Biblical Peacemaking
- Certificate in Intercultural Biblical Interpretation
- Certificate in Just Peace and Conflict Resolution
- Certificate in Theopoetics and Theological Imagination



BETHANY ACADEMY FOR MINISTERIAL LEADERSHIP PROGRAMS

- Education for a Shared Ministry
- Training in Ministry
- Educación para un Ministerio Compartido
- Seminario Biblico Anabautista Hispano-de la Iglesia de los Hermanos
- Learn more at bethanyseminary.edu/brethren-academy

Bethany's impact is possible because of the generosity of our friends.
Make a gift today at bethanyseminary.edu/donate

BETHANY QUICK FACTS

- **643** licensed or ordained pastors in the Church of the Brethren are graduates of Bethany Theological Seminary.
- **10 of 24** Church of the Brethren District Executives are Bethany graduates.
- We have expanded our educational partnership in Nigeria, hiring a full-time staff member to help build relationships with EYN and other denominations.
- In May, **15** students graduated with degrees from Bethany and another **5** completed training through the Brethren Academy for Ministerial Leadership.
- This year, **114** students were enrolled at Bethany, pursuing master's degrees or certificates.
- Pillars and Pathways Residential Scholars serve more than a dozen non-profit organizations in the surrounding community, completing **312** volunteer hours per semester.
- Financial support from alumni and congregations during **2021** totaled **$587,415.39**.

Bethany
THEOLOGICAL SEMINARY

SUMMER 2022

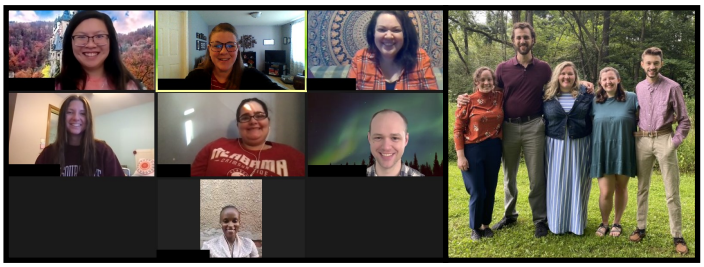
Brethren Volunteer Service Annual Report

Sharing God's Love Through Acts of Service

Working for Peace ***Caring for Creation***
Advocating Justice ***Serving Human Needs***

BVS ended 2021 with 14 volunteers:

- who served in 5 countries: El Salvador, Japan, Northern Ireland, Ireland, and the U.S.;
- placed in 11 U.S. states and Washington, D.C.;
- 26 volunteers served throughout the year.



Unit 328, Winter 2021, volunteer group photo taken over Zoom (left), and Unit 329, Summer 2021, at Camp Inspiration Hills

In 2021:

- BVS hosted two orientation units. The winter unit was held virtually due to COVID -19. The summer unit was held at Camp Inspiration Hills in Burbank, Ohio.

Partners in Service Award

The World Friendship Center in Hiroshima, Japan, is the recipient of BVS's 2022 Partners in Service Award. The award recognizes an individual, project, or congregation that has demonstrated exceptional commitment in partnering with BVS to share God's love through acts of service.

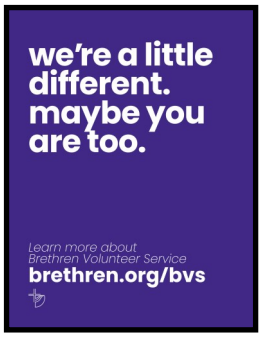
The World Friendship Center has been serving and advocating for peace since 1965 and has been a BVS project since 1982. BVSers have been serving as co-directors, managing and operating international guest services since 1982. English classes are taught and peace is promoted through a variety of community based peace activities, classes, and stories from Hibakusha (atomic bomb survivors). Through their efforts, peace is encouraged and bridges of international understanding are built. BVS is proud to recognize the World Friendship Center for its non-wavering commitment to peace.

The Partners in Service Award will be presented on July 11 at the Annual Conference Brethren Volunteer Service Luncheon in Omaha, Nebraska.

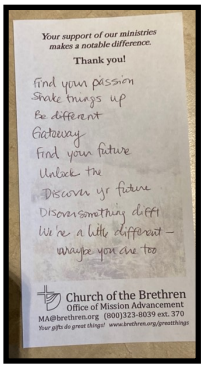


From left to right: Malachi Nelson (Unit 329), Kathy Edmark (Unit 319), Roger Edmark (Unit 319), and Matthew Bateman (Unit 328) at the World Friendship Center in Hiroshima, Japan. Photo courtesy of World Friendship Center.

New BVS promotion campaign: 'We're a little different. Maybe you are too.'



Soon after I came back to the BVS office as the interim director, I was asked if BVS wanted to place an ad in the church's monthly magazine, *Messenger*. I didn't have much time to make a decision nor come up with an ad. So, one Monday I texted my daughter (a former BVSer), her friend, and my wife. Could they put their heads together and help me out? They started with a phrase I gave them, "Find your passion." Then came a progression of their thinking. My wife took notes and kept the paper (right). And finally, "We're a little different. Maybe you are too." This all happened in 10 minutes.



The BVS team has become captivated by this phrase. Right away it seemed to fit and its simplicity tells the BVS experience. We in BVS are a little different. We always have been. Is what you gain from your volunteer experience unique to BVS? No. Many others gain the same thing from their service years. And yet, the Church of the Brethren, who forms the foundation of BVS, and following Jesus, the reason we do what we do… yes, we're a little different. Maybe you know of others who are different too. Invite them to join us. —*Dan McFadden*

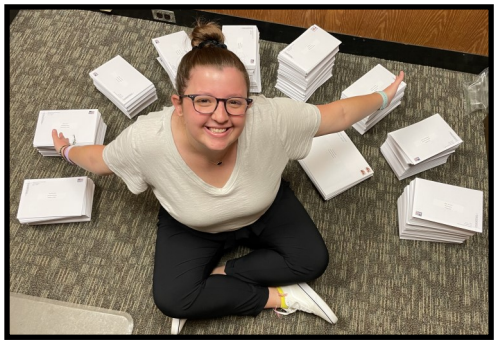
BVS Update: Coming Back from COVID

For the past two years, BVS has been in a constant state of transition. During 2020, BVS had to transition from doing in-person orientations to virtual orientations. After a virtual orientation for Unit 328 in January, 2021 saw BVS switching back to an in-person orientation for Unit 329 in July. Changes were made to the orientation to reflect the changing times, and the numbers were much smaller, but the spirit of BVS remained strong. Our successful return to in-person orientation bodes well for the future.

The pandemic forced BVS to make creative changes, some that will continue through the near future and some that have inspired other ideas. For orientation, speakers are now invited from all across the country and the world to lead sessions virtually. This allows for more variety and diversity in the orientation session topics. With the first virtual unit came monthly group support calls on Zoom. It gives all the volunteers a chance to strengthen their BVS identity while getting to know volunteers from outside their unit on a regular basis. These changes have given BVS the ability to move into the modern era and improve connection with a wider range of people.

BVS does not look the same as it did back in 1948. Then again, neither does the world. Change is part of nature. Despite all the transitions BVS goes through, its simple goal will remain: "Sharing God's love through acts of service." Whether virtual, in person, or a mixture of both, BVS will continue to strive toward this goal. These times of change have proven that nothing can stop BVS.





Claire Horrell (Unit 328) with her second photography seminar at El Centro Arte para la Paz in Suchitoto, El Salvador (left), and Erika Clary (Unit 329) posing with her National Youth Conference mailing at the Church of the Brethren General Offices in Elgin, Illinois (right).

FaithX Update

"Step Out: Seeking New Paths," based on Isaiah 43:19, was the 2021 FaithX season theme. This theme encourages participants to seek new paths in their faith and step out into their own faith journey. Eighty-six youth and adults participated in 7 workcamps around the country during the 2021 summer months. As they studied this theme, they were able to have fun, make friendships and memories, and serve their local communities in a new and meaningful way. Due to the unique challenges of COVID, these participants served in areas closer to their homes, allowing them to step out in their own communities and find new and exciting ways to serve in their own backyards. These trips were coordinated by BVS assistant coordinators, Chad Whitzel and Alton Hipps. Zech Houser is currently working on summer 2022 programs with the theme "Boundless Faith," empowering participants to go beyond the easy answers and see their faith as a bold adventure into the unknown.



Alton Hipps (Unit 325) and Chad Whitzel (Unit 325) with FaithX participants in Susquehanna Valley, Pennsylvania.

FaithX Welcomes Zech Houser!



BVS welcomed one new staff person after the resignation of Hannah Shultz. Zechariah Houser was named coordinator of short-term service, and his role includes BVS recruitment and coordination of the FaithX ministry (formerly workcamps). Zech began on August 9, 2021, and since then has become a valuable member of the BVS team. BVS is very grateful to have Zech on board as he plans the 2022 FaithX program.

Brethren Volunteer Service
1451 Dundee Ave.
Elgin, IL 60120

brethrenvolunteerservice.org
bvs@brethren.org | 847-429-4384

BVS is a ministry of the Church of the Brethren

National Junior High Conference



June 16 – 18, 2023 ◦ Juniata College ◦ Huntingdon, PA

National Junior High Conference is for youth who have completed 6-8 grades and their advisors. Worship, sing, laugh, learn, and make friends from all over the country!





Christian Citizenship Seminar

Spring 2023 ◦ New York City ◦ Washington, DC

Christian Citizenship Seminar provides high school aged students and their advisors the chance to explore the relationship between faith and a particular political issue - and then act on that issue, from a Brethren perspective.



Young Adult Conference

May 5 – 7, 2023 ◦ Camp Mack ◦ Milford, IN

Young Adult Conference (YAC) offers people ages 18-35 the chance to worship, fellowship, relax, and connect!



Nominate a junior or senior in high school to serve on the next National Youth Cabinet!
Nominations are due by Sept. 30, 2022.
Scan the QR code to the right or complete the online form at https://forms.gle/JiBykgCSr9gS6C918.

Applications for the Young Adult Steering Committee are being accepted!
Applications are due by August 7, 2022.
Scan the QR code to the left or complete the application online at https://forms.gle/Kqq1WihBCT62zMiLA.



If you have questions about either process, contact Becky Ullom Naugle 847-429-4385 or bullomnaugle@brethren.org.

let's stay connected! follow, like & share

Advisors of the Church of the Brethren
Young Adults of the Church of the Brethren
Church of the Brethren Youth and Young Adult Ministries
National Youth Conference
Christian Citizenship Seminar
Brethren Youth

National Youth Conference
Brethren Youth

Church of the Brethren

PACIFIC NORTHWEST DISTRICT
Church of the Brethren
District Conference - September 17-18, 2021

Participants in the weekend at various times:

Living Stream - Mary Gorsline; Beth & Gary Gahm; Bruce Rosenberger; Trinket Eckler; Debbie Eisenbise; Terrilynn Griffith; Audrey Zunkel-de Coursey; Bobbi Dykema; Debra Peri; Ron Tilley
Sunnyslope Church - Carol Bowman & Ben Green; Esther & Steve Gregory
Lacey - Carol Mason; Howard &. Diana Ullery; Don Stern
Olympic View: Glenn Brumbaugh; Forrest Wilkinson; Harriet Koscho; Michael O'Cain
Springfield: Barbara Daté; Lani Wright; Owen & Pat Wright; Dale & Leslie Seese; Majeska Seese-Green; Sam Brackett
Portland Peace: Jan & Doug Eller; Patrick & Eileen Fiegenbaum, Sarah Kinsel; Matt Guynn
Wenatchee Brethren Baptist: Colleen Michael
Ellisforde: Debbie Roberts, Steve Kinzie;
Larchmont: David Ortega
Whitestone: Daniel Klayton; Mariann Williams; Peggy Liley
Wildwood: Liz Ullery Swenson

Jeff Barker
Michael O'Cain

Shannon McNeil, Mission Adv.
Scott Douglass - Brethren Benefit Trust
Carol Wise - Brethren Mennonite Council
Nancy Sollenberger - Ministry Office
David Sollerger - Annual Conference Moderator (2022)
Morgan, Christiana & Owen Woods - Myrtlewood
Becky Ullom Naugle - Youth & Young Adult
Skylar Rella - On Earth Peace intern
Tamera Shaw - On Earth Peace intern
Hannah Bentley - On Earth Peace intern

PNWDistrict Conference September 18, 1:00 pm
Business meeting

Please note that all reports referenced in these minutes can be found at the following link: https://drive.google.com/drive/folders/1jMOgYbUnnbU0y1Rb7WLkLKs1qykmry9k?usp=sharing

Misc. documents:
1-1 Mission of the PNWD CoB
1-2 Consensus diagram

I. MINUTES: **The 2020 minutes were approved by consensus.** (Document 2-1)

II. REPORTS

A. Treasurer - Documents (Balance Sheet Doc 3-1; Profit and Loss Doc 3-2)
Donations and expenses were at $14,000 in operations. It was a good year with Brethren Funds. We are OK on paper.

B. Administrative Team: See written reports in packet. (Document 4)
1. Debbie Roberts - Primarily maintains church files, relationship with the denominational Office of Ministry, and helps churches in transition.
2. Glenn Brumbaugh - works primarily with CODE, working on pastoral benefits and compensation update; discussing issues related to OEP actions. In person meeting in January;
3. Carol Mason - ethics training, working with congregations, running Salkum on behalf of the district; keeping in contact w/ pastors' issues, e.g. relief for Larchmont fire. Area minister assignment I-5 corridor on westside; Steve Gregory on Eastside. Area minister pastoral - confidential
4. Question & Response: Team felt all DE's were fine with the AC Compelling Vision statement. All participants were asked to tell why they voted as they did; responses have been slow. The action did not respond to concerns re: inclusion. Our administrative team felt the Listening Team really worked with the Leadership Team to work on follow-up. David Steele did some work as well. The Listening team wrote a report/article in Messenger. There is a stated concern for a less than resounding yes. PNWDistrict fortunate to have participants in the process, including Colleen Michael.

C. PNW District Board - Howard Ullery, Chair (Document 5)
The board has had more things to do than expected to be "normal" — We came into the year with two clear directives: (1) to discern and make a call to Standing Committee for PNWD. We called Debbie Eisenbise, who began at the 2021 Annual Conference; (2) to prepare a position description and conduct interviews for an Administrative Assistant for the District. Daniel Klayton was called as Adm. Asst. around Nov. 1, 2020. In other tasks: Larchmont Church roof needed replacement or repair. We worked through the process for granting a loan. This needed extra resources & knowledge.

D. Ministry Committee - See printed report in packet (Document 6)

E. Standing Committee - Debbie Eisenbise. (Document 7)
Thanks to Daniel for scribe work during zoom meeting from Annual Conference. Great job of capturing feelings of PNWD folks. Debbie is on the nominating committee; if we want to make an impact, we need to nominate people, as well as mentor folks and encourage them in the process. Issues of concern include: women running against women on ballot, and nominations from the floor. (In those cases the balance is undone, the nominated are unvetted. That process is not good, and new procedures are being considered.) Other concerns: Marginalized people have been bullied; the culture of volunteerism makes it easier for white, retired middle-class people to accept the nomination and do the work. These multiple problems will be taken to the Nominating Committee for follow-through.

F. Camps

1. Koinonia will send a report from Kevin Eichhorn.

2. Myrtlewood - Christiana - 25% capacity this year; higher staffing costs, no volunteers and Pandemic due to Covid. Baby; balancing family - she was off. No reservations at this time due to traveli ng; upgrades and finishing up projects. Remodeling projects (Dogwood) and some fundraising for that this fall. Full line-up back-to-back for next year; looking forward to that. Looking for a kitchen manager, salary and expenses for about 5 months. Forest harvested, trail needs to be re-routed, Vista trail. Put 10,000 gal yellow cedar water tank, gravity-fed, but reserve tanks and system on electricity if needed.

G. Disaster Work - Frosty Wilkinson - (Document 8-1) District volunteers helped with Palmer Mountain Fire, and repair of Pastor Ortega's barn. Frosty is happy to put people in contact with national Disaster Ministries for national volunteering, primarily in the eastern U.S.

H. Denominational Agencies. (Documents 8-1 thru 8-7)
1. Scott Douglas - BBT
2. Nancy Sollenberger - Ministry office is looking for Dana Cassell's replacement; Appreciation expressed for interim Exec. Team of PNWD. Encourages to watch the video report (Link at 8-1). Note that BDM is partnering with CWS to settle Afghan refugees.
3. Becky Ullom Naugle - Youth/Young Adult. Promo video for NYC 2022 is available. Registration is opening early, because of unknowns related to spacing and numbers. Encouraging us to register ASAP so they have an idea how to prepare.
4. Shannon McNeil, Mission Advocate, interprets ministries, brings greetings and gratitude for supporting the work of the Mission & Ministry Board. Staff has done a good job for remote events, etc.
5. David Sollenberger, Annual Conference Moderator. The theme for 2022 is "Embracing one another as Christ embraces us." We're not all alike; how can we be Jesus to each other, as well as Jesus in the neighborhood? Zoom will be part of all next conferences. On-line component will be there in Omaha.

III. Summary report from Envisioning Committee work with Gregg Carlson - Howard Ullery (Document 9-1) Twenty people came up with insights regarding identity and values we do not want to lose. The task of maintain our viability is crucial. It was concluded that with new models and a willingness to use some fixed assets we can remain financially sustainable into the future. The hope continues to be to find news ways forward, continuing with the current configuration of an Executive Team. The Envisioning work ended in May, with the report going through the PNWDistrict Board and on to this 2021 District Conference. (See item V. below.)

IV. Budget for 2021. (Document 3-3) This is currently a balanced budget. Terry Altemus is projecting that expenditures will exceed income by $6000 in 2021; however, he is comfortable with this because of our reserves. **Consensus to accept 2021 budget as presented.**

V. Envisioning Work for 2021-22 — Howard Ullery
What are we going to do? What are we going to be? What do we want to do with the values that we claim? The board is asking District Conference to solidify our values, and articulate what new possibilities we see. Can we do this? Is it our desire? Are we on track with the district conference? How do we move forward? Perhaps we need conversations regarding the Compelling vision words on which we focused in our morning session. We need another year to talk about it in the district and in relationship to the wider church.

Concerns named from those in attendance:

- Can we engage in learning from indigenous peoples?
- We are trans-local, but can we move more definitively into being a trans-local district? (There is currently no way to do that according to CoB polity; however, we CAN reach out without engaging CoB "legal process.") Can PNW District nudge denomination by bringing a query re: polity? On CODE this has become a new topic of discussion — thinking about how we define districts currently. This is not CODE work, but can be worked through the system. Queries make issues concrete and gives a way to talk about it. Affirmed. Suggestion that we can work with the Marshall McKuen quadrants: where did district idea come from? What will you gain? What will you lose? Taken to its nth degree, what can we envision? Both danger and opportunity.
- David Sollenberger — A query affirms and engages that structure polity is not working well.
- Ask, What do *I* want? Many see the district and congregation as family - want to *belong* and feel welcome. We want to accept people for who they are and where they are …

A statement: We propose in engaging a wide range of district folks in directed conversation in person and on-line to get a sense of our desires and spirits leading for what we will be and do as a district.

The district board will call individuals to help with that discussion, a small group to help lead the effort. Volunteers can contact Howard, district office, or a member of the Executive Team.

A suggestion was made that we give some thought to retooling our by-laws before 2022 so that they reflect how we are now, so the organization reflects what we actually want… we want a more stable operation to be integrated.

VI. Continuation of By-laws Suspension: (Document 10).
The PNW Board proposes we continue suspension of the by-laws for one year because we have continuing discernment work to complete. **By-laws suspension (for one year) approved by consensus.**

VII. Board Leadership Slate for 2021: The following slate of new leadership was prepared by the District Board, with terms named, in order to assure continuity:

Moderator - Michael O'Cain (3 year term)
Recording Secretary - Patrick Fiegenbaum 3 year term)
Ministry Team - Sarah Kinsel (1 year)
Treasurer - Terry Altemus (1 year); Dale Seese has agreed to be in-training.
Consensus to accept these persons into leadership on the district board.
(Howard Ullery continues as Board Chair)

Staffing positions are the work of the District Board, which reports that Lani Wright has been called onto the Executive Team, replacing Debbie Roberts, who is retiring.

VIII. Report of Congregational Change
The PNW District Board received a letter from the Covington congregation informing us that that they have withdrawn from the Church of the Brethren and decided to join the

Covenant Brethren. In a letter, the Board acknowledged their withdrawal and wished them grace in their journey. The board is asking that the District Conference acknowledge that withdrawal.

We engaged in a lengthy discussion about the process and possible follow-up. The Board clarified that we were not allowed into the conversation or process even after numerous attempts were made. In addition, members of staff and board researched records to learn that the property title indicates it is owned by the congregation. No indications to the contrary are in our records at the University of LaVerne library, or in district historical records housed elsewhere.

It was noted that:

- The district needs to make sure we are not responsible for any liens or other legal obligations regarding that property;
- In terms of property, the courts have not been friendly to denominational claims on property. The process of litigation is contentious and further breaks the relationship.
- Working on our By-laws can help us"codify" how we would like the withdrawal of a congregation proceed at a future time. There may be a template for denominational policy statement on withdrawal. It might include an invitation to the departing congregation to join us to receive our blessing;
- an important part of our acknowledgement is that it removes the congregation's current ties to the district so that our denominational headquarters can remove the congregation from national "rolls," and sever legal obligations from us.
- A few property titles for district congregations are held by the district. Previous "covenants" are unlikely to be seen as legal by the courts; however, individual congregations can initiate something legal related to land titles with district.

After a lengthy discussion in which strongly held views were expressed, **it was the consensus of those present to acknowledge the withdrawal of the Covington Community Church from the Pacific Northwest District.**

This discussion was closed in prayer from Carol Mason.

IX. Remembrances and Recognition

A. In a spirit of gratitude the following District leaders were recognized in memoriam:
   - Ernie Bolz - former pastor of Ellisforde congregation;
   - Carol Bowers - former District Executive
   - Galen Miller - former pastor at Sunnyslope Church and former District Executive
   - MarySue Rosenberger - former pastor Living Stream congregation

B. Recognition of other district leaders included:
   - Russell Clark- resignation as pastor at Sunnyslope
   - David Morrow- retirement, pastor Wenatchee Brethren Baptist
   - Debbie Roberts- retirement, pastor at Ellisforde and District Executive Team

With no additional business, our meeting was adjourned.

Respectfully submitted,
Carol Joy Bowman, recording secretary

Pacific Northwest District of the Church of the Brethren
Balance Sheet
As of August 31, 2022

	Total
ASSETS	
Current Assets	
Bank Accounts	
11100 Checking and Savings	0
11120 Cashmere Valley	0
11131 Checking	19,957
Total 11120 Cashmere Valley	**$ 19,957**
Total 11100 Checking and Savings	**$ 19,957**
11200 Brethren Foundation	0
11300 BF Endowment 1	0
11310 Church Development	242,265
11320 Endowment	72,848
11330 OR Cemetary Maintenance	2,137
Total 11300 BF Endowment 1	**$ 317,250**
11400 BF Endowment 2	0
11410 Camp Koinonia	1,673
11420 Disaster Relief Fund	16,338
11430 Endowment	141,652
Total 11400 BF Endowment 2	**$ 159,663**
Total 11200 Brethren Foundation	**$ 476,913**
Total Bank Accounts	**$ 496,870**
Accounts Receivable	
12000 Accounts Receivable (A/R)	0
12100 Larchmont Receivable	12,600
Total 12000 Accounts Receivable (A/R)	**$ 12,600**
Total Accounts Receivable	**$ 12,600**
Total Current Assets	**$ 509,470**

TOTAL ASSETS		**#REF!**
LIABILITIES AND EQUITY		
Liabilities		
Total Liabilities		
Equity		
31000 Opening Balance Equity		301,706
36000 Retained Earnings		26,396
Net Income		181,369
Total Equity	**$**	**509,470**
TOTAL LIABILITIES AND EQUITY	**$**	**509,470**

Pacific Northwest District of the Church of the Brethren

Profit and Loss

January - August, 2022

	TOTAL
Income	
41000 Income	
41010 Donations	1,150.00
41020 Congregational Giving	11,608.31
Total 41000 Income	**12,758.31**
Total Income	**$12,758.31**
GROSS PROFIT	**$12,758.31**
Expenses	
61000 Office/General Administrative Expenses	
61050 Miscelaneous Expense	779.90
61080 Insurance	300.00
61090 Legal & Professional Services	669.55
61100 Office Supplies & Software	379.04
61120 Payroll Expenses	10,000.00
61121 Federal Withholding	325.00
61122 Social Security Company	697.50
61123 Social Security Employee	77.50
61124 Medicare Company	163.08
61125 Medicare Employee	18.12
Total 61120 Payroll Expenses	**11,281.20**
Total 61000 Office/General Administrative Expenses	**13,409.69**
62000 District Expenses	
62030 District Conferences	407.20
62050 Annual Conference Fees	2,383.87
Total 62000 District Expenses	**2,791.07**
64000 Disaster Preparedness	120.00
Taxes & Licenses	50.00
Total Expenses	**$16,370.76**
NET OPERATING INCOME	**$ -3,612.45**
Other Income	
70000 Other Miscellaneous Income	
71000 Miscellaneous Income	
71600 Salkum Income	6,250.00
Total 71000 Miscellaneous Income	**6,250.00**
72000 Investment Income	-46,449.42
73000 Sale of Properties	237,183.70
Total 70000 Other Miscellaneous Income	**196,984.28**
Total Other Income	**$196,984.28**

Pacific Northwest District of the Church of the Brethren

Profit and Loss

January - August, 2022

	TOTAL
Other Expenses	
63000 Other Miscellaneous Expense	
63010 District Expenses	245.00
63030 Annual Conference Fee	1,378.86
63040 Misc Dist Expenses	489.60
63400 Salkum Expenses	9,889.69
Total 63000 Other Miscellaneous Expense	**12,003.15**
Total Other Expenses	**$12,003.15**
NET OTHER INCOME	**$184,981.13**
NET INCOME	**$181,368.68**

District Executive Team reports
Carol Mason, Lani Wright, Glenn Brumbaugh

Carol Mason

Again it is a privilege and a joy to be part of the District Executive Team serving in the capacity of congregational care and “as needed” task manager.

This last year was particularly fruitful in providing a sacred place for the people of Salkum to worship and receive communion once a week. There is no congregation as such at the Salkum church, but we have entered a new phase of discussions with the denominational church planting office (Discipleship Ministries) to search out ways in which a congregation might be formed from those community members who come to the church building looking for a place to worship. Definitely we need someone to lead this church planting by living on the premises and serving as the pastor to the people in a way that I cannot provide having retired in Centralia. Please pray that a pastor with a heart for street ministry and meeting new people and building new relationships may answer this call to serve East Lewis County in the beautiful Salkum church building. I have enjoyed maintaining and seasonally decorating the building, keeping it clean and repaired and the sign current and welcoming, but do not feel called to move to Salkum and live among the people there building the necessary relationships for a congregational start.

I was able to renegotiate our contract with the East Lewis County Headstart to increase their rent to cover more of the costs of keeping the building open without congregational contributions, but it is costing the District two or three thousand a year to keep this church building open for them. Heating costs in particular as well as insurance have gone sky high this year.

I have asked the denominational Discipleship Ministries office to help us with Columbia Lakewood also. Pastor Eddie Gardner offered to serve as their pastor three years ago, and I have been his Area Minister since then. He now needs to retire, and I have sent in requests for pulpit-fill interns from the School of Theology and Psychology, but am now opening discussions for a new church plant in this large, well equipped South Seattle church building as well. Fortunately, the church building is shared by a thriving preschool and another congregation that meets before the Brethren service which helps keep costs minimal, but it is time for the District to assess what to do with this property as the congregation dwindles. Hence my connecting to the denominational office for help with this.

I am also the DE member that stays in touch with BBT/now EDER Financial’s client services desk, Loyce Bergman. She checks in monthly so we can keep pastors abreast of any changes. She also just sent me our own District copy of the AC In Memorium DVD. That is available to any one of our churches to borrow if they like. If you have a member pass away that you would like to be in this annual slide show of remembrance don’t hesitate to contact me so I can get that information to Loyce in time.

Our DE Team meets regularly, as does our Board and I appreciate the collegiate feel of our work on behalf of the District. I also enjoy serving as a pastor to the pastors with the Area Minister hat on, and very often find the two positions overlap when a request from a pastor needs to come before the Board or the District Administrative Team. I have missed my one on one visits during this time of COVID but appreciate the technology that has kept us together and imagine I will continue to use both Zoom and in person to stay in touch since fuel prices are goimg up and both car and body are aging.

My greatest joy this year was being asked to serve on the Ad Hoc Ministry Team under the chairmanship of Sarah Kinsel, Portland Peace, for the ordination interview of Sam Brackett. It is wonderful to be asked by Springfield not only to moderate their Congregational Assembly, but also come to Eugene for the ordination ceremony for Sam. He has finished quite an amazing educational journey, having just graduated this June with his Master of Divinity degree and it is a pleasure to serve as his Area Minister, as well as the DE to confer this honor upon him with laying on of hands and anointing him for service.

Respectfully submitted,
Carol Mason

Lani Wright

I still feel very much the newbie in the 3-member executive team, having joined late last year to take over tasks Debbie Roberts had managed. These include housing physically the district files, and receiving the files of ordained and licensed folk moving into the district. I also help monitor the connecting of pastors needing congregations, and district congregations in search of pastoral leadership. Just in the past couple of weeks two congregations are proceeding through the steps to hire pastors – Wenatchee Brethren Baptist and Sunnyslope. Others are also wrestling with questions of leadership, as is the district itself. The role and requirements of district leadership seem to be continually in flux, and call for extraordinarily creative discernment as our world continues to reveal the still-welted scarring of climate disruption and pandemic. May we hold each other in Light and take care of our own pain skillfully enough to be able to come alongside in dark.

Lani Wright

Glenn Brumbaugh

Over the past year, I have continued to represent the district on the Council of District Executives (CoDE). With the new reality of COVID-19, our meetings have taken place both virtually on Zoom and in-person at prior to Annual Conference. Our winter meeting used the online format, which as also enabled us to have bimonthly gatherings as needed.

A number of topics have occupied our time and discussions together:

- District Structure and Viability
  - CoDE has continued discussions about the aging and arbitrary geographical delineations of the current districts, and how looking at new definitions of districts may be helpful and necessary to ensure the viability of the middle adjudicatory structure that districts currently represent. The Council is in the early discussions of this topic, but may decide to come up with some recommendations for Standing Committee and Annual Conference to consider in the future.
- Congregations choosing to leave the COB
  - We have continued to share anecdotal information on the unique situations in each district regarding congregations making the decision to part ways with the Church of the Brethren, whether to join with the Covenant of Brethren Churches (CBC) or simply to become an independent, non-aligned body. While this has been an ongoing process, the initial wave of division seems to be waning.
- Consultation with the Pastoral Compensation and Benefits Advisory Committee (PCBAC)
  - As they have further refined and updated the method and process for establishing adequate and fair compensation for pastors in today's circumstances, ensuring compensation is reflective of the actual time commitment and work being performed. CoDE has made multiple suggestions to ensure this new process is as streamlined as possible and something that is easily incorporated into the current congregational and district realities. This has led to the formal adoption of the new guidelines and online calculator at this year's Annual Conference.
- Development of a new Covenant of Accountability for CoDE
  - With many personnel changes occurring with retirements and transitions to team approaches in district leadership, the Council met in Elgin in April to develop a new covenant that reflects our current reality and to help prevent the circumstances that led to previous discord within the group. Those gathered worked creatively to craft a new policy that is in the final stages of development, which will hopefully be approved at our January meeting.

We will be meeting in person again in January for our winter meeting, as well as on Zoom this fall.

Glenn Brumbaugh

Pacific Northwest District Board Report
2022 District Conference

September 17, 2022

A review of Pacific Northwest District Board minutes for the past year shows that most of the board's time and energy were focused on the administrative and discernment functions set by the 2019 District Envisioning Plan. The two major accomplishments for the year, in many ways, weave those two functions together. First, the board called and supported an "Envisioning Team" (John Jones, Peggy Liley, and Colleen Michael) to engage in conversations with people from District congregations and camps. The focused conversations solicited understandings and perceptions about the District's purpose and responsibilities as well as suggestions for ways the District might better serve congregations and camps. Some of the insights gained helped to shape the second major task which was the revision of the District Constitution and By-Laws.

In addition to these efforts, the board, with Administrative Assistant Daniel Klayton's guidance, compiled and posted "Resources for LBGTQ+ Discernment." In a similar spirit, the board provided to District congregations and camps a "Wildfire Preparedness Resource" which Daniel authored. At the request of the Camp Kononia Board, the District Board approved a change to the number of PNWD representatives on the Camp board. The District board worked with Living Stream leaders to provide necessary information for the Annual Conference query, "Breaking Down Barriers- Increasing Access to Denominational Events." That query, which originated with the Living Stream congregation, was accepted for study by the 2022 Annual Conference.

On a very practical level, the board, with Carol Mason's dedicated efforts, continued to manage the Salkum Church property and to maintain it as a place of spiritual focus for the community. At the same time, again with Carol's efforts, we have actively pursued engaging in a new church plant in that place. In related news of congregational life, the Board received the official notice of the closure of the Lacey Community Church. That closure has brought cash assets to the District and the Board is working to develop a plan for their use. At the other side of life's spectrum, the Board has been pleased to affirm and support recommendations for the ordination of Sam Brackett as well as the formation of regular, District-wide prayer gatherings.

This brief summation of District board work makes clear the ever present nature of transition; we are always becoming, always moving towards something new. Through the work of District Board, new seeds have been planted and some fresh fruit has been found. A group of dedicated people have faithfully served on the Board this year; their thoughtful, spirit-filled work has given some balance to transition's uneven path. With gratitude for their work, commitment to continue the journey, and openness to God's leading, we walk with faith, anxious to see what grows in our midst.

Respectfully submitted,
Howard Ullery, Board Chair

Ministry Team report

It has been a fairly quiet season for the Ministry Commission. I have been privileged to encourage and learn with several ministers at various points in their credentialing process. We have shared resources, renewed licensure, talked process, and more. This summer an ad hoc ministry committee met to interview Sam Brackett; we were honored to assess and affirm his readiness for ordination pending placement. This recommendation, made in accordance with denominational ministerial leadership guidelines, was joyfully passed at the September 2022 District Board meeting.

After District Conference, Glenn Brumbaugh will begin serving as the Ministry Chair.

Respectfully submitted,
Sarah Kinsel
Ministry Chair

Standing Committee Delegate Report to the 2022 PNWD District Conference

This was my second year as district Standing Committee representative and first opportunity to serve in person on location. The personal interactions proved to be enlightening as groups tended to caucus and discuss items of mutual interest during breaks in the meetings. There is definitely a marked divide in the group and a number of representatives who are themselves at odds with the denomination and/or represent districts that have deep reservations about where we are headed. With the exodus of a number of congregations from the denomination, there has been a marked shift in mood and direction, with less overt tension and more tolerance and appreciation for diversity articulated in worship, programming, and discussions of Annual Conference business.

The two queries that came from districts (one from SOH/KY asking the Church to address systemic racism at all levels, and one from our district asking the Church to explore ways that technology can be employed to increase access to all aspects of our life together) press the denomination to explore barriers to participation, allow shifts in thinking, and widen our welcome. Taking seriously our "Compelling Vision," the Standing Committee recommended and the delegates took action on these queries yielding the following:

- An official statement of Annual Conference, and a plan for implementation stating: "We recognize the struggles faced by many of our sisters and brothers of color and believe the church should be agents of change. We encourage congregations, districts, agencies, and other denominational entities to continue to follow the teachings of Jesus by living out the great commandment of loving our neighbor as ourselves. We understand the great diversity that the word neighbor implies. So, we encourage congregations to study the teachings of Jesus and how they apply to our relationships with all people of color, to express solidarity with all people of color, offer sanctuary from all forms of violence, and identify and dismantle racism and other oppressions in ourselves and our institutions, and then begin to live out those findings by being Jesus in the neighborhood."
- A call to all congregations, districts, agencies, and related organizations to engage in a two-year study/action process deepening our understanding of and addressing systemic racism in our contexts. Educational materials are being developed by On Earth Peace for our use. Standing Committee members are to support and encourage participation in this process. (So consider yourselves to be duly encouraged!)
- A three-person study committee was elected as part of the response to our district's query: "Breaking Down Barriers–Increasing Access to Denominational Events"—Jeanne Davies (pastor from IL and executive director of Anabaptist Disabilities Network), Brandon Grady (POC pastor from PA and person who is blind), and Daniel Poole (Bethany Seminary staff with a background in distance learning from IN).

The years long process to involve On Earth Peace in conversation with Standing Committee designees around understandings of what it means to be an "agency" of the denomination, came to a close. The final recommendations presented to and accepted by Standing Committee are as follows:

- Standing Committee will provide full clarity of expectations for agencies in the proposed new covenants with agencies, and create a process with clear and specific provisions that explain steps to deal with concerns when they arise. (This was further clarified by a query brought by the Leadership Team and adopted by the delegates.)
- Standing Committee should act within three years to bring clarification for how Annual Conference decisions and policy statements should be received and implemented, so that all individuals and entities within the church are more likely to have commonly understood and agree upon expectations. Additionally, clear guidelines should be provided for how judgment with regard to compliance should be impartially examined, appealed, or reviewed. (A sub-committee was appointed to this task.)
- Standing Committee asks Annual Conference to review the organizational structure of the Church of the Brethren, which includes the denomination, agencies, districts, and local congregations, to address the deep dysfunction that exists in the communication processes, in organizational structure, in our ability to resolve/transform conflict and division, and in the overall effectiveness of the mission of the church. (To

further clarify this and bring a recommendation to Annual Conference, a sub-committee was appointed; I serve on that sub-committee.)

- Theological differences around human sexuality have too often been manifested in bullying, violence, and a general sense of dismissal toward one another and specifically toward our LGBTQ+ brothers and sisters. We must redouble our efforts to live out these differences, as individuals and through our systems of governance, in ways that preserve the humanity, dignity, and deeply held spiritual convictions of all. Harsh, dismissive, unloving, and unforgiving behaviors toward one another cannot have a home among us. We recommend that a first step toward healing be taken through Standing Committee leading a significant intentional time of confession and repentance as part of Annual Conference 2023 around this specific point of failure in our relationships with one another. (This will be a part of the program for next year's Annual Conference.)

Other old business taken up this year included accepting a proposal to change the rules that govern nominations from the floor of Annual Conference for leadership positions in the Church. I was privileged to serve on Nominating Committee and a sub-committee of that group that finalized and brought this proposal. It outlines a two-step process that calls for anyone bringing a nomination to the floor to first give a reason for opening up the ballot. This would need to be approved by the delegates before a name could be given and a nomination made. This proposed change to our polity will go to next year's Annual Conference for a vote by the delegate body. It will need to pass by 2/3 of the body to be enacted.

The Council of District Executives' report to Standing Committee emphasized the same issues as last year: concerns about congregations leaving the denomination, and competition between districts for congregational pastoral leadership. It was shocking to hear how many congregations have left some districts and how they are struggling now to maintain infrastructure and support their camps. A number of us called on the General Secretary when we met with him to read out the names of those congregations and allow a time a mourning for this loss and the difficulties districts are experiencing. This was not done, although one evening worship service included a time of lamentation which was both broader and deeper than our request, and well-done and well-received.

As I continue to serve on the Nominating Committee and have more understanding of the process through which the ballot is developed, I have come to realize how many truly gifted folks we have in our district. Many of you enthusiastically nominated people for the query study committee, and volunteered to be nominated. Thank you so much! Forty-six people were nominated—the most ever for a study committee. A wide variety of possible candidates from across the country were presented to Standing Committee for consideration for the final ballot. Although a relatively diverse (and capable) study committee was chosen, no one hails from west of the Mississippi. And this seems often to be the case. The smaller and more western districts do nominate folk who end up on the ballot that goes to Standing Committee to be winnowed down for the delegates, but because Standing Committee itself has more representatives from larger eastern districts, they still hold sway. This is unfortunate. I would encourage any of you who have been willing in the past to serve to just keep allowing your names to be submitted, and perhaps we can all start to petition for a Standing Committee with equal representation for each district, too. Nominations are now being received for the next ballot.

Thank you, again for the opportunity to serve PNWD and be about the work of the wider church on your behalf. More about the work of the 2022 Standing Committee can be found at:
https://www.brethren.org/news/2022/standing-committee-makes-recommendations/

Respectfully submitted,
Debbie Eisenbise

Together, as the Church of the Brethren, we will passionately live and share the radical transformation and holistic peace of Jesus Christ through relationship-based neighborhood engagement. To move us forward, we will develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless.



Graphic designed by Donita Keister and Nicole Keister-Hornig

District Disaster Co-Coordinator Report

We are planning for a group from our district to work with the Okanogan County Long Term Recovery Group (OCLTRG) the week of October 23 to the 29th. The OCLTRG is working to rebuild homes lost in wildfires is 2020. We are coordinating with their Volunteer Coordinator to help finish homes in order for families to move in before winter. Kent Verbeck has volunteered to cook for us. He has done this several times for us so we know we will be well cared for. We will be staying in a church with a kitchen and showers. We don't know yet where in the county we will be staying and working but we are looking forward to getting there and getting our hands dirty.

Frosty Wilkinson

EXECUTIVE SUMMARY

Envisioning Committee

PNWD conversations with Congregations

(8-5-2022)

Common Themes expressed by two or more congregations

1) A desire to stay connected with each other

a) Several congregations mentioned it would be good to visit each other's worship services, either in person or virtually.

b) Many different congregations expressed an interest in a widely distributed district newsletter, distributed both electronically and hard copy. Some mentioned it should include stories from the churches, upcoming events, and resources.

c) Zoom meetings either monthly or once per quarter to share congregation stories, share ideas, and have fun would be welcomed.

d) Our camps are an important part of our ministry and our connections to each other.

e) District-wide Zoom prayer gatherings have been well received.

2) Help needed from the District

a) Updated District Directory, including addresses and phone numbers for those not comfortable with electronic technology.

b) A need for pulpit supply or links to clergy who might be willing to provide 'pulpit fill' or perhaps even short or long term Interims.

c) Shared resources

3) Primary District Functions

a) Administers ministry through pastoral searches, screening, licensing

b) District is the link to the denomination

c) District links the churches together

d) The DE (or Area Minister) acts as the Pastor to the Pastors

4) Concerns

a) smaller, aging congregations with reduced financial assets, and individuals with mobility issues that limit participation in camp events.

b) Members with few technological skills – one congregation mentioned that less than half have internet. Two congregations have similar or lower technological expertise or access.

5) Jesus in the Neighborhood / Cyberhood

Every congregation had examples of where they are acting as Jesus in the Neighborhood / Cyberhood, and would like to hear examples from other congregations for ideas and encouragement.

Suggestions we heard from at least one or more congregations:

Area Ministers (Carol Mason and Steve Gregory) coordinate at least quarterly ZOOM times with all PNWD Pastors to share concerns, needs, 'how is it going in your ministry'? Just to t o u c h base with each other in community.

Pastoral gatherings or retreats on a scheduled basis to share with each other.

Expand Daniel's email contact list to include names of email lists from each congregations, so the District newsletter can be more widely distributed.

Encourage continued participation in our PNWD Prayer Circle (1st and 3rd Thursdays at 7PM Pacific Time.

Publish all links to our congregations who regularly live stream their services so at least observation (and in Living Stream 'chat) with others who are participating in worship.

Seriously consider 'joy and fun' with each other…….John's example of the Virtual waffles at Men's Retreat 2022. Zoom game events...

District Publish a list of folks in our District (including Pastors who serve Living Stream CoB) who are available to preach via ZOOM or in person)

It would be helpful for churches or individuals with specific areas of expertise that could share with other congregations.

Specifically mentioned were:

Technical support is needed for those churches or individuals that struggle with technology.

There is a need for folks with grant writing expertise to share with / teach local congregations.

Create 'extend a call for' someone who would be interested in serving as PNWD Media Specialist…..to increase our visibility via social media platforms (Facebook, etc)

Share resources or teams of people that could help with local programming such as Bible School or youth work

Possibly arrange for sharing administrative functions among congregations. As an example, maybe one or more congregations could share a bookkeeper.

Bring the camps into our living rooms – coordinate with camp staff to produce camp visitation videos or zooms.

Perhaps in the future, use one of the camps as the site of the District Office similar to how Camp Ithiel in Florida is used for the Atlantic Southeast District.

Keep in mind that virtual gatherings need to be "time sensitive" to all the expected audience. For example, the folks in Living Stream may be in all the U.S. time zones and may also be joining from other continents.

ENVISIONING TEAM REPORT TO PNWD BOARD

AUGUST 1ST 2022

Intro: In early February, the PNWD Envisioning Team began to meet with Howard Ullery who is Chair of the PNWD Board. The Team members are Colleen Michael, Peggy Liley and John Jones. Over these past six months we have met with individuals who represent various District Congregations and Camps. We had conversations with nine of our eleven congregations, and one of our two camps. This report is not a repeat of the Envisioning Team (different team) Report that was given to the District Board on January 27th of 2019. A lot has happened since that report was written, including the Covid-19 Pandemic, and our task has been to gather information from people in our District and then to make recommendations to our District Board about how our District might function, and be structured, in the immediate future. After many conversations with a considerable diversity of PNWD individuals, we gleaned some valuable **"take-aways"** or **"learnings"** which we wish to share with members of our District Board. We also have formulated various **recommendations** which we hope might be helpful to Board Members as they deliberate in preparation for this year's **District Conference** which will be **totally virtual** and will be held on **September 16-17, 2022.**

First, we present our **"take-aways"** and **"learnings."** Our hope is that these insights might help the Board to have a general reading of the pulse of the Pacific Northwest District of the Church of the Brethren at this point in time.

1. **Some** of our Congregations have **limited contact with "the District,"** they feel like they have **"lost touch."** Several reasons for this **"disconnect"** were given, including the Covid-19 **Pandemic, changing demographics, smaller congregations** with **fewer** human and financial **resources**, and **reduced mobility and energy** due to **aging**. **Changing family dynamics** have been another contributing factor, and some people shared that some **sense of disconnect** existed because of a **lack of connection to, or awareness about, Brethren roots and values.** In short, **many** of our **Congregations are challenged** to keep their ministries going, and pay for things like the **"nitty-gritty" of what is required of us as a District of the Church of the Brethren**—things like **Pastoral Search**, representation at **CODE**, **Clergy Credentialing**, etc.

1. **All Congregations, and the Camp representatives** we met with, **shared a VERY strong desire to stay connected and be better connected in any way possible**, whether that be in-person or through cyber contact! Many said that **they felt a disconnect but that they definitely wanted to re-connect—they want to interact with and learn from each other. Many** expressed **joys** about being able to **Zoom** with brothers and sisters in the PNWD, even though they have **sorely missed in-person contact** during gatherings like **Brethren Family Camp, District Conference**, the **Spring Event,** and **Brethren Men's and Women's Retreat.** There was a lot of fond reminiscing about joining together in the past and there was a **definite voice for continuing to join together—even if we have to sometimes do it virtually.** In short, there was a chorus of gratitude for technologies and technical assistance that have allowed us to Zoom together and work together to advance our **community**, **unity**, and **common ministry. Living Stream**

Congregation, a **totally virtual** congregation, joined with others in our District to express such **gratitude**—all of them said that our **PNWD** was a **"safe place"** where they could be themselves and experience the joy of **Christ-centered community.**

1. It also became obvious to us that **all our Congregations and Camps** have great **"Jesus in the Neighborhood" stories** to share, people are proud of their ministries and they **want to tell** their stories **and hear what is going on in the rest of the PNWD**. It can definitely be said that **Jesus is alive and well in the Neighborhood**, whether it's a small town, rural village, large city or half-way around the world in Hiroshima Japan or Torit South Sudan. The more we **shared our stories**, the **more excited** and **joyfully enthusiastic** we became.

2.

3. **Many people shared** that adapting to **Covid-19 challenges has helped them to develop virtual/cyber communication** that has actually increased church attendance and sharing. Some congregations now have hybrid services regularly. When the Pandemic started, our Camps wondered if they would be able to survive—**both Camp Myrtlewood and Camp Koinonia** are doing well, and much of that is due to **adaptation of communications** and also **creative responses** to challenges that limited how in-person events could be implemented with safety concerns as the "number one" priority. Though **some of our church congregations have definitely been hit hard,** and at times **seriously isolated**, many people in our PNWD have developed **new skill-sets** and **virtual communications** have made it **possible for many, due to distance or health restrictions, to be included in the family** and **not left out**. Envisioning Team conversations included stories of **hope** and **inclusivity** for brothers and sisters, no matter how far afield they might be or what **physical/mental challenges** they might have. And it might be added that because of the **PNWD Query at Annual Conference** this year, an elected committee will make a feasibility and implementation study of the possibility for **future Annual Conferences to be hybrid (delegates would be able to participate virtually as well as in-person)**—allowing **more people with financial, mobility, or other challenges to be included and empowered.**

4.

5. But **Covid-19** has had **a devastating impact** in terms of **connectedness** for some of our Churches**. THIS CANNOT BE UNDERSTATED; PEOPLE MUST NOT BE ISOLATED OR LEFT OUT AS A RESULT OF LEAVING TRADITIONAL COMMUNICATION TOOLS BEHIND!** Another strong message having to do with **communications and connectedness,** was expressed especially by people who are members of **Congregations that don't have a lot of technological apparatus or expertise.** It must **DEFFINITELY**, be remembered that **traditional forms of communication must not be forgotten** or done away with! **Telephones**, **written hard-copy communications** including **Directories and Newsletters**, and **printed magazines and books** continue to be very **effective means of learning and communication**—especially for those **of us who aren't so comfortable with**, or knowledgeable about, technological aides like **computers and cell phones!**

6.

7. **CAMPS:** Most of our conversations included references to our **Camps** as being precious resources at the **heart of PNWD life and community**. Any future for the PNWD needs to recognize the role of our Camps—for many, the Camps are essential for **connectedness** and for **binding us together**. **After** this time of separation as a result of **Covid,** our **Camps are more important than ever**—they are **sacred places** where we can be in **community with God, nature, and one another!** At this time of coping with pandemic-related challenges, **our Camps are places which can offer relatively safe in-person gatherings and guard against the type of disconnectedness that too much reliance on virtual connecting can create!**

8.

9. One other take-away" that needs to be mentioned was from a Congregation that had experienced some estrangement from some leadership in the PNWD. One person said that their Congregation had experienced "abusive and controlling" behavior from some District leadership in the past, regarding pastoral search and certification issues—this led to some of their members distancing themselves from the District and protecting themselves in relationship to PNWD leadership. Conversations with other Congregational and Camp representatives emphasized positive working relationships with "the District." We mention this, because it seemed to be a major cause of long-term pain and disconnectedness as experienced by this particular Congregation.

Second, our PNWD Envisioning Team was able to glean various "recommendations" from our conversations with Congregations and Camp friends. We list these recommendations in light of a very strongly expressed theme of **WE ARE "THE DISTRICT!"** The emphasis here is not on the District Board, or other District Leadership, but rather **we the people of the PNWD.** Any "recommendations" listed here are made with a clear understanding that if folks in our district are going to make such recommendations, then we need to back them up with responsible action and be willing to do the work that it takes to implement such programs, activities, or changes in structure and functionality.

1. Continue to support Congregations and Camps with **virtual connectedness**—PNWD's Administrative Assistant role is absolutely essential to our unity, community and ministry. It should be noted that our current Administrative Assistant, Daniel Klayton, offers some technical training assistance and communications outreach support to anyone in our PNWD who is interested in his help.

2. **Remember the importance of non-cyber communications!** Phones, written hard-copy contact is effective, and some of us in the PNWD just aren't as cyber-savvy as we might like to be.

3. **Continue and expand special connecting/unifying virtual programs and events, as well as in-person events as allowed by health considerations.** The District-wide Prayer Gatherings, virtual Brethren Men's Retreat, and Compelling Vision Bible Studies, are all

examples of what people want to see more of—especially **"fun/game nights" and other non-business-like activities** that bring people together (just to have fun and build community)!

4.

5. Offer **District-wide discussions/information** about **Brethren values** of both our PNWD and the larger Church of the Brethren. Ed Groff's **"Brethren Voices" videos** were also mentioned in this context.

6. **Provide teams of people** who could offer/provide **help with local programming**—like Vacation Bible School and youth work.

7.

8. Help with **technology acquisition and training**—it's often a barrier, especially for us older folk who didn't grow up with some of this technology.

9.

10. Our District Executive Team could have at least **quarterly Zoom times with area/ District Ministers "touching base."**

11.

12. **Expand the PNWD email contact list**—including names from appropriate email lists from each Congregation/Camp—this would help our District Newsletter to be more widely distributed—**and don't forget traditional hard-copy forms of communication.**

13.

14. **Create/extend call** to someone who might wish to serve as a **PNWD Media Specialist** —to help Congregations and Camps to be more visible and "spread the word." **Daniel Klayton** does much of this work already, for those who wish to **contact him.**

15.

16. **Encourage and facilitate sharing** between Congregations and Camps—**virtual visitations during Sunday Services and sharing of our stories of "Jesus in the Neighborhood."** Encourage our District to move in the direction of **hybrid events,** including **Camps and District Conference**, so that our gatherings of all kinds can be more **inclusive** and **accessible.** We don't want to leave anybody out, **everyone is welcome!!**

Finally, here are some specific requests from people in our PNWD:

1. Help with securing Interim Pastors.

2. District could publish a list of Pastors who serve the Living Stream Congregation, and Pastors in the rest of the PNWD, who are available to preach via Zoom or in-person.

3. Help bring Camp into people's living rooms, virtually!!

4. Encourage dissemination and use of “Brethren Voices” videos across the PNWD. These are great Brethren Life and Heritage videos that are way underutilized--they are well done educational aides, and they are FREE!!

5. Help with setting up leaders, Congregations, and Camps with computer communications. Some folks have very limited cyber skillsets, or are hesitant/leery about using computers. Perhaps some funding could be provided to help Church leaders/Congregations get set up with good computers and training.

6. New model for our Camps—Koinonia has plans for 2023 with planned curriculum and trained staff so fewer volunteers are needed to direct the camps. Myrtlewood is envisioning Environmental Stewardship curriculums to offer to both secular and faith-based Camps. More virtual stuff, take a walk through Camp, in your living room!

7. Hybrid Spring Events, where we can pray and play together, and share a meal.

8. PEACE AND JUSTICE AWARENESS—SOLIDARITY WITH BROTHERS AND SISTERS HERE AND ABROAD. WE HAVE ON EARTH PEACE IN OUR OWN BACK YARD! Living with the tension!!

Last but not least: A “parking lot thought,” from a Brother or a Sister from our PNWD. “We are referred to as sheep for a reason—sheep and people need guidance, even structure. Our congregation could encourage and stay connected to our own members better—I especially need to do better at this! We need to get the word out about what Brethren believe—a local radio station used to have a regular program telling about local organizations and events. We need to share our stories of “Jesus in the Neighborhood!”

CONSTITUTION AND BY-LAWS

FOR

PACIFIC NORTHWEST DISTRICT
CHURCH OF THE BRETHREN

OFFICIAL MAY 1, 1997
REVISED 1980
AMENDED 1981
REVISED 1986
AMENDED 1988
AMENDED 1995
AMENDED 1998
AMENDED 2012
REVISED 2014

PREAMBLE

Preliminary to any plan of district church organization is an understanding of the Mission of the church and the place and function of the district in that mission.

The mission of the church is set forth in the Great Commission of our Lord in Matthew 28:18-20. Although never fully understood, it seems clearly to have an inner and an outer direction. The inner mission of the church is to nurture its members that they may grow more and more into the stature of maturity in Christ. The outer mission of the church is to be related as God's instrument to the problems and needs of the world. The two major functions of the church are effective to the extent that they are undergirded by stewardship of time, talent, and treasurer on the part of the membership.

The Pacific Northwest District of the Church of the Brethren, hereafter called the District, is a group of congregations located in geographic proximity to each other and having common purposes. The District enables the member congregations to do together what they cannot do separately and helps them to carry out in better fashion their major functions. The organizational structure of the District ~~should~~ *shall* reflect as much as possible the purposes of the District. Above all, the organization ~~should~~ *shall* be shaped to achieve the District's goals and fulfill its functions.

CONSTITUTION

ARTICLE I. INCORPORATION

The name shall be the Pacific Northwest District, Church of the Brethren (*fka* Oregon-Washington District, Church of the Brethren). The principle place of business (district office) shall be in an appropriate location for the District Executive *Team*. The affairs of the District (corporation) shall be managed by the District Board, whose Moderator, Board Chair, Recording Secretary, and Treasurer shall be the legal officers of the District.

ARTICLE II. PURPOSE OF THE DISTRICT

The purpose of the District shall be to administer and coordinate the religious and business activities of the Church of the Brethren within the bounds of the District. The District shall have power to own and convey real estate and to be trustee of property and of endowment and other funds. The District shall send a delegate to the Standing Committee of the Annual Conference of The Church of the Brethren, hereinafter called Annual Conference, and may appoint representatives to cooperative religious bodies as need and opportunity allow.

The District recognizes the following among its further directives in serving its member congregations and camps:

1. *Facilitate connection among member congregations and camps within the district.*

2. *Support member congregations and camps in building denominational connections.*

3. *Organize district-wide materials and program options for spiritual and community edification.*

4. *Support member congregations and camps in their individual ministries and operations.*

ARTICLE III. RELATION TO ANNUAL CONFERENCE

Unless herein specified otherwise, the polity *and policies* of the District shall, *as much as is possible,* ~~agree~~ *harmonize* with the ~~decisions~~ *directions* of the Annual Conference of the Church of the Brethren.

ARTICLE IV. MEMBER CHURCHES

All Church of the Brethren congregations which are *based geographically in Oregon or Washington or virtually and* recognized by the District as organized churches ~~in Oregon and Washington~~ shall be member churches of the Pacific Northwest District. A new church development shall be called a “fellowship” until it has fifty or more members and is chartered as a member church.

ARTICLE V. DISTRICT CONFERENCE

1. Purpose of District Conference

   District Conference is a mass meeting to which ~~delegates and others interested~~ *attending members* from the ~~member~~ District congregations come in business sessions to give implementation to district purpose. District Conference is the final authority of the District on polity, program, and procedure. Although worship and fellowship are important parts of District Conference, the following agenda is indicative of its principle business function:

   a. To review achievements
   b. To analyze procedures and results
   c. To survey continuing opportunities and needs
   d. To outline objectives, determine priorities, and set goals
   e. To approve strategy and adopt policy
   f. To organize for action and delegate responsibility
   g. To dedicate resources
   h. To go forth in service

2. Conference ~~Delegate~~ Body

   a. All *attending* members *who are active, informed, and committed members* of ~~the~~ *a* church~~es~~ ~~and~~ *or* fellowship~~s~~ of the District shall have the privilege *and responsibility* ~~of moving ands discussing~~ *of joining in the discernment and consensus-based decision-making* ~~the~~ business of District Conference.

      ~~However, only the official delegates of the member churches shall be queried for consensus.~~

   ~~b. There shall be four delegates for each member church with 200 members or fewer. Larger churches shall have one delegate more for each additional 100 members or major fraction thereof.~~

   ~~c. The pastor and church board chairperson of each church shall serve as delegates by virtue of their offices. Each church shall select the remaining quota of its delegates from its membership at large. If a pastor is serving more than one Church of the Brethren congregation, as in a yoked parish, the churches shall select additional delegates to fill the quota.~~

   ~~d. Delegates serving from the membership at large shall be elected for a two-year term and, if the church has more that one elected delegate, half of the number shall be selected each year.~~

3. Conference Officers

   a. The officers of the District Conference shall be the Moderator, Board Chair, Recording Secretary, and Treasurer.

b. The Moderator and Board Chair shall be called every two years by the District Conference in alternating years. Each position is eligible for a second two year term. The Treasurer and Recording Secretary shall serve for three-year terms and are eligible to serve a second three-year term.

c. A slate listing the above four officers shall be prepared by ~~the Gifts and Discernment Committee~~ *the Board*. ~~and presented to the Board for confirmation prior to confirmation by District Conference.~~ The Board shall present the slate to the District Conference for confirmation.

~~4. District Conference Committees~~

~~a. Gifts Discernment Committee~~

~~i. There shall be a Gifts Discernment Committee composed of five members serving staggered three-year terms. They shall be called by District Conference for one three-year term and shall not be eligible to succeed themselves. The chairperson shall be one of the members of the Committee with longer tenure. The Pastor-at-large on the Board will serve on the committee.~~

~~B. Program and Arrangements Committee~~

~~i. There shall be a District Conference Program and Arrangements Committee of five members, three of whom shall serve staggered three-year terms. The Moderator, together with the Board Chair, shall serve as the other two members of the committee and the Moderator will serve as chair of the committee.~~

ARTICLE VI. DISTRICT BOARD

1. Purpose of the Board

The District Board, hereafter referred to as the Board, shall manage and administer the work of the District as authorized by the District Conference. The Board is the legal agent of the District and shall be empowered to act on behalf of the District Conference ad interim, except for those actions specifically reserved for the District Conference as set forth in this Constitution and By-Laws.

2. Board Members

There shall be a Board consisting of ~~one pastor-at-large,~~ the officers of the District Conference, the standing committee delegate for the District, any persons from the District who are serving on the Mission and Ministry Board, ~~and~~ the District ~~Ministry~~ *Executive Team members*, *the District Administrative Assistant*, ~~leaders~~ *and District Area Ministers*.

Those members of the incoming District Board shall be presented to the District Conference either in person or by name and there shall be, as part of the conference program, an installation service for the incoming Board to denote acceptance by the Board of their respective offices and responsibilities and the acceptance of the District Conference of the Board as the agent of the District Conference to perform the duties given the Board in the Constitution and By-Laws.

3. Board Officers and Organization

The Board shall be organized annually immediately following District Conference. The officers of the District Conference shall also serve as the officers of the Board.

~~The District Executive shall serve as the executive officer of The Board.~~

4. Board Responsibilities

The Board shall recommend to the District *Conference* a District Executive *Team* and shall counsel with ~~him/her~~ *team members* regarding ~~his/her~~ *their individual* responsibilities and record of agreement.

It shall be the duty of the Board to appoint an auditor annually to audit the financial records of the District and submit a report to the Board and District Conference. The Board shall be responsible for appointing members to any ad hoc committee or team as required.

ARTICLE VII. MINISTRY TEAMS

1. The work of the Board shall be implemented by ~~the following three teams:~~ *a combination of continuing and ad hoc committees. The Ministry Team, a continuing committee, will be responsible for the identification and credentialing of ministers, conflict mediation, and the support of Area Ministers. Ad hoc committees may be called and formed by the Board to address specific tasks identified and directed by the District Conference or the Board.*

~~a. Ministry Team~~
~~b. Congregational Connections Team~~
~~c. Faithful Response Team~~

~~2. Areas of focus for the Ministry Team~~

~~a. Identification and credentialing of ministers~~
~~b. Conflict Mediation~~
~~c. Support of Area Ministers~~

~~3. Areas of focus for the Congregational Connections Team~~

~~a. Facilitating ways for congregations to connect/relate~~
~~b. Congregational revitalization~~
~~c. New church development~~
~~d. District Gatherings- non-business "Big Event"~~
~~e. Camps connections (Camp Koinonia and Camp Myrtlewood)~~

~~4. Areas of focus for the Faithful Response Team~~

~~a. Service ministries~~
~~b. "Shalom, Peace, and Justice" ministries~~
~~c. On Earth Peace~~
~~d. Brethren Disaster Ministries~~
~~e. Global Mission Partnerships~~
~~f. Work Camps~~
~~g. Stewardship of life (treasure, talents, time, Creation, gospel)~~

2. ~~Each~~ *The* Ministry Team ~~leader~~ *chair* will be called and confirmed to a two-year term at the District Conference. *The* Ministry Team ~~leaders~~ *chair* may serve two *consecutive* terms. Additional Ministry Team members ~~are appointed~~ *shall be appointed by the Board* as required.

ARTICLE VIII. COMMITTEES

1. Other Committees

   The District Conference and/or the Board may constitute or authorize such other continuing or short term committees as necessary to assist with the ongoing work of the District. When specific assignment of a committee is achieved, the committee shall be dismissed.

2. Historian

   There shall be an historian appointed by the Board. The historian shall be concerned with all matters of historic interest to the District and shall collect, preserve, write, and, as authorized, publish such materials.

ARTICLE IX. RELATED INSTITUTIONS AND INTEREST GROUPS

1. The District may enter into relationship with separately organized and incorporated Church of the Brethren institutions or interdenominational ministries such as camps, homes for the aged, colleges, and other bodies of interest to the District. In each instance there shall be mutual agreement between the District and the body as to the nature of the relationship. The involvement of the District in terms of financial support, selection of trustees, program endorsement, receiving of reports, etc. shall be subject to the District Conference action.

2. As requested or as need arises, the Board shall authorize the formation of special interest or age groups within the District. All such organizations shall exist to aid in fulfilling the mission of the church at large in the District and shall be subject to the oversight and direction of the Board ~~or its respective Ministry Teams~~. Any such group which elects its own officers shall submit a roster of its elected personnel to the next District Conference to be accepted and entered into its minutes.

ARTICLE X. AREA MINISTER PLAN

1. The District may designate within its boundaries workable units, geographically and/or numerically in order to facilitate the organization and administration of district affairs through Area Ministers.

2. The size of an area may vary according to prevailing circumstances. Where possible an area shall include about five churches within a geographic radius that allows for travel and sufficient time for a meeting in one day.

3. The Area Ministers minister to the pastors of the congregations in the District. They come alongside the pastors for counsel, encouragement, support in ministry, training, and help with resources for congregational revitalization and service. An Area Minister reports to the Ministry Team chair and works closely with the District Executive *Team* and the Board.

BY-LAWS

ARTICLE I. PERSONNEL SELECTION AND TENURE

1. The ~~Gifts Discernment Committee~~ *Board* shall prepare a slate for the use of District Conference in the calling and confirmation of:

   a. Officers of the District Conference including Moderator, Board Chair, Recording Secretary, Treasurer, and others as determined by the Board and confirmed by The District Conference.

   b. Members of the District Conference committees

   c. Standing Committee delegate

   ~~d. Pastor-at-large for Board membership; the Gifts Discernment Committee shall nominate one pastor for the pastor-at-large position. The term of office for a pastor-at-large position shall be two years, with a limit of two consecutive terms.~~

   e. ~~Such other officers as are to be selected by District Conference.~~ *Any other*

officers authorized by District Conference.

2. The term of office for all called or appointed personnel shall be three years unless otherwise stated in the Constitution and By-Laws. No one shall be eligible to serve more than two terms in succession (maximum, six years). An officer who does not fill ~~his/her~~ *their* position in a responsible way and/or is absent from meetings for six months may have ~~her/his~~ *their* office declared vacant by the Board.

3. Approximately one-third of the membership of the Board and continuing committees shall be selected in any one year.

4. The prepared slate shall include only the names of persons who have consented to be nominees. Prior to calling, information about each nominee shall be given to the ~~delegates~~ *District Conference*. Immediately following affirmation, a letter shall be sent by the District Executive *Team* to each nominee reporting the results.

5. For the aid of those groups making nominations and appointments, the District Office~~, in cooperation with the Gifts Discernment Committee,~~ shall maintain a file indicating the training, interest, and record of service of persons showing promise of district leadership.

ARTICLE II. INDEMNIFICATION

All persons now or hereafter Trustees or officers of the District (and their heirs, executers, and administrators) shall be indemnified by the District against all liabilities and expenses, including attorney's fees, reasonably incurred in connection with any claim to which they are parties by reason of being or having been Trustees or officers of the Corporation except in relation to matters as to which such persons shall have been adjudged to be liable for gross negligence or willful misconduct in the performance of duties as such Trustees or officers.

ARTICLE III. EMPLOYED STAFF - DISTRICT EXECUTIVE *TEAM*

1. The District shall ~~employ~~ *call* a District Executive *Team* to give executive guidance to the District. *The composition of the District Executive Team shall be decided by the District Conference and may include a single employed executive, multiple individuals serving on a volunteer basis, or other constituencies as chosen and called by the District Conference. The members of the District Executive Team* shall be ~~a person~~ qualified by training, experience and personal dedication to Christ and the church to guide, counsel, and encourage district and local church workers in the development of needed church programs.

2. ~~This person shall be Executive Officer of~~ *Members of the District Executive Team shall serve on* the Board and shall give general oversight to the

implementation of district work. ~~He/she shall be an ex officio member of: The Board, Ministry Teams, and committees of The District.~~ ~~She/he~~ *District Executive Team members* shall work in a liaison capacity with the staff of the Mission and Ministry Board on denominational programs.

3. ~~This person~~ *The District Executive Team* shall have basic responsibility for pastoral placement in the District and shall be available to coordinate with the Ministry Team for giving guidance and counsel to district pastors and congregations.

4. A job description shall be kept on file in the District ~~Executive's~~ office.

ARTICLE IV. STAFF EMPLOYMENT PROCEDURES

The selection and employment of ~~a District Executive and other professional staff~~ *professional staff approved by the District Conference*, as well as the termination of such services, shall be the responsibility of the Board in keeping with approved denominational pastoral placement procedures in consultation with the Director of Ministry.

ARTICLE V. CONFERENCE OFFICERS ~~AND DELEGATE~~ QUALIFICATIONS AND DUTIES

1. All *District Conference* officers ~~and delegates~~ shall be members in good standing of a member church *or fellowship* and shall serve faithfully in their respective offices.

2. The Moderator shall preside at business sessions of the District Conference. The Moderator shall study the needs of the District and give ~~her/his~~ *their* interpretation and counsel regarding them to the District Conference, and to any other appropriate district agency. ~~He/she shall serve as leader of the District Conference Program and Arrangements committee.~~

3. The Board Chair is chairperson of the Board and will work closely with the District Executive *Team* to lead the Board in carrying out decisions mandated by the District Conference. They shall study the needs of the District and give ~~her/his~~ *their* interpretation and counsel regarding them to the Board. ~~He/she shall be a member of the District Conference Program and Arrangements Committee.~~

4. The Recording Secretary shall record the minutes of District Conference and District Board meetings and shall, in cooperation with the District Executive *Team*, prepare them for publication and distribution.

5. The Treasurer shall be custodian of all District funds, disbursing them as authorized by the District Conference and the Board. The Treasurer shall be a member of the Board ~~and shall be a resource to the Faithful Response Team~~. The Treasurer shall make quarterly written reports to the Board and to the District

Conference as requested and submit the accounts for an annual audit.

~~6. Congregational Delegates to District Conference shall be selected only from the active, informed, and committed membership of the church. Delegates shall be expected to attend all business sessions of District Conference and all meetings of the delegate body. They shall report and communicate actions and concerns from The District to their church boards, congregations and vice versa.~~

~~a. Delegates shall strive to be alert to the work and opportunities of the Church of the Brethren at all levels of its organization and program. A delegate shall be expected to attend business meetings of his/her congregation.~~

~~b. Delegates shall be selected at the time of general elections in the churches and shall serve year-round when elected; delegates' names and addresses shall be included on the mailing list for newsletters, financial reports and other pertinent information. Delegates shall register at District Conference to indicate their presence.~~

ARTICLE VI. DISTRICT BOARD FUNCTIONS

The Board shall:

1. Fulfill the directives of the District Conference and make an annual report to the Conference.

2. Assign, supervise, and coordinate the work of ~~the ministry teams~~ *all District committees*.

3. Interpret the rules of procedure for teams and committees,

4. Study the member congregations and strive to help them meet their needs and fulfill their mission.

5. Project long-range planning, set goals, and initiate new programs.

6. Promote, administer, and supervise, ~~through District Teams,~~ the denominational program in the District.

7. ~~Employ~~ *Call* and direct the work of the District Executive *Team* and such other personnel as may be authorized by the District Conference.

8. Make all appointments for which the Board is responsible.

9. Fill vacancies in elective district offices occurring between district conferences and fill such other vacancies not provided for otherwise.

10. Have custody of all District capital funds, endowments, and annuities, and hold title

to District church properties. Distribute District current funds and invest permanent funds as authorized by the District Conference. Negotiate the purchase and sale of property, and the borrowing and lending of money on behalf of the District.

11. Prepare the District budget for presentation at District Conference.

12. Provide for an annual audit.

13. Allocate and define authority with respect to the establishment of bank accounts and the signing of checks and other legal documents.

14. Arrange for bonding for the District Treasurer.

15. Receive, consider, and make disposition of concerns brought by any persons or church group.

16. Coordinate the District program and prepare the District calendar.

17. Bring queries or other business to the District Conference and process queries from local churches for District Conference action.

18. Plan or otherwise provide in-service training opportunities for Board members, employed staff, and other District personnel.

19. Actively promote the extension of the church in the District.

20. ~~Provide for~~ *Discern* the licensing, ordination, and discipline of ministers ~~in accord~~ with *consideration of* ~~the decisions of Annual Conference~~ *Annual Conference Directions and the District commitment to building the beloved community.*

ARTICLE VII. DISTRICT MINISTRY TEAM~~S~~ FUNCTIONS

1. Ministry Team shall provide for:

   a. Identification and credentialing of ministers.

   b. Conflict mediation.

   c. Support Area Ministers

The Ministry Team shall give counsel and guidance to all ministerial affairs in the District, directly and through Area Ministers. This Team shall seek ways to strengthen the relationships and understandings between congregations and pastors, provide training for local ministerial commissions, encourage pastors in their professional growth, and in various ways strive to increase the joy and effectiveness of the pastoral ministry. This Team shall counsel and assist churches and individuals in the various phases of extending and receiving a call to the

ministry, becoming equipped and trained for the ministry, and licensing and ordaining ministers. This Team shall review the ministerial list periodically and shall make recommendations to the Board regarding those ministers who no longer appear to show interest or dedication to their ministerial calling.

~~2. Congregational Connections Team shall provide for:~~

~~a. Focus on finding ways for congregations to connect.~~

~~b. Congregational revitalization.~~

~~c. New church development.~~

~~d. District gatherings - non-business "Big Event"~~

~~e. Camp connections~~

~~The Congregational Connections Team shall initiate and emphasize such programs and work in the churches to foster the spiritual growth and development of church persons. This Team shall stimulate the congregations to have a vital encounter with God, promote the total cause of congregational revitalization, provide opportunities for training church leaders and workers, counsel and coordinate age and interest groups, maintain audiovisual and book libraries, and do whatever else may nurture the inner life of the church. This Team will focus energy on developing ways for The District congregations to connect through special District gatherings and church camps. ThisTeam shall direct the work of church extension through the development of new congregations and the growth of existing ones. When needed, guidance shall be given to the merging or disorganizing of churches.~~

~~3. Faithful Response Team shall provide for:~~

~~a. Service ministeries.~~

~~b. "Shalom, Peace & Justice" ministries.~~

~~i. On Earth Peace~~

~~ii. Brethren Disaster Ministries~~

~~iii. Global Missions Partnerships~~

~~iv. Work Camps~~

~~c. Stewardship of life (treasure, talents, time, Creation, Gospel).~~

~~The Faithful Response Team shall also be responsible for directing and~~

~~undergirding the witness of churches to the world. This Team shall urge each congregation to share the love of God and the Gospel of Christ with all people everywhere through the work of evangelism, to support missions at home and abroad, to send and maintain service workers, to give material aid, and to proclaim and use the power of God to meet the needs of the world. In these and other outreach ministries the Team shall encourage and assist the congregations toward the fulfillment of the Great Commission of our Lord. The Team shall aid and challenge the churches and all District agencies to be good and faithful stewards of God's resources. This Team shall promote a program of general stewardship, education, and enlistment in the churches, supervise the financial interests of The District, safeguard and utilize the property of The District, assist in preparing the annual budget, and in other ways solicit support for the basic ministry work through The District.~~

ARTICLE VIII. BUSINESS MEETING

1. District Conference

   a. The District Conference shall convene once a year, *whether in-person or virtually,* at such time as to allow district organization and program to be in readiness for the new church year. Special meetings may be called at the discretion of the conference officers in consultation with the Board. The facilities *for the meeting* should be conducive to attendance and provide arrangements adequate and comfortable.

   b. The time of week for the conference should be as free as possible from conflicts with work schedules. Business sessions shall be at hours when the ~~delegates~~ *attending members* are the freest to attend. Sunday meetings at the District Conference should not disrupt regular church services in the churches.

   c. ~~The District Conference Program and Arrangements Committee shall~~ *The Board shall call a committee to be* responsible for planning the conference program, obtaining leadership, determining the place of meeting, securing facilities, providing for exhibits, registering delegates, and making other necessary arrangements for the conference. Suggested scriptures, hymns, litanies, and worship themes may be offered to the churches for their use locally on District Conference Sunday.

2. The District Board shall meet *at least* three times each church year.

   a. One of these meetings shall be immediately prior to the District Conference.

   b. Special meetings of the Board may be called by the Board.

   c. The *District Executive* Team~~s~~ and any called committees shall meet regularly or as the Board may direct.

d. ~~Adequate advance notice of all business meetings shall be given to the membership involved.~~ *The Board may call Executive Sessions as necessary.*

e. Adequate advance notice and preparatory materials of all business meetings shall be given to the membership involved.

ARTICLE IX. QUORUM

1. Although it is desirable to have as many ~~delegates~~ *attending members* present as possible for the District Conference, no quorum shall be required except as may be specified by state corporation law.

2. For meetings of the Board and ~~Teams~~ *any committees*, a majority of the called *attending members* shall constitute a quorum.

ARTICLE X. RULES OF ORDER

The District Conference and District Board meetings will use consensus decision making as the official rule of order. *The decision-making body of District Conference shall comprise attending members who are active, informed, and committed members of the churches and/or fellowships of the District. These attending members shall have the privilege and responsibility of joining in the discernment and consensus-based decision-making business of District Conference. The decision-making body of the District Board meetings shall comprise the attending District Board members.*

ARTICLE XI. AMENDMENTS

The Constitution and By-Laws of the District may be amended or suspended by a consensus of ~~delegates~~ *attending members* at any regular session of the District Conference. Written notice of ~~the~~ *any* proposed amendment shall be given with the call of the meeting issued at least thirty days prior to the meeting.

CONSTITUTION AND BY-LAWS

FOR

PACIFIC NORTHWEST DISTRICT
CHURCH OF THE BRETHREN

OFFICIAL MAY 1, 1997
REVISED 1980
AMENDED 1981
REVISED 1986
AMENDED 1988
AMENDED 1995
AMENDED 1998
AMENDED 2012
REVISED 2014

PREAMBLE

Preliminary to any plan of district church organization is an understanding of the Mission of the church and the place and function of the district in that mission.

The mission of the church is set forth in the Great Commission of our Lord in Matthew 28:18-20. Although never fully understood, it seems clearly to have an inner and an outer direction. The inner mission of the church is to nurture its members that they may grow more and more into the stature of maturity in Christ. The outer mission of the church is to be related as God's instrument to the problems and needs of the world. The two major functions of the church are effective to the extent that they are undergirded by stewardship of time, talent, and treasurer on the part of the membership.

The Pacific Northwest District of the Church of the Brethren, hereafter called the District, is a group of congregations located in geographic proximity to each other and having common purposes. The District enables the member congregations to do together what they cannot do separately and helps them to carry out in better fashion their major functions. The organizational structure of the District shall reflect as much as possible the purposes of the District. Above all, the organization shall be shaped to achieve the District's goals and fulfill its functions.

CONSTITUTION

ARTICLE I. INCORPORATION

The name shall be the Pacific Northwest District, Church of the Brethren (fka Oregon-Washington District, Church of the Brethren). The principle place of business (district office) shall be in an appropriate location for the District Executive Team. The affairs of the District (corporation) shall be managed by the District Board, whose Moderator, Board Chair, Recording Secretary, and Treasurer shall be the legal officers of the District.

ARTICLE II. PURPOSE OF THE DISTRICT

The purpose of the District shall be to administer and coordinate the religious and business activities of the Church of the Brethren within the bounds of the District. The District shall have power to own and convey real estate and to be trustee of property and of endowment and other funds. The District shall send a delegate to the Standing Committee of the Annual Conference of The Church of the Brethren, hereinafter called Annual Conference, and may appoint representatives to cooperative religious bodies as need and opportunity allow.

The District recognizes the following among its further directives in serving its member congregations and camps:

1. Facilitate connection among member congregations and camps within the district.

2. Support member congregations and camps in building denominational connections.

3. Organize district-wide materials and program options for spiritual and community edification.

4. Support member congregations and camps in their individual ministries and operations.

ARTICLE III. RELATION TO ANNUAL CONFERENCE

Unless herein specified otherwise, the polity and policies of the District shall, as much as is possible, harmonize with the directions of the Annual Conference of the Church of the Brethren.

ARTICLE IV. MEMBER CHURCHES

All Church of the Brethren congregations which are based geographically in Oregon or Washington or virtually and recognized by the District as organized churches shall be member churches of the Pacific Northwest District. A new church development shall be called a “fellowship” until it has fifty or more members and is chartered as a member church.

ARTICLE V. DISTRICT CONFERENCE

1. Purpose of District Conference

District Conference is a mass meeting to which attending members from the District congregations come in business sessions to give implementation to district purpose. District Conference is the final authority of the District on polity, program, and procedure. Although worship and fellowship are important parts of District Conference, the following agenda is indicative of its principle business function:

a. To review achievements
b. To analyze procedures and results
c. To survey continuing opportunities and needs
d. To outline objectives, determine priorities, and set goals
e. To approve strategy and adopt policy
f. To organize for action and delegate responsibility
g. To dedicate resources
h. To go forth in service

2. Conference Body

a. All attending members who are active, informed, and committed members of ~~the~~ a church or fellowship~~s~~ of the District shall have the privilege and responsibility of joining in the discernment and consensus-based decision-making business of District Conference.

3. Conference Officers

a. The officers of the District Conference shall be the Moderator, Board Chair, Recording Secretary, and Treasurer.

b. The Moderator and Board Chair shall be called every two years by the District Conference in alternating years. Each position is eligible for a second two year term. The Treasurer and Recording Secretary shall serve for three-year terms and are eligible to serve a second three-year term.

c. A slate listing the above four officers shall be prepared by the Board. The Board shall present the slate to the District Conference for confirmation.

ARTICLE VI. DISTRICT BOARD

1. Purpose of the Board

The District Board, hereafter referred to as the Board, shall manage and

administer the work of the District as authorized by the District Conference. The Board is the legal agent of the District and shall be empowered to act on behalf of the District Conference ad interim, except for those actions specifically reserved for the District Conference as set forth in this Constitution and By-Laws.

2. Board Members

   There shall be a Board consisting of the officers of the District Conference, the standing committee delegate for the District, any persons from the District who are serving on the Mission and Ministry Board, the District Executive Team members, the District Administrative Assistant, and District Area Ministers.

   Those members of the incoming District Board shall be presented to the District Conference either in person or by name and there shall be, as part of the conference program, an installation service for the incoming Board to denote acceptance by the Board of their respective offices and responsibilities and the acceptance of the District Conference of the Board as the agent of the District Conference to perform the duties given the Board in the Constitution and By-Laws.

3. Board Officers and Organization

   The Board shall be organized annually immediately following District Conference. The officers of the District Conference shall also serve as the officers of the Board.

4. Board Responsibilities

   The Board shall recommend to the District Conference a District Executive Team and shall counsel with team members regarding their individual responsibilities and record of agreement.

   It shall be the duty of the Board to appoint an auditor annually to audit the financial records of the District and submit a report to the Board and District Conference. The Board shall be responsible for appointing members to any ad hoc committee or team as required.

ARTICLE VII. MINISTRY TEAMS

1. The work of the Board shall be implemented by a combination of continuing and ad hoc committees. The Ministry Team, a continuing committee, will be responsible for the identification and credentialing of ministers, conflict mediation, and the support of Area Ministers. Ad hoc committees may be called and formed by the Board to address specific tasks identified and directed by the District Conference or the Board.

2. The Ministry Team chair will be called and confirmed to a two-year term at the District Conference. The Ministry Team chair may serve two consecutive terms. Additional Ministry Team members shall be appointed by the Board as required.

ARTICLE VIII. COMMITTEES

1. Other Committees

   The District Conference and/or the Board may constitute or authorize such other continuing or short term committees as necessary to assist with the ongoing work of the District. When specific assignment of a committee is achieved, the committee shall be dismissed.

2. Historian

   There shall be an historian appointed by the Board. The historian shall be concerned with all matters of historic interest to the District and shall collect, preserve, write, and, as authorized, publish such materials.

ARTICLE IX. RELATED INSTITUTIONS AND INTEREST GROUPS

1. The District may enter into relationship with separately organized and incorporated Church of the Brethren institutions or interdenominational ministries such as camps, homes for the aged, colleges, and other bodies of interest to the District. In each instance there shall be mutual agreement between the District and the body as to the nature of the relationship. The involvement of the District in terms of financial support, selection of trustees, program endorsement, receiving of reports, etc. shall be subject to the District Conference action.

2. As requested or as need arises, the Board shall authorize the formation of special interest or age groups within the District. All such organizations shall exist to aid in fulfilling the mission of the church at large in the District and shall be subject to the oversight and direction of the Board. Any such group which elects its own officers shall submit a roster of its elected personnel to the next District Conference to be accepted and entered into its minutes.

ARTICLE X. AREA MINISTER PLAN

1. The District may designate within its boundaries workable units, geographically and/or numerically in order to facilitate the organization and administration of district affairs through Area Ministers.

2. The size of an area may vary according to prevailing circumstances. Where possible an area shall include about five churches within a geographic radius that

allows for travel and sufficient time for a meeting in one day.

3. The Area Ministers minister to the pastors of the congregations in the District. They come alongside the pastors for counsel, encouragement, support in ministry, training, and help with resources for congregational revitalization and service. An Area Minister reports to the Ministry Team chair and works closely with the District Executive Team and the Board.

BY-LAWS

ARTICLE I. PERSONNEL SELECTION AND TENURE

1. The Board shall prepare a slate for the use of District Conference in the calling and confirmation of:

   a. Officers of the District Conference including Moderator, Board Chair, Recording Secretary, Treasurer, and others as determined by the Board and confirmed by The District Conference.

   b. Members of the District Conference committees

   c. Standing Committee delegate

   d. Any other officers authorized by District Conference.

2. The term of office for all called or appointed personnel shall be three years unless otherwise stated in the Constitution and By-Laws. No one shall be eligible to serve more than two terms in succession (maximum, six years). An officer who does not fill their position in a responsible way and/or is absent from meetings for six months may have their office declared vacant by the Board.

3. Approximately one-third of the membership of the Board and continuing committees shall be selected in any one year.

4. The prepared slate shall include only the names of persons who have consented to be nominees. Prior to calling, information about each nominee shall be given to the District Conference. Immediately following affirmation, a letter shall be sent by the District Executive Team to each nominee reporting the results.

5. For the aid of those groups making nominations and appointments, the District Office shall maintain a file indicating the training, interest, and record of service of persons showing promise of district leadership.

ARTICLE II. INDEMNIFICATION

All persons now or hereafter Trustees or officers of the District (and their heirs, executers, and administrators) shall be indemnified by the District against all liabilities and expenses, including attorney's fees, reasonably incurred in connection with any claim to which they are parties by reason of being or having been Trustees or officers of the Corporation except in relation to matters as to which such persons shall have been adjudged to be liable for gross negligence or willful misconduct in the performance of duties as such Trustees or officers.

ARTICLE III. EMPLOYED STAFF - DISTRICT EXECUTIVE TEAM

1. The District shall call a District Executive Team to give executive guidance to the District. The composition of the District Executive Team shall be decided by the District Conference and may include a single employed executive, multiple individuals serving on a volunteer basis, or other constituencies as chosen and called by the District Conference. The members of the District Executive Team shall be qualified by training, experience and personal dedication to Christ and the church to guide, counsel, and encourage district and local church workers in the development of needed church programs.

2. Members of the District Executive Team shall serve on the Board and shall give general oversight to the implementation of district work. District Executive Team members shall work in a liaison capacity with the staff of the Mission and Ministry Board on denominational programs.

3. The District Executive Team shall have basic responsibility for pastoral placement in the District and shall be available to coordinate with the Ministry Team for giving guidance and counsel to district pastors and congregations.

4. A job description shall be kept on file in the District office.

ARTICLE IV. STAFF EMPLOYMENT PROCEDURES

The selection and employment of professional staff approved by the District Conference, as well as the termination of such services, shall be the responsibility of the Board in keeping with approved denominational pastoral placement procedures in consultation with the Director of Ministry.

ARTICLE V. CONFERENCE OFFICERS QUALIFICATIONS AND DUTIES

1. All District Conference officers shall be members in good standing of a member church or fellowship and shall serve faithfully in their respective offices.

2. The Moderator shall preside at business sessions of the District Conference. The Moderator shall study the needs of the District and give ~~her/his~~ their interpretation and counsel regarding them to the District Conference, and to any other appropriate district agency.

3. The Board Chair is chairperson of the Board and will work closely with the District Executive Team to lead the Board in carrying out decisions mandated by the District Conference. They shall study the needs of the District and give ~~her/his~~ their interpretation and counsel regarding them to the Board.

4. The Recording Secretary shall record the minutes of District Conference and District Board meetings and shall, in cooperation with the District Executive Team, prepare them for publication and distribution.

5. The Treasurer shall be custodian of all District funds, disbursing them as authorized by the District Conference and the Board. The Treasurer shall be a member of the Board. The
Treasurer shall make quarterly written reports to the Board and to the District Conference as requested and submit the accounts for an annual audit.

ARTICLE VI. DISTRICT BOARD FUNCTIONS

The Board shall:

1. Fulfill the directives of the District Conference and make an annual report to the Conference.

2. Assign, supervise, and coordinate the work of all District committees.

3. Interpret the rules of procedure for teams and committees,

4. Study the member congregations and strive to help them meet their needs and fulfill their mission.

5. Project long-range planning, set goals, and initiate new programs.

6. Promote, administer, and supervise the denominational
program in the District.

7. Call and direct the work of the District Executive Team and
such other personnel as may be authorized by the District Conference.

8. Make all appointments for which the Board is responsible.

9. Fill vacancies in elective district offices occurring between district conferences and fill such other vacancies not provided for otherwise.

10. Have custody of all District capital funds, endowments, and annuities, and hold title to District church properties. Distribute District current funds and invest permanent funds as authorized by the District Conference. Negotiate the purchase and sale of property, and the borrowing and lending of money on behalf of the District.

11. Prepare the District budget for presentation at District Conference.

12. Provide for an annual audit.

13. Allocate and define authority with respect to the establishment of bank accounts and the signing of checks and other legal documents.

14. Arrange for bonding for the District Treasurer.

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16. Coordinate the District program and prepare the District calendar.

17. Bring queries or other business to the District Conference and process queries from local churches for District Conference action.

18. Plan or otherwise provide in-service training opportunities for Board members, employed staff, and other District personnel.

19. Actively promote the extension of the church in the District.

20. Discern the licensing, ordination, and discipline of ministers with consideration of Annual Conference Directions and the District commitment to building the beloved community.

ARTICLE VII. DISTRICT MINISTRY TEAMS FUNCTIONS

1. Ministry Team shall provide for:

   a. Identification and credentialing of ministers.

   b. Conflict mediation.

   c. Support Area Ministers

   The Ministry Team shall give counsel and guidance to all ministerial affairs in the District, directly and through Area Ministers. This Team shall seek ways to strengthen the relationships and understandings between congregations and pastors, provide training for local ministerial commissions, encourage pastors in their professional growth, and in various ways strive to increase the joy and

effectiveness of the pastoral ministry. This Team shall counsel and assist churches and individuals in the various phases of extending and receiving a call to the ministry, becoming equipped and trained for the ministry, and licensing and ordaining ministers. This Team shall review the ministerial list periodically and shall make recommendations to the Board regarding those ministers who no longer appear to show interest or dedication to their ministerial calling.

ARTICLE VIII. BUSINESS MEETING

1. District Conference

   a. The District Conference shall convene once a year, whether in-person or virtually, at such time as to allow district organization and program to be in readiness for the new church year. Special meetings may be called at the discretion of the conference officers in consultation with the Board.
   The facilities for the meeting should be conducive to attendance and provide arrangements adequate and comfortable.

   b. The time of week for the conference should be as free as possible from conflicts with work schedules. Business sessions shall be at hours when the attending members are the freest to attend. Sunday meetings at the District Conference should not disrupt regular church services in the churches.

   c. The Board shall call a committee to be responsible for planning the conference program,
   obtaining leadership, determining the place of meeting, securing facilities, providing for exhibits, registering delegates, and making other necessary arrangements for the conference. Suggested scriptures, hymns, litanies, and worship themes may be offered to the churches for their use locally on District Conference Sunday.

2. The District Board shall meet at least three times each church year.

   a. One of these meetings shall be immediately prior to the District Conference.

   b. Special meetings of the Board may be called by the Board.

   c. The District Executive Teams and any called committees shall meet regularly or as the Board may direct.

   d. The Board may call Executive Sessions as necessary.

   e. Adequate advance notice and preparatory materials of all business meetings shall be given to the membership involved.

ARTICLE IX. QUORUM

1. Although it is desirable to have as many attending members present as possible for the District Conference, no quorum shall be required except as may be specified by state corporation law.

2. For meetings of the Board and any committees, a majority of the called attending members shall constitute a quorum.

ARTICLE X. RULES OF ORDER

The District Conference and District Board meetings will use consensus decision making as the official rule of order. The decision-making body of District Conference shall comprise attending members who are active, informed, and committed members of the churches and/or fellowships of the District. These attending members shall have the privilege and responsibility of joining in the discernment and consensus-based decision-making business of District Conference. The decision-making body of the District Board meetings shall comprise the attending District Board members.

ARTICLE XI. AMENDMENTS

The Constitution and By-Laws of the District may be amended or suspended by a consensus of attending members at any regular session of the District Conference. Written notice of any proposed amendment shall be given with the call of the meeting issued at least thirty days prior to the meeting.

Pacific Northwest District of the Church of the Brethren
Budget Overview: FY2023 - FY23 P&L
January - December 2023

	Total
Income	
41000 Income	
41010 Donations	1,200.00
41020 Congregational Giving	11,640.00
Total 41000 Income	**$ 12,840.00**
Total Income	**$ 12,840.00**
Gross Profit	**$ 12,840.00**
Expenses	
61000 Office/General Administrative Expenses	
61050 Miscelaneous Expense	780.00
61080 Insurance	300.00
61090 Legal & Professional Services	720.00
61100 Office Supplies & Software	720.00
61120 Payroll Expenses	18,000.00
61122 Social Security Company	930.00
61124 Medicare Company	217.44
Total 61120 Payroll Expenses	**$ 19,147.44**
Total 61000 Office/General Administrative Expenses	**$ 21,667.44**
62000 District Expenses	
62030 District Conferences	504.00
62050 Annual Conference Fees	2,400.00
Total 62000 District Expenses	**$ 2,904.00**
64000 Disaster Preparedness	120.00
Taxes & Licenses	50.00
Total Expenses	**$ 24,741.44**
Net Operating Income	**-$ 11,901.44**
Other Income	
70000 Other Miscellaneous Income	
71000 Miscellaneous Income	
71600 Salkum Income	12,000.00
Total 71000 Miscellaneous Income	**$ 12,000.00**
Total 70000 Other Miscellaneous Income	**$ 12,000.00**
Total Other Income	**$ 12,000.00**
Other Expenses	
63000 Other Miscellaneous Expense	
63010 District Expenses	220.00
63030 Annual Conference Fee	2,040.00
63040 Misc Dist Expenses	480.00
63400 Salkum Expenses	14,880.00
Total 63000 Other Miscellaneous Expense	**$ 17,620.00**
Total Other Expenses	**$ 17,620.00**
Net Other Income	**-$ 5,620.00**
Net Income	**-$ 17,521.44**