Pacific Northwest District
Church of the Brethren

District Conference 2023

Pacific Northwest District
Church of the Brethren

Our District comprises the Church of the Brethren congregations throughout Washington and Oregon, as well as the online congregation, Living Stream Church of the Brethren. All who are members of any of these congregations form the body of our District—the District is not separate from us, but rather we are the District in our collective body.

The District serves to administer and coordinate the religious and business activities of the Church of the Brethren within the bounds of the District. As enumerated in our District constitution, there are four directives that further guide our District activity:

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

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

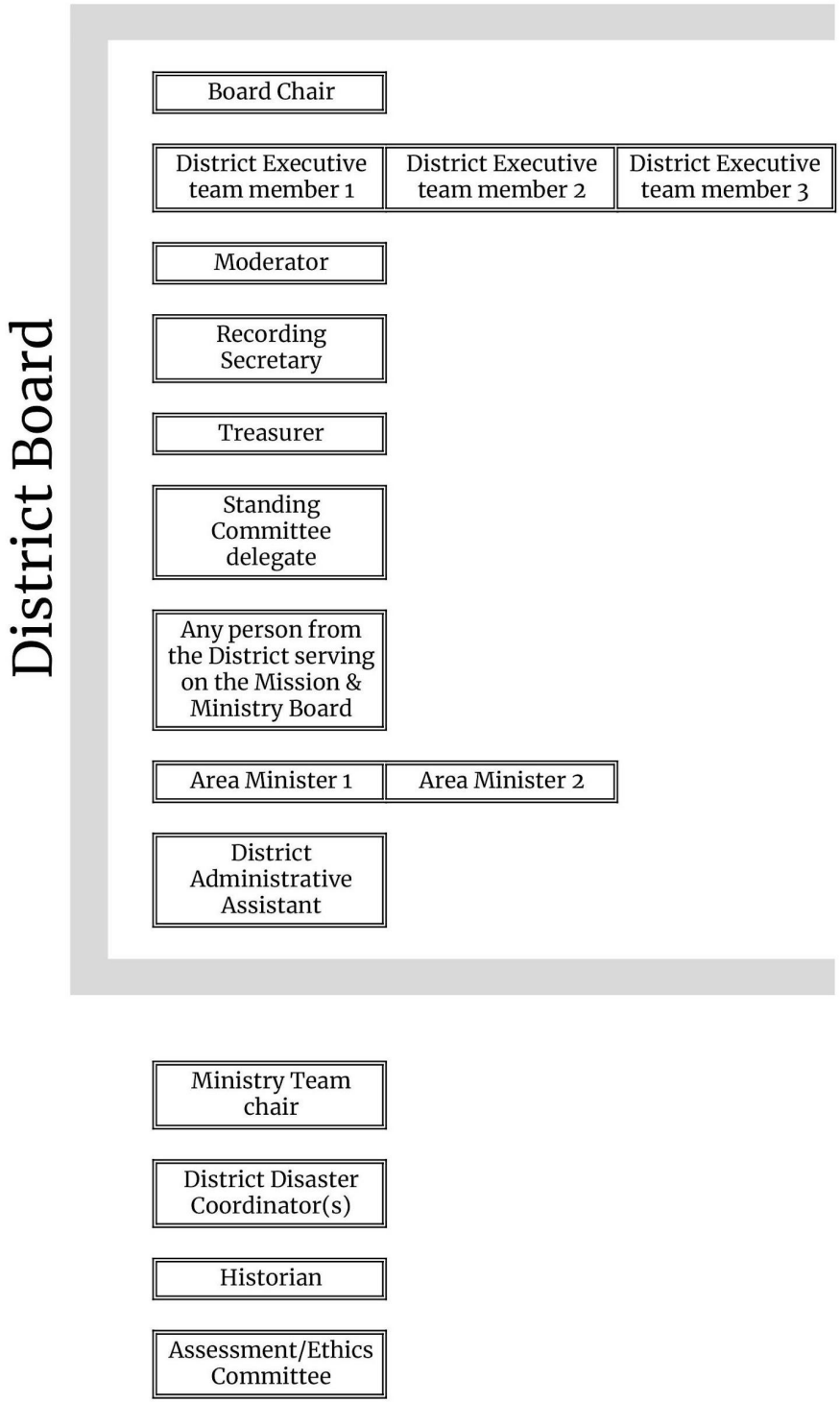
3. Organize district-wide materials and program options for spiritual and community edification.

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

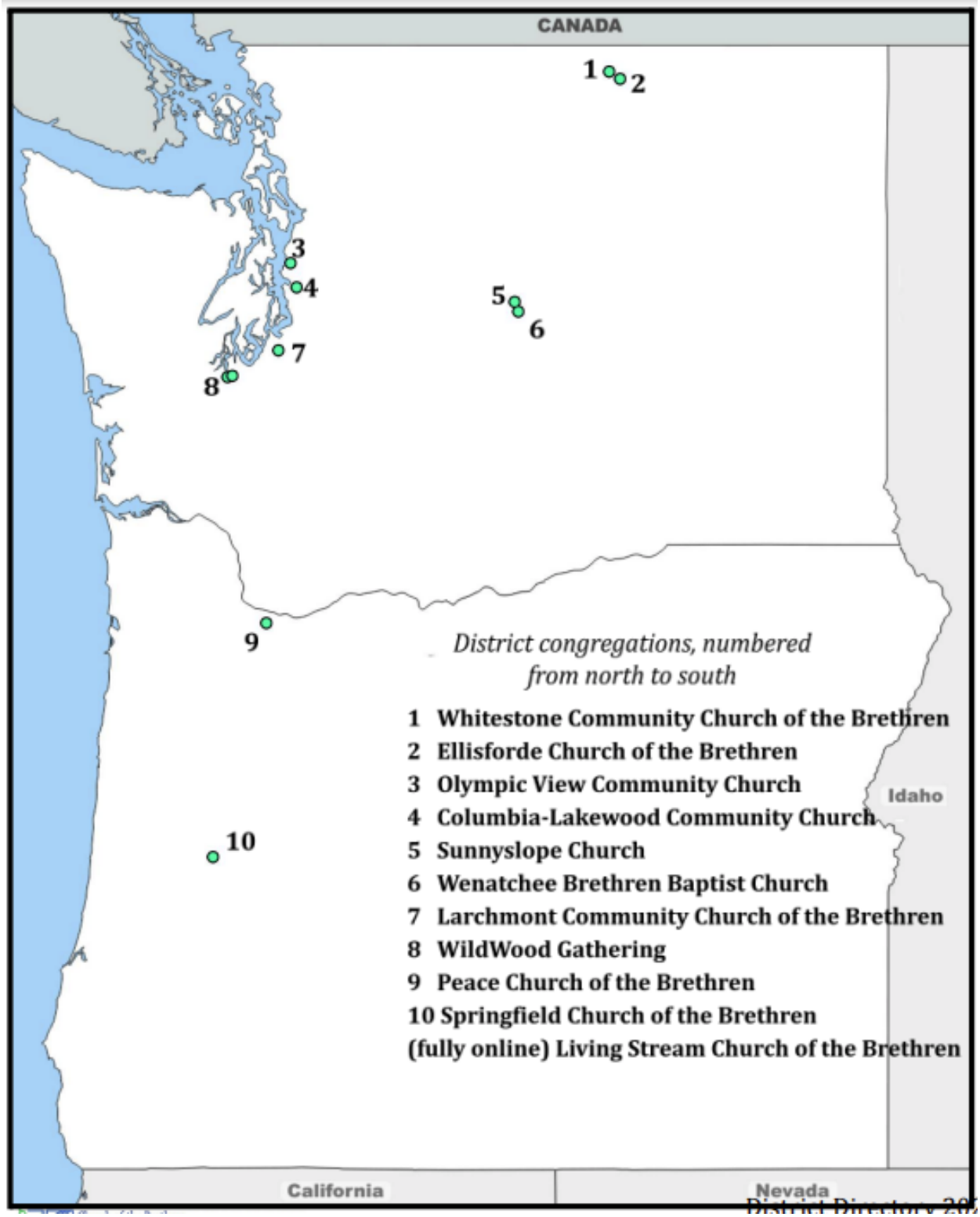
Our annual District Conference is a meeting to which attending members from the District congregations come in order to give implementation to District purposes. District Conference is the final authority of the District on polity, program, and procedure. Additionally, our District Conference offers an opportunity for us to gather together in fellowship, worship, and discussion.

Our District Board serves to manage and administer the work of the District throughout the year. The Board is the legal agent of the District and is empowered to act on behalf of the District Conference between annual gatherings, except for those actions specifically reserved for the District Conference. This work is also supported by additional positions working to further specific purposes and functions of the District.

Pacific Northwest District
Church of the Brethren
Leadership Structure



Map of our District Congregations



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."

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.

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.

SWPOC 7 Prompts Sharing & Listening Schedule

Pacific Northwest District Conference 2023

Standing with People of Color



Credit: Art design by Devin Dixon-Rosario

SESSION 1		
Time (minutes)	Section—SWPOC 7 Prompts Part 1	Facilitator
9:30 - 9:40 am (10 min)	Introduction to the program, purposes, cautions, and prayer	Harriet
9:40 - 9:45 am (5 min)	Reading the BELOVED model	Harriet
9:45 - 9:55 am (10 min)	Table sharing about BELOVED model	Harriet
9:55 - 10:00 am (5 min)	Full-group sharing about BELOVED model	Harriet
10:00 - 10:05 am (5 min)	PROMPT 1 Reading prompt as a full group, then time for personal reflections **"Share your family's origin story. Go back as many generations as you know and start there. Briefly share some of your family history/tree up to your current family."** "Selah" (Say-LAH) - To prepare us, as we meditate on this reading, consider the word and concept from the Hebrew Scriptures & Psalms: the word "selah" means to "let your mind rest calmly on that thought and take in the wisdom" We will pause for a time of silence after reading each prompt to reflect, pray, or take notes.	Barbara
10:05 - 10:25 am (20 min)	PROMPT 1 Triad sharing and listening	Harriet

10:25 - 10:30 am (5 min)	PROMPT 1 Full-group sharing	Harriet & Daniel
10:30 - 10:45 am (15 min)	BREAK	
10:45 - 10:50 am (5 min)	PROMPT 2 Reading prompt as a full group, then time for personal reflections "**Share a compelling memory of when you became aware of cultural, racial, or color differences.**" Selah...	Barbara
10:50- 11:05 am (15 min)	PROMPT 2 Triad sharing and listening	Harriet
11:05 - 11:10 am (5 min)	PROMPT 2 Full-group sharing	Harriet & Daniel
11:10 - 11:15 am (5 min)	PROMPT 3 Reading prompt as a full group, then time for personal reflections "**Share the message Jesus has for you or us about justice and racism. What does Jesus want you to hear or see? What does Jesus call you or us to do next?**" Selah...	Barbara
11:15 - 11:30 am (15 min)	PROMPT 3 Triad sharing and listening	Harriet
11:30 - 11:35 am (5 min)	PROMPT 3 Full-group sharing	Harriet & Daniel
11:35 - 11:40 am (5 min)	PROMPT 4 Reading prompt as a full group, then time for personal reflections "**If you listen to Jesus' call, what spiritual healing or personal growth might you have to do?**" Selah...	Barbara
11:40 - 11:55 am (15 min)	PROMPT 4 Triad sharing and listening	Harriet

11:55 - 12:00 pm (5 min)	PROMPT 4 Full-group sharing Closing prayer	Harriet & Daniel

SESSION 2		
Time (minutes)	Section—SWPOC 7 Prompts Part 2	Facilitator
7:15 - 7:25 pm (10 min)	Welcome and prayer	Daniel
7:25 - 7:30 pm (5 min)	PROMPT 5 Reading prompt as a full group, then time for personal reflections "**If you are a white/dominant culture Brethren, how can you support/stand with people of color (POC)? If you are a POC, what does it mean for you to stand with other people of color?**" Selah...	Barbara
7:30 - 7:45 pm (15 min)	PROMPT 5 Triad sharing and listening	Harriet
7:45 - 7:50 pm (5 min)	PROMPT 5 Full-group sharing	Harriet & Daniel
7:50 - 7:55 pm (5 min)	PROMPT 6 Reading prompt as a full group, then time for personal reflections "**Imagine if things were different and there were more racial justice. What do you envision?**" Selah...	Barbara
7:55 - 8:10 pm (15 min)	PROMPT 6 Triad sharing and listening	Harriet
8:10 - 8:15 pm (5 min)	PROMPT 6 Full-group sharing highlights	Harriet & Daniel
8:15-8:25pm (10 min)	BREAK	

8:25 - 8:30 pm (5 min)	PROMPT 7 Reading prompt as a full group, then time for personal reflections "**What are you willing to sacrifice to achieve that goal?**" Selah...	Barbara
8:25 - 8:35 pm (10 min)	PROMPT 7 Triad sharing and listening	Harriet
8:35 - 8:40 pm (5 min)	PROMPT 7 Full-group sharing Highlights	Harriet & Daniel
8:40 - 8:55 pm (5 min)	Sharing takeaways and commitments	Daniel
8:55 - 9:00 pm (5 min)	Sharing 1-2 sentence gems Closing prayer	Harriet & Daniel

BELOVED Model for Crucial Christian Conversations

B

Before You Share
Before sharing, remind yourself of the purpose of the activity and contemplate your responses. Centering oneself can be done through a brief meditation, silent prayer or a few deep breaths. Visualize a safe space for yourself and others to become a BELOVED community.

E

Empathize
Empathize with others and oneself. Feel with your heart. Put yourself in the other person's shoes. Display empathy for each person as you journey together to understand your unique history, background, and experiences. Strive towards mutual trust and respect with one another while seeking justice and healing.

L

Listen
Listen from your heart to one another. Some may feel vulnerable especially if sharing painful experiences or memories. Paraphrase (2 or 3 words) or summarize to show that you are listening deeply and striving to understand.

O

Offer Your Perspective
Offer your perspective. Calmly share one's own perspective and feelings, experiences and understandings, memories, pain, or puzzlements. Speak only for yourself and about your own unique experience. Share the Truth as you have discerned and remembered it.

V

Visualize
Our vision of a BELOVED community is learning to nurture the Realm of God here on earth. Visualize and share what you might do differently as a result of this conversation.

E

Engage
Actively participate while being aware of relationship dynamics. Remind yourself to "Step Back" if you usually get the floor and/or find yourself sharing often or too long and "Step Up" if you usually are quiet or feel hesitant to share. Be curious. Lean into listening and wondering.

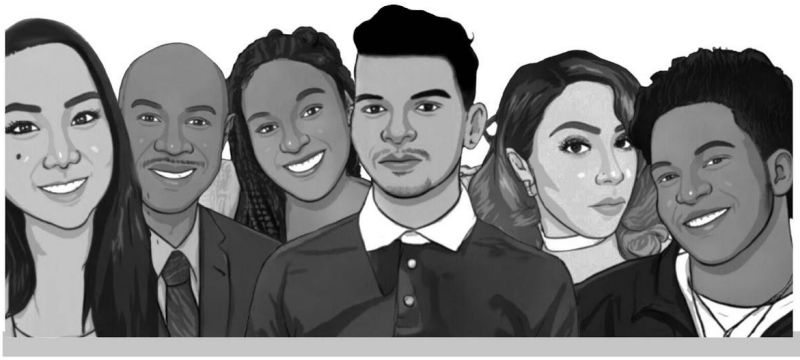
D

Discover and Discern
Reflect on your own learning during this time of sharing together. Share what you learned with others while protecting another's vulnerability. Remember to maintain anonymity (unless the person states that it is okay to share their experiences with others). Discern your own pathway about where else you might engage in sharing or moving forward with these justice issues.

Pain humans experience includes not being seen, not being heard, not being trusted, not being recognized, not feeling safe and secure.
- Sister Theresa of Winnipeg

BELOVED Model developed by Barbara Daté and Christy Schaub for the 2022-2024 Church of the Brethren Standing with People of Color process

StandingWithPeopleofColor@brethren.org
www.OnEarthPeace.org/swpoc
www.brethren.org/swpoc



Standing with People of Color

CRUCIAL CHRISTIAN CONVERSATIONS

We are asking the entire Church of the Brethren to engage in conversations in various settings in the next year, using the discussion prompts below. We hope the church will share together around the family table, in Sunday School or other congregational settings, in districts, and in other Brethren agencies and venues.

Instructions:

Using the "BELOVED" model for Crucial Christian Conversations (on the back), share with each other your personal stories and experiences for each of the discussion prompts below.

Consider using a short statement prior to each person sharing their responses such as "Peace be with you" "We hold you in the Light of God," or a gem of gratitude after each person has shared.

At various times during your sharing circle, check your feelings and emotions and check-in with others. Consider naming an emotion you are feeling while sharing your own responses or while listening to others. Use 1, 2, or 3 words to briefly describe what you understand the person speaking has shared.

Discussion Prompts:

1. Share your family's origin story. Go back as many generations as you know and start there. Briefly share some of your family history/tree up to your current family.
2. Share a compelling memory of when you became aware of cultural, racial, or color differences.
3. Share the message Jesus has for you or us about justice and racism. What does Jesus want you to hear or see? What does Jesus call you or us to do next?
4. If you listen to Jesus' call, what spiritual healing or personal growth might you have to do?
5. If you are a white/dominant culture Brethren, how can you support/stand with people of color (POC)? If you are a POC, what does it mean for you to stand with other people of color?
6. Imagine if things were different and there were more racial justice. What do you envision?
7. What are you willing to sacrifice to achieve that goal?

CHURCH OF THE BRETHREN
Southern Ohio & Kentucky District

On Earth Peace

Church of the Brethren
Continuing the work of Jesus. Peacefully. Simply. Together.

Standing with People of Color—7 Prompts

Personal reflections

1. Share your family's origin story. Go back as many generations as you know and start there. Briefly share some of your family history/tree up to your current family.

2. Share a compelling memory of when you became aware of cultural, racial, or color differences.

Standing with People of Color—7 Prompts

Personal reflections

3. Share the message Jesus has for you or us about justice and racism. What does Jesus want you to hear or see? What does Jesus call you or us to do next?

4. If you listen to Jesus' call, what spiritual healing or personal growth might you have to do?

Standing with People of Color—7 Prompts

Personal reflections

5. If you are a white/dominant culture Brethren, how can you support/stand with people of color (POC)? If you are a POC, what does it mean for you to stand with other people of color?

6. Imagine if things were different and there were more racial justice. What do you envision?

Standing with People of Color—7 Prompts

Personal reflections

7. What are you willing to sacrifice to achieve that goal?

Business Session Agenda

I. Review minutes of the 2022 District Conference

II. Reports
   A. Treasurer
   B. Administrative Team
   C. Board
   D. Ministry Team
   E. Standing Committee
   F. Mission & Ministry Board
   G. Camp Koinonia
   H. Camp Myrtlewood
   I. District Disaster Response
   J. Brethren Academy for Ministerial Leadership & Bethany Theological Seminary
   K. Discipleship & Leadership Formation
   L. Other denominational reports discussion

III. 4:00 pm Order of the Day—Special report on "Breaking Down Barriers" study committee

IV. Proposed new lease agreement with Camp Koinonia

V. Proposed 2024 budget

VI. Leadership slate

VII. Remembrances and recognition

Minutes of the 2022 District Conference

Minutes of Meeting
Pacific Northwest District Conference
September 17, 2022

Participants:

Camp Koinonia: Kevin Eichhorn

Camp Myrtlewood: Morgan Woods

Ellisforde: Ken Vander Stoep; Debbie Roberts

Lacey: Carol Mason; Howard Ullery; Dianna Ullery

Living Stream: Bruce Rosenberger; Beth Galm; Gary Galm; Audrey Zunkel-de Coursey; Trinket Eckler; Debbie Eisenbise

Olympic View: Glenn Brumbaugh; Michael O'Cain; Spencer Johnson; Harriet Koscho; Dan Stern; Forrest Wilkinson

Springfield: Barbara Daté; Lani Wright; Samuel Brackett; Majeska Seese-Green

Peace: Patrick Fiegenbaum; Eileen Fiegenbaum; Doug Eller; Jan Eller; John Jones; Sarah Kinsel; Marty Farahat; Ed Groff; Jean Keith Altemus; Terry Altemus

Sunnyslope: Carol Bowman; Ben Green

Wenatchee Brethren Baptist: Colleen Michael; Michael Rumley Wells

Whitestone: Daniel Klayton

Wildwood: Liz Ullery Swenson

Jeff Barker

Tim McElwee, 2023 Annual Conference Moderator
Stan Dueck, Brethren Faith in Action Fund
Shannon McNeil Smith, Mission Advancement
Sam Locke, Bethany Seminary
Lynnae Rodeffer, Eder Financial
Michael Brewer-Berres, Brethren Volunteer Service

Documents:

1. Conference Schedule
2. Business Session Agenda
3. Consensus Decision-Making
4. General Secretary Letter from David Steele
5. Moderator Letter from Tim McElwee
6. Church of the Brethren 2022 Annual Report
7. Eder Financial 2022 Report
8. Brethren Disaster Ministries 2022 Report
9. Bethany Theological Seminary 2022 Report
10. Brethren Volunteer Service 2022 Report
11. National Youth Conference 2022 Report

2-0 PNWD District Conference 2021 Minutes
3-1 PNWD 2022 Balance Sheet
3-2 PNWD 2022 Profit and Loss
4-0 District Executive Team Reports
5-0 District Board 2022 Report
6-0 Ministry Team 2022 Report
7-0 Standing Committee 2022 Report
8-0 District Disaster Response 2022 Report
9-1 Envisioning Team 2022 Summary Report
9-2 Envisioning Team 2022 Narrative Report
10-1 Constitution and By-Laws 2022 Revision (showing changes)
10-2 Constitution and By-Laws 2022 Revision (clean)
11-0 2023 Budget Overview

We began with introductions and brief reports from visitors associated with our denominational partners: Sam Locke from Bethany Theological Seminary; Shannon McNeil Smith from the Mission Advancement Team; Stan Dueck from the Brethren Faith in Action Fund; Michael Brewer-Berres from Brethren Volunteer Service; Lynnae Rodeffer from Eder Financial, fka Brethren Benefit Trust; and Frosty Wilkinson from Brethren Disaster Ministry.

Michael O'Cain as meeting moderator introduced the consensus model, and gave the invocation.

I. Review Minutes of 2021 District Conference Doc 2-0. The minutes were adopted as read/written.

II. Reports

A. **Treasurer** Doc 3-1, 3-2 Terry said the District is in fine shape, with more than $20,000 in the District checking account. Our funds with Eder Financial have lost

about 7% for the year, but we have added funds from the sale of the Lacey church building. Terry projects a loss of about $30,000 for 2022. A correction to page 2 of the Balance Sheet should replace "#REF!" with "$509,470". The Salkum Church, through Carol Mason, has negotiated a higher monthly rent payment from East Lewis County Head Start.

B. **Administrative Team** Doc 4-0 Glenn referred to the Team's written reports, and their continuing work to fashion a more functional model of conducting the District's affairs, and coordinating with other Districts. Colleen congratulated the Council of District Executives and the Pastoral Compensation Committee for their work in modernizing pastoral compensation. Lani discussed the Team's work in instructing pastoral candidates from other faith traditions to the Church of the Brethren's polity and practice. Carol supplemented her report that she recently received a retirement letter from the pastor at Columbia Lakewood, and her ministry with the Salkum community. Liz recounted her experience with the denomination, which does not allocate funds so support church planting, but rather revival of struggling congregations. Daniel mentioned the semi-monthly District prayer gatherings begun this year, and his appreciation for the work of the District Envisioning Team. Several people expressed positive opinions about the work of the Team.

C. **Board** Doc 5-0 Howard referred the body to his written report as Board Chair, and expressed his appreciation for the dedicated work of the members of the Board.

D. **Ministry Commission** Doc 6-0 Sarah mentioned the main work of the Commission this past year in securing Sam's ordination.

E. **Standing Committee** Doc 7-0 Debbie appreciates the opportunity to serve on Standing Committee, and refers the District to her written report.

F. **Camps**: Koinonia and Myrtlewood. On behalf of Koinonia, Kevin said that they served some 10,000 campers this past year and they're looking forward to next year. Bill Hershberger is stepping down from the Camp Board, and they will be naming a new member. Morgan reported for Myrtlewood that the year was really wonderful. He's been at Camp for five years, the last four as executive director. This year the stars aligned, and they have an incredible staff, making this a fun year after several learning years. Their numbers went way up this past year in part due to the pandemic easing, and through the State program supporting the outdoor education experience. They tore down Dogwood, and are about halfway through the fundraising for its replacement. Improvements continue and morale is high. He and his family are glad

to make Myrtlewood their home. Reviews for Myrtlewood's Family Camp this past summer were positive.

G. **Disaster Response** Doc 8-0 In addition to his written report, Frosty said he has a work crew of 10 people for a project in Okanogan County during the last week of October. There is a national Disaster Ministry project set for Kentucky. There is a child care training session in Portland set for October 14-15, 2022, and Frosty has information on that for anyone interested.

III. Summary Report from Envisioning Committee Doc 9-1, 9-2 Colleen said the committee visited with people from every church in the District. She expressed gratitude for Howard's help with the committee's work, which developed the main theme of connectedness among the Brethren in the District. There were no complaints about District leadership, but a yearning for folks in the District to gather for fun and recreation rather than business, along the lines of the Spring gathering. John also mentioned the non-business gatherings (e.g., virtual Men's Retreat, semi-monthly prayer meeting), and the enthusiasm generated by those meetings. Michael thanked the committee members for their good work in bringing this information together and the seeds the report will plant in the minds of various members.

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

Debbie mentioned the query in her Standing Committee report. There has been resignation rather than enthusiasm at the denominational level for increased access via technology. Debbie is optimistic that the people on the committee named to study the query (Jean Davies, Brandon Grady, and Dan Poole) will do a good job, and will come up with imaginative ideas and suggestions for greater accessibility. Enten Eller is a consultant to the committee. Several people talked about their experiences while meeting virtually, and the richness of private conversations that occurred among virtual attendees. Virtual attendance also enables people with physical limitations or people with young children or other considerations to attend and participate.

V. Proposal to Adopt Revised District Constitution and By-Laws Doc 10-1, 10-2 Howard introduced and recounted the history of the revision to the District's Constitution and By-Laws. He worked with Glenn Brumbaugh and Daniel Klayton to present the documents (redline and clean versions) in the meeting packet. Howard surveyed the significant proposed changes, and Glenn and Daniel supplied explanatory comments. There was discussion about the term "member" (Article V, section 2) and what that means, or if there are sufficient safeguards in the proposed changes. **The 2022 Revision to the Constitution and By-Laws for Pacific Northwest District Church of the Brethren was approved by consensus.**

VI. Leadership Slate for 2022-2023. Peggy Liley was introduced as the Board Chair (two years). Debbie Roberts was proposed for Treasurer (three years). The Board will continue its search for a professional bookkeeper. Terry Altemus has offered to assist Debbie during her transition into the post. Glenn Brumbaugh was nominated for head of the Ministry Commission (three years). **The slate was approved by consensus.**

VII. Proposed 2022-2023 Budget Doc 11-0 Terry observed that this budget is similar to last year's budget, and currently projects a $17,521.44 deficit. The line item for Disaster Preparedness should be increased by $2,000 to cover expenses for a national meeting of disaster coordinators. The line item for expenses for the Council of District Executives (CODE) should also be increased because CODE is going to meet in person in Florida this coming year. This will increase the budget deficit to $19,521.44, plus the added expense of the CODE meeting. **The 2022-23 budget as amended was approved by consensus.**

VIII. Report of Congregational Changes

A. **Lacey Community Church** The Board received a letter from the Lacey Community Church that it was dissolving and the assets of the church were being transferred to the District.

The Lacey church will be removed from the list of congregations of the District. This is the official notification to the District of that congregational change.

IX. Remembrances and Recognition. The following District leaders were recognized in memoriam: Phil Norris, a former pastor and auctioneer.

Eddie Gardner is retiring as pastor of the Columbia-Lakewood Church effective November 1.

Samuel Brackett was recognized on his ordination

Howard Ullery was recognized for his tenure as Board Chair, and the Board presented him with a hand-crafted wooden fruit bowl.

Michael offered the benediction and the meeting was adjourned at 4:31.

Pacific Northwest District of the Church of the Brethren

Profit and Loss

January - September, 2023

	TOTAL
Income	
41000 Income	
41010 Donations	1,250.00
41020 Congregational Giving	7,666.69
Total 41000 Income	**8,916.69**
Total Income	**$8,916.69**
GROSS PROFIT	**$8,916.69**
Expenses	
61000 Office/General Administrative Expenses	
61050 Miscelaneous Expense	12.00
61080 Insurance	600.00
61090 Legal & Professional Services	2,418.98
61100 Office Supplies & Software	1,301.12
61120 Payroll Expenses	13,483.08
61121 Federal Withholding	-637.50
61122 Social Security Company	503.14
61123 Social Security Employee	-251.60
61124 Medicare Company	117.68
61125 Medicare Employee	-58.81
Total 61120 Payroll Expenses	**13,155.99**
Total 61000 Office/General Administrative Expenses	**17,488.09**
62000 District Expenses	
62020 District Mileage	388.46
62030 District Conferences	1,135.24
62050 Annual Conference Fees	869.22
62070 Meals & Entertainment	245.56
62090 CoDE Expenses	2,695.24
Total 62000 District Expenses	**5,333.72**
64000 Disaster Preparedness	789.40
Bank Charges & Fees	25.00
Taxes & Licenses	50.00
Total Expenses	**$23,686.21**
NET OPERATING INCOME	**$ -14,769.52**
Other Income	
70000 Other Miscellaneous Income	
71000 Miscellaneous Income	677.85
71300 Living Stream Pass Through income	400.00
71500 Other Miscellaneous Income - Eder Financial	11,133.97
71600 Salkum Income	5,000.00
Total 71000 Miscellaneous Income	**17,211.82**

Pacific Northwest District of the Church of the Brethren

Profit and Loss

January - September, 2023

	TOTAL
73000 Sale of Properties	1,000.00
73040 Sale of Salkum	32,000.76
Total 73000 Sale of Properties	**33,000.76**
Total 70000 Other Miscellaneous Income	**50,212.58**
Total Other Income	**$50,212.58**
Other Expenses	
63000 Other Miscellaneous Expense	335.13
63040 Training Expenses	245.00
63300 Wildwood Expense	18,750.00
63400 Salkum Expenses	5,829.17
Total 63000 Other Miscellaneous Expense	**25,159.30**
Reconciliation Discrepancies	
Total Other Expenses	**$25,159.30**
NET OTHER INCOME	**$25,053.28**
NET INCOME	**$10,283.76**

Pacific Northwest District of the Church of the Brethren

Balance Sheet

As of September 30, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
11100 Checking and Savings	32,257.91
11120 Cashmere Valley	
11131 Checking	0.00
Total 11120 Cashmere Valley	**0.00**
Total 11100 Checking and Savings	**32,257.91**
11200 Brethren Foundation	
11300 BF Endowment 1	
11310 Church Development	241,725.19
11320 Endowment	74,230.49
11330 OR Cemetary Maintenance	2,283.05
Total 11300 BF Endowment 1	**318,238.73**
11400 BF Endowment 2	
11410 Camp Koinonia	1,700.59
11420 Disaster Relief Fund	16,446.10
11430 Endowment	144,168.03
Total 11400 BF Endowment 2	**162,314.72**
Total 11200 Brethren Foundation	**480,553.45**
Total Bank Accounts	**$512,811.36**
Accounts Receivable	
12000 Accounts Receivable (A/R)	
12100 Larchmont Receivable	300.00
Total 12000 Accounts Receivable (A/R)	**300.00**
Total Accounts Receivable	**$300.00**
Total Current Assets	**$513,111.36**
Fixed Assets	
16000 Church Properties	
16110 Mossy Rock	0.00
16120 Salkum	0.00
Total 16000 Church Properties	**0.00**
Total Fixed Assets	**$0.00**
TOTAL ASSETS	**$513,111.36**
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	

Pacific Northwest District of the Church of the Brethren

Balance Sheet

As of September 30, 2023

	TOTAL
Equity	
31000 Opening Balance Equity	301,705.69
36000 Retained Earnings	201,121.91
Net Income	10,283.76
Total Equity	**$513,111.36**
TOTAL LIABILITIES AND EQUITY	**$513,111.36**

Standing Committee Delegate report

This was my third year as district Standing Committee representative. I felt that the mood in the Standing Committee meetings, while still at times fraught with anxiety and a sense that we can't move forward without hesitation or a step back for every (tentative) step made into the future, was still more positive than in previous years.

Moderator Tim's opening statement to Standing Committee at Annual Conference was repeated by him as his sermon (a replacement for what he had written) on Tuesday evening (see: https://vimeo.com/843364969). Again, as he did throughout the year, he made a case for us as a denomination to move away from our ongoing conflict over our own "Statement on Human Sexuality." His counsel, in essence, is for us to agree to disagree, as we do on other issues. This certainly would be better than our ongoing consternation, but it does not address the damage done by those using faith to justify homophobia, transphobia, and the like. His suggestion might be one more step in the right direction, or just an avoidance of conflict. We are, at least, as a denomination speaking more openly and positively about diversity, and more voices are calling for full inclusion of our LGBTQIA siblings.

2024 Moderator Madalyn Metzger's opening remarks about the theme of the 2024 conference: "Welcome and Worthy" based on Romans 16:2 continue to move us to more inclusion (see: https://vimeo.com/843479638). Annual Conference elections yielded a good deal of geographic, age, and gender diversity. We now for the first time have two back-to-back female moderators. And our own Audrey Zunkel-DeCoursey was elected to serve on the On Earth Peace board.

Business items that I would recommend we as a district should engage in some way include:

- A resolution regarding a repudiation of the "Doctrine of Discovery" that calls us to explore some form of reparations. We as a district might want to enter into conversations with Indigenous Peoples in our geographic area about this.

- Materials emerging from the work around the resolution regarding "Standing with People of Color" are to be engaged by congregations, districts, and groups of all kinds. Barbara Daté has been working with this group and has ideas about how to facilitate these conversations. Materials can be found at: https://www.brethren.org/swpoc/

- On Earth Peace has a new gun violence prevention initiative and is asking districts and congregations to find ways to engage in this work: https://www.onearthpeace.org/gvp-cob

In addition, at Annual Conference, we heard an interim report from the study committee for the query from our district, "Breaking Down Barriers–Increasing Access to Denominational Events." They assured us that they are open to hearing from any folk who have input or ideas that are pertinent to their work. The committee elected last year: 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 four recommendations from Standing Committee's work with On Earth Peace (trying to reconcile misunderstandings between that agency and the denomination) yielded several proposals in 2022 that brought forth actions this year:

- Work has begun through Standing Committee subcommittees to form guidelines for covenants with denominational agencies (currently OEP, Eder Financial, and Bethany Theological Seminary) and for dealing with conflicts and concerns arising from relationships with agencies.

- A decision was made to include definitions listed in a section of this year's Annual Conference booklet entitled "Polity, Position, Policy and Practice" in the next revision of the Standing Committee Manual with hopes that a glossary can be included in future editions of the denominational polity manual.

- A recommendation will be brought to the 2024 Annual Conference asking for the next Review and Evaluation Committee (to be elected in 2025) to have a longer tenure (4 years as opposed to 2) to look at structural and organizational issues and suggest changes. A subcommittee on which I serve brought this recommendation and will write a white paper to provide the Review and Evaluation Committee with a starting point for their work. I will continue to serve on that subcommittee for another year.

- Through a short but intentional time of silent reflection and prayer, the delegate body was given an opportunity to make the following confession (passed by the 2022 Standing 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."

With this Annual Conference I concluded my term of service on the Nominating Committee. Two items of business came from Nominating Committee through Standing Committee to this year's delegate body which I helped present. Both were passed: the establishment of new rules for nominations from the floor of Annual Conference, and a study committee to consider issues of calling leadership to national positions.

Thank you, again for the opportunity to serve PNWD and be about the work of the wider church on our behalf. More about the work of the 2023 Standing Committee can be found at:
https://www.brethren.org/news/2023/2023-standing-committee-makes-recommendations/

Respectfully submitted,
Debbie Eisenbise

Mission and Ministry Board member report

Barbara Daté

Barbara Daté has been called as a Mission & Ministry Board member 2022 – 2026 (October, March and July annually on site, next meeting October 19-22,2023).

HIGHLIGHTS: a) Board Development Committee member (Purpose: "To enhance the performance of the Mission and Ministry Board by encouraging the calling of qualified candidates for board service; providing team-building and training opportunities; and encouraging best practices for board governance.")

b) MMB Liaison Committee member for the Kingian Nonviolence Training with On Earth Peace (OEP) team of Matt Guynn and Dr. Sherri Bevel who are providing 16 hours of training for ALL MMB members by March 2024, c) Young Adults on Fire special resource to their monthly meetings, d) (initiated focus) MMB adopted the Lament of the Doctrine of Discovery, sent to Standing Committee AC 2023, passed AC 2023 Cincy. (Find the complete Resolution at https://www.brethren.org/lament-doctrine-of-discovery/)

NB 6. Resolution - With Actions and in Truth: A Lament of the Doctrine of Discovery Action of the 2023 Annual Conference:

Annual Conference adopted Standing Committee's recommendation that the Resolution - With Actions and in Truth: A Lament of the Doctrine of Discovery be adopted with two amendments incorporated in the final resolution. The following text from Page 181, Lines 17-30 incorporates the amendments to the text in the 2023 Annual Conference booklet:

Recommendations

1.That the Church of the Brethren commit to ongoing advocacy, dialogue, education, and relationship building regarding rights of Indigenous peoples.

2. That invitations be extended to facilitators of the Blanket Exercise from Kairos Canada to host sessions for Church of the Brethren leadership and staff and to present at relevant church events, such as Annual Conference.

3. That attendance of Church of the Brethren leaders and staff at the National Native American Boarding School Healing Coalition's conference be funded. Attendees may include Dine' members from the community in Lybrook, N.M., Intercultural Ministries staff, and other denominational leaders.

4. That the Church of the Brethren consult with Indigenous organizations and tribes to develop opportunities for congregations, districts, and the denomination to consider some form of reparation following the leadership of Native nations or organizations.

I have participated in most all of the **Pacific Northwest District Board Meetings (ex-officio) and PNWD & PSWD district conferences (2022 on)**

October 9, 2023

Barbara Daté (paxdate@gmail.com)

Living on the ancestral lands of the Kalapuya Ilihi, a member of the Springfield CoB (PNWD) and the Madtown Brethren Fellowship project (IL/WI District)

District Disaster Report

The Pacific Northwest District continues to be active in responding to disasters in Okanogan County due to wildfires in 2020. I assembled a team of 8 volunteers to work the week of October 23 to 29, 2022. Joe and Merry Roy of Wenatchee Brethren-Baptist, Karen Dunning-Wells and Bob Wells of Sunnyslope Church, Kristi Morris and Jerry Bowers of Olympic View Community COB, and Frosty Wilkinson had a productive time working out on the project. Kent Verbeck worked full-time doing the cooking for us all week. We worked on the home of a member of the Colville Confederated Reservation, painting the inside and siding on the outside, under direction from the Okanogan County Long Term Recovery Group.

The week of April 2 through 8, another five of us volunteers from the district continued in the work in Okanogan County. Our team was Peggy Liley of Whitestone COB, Lani Wright from Oregon, Kevin Bowman and Mary Carter Pringer from Wenatchee, and Frosty Wilkinson from Olympic View.

The group joined together with the Washington Unit of Mennonite Disaster Services, under direction from the Okanogan County Long Term Recovery Group. Several homes were worked on, including the same one our group of eight worked on in October of 2022. The group ate and stayed together with the Mennonites and enjoyed getting to know each other. One evening after supper, several gathered around the piano and shared some hymns familiar to both Anabaptist Churches.

Peggy Liley, Mary Carter Pringer, and Kevin Bowman also volunteered with the Mennonites to help out other weeks in the spring and summer. Kent Verbeck provided the cooking for the Mennonite teams the week of June 25 to July 1, and cooked and froze enough meals for the next week's work.

In May, Brent Carlson and Frosty Wilkinson attended the meeting of the Brethren Disaster Ministries District Disaster Coordinators of the whole denomination, in Pennsylvania. The BDM has active projects going on in Dawson Springs, Kentucky, for tornado response; and in Eastern Kentucky. If anyone is interested in learning more about these projects and/or volunteering to work, please contact Frosty or Brent. The Brethren Disaster Ministries website has a lot of information available, and please look at the BDM display at District Conference.

We continue to be in touch with the Washington Unit Mennonite Disaster Services in order to participate in future local work due to continuing disasters.

Submitted by Frosty Wilkinson, District Disaster Co-Coordinator

Dear followers of Christ,

What does God need from the Church of the Brethren now (and are we prepared to give it)? What does it mean for us to be a "peace church" in today's world?

Founded in 1974, On Earth Peace is an agency of the Church of the Brethren Annual Conference which seeks to embolden the Church of the Brethren as a historic and living peace church. Our name comes from the angel's song at Jesus' birth, "On Earth Peace and Good Will to All," and we work to lift that song in today's world.

Historically, our Brethren identity as a peace church was defined in part by our relationship to war: *Following Christ, we were against war*. Even as time passed and many Brethren didn't agree with pacifism, the Church's identity as a force for peace and against war remained vital. What is the core of our peace commitment today? What are we against, and what are we for--in God's name?

In a church and world that is very polarized, what does it mean to you to be a follower of the Prince of Peace? In some ways, the war we were against has come home, and the sorely-needed peace (and justice) is more complicated than our ancestors in the faith may have known. Some parts are still the same--the all-surpassing love of Christ as a foundation of that peace--and yet the world in which we proclaim God's love has changed, and so must our engagement with it.

On Earth Peace believes the Church of the Brethren has been called for such a time as this. We as Brethren are a relational, warm, discipleship-centered community. We help put hands and feet to God's call to love all people. On Earth Peace seeks to help the Church of the Brethren become what it can be, "for the glory of God and our neighbor's good."

Here are three OEP initiatives we believe can help the Church of the Brethren become what's needed in today's world.

- **1000 Brethren Kingian Nonviolence Training.** We are seeking to train a new generation of Christian leaders in nonviolence, to focus our "peace" and aid in our community ministries.
- **Standing with People of Color Study/Action Process.** Together with the Southern Ohio/Kentucky District, OEP is leading a two-year denomination-wide study/action process focused around key conversations we're asking the church to have.
- **Church of the Brethren Gun Violence Prevention Organizing Team.** A hearty band of Brethren from across the country has come together to galvanize all Brethren to stand and act together on the scourge of gun violence in the US.

Please consider whether your family can support this ministry financially. We hope your congregation will include our ministry as part of your outreach giving in your 2024 budget.

Write to us at OEP@OnEarthPeace.org and share how God is moving you towards peace or justice in these times. Visit www.OnEarthPeace.org to learn about our work and find upcoming events.

Yours sincerely,



Matt Guynn
For OEP's executive team, with Darlene Johnson and Marie Benner-Rhoades

Brethren Disaster Ministries report

March 2023

Dear Sisters and Brothers,

The earthquake in Turkey and Syria, war and violence from Ukraine to Africa, and a US school shooting are some of the things that have challenged BDM to respond creatively and prayerfully to deep hardships and loss in 2022 and the beginning of 2023. Whether responding to a natural disaster, violence, or other crisis, BDM staff and volunteers journeyed with survivors and families toward recovery and hope, often transforming lives, in places like Waverly, Tenn.; Uvalde, Texas; Dawson Springs, Ky.; and North Fort Meyers, Fla.

Encouragement for this ministry is found throughout the sacred scripture, such as Galatians 6:9a, 10a: "Let us not lose heart in doing good, . . . while we have opportunity, let us do good to all people". It is also found in our partners such as Pamlico County (N.C.) Disaster Recovery Coalition, which shared: "[Not] only have you (BDM) helped to repair hurricane damaged homes, but you have also helped to restore and mend broken hearts. The light you have shown, and the relationships you have built with survivors and their families, will long have an impact on them and their generations."

Children's Disaster Services (CDS) volunteers responded this past year with deep compassion to the school shooting in Uvalde (Texas), floods, wildfires, and hurricanes. In Uvalde, specially trained volunteers (Critical Response Childcare teams) supported children and families of the 19 children killed by a lone shooter. These volunteers had 385 contacts with children as they helped them process the trauma and build resiliency in the face of this tragedy.

After Hurricane Ian made landfall in late September 2022, causing catastrophic damage along southwest Florida, CDS volunteers were initially housed by rebuilding volunteers with homes in the area. CDS teams served for six weeks in Florida shelters, with over 400 child contacts. During 2022, a total of 86 CDS volunteers served 1,065 children on eight responses. CDS also held three volunteer training workshops resulting in 40 newly trained volunteers, bringing the total CDS volunteer base to 576 by year's end.

In March 2022, the BDM rebuilding program network of volunteers finished four years of repairing and rebuilding homes in the Carolinas following Hurricanes Matthew (2016) and Florence (2018). The program transitioned to Waverly, Tenn., for the remainder of the year, in response to devastating August 2021 flooding, when over 17 inches of rain fell in 24 hours. In October, a three week short-term response supported new home construction in Dawson Springs, Ky., where tornadoes destroyed around 650 homes in December 2021. Volunteer leadership on the projects was provided by 47 disaster project leaders from across the country who served to welcome and support 572 volunteers. The rebuilding program site moved to Dawson Springs, Ky., in January 2023 to continue the tornado recovery with local partners.

A local hybrid response to the October 2021 tidal flooding in Maryland's Somerset and Dorchester counties was led by members of the Mid-Atlantic District, with support from BDM staff, vehicles, and equipment. In 2022, two homes were repaired by 35 volunteers through a grant award from

Lowes Home Improvement and the National Voluntary Organizations Active in Disaster (NVOAD). This funding included $30,000 in Lowes Gift Cards to purchase construction materials for the homes and $4,200 to support volunteer housing and meals. This work will be completed in 2023.

In early February 2023, the world watched the rescue of survivors of the Turkey-Syria earthquake that has taken move than 50,000 lives. BDM responded quickly with Emergency Disaster Fund (EDF) grants to partners working in both countries. The quake adds to the list of global catastrophes, including the Russian invasion of Ukraine in early 2022, resulting in a war that has displaced more than 12 million Ukrainians and, reportedly, caused nearly 7,000 Ukrainian deaths by the end of 2022. BDM responded to this crisis with EDF grants (totaling $215,000 in 2022) in collaboration with five key partners. Additional grants are expected early in 2023.

The BDM global response includes dual programs in Haiti that continue the 2021 earthquake response, with $166,969 in funds, while also addressing the acute overlapping crisis caused by the total collapse of the Haitian government. With severe hunger on the rise, a special program is helping to provide food to vulnerable families in the communities around the Haitian Brethren churches through a $39,000 grant. Smaller EDF grants supported global Churches of the Brethren in Uganda ($27,500) and Venezuela ($10,000) with flood recovery programs, as well as the South Sudan Mission ($11,000).

The Nigeria Crisis Response, a continued response to terrorism since 2014, provided support to 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, and home repairs for the most vulnerable. Additional EDF grants included support for vulnerable Syrian refugees and Lebanese in Lebanon, continued hurricane and flood recovery in Honduras, and support for programming of the Rwandan Church of the Brethren.

The total BDM programmatic expenses in 2022 were $1,676,048. This includes the expenses from EDF allocations that support specific programs such as $274,393 for U.S. responses (Rebuilding, CDS, etc.); $190,076 for the Nigeria Crisis Response; $281,469 for other Global CoB partners; and $364,909 for all other global responses.

This ministry is only possible because the whole church is working together. Individual members and supporters, volunteers, churches, districts, and the auctions are part of the body of Christ coming together to pray, serve, give hope, and help families heal. Through all this we pray that more people come to God and know God's amazing love.

Thank you for your support and encouragement. You are an integral part of the body bearing witness to God's love for all who are lost and need Christ.



Roy Winter, Executive Director for Service Ministries

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

Church of the Brethren

May 2023

Though the Brethren as a group have existed for nearly three hundred years, we subscribe to no formal creed. We simply try to do what Jesus did. Jesus brought a message of life, love, and hope. But he offered much more than inspiring words: He understood that people's spiritual needs also include day-to-day human ones – food, health, rest, comfort, friendship, and unconditional acceptance. "I am the way," he told his followers. He showed them how to trust, how to care, and how to help. Steadily, lovingly, even radically, Jesus went about saving the world – by serving its people. Because we believe his message, we seek to do the same.

– Church of the Brethren Identity Pamphlet

Dear Sisters and Brothers in Christ,

Greetings to you in the name of Christ our Savior!

It is an honor and privilege to write to you on behalf of the staff, volunteers, and Mission and Ministry Board of the Church of the Brethren. We are praying for you, your congregations, and your district as you gather to worship, sing praises, pray, fellowship, and accomplish the tasks set before you by your District Moderator.

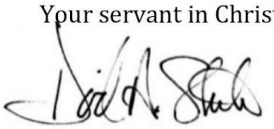
I am grateful for the many ways your district and local congregations faithfully strive to live out the Gospel – to simply try to do what Jesus did. The vital ministries of our Church of the Brethren congregations small to large are at the heart of our Church. We should never diminish the essential role that each unique part of the body plays in our common ministry together.

As we know all too well, there are a number of loud voices on either side of the issues we face inside and outside the church that are demanding our attention and have dominated much of our time these past number of years. My efforts at intentional listening are to hear the voice of the Church – listening for God's voice arising not from the loudest few, but from the gathered community. As I listen, there is no doubt that some of you clearly resonate with the dominant voices, yet the prevailing voice is one of hope – hope in one Body in Christ continuing our ministry and work together.

We have not been doing "together" very well as a Church. I am aware that many are weary of the struggle, yet as disciples of Jesus we are called to another way of living – a way that is not always easy and requires struggle. I would invite you to join me in our continued struggle to follow Jesus. It is my hope that we might change our adversarial posture to one of serving one another – one in which we stoop to wash the feet of our brother or sister in Christ. I believe such a change in posture positions us to listen more intently to one another – thus better able to love and care for the other. I believe that such a posture of service would be transformational for our Church and our neighborhoods.

My friends, I do hope you can see that our work together is worthwhile. We are doing good ministries together locally in our congregations and districts and denominationally. Our efforts at offering the cup of cold water model to the world that we are about another way of living – the way of Jesus. May we not forget that through our simple acts of service, we too are working to save the world – in Jesus' name.

Your servant in Christ,



David Steele
General Secretary

Church of the Brethren

Dear Friends and Family of Faith in the Pacific Northwest District,

Greetings in the name of Christ! My thoughts and prayers are with you, as you plan and prepare for your District Conference. I hope it will be a time of earnest conscientiousness and responsibility related to carrying out the denomination's mission, and a time of praise and celebration for the ways your congregations are putting Christ's love into action. May we feel God's presence among us.

I'm looking forward to our 237th recorded Church of the Brethren Annual Conference, scheduled for July 3–7, 2024, in Grand Rapids, Michigan. Annual Conference is a special time in the life of our denomination. Yes, it is an occasion to facilitate the business of the church through the various business sessions, study committees, agency reports, and queries. But it is also a time for Brethren from all walks of life to celebrate our unique place and ministry in – and as – the Body of Christ. From inspirational worship services to quality leadership development, open dialogue to rejuvenating fellowship, Annual Conference invites us to welcome, encourage, and engage with one another as a community of faith.

In her book, *Inspired: Slaying Giants, Walking on Water, and Loving the Bible Again,* author Rachel Held Evans wrote that Christianity can't be an individual endeavor. Following Christ is a group activity – and one that, simultaneously, has been messy and incarnate since the beginning. Because, as Held Evans writes, "the church is not a group of people who believe all the same things; the church is a group of people caught up in the same story, with Jesus at the center."

As Brethren, we know this to be true. Since our founding more than 300 years ago, we've been a faith family that has chosen another way of living: the way of Christ. We are a people called to live and experience our faith together – in community – in service to and with God, each other, and our neighbors. Each of us brings our own unique perspectives and experiences to this community. And it is through our willingness to share our faith journeys with one another that we can experience and see God's vision for us more fully and, therefore, be transformed together by God's Spirit.

So, I invite you to join me and our denominational community in Grand Rapids next summer. Let's gather together knowing each of us is welcome and worthy – integral parts of the Body of Christ, answering God's call to build authentic relationships and community with ourselves, each other, and those around us.

In grace and peace,
Madalyn Metzger
2024 Annual Conference Moderator

Eder Financial
BOLD. BALANCED. TRUSTED.

Eder Financial District Conference Report 2023

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

Did you know Eder Financial can make a positive impact on your life, directly or indirectly, whether you qualify to use our services or not?

That's because we serve congregations and their staff so they can better perform their ministries for their members.

Eder provides a fantastic retirement plan and employee-based insurances for pastors, congregational, district, and camp employees. We can also manage special funds, like ministry funds, memorial funds, cemetery funds, and building funds for congregations and other church-related organizations.

We also provide several free workshops that help congregations learn how to grow their endowments, encourage people to include the congregation in their end-of-life financial decision-making, how to run the church as a business with good governance, and more. Ask the Eder representative attending your conference how we can bring a workshop to your congregation.

Can we serve you and your congregation if we aren't already? Give us a chance. You'll be glad you did. Ask us if your congregation, district, and camp are using our services. We welcome the conversation.

Eder Financial is now in its second year with its new name, having changed from Church of the Brethren Benefit Trust in May 2022. The transition has been well received in the denomination because of our core business model –

- We seek to serve congregations and organizations as partners, making choices and decisions surrounding participation in a retirement plan as easy as possible. It is important that we make it easy for all who can enroll to enroll, as many Americans are on track to have insufficient savings in retirement. We work to help ensure that our members are not faced with that problem, by helping them enroll early in their careers, saving to the plan consistently, and using an asset allocation model to help grow their funds. Not sure how to do that? We can help.
- We provide a concierge service model with our insurance products, answering questions and addressing all concerns proactively and satisfactorily. Our ancillary insurances of life, vision, dental, short- and long-term disability have held premium rate increases virtually flat over the past five years, which means eligible employees can protect themselves with various insurances while not suffering high premium rate increases year after year.
- Part-time employees can participate in both the Eder Retirement and Insurance plans. Ask us if you or someone you know qualifies.
- We manage funds of organizations in a manner that allows easy access, several tools for managing investments, and reports and resources that assist in the management of the funds. We would be glad to set up a demonstration for you and your organization of our fantastic customer web portal.
- And we provide education to give people information and to help them know what questions they should be asking so that they can be successful, whether helping to grow their congregations' financial base or to manage their own retirement plan or insurance offerings.

Eder Financial
BOLD. BALANCED. TRUSTED.

We also help tenured pastors and congregational, district, and camp staff who have extraordinary financial needs, if they meet certain guidelines. In 2022 the Church Workers' Assistance Plan that Eder manages granted $250,000 to about 40 people who found themselves in financial distress with nowhere else to turn.

Most of the funds under our management conform to Eder Values Investing, which means you can utilize our services and know that your resources are being managed in accordance with the values in the Church of the Brethren tradition.

Serving others who have common bonds and convictions

Committed to serving as a Church of the Brethren Annual Conference agency, Eder is moving to include other people and organizations of faith that profess a like-mindedness with Eder Financials' values as an organization grounded in Christian faith. Program strength, product options, and lower costs come from a strong volume of business. Therefore, Eder will grow stronger in the long term by offering its ministries to others who seek competitive products backed by concierge service. If you know of a congregation, not-for-profit, or other faith-based organization that would benefit from Eder's services, please let us know.

EDER FINANCIAL BOARD and staff

The 12-person Eder Financial Board consists of people who have knowledge and experience in accounting, finance, investments, law, employee benefits, human resources, actuarial science, or represent pastors, district executives, and organizations that are Brethren or have common bonds and convictions. If you or someone you know would like to serve on the Eder Financial Board, let us know. We are always looking for people who are dedicated to service, want to do meaningful volunteer work, and are committed to being an active member of a board.

We also have 27 people on our staff, working in retirement, employee insurance, organizational investing, finance, investments, client relations, marketing, public relations, IT, data, special projects, and business development. We are a family friendly, faith-based organization that strives to provide concierge level service to our members and clients while also providing a fulfilling work environment in a permanent work-from-home setting. If you or someone you know is interested in an Eder Financial job, let us know.

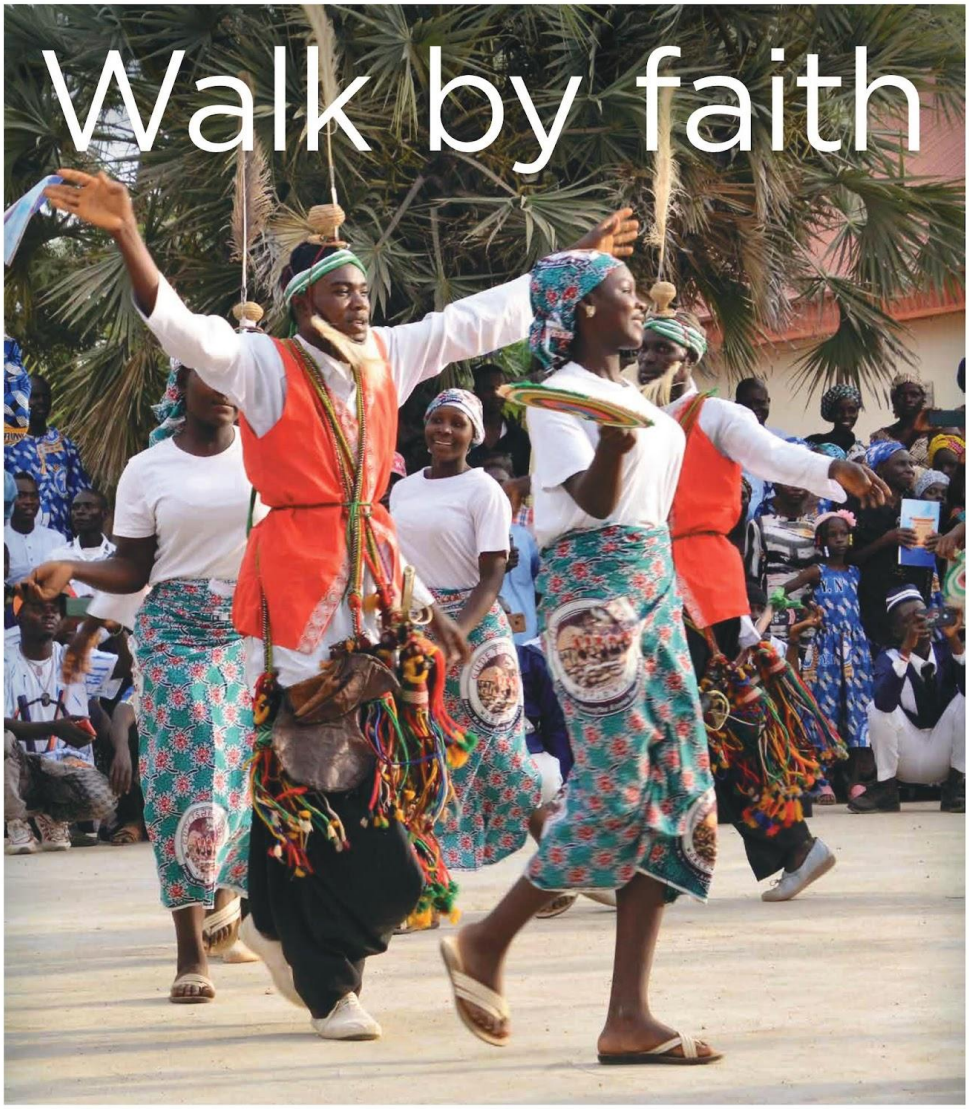
CONCLUSION

Despite the expansion of its charter to bring in other members and clients of like mind from beyond the Church of the Brethren, Eder Financial remains committed to the denomination. Our organization was created by the Annual Conference to serve pastors, employees, churches, and organizations. That commitment to service has not wavered. We are here to help our members and clients achieve their financial goals. As we adopt new taglines, new goals, new language to articulate our vision, bridging our past with our future, one of our more recent BBT taglines melds quite nicely with Eder's future vision of walking alongside those we serve. "Building financial security. Bettering the world. Together." If you and/or your congregation have not walked with us in the past, let us do so in the future. In other words, those who have not given Eder Financial a look for a few years, or ever, should do so. Together, Eder will help you reach your financial goals which will help strengthen your ministry to the church.

Donna Rhodes
Board Chair

Nevin Dulabaum
President

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CHURCH OF THE BRETHREN ANNUAL REPORT OF 2022

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Church of the Brethren

Report of the Church of the Brethren

For we walk by faith, not by sight.

—2 Corinthians 5:7

It was, thankfully, the year of getting together: Youth traveled to Colorado for a mountaintop experience. Omaha hosted an Annual Conference that, while smaller in numbers, was big in spirit. Church of the Brethren leaders from 10 countries got to meet in person for the first time since 2019. After years apart, it sure felt good to gather in the same place. Like Paul and Barnabas, the Brethren "called the church together and related all that God had done" (Acts 14:27). Yes, the familiar is changing all around us. But "we walk by faith," and God goes with us.

GLOBAL MISSION

The Global Mission office of the Church of the Brethren shares the gospel around the world. It does this by working with local churches and partnerships that value the Church of the Brethren's strong tradition of humbly and faithfully following Jesus.

Church of the Brethren missions are distinguished by two characteristics: an effort by the US church to walk as an equal alongside local churches, and an understanding shared by the local churches that Jesus' ministry is a gospel that sees people—meeting physical needs as well as offering living water.

Global Mission connects Brethren around the world, supporting travel of global Brethren to the US and of US Brethren to churches in other countries. The office also shares financial blessings of the US church, doing so in a way that avoids the pitfalls of creating dependency or leading to corruption of local leaders. Across cultures and languages, the Global Church of the Brethren Communion demonstrates a great spiritual unity in Christ that defies the divisions of the world.

Regrettably, in 2022 co-executive director Ruoxia Li resigned due to health issues. Eric Miller continues as executive director. The role of office manager remained vacant through the rest of the year.

The office relies on the work of numerous faithful volunteers. Country advisory teams help to communicate with and advocate for the work of the national churches. Subscribers to the Global Mission prayer list lift up the churches around the world in prayer.

Donations undergird the work of the global church, providing travel, administrative costs, building of churches, training of church leaders, evangelistic meetings, healthcare and agricultural work, peace and reconciliation, and important church gatherings. Major projects include the South Sudan mission and the Haiti Medical Project. All of this work deepens the roots of the churches so they can share the gospel long into the future.

The 2022 budget of $453,220 was funded partially by $64,327 given by individuals and $54,857 by churches or organizations. The balance was funded by donations to the Core Ministries Fund. In addition, $228,278 was donated for Haiti Medical Project and $82,782 for other special projects. Some of these restricted gifts were spent in 2022, with the rest to be used for future projects.

Grants totaling $365,320 were given to global partners: over $200,000 to the Haiti Church of the Brethren (mostly for the Haiti Medical Project); over $100,000 for the South Sudan mission project, including staff and travel costs; and over $30,000 for the Church of the Brethren in Venezuela.

Though travel costs skyrocketed in 2022, guests were brought to Annual Conference from the Dominican Republic, Rwanda, and Spain. In addition, guests from the Dominican Republic and Spain attended National Youth Conference.

Eric Miller traveled to the Dominican Republic and Venezuela for annual conferences and also to the Dominican Republic for a meeting of the Global Church of the Brethren Communion. The office sponsored a FaithX trip to Rwanda, Moderator David Sollenberger's travel to Rwanda and Uganda, church-planting trips in Ecuador and Honduras, and theological training in East Africa.

Global Church of the Brethren Communion
The Global Church of the Brethren Communion is a partnership of equals. In 2022, the second in-person meeting was held in the Dominican Republic, with representatives from Brazil, the DR, Haiti, Honduras, India, Nigeria, Rwanda, South Sudan, Spain, and the US. Leaders from the Democratic Republic of Congo, Uganda, and Venezuela were unable to attend for visa reasons.

The main purpose of the meeting was to move toward accepting formal bylaws for the group. The members of the group strongly affirmed the value of Brethren faith and practice in their contexts, and there is great interest in continued collaboration to do the work of Jesus around the world.

Churches around the world persevere in the face of great trials. Ekklesiyar Yan'uwa a Nigeria (EYN, the Church of the Brethren in Nigeria) continues to grow through the peace witness of the church and as displaced people establish new churches. Churches in East Africa are small but growing rapidly as local leaders share the gospel.

The growing church in Venezuela is starting churches in Colombia. The church in Spain enjoys support from the government because it has officially registered as a church, unlike many other evangelical churches. The church has begun to reach beyond immigrants in Spain and gained native Spanish members and leaders. The church in Haiti is strong despite severe violence and breakdown of society.

Global Food Initiative
In every community and in every church, it seems, there are people committed to fighting hunger. Sometimes these individuals are gardeners or farmers who like to get their hands dirty planting and harvesting produce or raising animals. Others are gifted organizers who know how to bring people together, to educate, advocate and motivate groups of concerned friends and colleagues to work for a common cause. The Global Food Initiative, managed by Jeff Boshart, draws upon the gifts of many volunteers and church leaders both near and far to make an impact on neighbors in need.

In 2022, food prices spiked across the world due to war and political unrest in numerous locations, climate-related disasters, and continued supply chain disruptions related to the pandemic. Locally produced food became even more important as the number of people facing food insecurity rose significantly, following unsettling trends that began in 2019 after decades of progress reducing global hunger.

Total income to the Global Food Initiative Fund in 2022 was $312,082, thanks to remarkable year-end giving. The sum of all funds given as grants to both international and domestic partners in 2022 was $115,476.

International grants supported agricultural development work in Burundi, the Democratic Republic of Congo, Ecuador, Haiti, Nigeria, Rwanda, and Venezuela. Projects included animal raising, tree planting, soil conservation, appropriate-scaled mechanization, and trainings on vegetable and staple crop production. International allocations totaled $94,066.

Domestic grants were given to churches and partner organizations in Alaska, Colorado, Illinois, Maryland, and New Mexico. These grants are connected primarily to church-based community gardens. Two of the grants (Alaska and New Mexico) focused on Native American gardening projects. Total allocations of domestic grants equaled $13,910.

The Global Food Initiative 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 $7,500.

SERVICE MINISTRIES

"It is a true blessing and the highest privilege to lay your needs down and pick up the needs of a stranger." —Evan Ulrich, former BVS volunteer serving with Brethren Disaster Ministries.

Challenged by the war in Ukraine, increased violence and unrest in much of the world, and the impact of global inflation, the Service Ministries staff and volunteers have sought to be the church in the world and meet the needs of God's people around the globe. Added to these challenges is the lingering impact of the COVID-19 pandemic and how this has affected volunteers and the church at large.

Executive director Roy Winter guided the Brethren Volunteer Service team through a time of interim leadership and several staff transitions, and commissioned an external review of BVS to begin reimagining a future with more vibrant and active volunteer service programs. Through all this, staff are encouraged by Galatians 6:9a, 10a: "Let us not lose heart in doing good. . . . [W]hile we have opportunity, let us do good to all people."

Brethren Disaster Ministries

Brethren Disaster Ministries leads the Church of the Brethren response to disasters and crises around the globe by working with volunteers, congregations, districts, the global church, and partners. War and violence from Ukraine to Africa to a US school shooting challenged BDM to respond creatively and prayerfully to deep hardships and loss. Whether responding to a natural disaster, violence, or other crisis, BDM journeyed with survivors and families toward recovery and hope, often transforming lives.

One partner, Pamlico County Disaster Recovery Coalition in North Carolina, shared this testimony about the transformations of lives by this ministry: "[Not] only have you helped to repair hurricane damaged homes, but you have also helped to restore and mend broken hearts. The light you have shown, and the relationships you have built with survivors and their families, will long have an impact on them and their generations."

BDM was led by Roy Winter, with support from office manager Sharon Franzén. Darlene Hylton provided part-time database support.

Rebuilding Program

The Rebuilding Program served communities recovering from domestic disasters through one full project site and additional short-term and local responses. These projects and responses were identified and coordinated by BDM director Jenn Dorsch-Messler and program assistant Kim Gingerich.

January to March marked the final months of four years rebuilding in the Carolinas following hurricanes Matthew (2016) and Florence (2018). The project then moved to the small community of Waverly, Tenn., for the remainder of the year, in response to devastating August 2021 flooding. In October, a short-term response supported new home construction in Dawson Springs, Ky., where tornadoes destroyed about 650 homes in December 2021. Long-term project leader Sammy Deacon supported both the development of these sites and onsite leadership.

Volunteer leadership on the projects was provided by 47 disaster project leaders from across the country who welcomed and supported 572 volunteers. This included long-term support from office manager Lynn Evans, construction project leader Steve Keim, and Brethren Volunteer Service volunteer Martie Hummer. The weekly teams provided 33,352 hours of service, resulting in a savings of over $998,892 to 69 families and their communities.

A local, hybrid response to October 2021 tidal flooding in Maryland's Somerset and Dorchester counties was led by members of Mid-Atlantic District, with support from BDM staff, vehicles, and equipment. In 2022, two homes were repaired by 35 volunteers through a grant award from Lowe's Home Improvement and the National Voluntary Organizations Active in Disaster. This funding included $30,000 in Lowe's gift cards to purchase construction materials for the homes and $4,200 to support volunteer housing and meals. This work will be completed in 2023.

Children's Disaster Services

Children's Disaster Services continued to adapt to meet the needs of children affected by disaster in a world still challenged by the pandemic. "The need to provide a safe space for our volunteers to show love and compassion for children impacted by disasters increases every year," said associate program director Lisa Crouch.

CDS deployed volunteer teams throughout 2022 to crises ranging from wildfires, floods, and hurricanes to human-caused disasters. A total of 86 volunteers served 1,065 children on nine responses. After Hurricane Ian caused catastrophic damage along southwest Florida, CDS teams served for six weeks, with over 400 child contacts.

Critical Response Care teams (volunteers with additional specialized training and support) traveled to Uvalde, Texas, to support families of the 19 children killed by a shooter. These volunteers had 385 contacts with children as they helped them process trauma and build resiliency.

Three level-one volunteer trainings were held in 2022, resulting in 40 newly trained volunteers, bringing the total volunteer base to 576 by year-end. Eight current volunteers participated in a level-two project manager training.

New program assistant Michael Scalzi began in November.

International Response

Early in 2022, the world watched as Russia invaded Ukraine, causing a war that displaced more than 12 million Ukrainians, with reports of nearly 7,000 deaths. BDM responded with grants totaling $215,000 in collaboration with five key partners, the most significant being Church World Service and International Orthodox Christian Charities. Violence in

the DR Congo, the ongoing Nigeria Crisis Response, and civil unrest in Haiti were among the high number of human-caused crises this year.

Dual programs in Haiti are continuing the 2021 earthquake response with $166,969 in funds, while also addressing the acute overlapping crisis caused by the total collapse of the Haitian government. With severe hunger on the rise, a special program is helping to provide food to vulnerable families in the communities around the Haitian Brethren churches through a $39,000 grant. This programing is accomplished in partnership with L'Eglise des Freres d'Haiti (the Haiti Church of the Brethren).

Smaller grants supported global Churches of the Brethren in Uganda ($27,500) and Venezuela ($10,000) with flood recovery programs, as well as the South Sudan Mission ($11,000). Other grants included support for vulnerable Syrian refugees and Lebanese in Lebanon, continued hurricane and flood recovery in Honduras, and support for programing of the Rwanda Church of the Brethren.

Nigeria Crisis Response

Since 2014 the Church of the Brethren has partnered with and supported Ekklesiyar Yan'uwa a Nigeria (EYN, Church of the Brethren in Nigeria) through the Nigeria Crisis Response. This effort is a response to the violence by the terrorist group Boko Haram, which now includes the Islamic State West Africa Province (ISWAP).

Collaborating 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 $190,076 in 2022, this ministry has provided significant recovery and ongoing relief where EYN churches, families, and communities are rebuilding. Unfortunately, lawlessness has spread beyond northeast Nigeria, making recovery difficult and causing the displacement of some families for a second or third time. Working together and with faith in God, EYN continues to persevere and lead recovery and relief efforts while also planting new churches.

Financial details

Donations to BDM, CDS, the Nigeria Crisis Fund, and the Emergency Disaster Fund totaled $2,209,715 in 2022. This giving provided for all BDM expenses, including staff, programs, and allocations for disaster response. Expenditures included a total of $274,393 for US responses (including Rebuilding and CDS) and $836,545 for international responses, with $471,545 of these responses accomplished in partnership with global Church of the Brethren groups.

Brethren Volunteer Service

Brethren Volunteer Service shares God's love through acts of service by supporting full-time volunteers worldwide. In 2022 BVS sent 23 new volunteers to projects that serve human need, advocate justice, work for peace, and care for creation.

BVS welcomed new director Chelsea Goss Skillen following the resignation of director Emily Tyler, who had worked with BVS in various roles over 10 years. A smooth transition was made possible by the return of former director Dan McFadden, who served as interim for nine months. During this time, orientations were led by long-term volunteer coordinator Pauline Liu and office volunteers Michael Brewer-Berres and Emily Bowdle.

To ensure the viability of BVS during the COVID-19 pandemic, staff modified orientations to an online format and adopted a process of placing volunteers ahead of time. Additional modifications in 2022 resulted in a new standard hybrid orientation that includes an online phase leading to the preplacement of volunteers to a service project, followed by a shortened, nine-day in-person orientation. Other changes included increasing the monthly volunteer stipend from $100 to $250.

Sara Cook, part-time coordinator in Europe, provided support for volunteers in Europe and helped celebrate the 50th year of BVS's presence in Northern Ireland.

Faith Outreach Expeditions (FaithX)

FaithX's theme of "Boundless Faith" imagined a bigger and bolder faith outreach, as 65 youth and adults participated in week-long opportunities to serve. While alternative opportunities to serve had been created during the pandemic, these 2022 trips marked the first traditional FaithX opportunities offered since 2019. As is customary during years with a National Youth Conference, no senior high trips were offered.

As coordinator of short-term service, Zechariah Houser coordinated three junior high trips (Harrisburg, Pa.; Winston-Salem, N.C.; Milford, Ind.) and one adult trip to Rwanda. Following his resignation, Marissa Witkovsky-Eldred became interim coordinator. This position organizes FaithX trips and does recruiting for Brethren Volunteer Service.

Material Resources

The Material Resources program staff facilitated 124 shipments totaling 629 tons of hospital supplies, quilts, kits (health, school, baby, and cleanup), and other supplies. These materials were valued at $5.3 million and reached 17 states and 23 countries. Donations in 2022 showed an increase of 311,000 pounds over 2020, but were still more than 400,000 pounds less than in 2019, before the COVID-19 pandemic. Volunteer Gerry Dubel baled 29 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, and Brenda Giles packed items for shipping. Ed Palsgrove drove 20,281 miles delivering shipments and picking up donations. Medical supplies were sorted and prepared for shipment by Winni Wanionek and Jeffrey Brown. These staff worked without the assistance of volunteers for a third year due to the impact of the pandemic on workplace safety and the volume of donations.

On behalf of Church World Service, Material Resources sent kits and/or blankets in response to Hurricanes Ian and Fiona and flooding in Kentucky and Florida. CWS and International Orthodox Christian Charities cooperated to ship supplies to Armenia and Moldova. Lutheran World Relief shipments sailed to Angola, Georgia, Guatemala, Honduras, Lebanon, Poland (for Ukraine), Serbia, South Sudan, and Tanzania.

Donations of hospital supplies shipped to the Dominican Republic, El Salvador, Eswatini, Ghana, Grenada, Guyana, Haiti, Malawi, Puerto Rico, Sierra Leone, and Zimbabwe on behalf of Brothers Brother Foundation. Two containers of equipment and supplies shipped to Liberia to outfit an airplane hangar through Mission Aid Fellowship.

DISCIPLESHIP MINISTRIES

Discipleship Ministries equips the people of God to embody and articulate their faith. The team serves the denomination through three primary avenues of ministry: events, resources, and relationships.

Events generally were able to return to in-person gatherings, following two years of disruption by the pandemic. Staff were also able to travel to provide onsite and contextual leadership in various communities. Digital connections supported both planning and resource sharing throughout Discipleship Ministries.

Events

Joshua Brockway, director of spiritual formation, hosted a weekly gathering during Lent to practice prayerful reading of the lectionary readings. The small group gathered by Zoom to discuss the texts curated and translated by Dr. Wilda Gafney in *A Women's Lectionary for the Whole Church*. Brockway also recorded a series of video presentations on a definition of discipleship and facilitated a virtual conversation with staff and the Mission and Ministry Board.

Stan Dueck, director of organizational leadership, coordinated several webinars, including one on dementia in collaboration with the Anabaptist Disabilities Network. He also facilitated the use of recorded webinars for continuing education units with the Brethren Academy for Ministerial Leadership. With this structure, Discipleship Ministries is able to partner with We Rise International to provide mental health webinars for CEU credit.

In the early spring, Discipleship Ministries and the New Church Development Committee helped sponsor the Inhabit Conference organized by the Parish Collective. A number of district leaders and church planters from around the denomination attended, participating also in a pre-conference workshop with author and consultant Paul Sparks.

Young adults met in May at the Montreat Camp and Conference Center with the theme "I Am Because We Are," based on Romans 12:5. The conference gathered 57 participants from 13 districts. Becky Ullom Naugle, director of youth and young adult ministries, coordinated the work of the Young Adult

Steering Committee, which chose the theme and speakers and provided logistical leadership during the conference.

The quadrennial National Youth Conference, held in July in Fort Collins, Colo., was led by Erika Clary and the National Youth Cabinet. With the theme "Foundational," based on Colossians 2:5-7, NYC brought together more than 900 participants from 22 districts, along with attendees from Spain and the Dominican Republic.

An NYC highlight was the twice-a-day worship services, which featured dynamic speakers, music, drama, prayer, and more. Youth were assigned to small groups that gave them a place to reflect throughout the week. The schedule was also filled with workshops, service projects, hiking in the Rockies, and recreation. Youth groups assembled more a thousand school kits for Church World Service and 444 cloth diapers for Haiti.

Intercultural ministries director LaDonna Sanders Nkosi joined the FaithX trip to Rwanda in the early summer. Through her extensive international experience and intercultural skills, she was able to support participants in sharing with the growing Church of the Brethren in the region. She also hosted an intercultural leaders gathering prior to Annual Conference, with the theme of "Homecoming." The event featured Pastor Etienne Nsanzimana of the Rwanda Church of the Brethren as speaker.

Resources

Discipleship Ministries supports the denomination through a number of partnerships, as well as financial support through grants and scholarships.

Program assistant Randi Rowan oversaw the process of giving out annual nursing scholarships, which come from the Health Education and Research Endowment. She also worked with the Fellowship of Brethren Homes to administer continuing education grants for member homes. Grants of up to $2,500 are available to homes on a rotating basis.

Discipleship Ministries worked with the Office of Ministry and its Part-Time Pastor; Full-Time Church program to develop a collection of resources for congregations to engage their communities. Guided by the strategic vision of the denomination and the Strategic Plan of the Mission and Ministry Board, these resources, titled "Jesus in the Neighborhood: Tools for Community Engagement," were posted on the denominational website. They provide access to membership in the Christian Community Development Association, which includes networking groups, conference discounts, recorded sessions, and print materials.

Sanders Nkosi and Brockway also have been part of the Annual Conference committee on Standing with People of Color. The committee is focusing on matters of racial injustice and connects Mission and Ministry Board work on racial healing with justice work of On Earth Peace, along with district and congregational efforts.

Dueck led six consultations on strategic planning for districts and congregations. He also led a deacon training workshop with leaders from six congregations in attendance. Brockway consulted with two congregations on re-envisioning their deacon ministries.

Relationships

Discipleship Ministries supported local leaders through phone calls and virtual gatherings. Dueck has ongoing coaching relationships with 12 leaders and totals over 100 hours of coaching time with them. Ullom Naugle and Brockway worked with a facilitator and several leaders from the Supportive Communities Network to develop pastoral space at National Youth Conference. This work was important in resetting trusting relationships with marginalized communities around the church.

Essential to the work of Discipleship Ministries are the relationships forged through volunteer committees. Their work expands the scope and breadth of events and resources. Those serving on the National Older Adult Conference Planning Committee, Intercultural Ministries Advisory Committee, New Church Development Committee, Young Adult Steering Committee, National Youth and Junior High Cabinets, provide thousands of hours of their own time to make these ministries sustainable. Staff are grateful for their wisdom, passion, and support.

ORGANIZATIONAL RESOURCES

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

Brethren Historical Library and Archives

The Brethren Historical Library and Archives is the official repository for Church of the Brethren records documenting the ministry of the church, including committee and staff agendas and minutes, congregational records, Church of the Brethren-related print materials, and Church of the Brethren historical literature and items. Jen Houser serves as director and Ashley Scarr as intern. This year, BHLA was able to reopen to the public, allowing researchers to study at the Archives and utilize the collection, and host several tour groups. Staff are available to districts, congregations, and individual members for research and historical study.

In 2022 staff provided the following services: answered over 350 research questions; acquisitioned over 35 cubic feet of archival materials to process and add to the collection; and added over 50 books to the collection. Among the notable acquisitions were files from the Brethren Action Movement and the Brethren Peace Fellowship, as well as church files and photos from Church of the Brethren congregations that have closed.

Buildings and Grounds

There are two main facilities for Church of the Brethren staff and ministries: the General Offices in Elgin, Ill., and the Brethren Service Center in New Windsor, Md. Buildings and Grounds staff maintain the physical spaces for staff to work, committees to meet, and for the ongoing ministries of the Church of the Brethren to take place. Salvador Campero directs the Buildings and Grounds team at the General Offices, assisted by Lee Marsh. Francie Coale directs the team at the Brethren Service Center, assisted by Felix Hill.

In Elgin, areas of the parking lot were treated for potholes and lines repainted, parking lot lighting was updated, large mechanical equipment maintenance was performed, trees were trimmed and removed, and energy efficiencies were added to the panel controlling the chiller. A year after Eder Financial reduced its footprint in the building, large-scale moving of staff offices was completed, providing the opportunity to make office space available to other tenants in the future.

In New Windsor, maintenance focused on routine items, such as copier systems, warehouse air conditioning units, and the boiler inspection. Other less routine building matters were multiple power failures (outside the facility), wayward mice in the winter, and truck trailer vandalism. Electrical systems in the part of the warehouse leased by SERRV were updated.

Finance

The Finance team oversees all aspects of the Church of the Brethren's financial health and liability concerns. Finance team provides tracking and reporting for financial records, maintains insurance, receives donations and gifts, pays expenses, provides nonprofit tax-exempt status documentation for districts and congregations, administers grants, and ensures the Church of the Brethren receives the highest ratings that independent auditors can provide regarding organizational financial health.

The Finance team staff is headed by Ed Woolf, director of finance and treasurer, who manages estate giving, split-interest gifts, pastors housing fund accounts, corporate credit card accounts, corporate insurance policies, and 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, provides financial and administrative support in processing and reporting all types of payments and funds transfers.

Barb Watt, financial operations specialist and payroll manager in New Windsor, provides accounts receivable, accounts payable, and financial reporting services. And Nancy Watts, donation and accounts receivable specialist, manages invoicing, along with all donations and gifts received for the Church of the Brethren and its ministries.

Information Technology

The Information Technology team provides computer, telephone, internet, and audiovisual support to keep all denominational staff connected and communicating effectively. Their work includes network management, computer hardware and software, database maintenance, keycard system at the General Offices, registration support for events, and technological support for onsite meetings. The IT team is also on call for technological emergencies that arise.

Francie Coale, based in New Windsor, is director of information technology at both facilities. Joshua Rowan is information technology specialist, based in Elgin. In January, Lauren Bukszar was hired as database specialist, based in New Windsor.

Financial results for 2022

Total giving to Core Ministries was down $45,469 from 2021. Congregational giving totaled $1,548,148, a decrease of $46,275, while individual giving totaled $710,890, a modest increase of $806. Despite the decrease in total giving, income to Core Ministries finished the year $91,816 above budget. In addition, an expected transfer of $293,000 from designated funds did not have to be used.

Program limitations and travel restrictions caused by the pandemic were lifted in 2022, and the Church of the Brethren saw a $499,926 increase in program expenses year over year. Total director-level expenses finished the year $67,645 under budget. As a result, Core Ministries ended the year with a net surplus of $159,461. This surplus increased the Core Ministries net asset balance to a total of $2,196,275.

Brethren Press, formerly a Self-Funding Ministry, was merged into Core Ministries in 2022 and finished the year with a $36,480 expense over budget. Material Resources ended with a small deficit of $2,979, as donations, processing income, and service fees rebounded after the pandemic. This increased the Material Resources net asset deficit balance to $188,551. The Conference Office finished with a deficit of $68,289 because of lower-than-budgeted registration income coupled with higher than anticipated expenses. This decreased the ending net asset balance to $367,854.

Both the Emergency Disaster Fund and the Global Food Initiative Fund saw an increase in donations. Donations to Brethren Disaster Ministries totaled $2,209,465, an increase of $490,104. Giving to the Global Food Initiative Fund totaled $322,082, an increase of $107,124 from last year.

Investments totaled approximately $33.3 million as of the end of the year. This is down $8.4 million from the 2021 year-end balance of $41.7 million. With this significant decrease, it's important to remember that the Church of the Brethren's investment strategy focuses on long-term goals, risk tolerances, timelines, and purposes of funds. Staying disciplined to this strategy helps the Church of the Brethren navigate market volatility and uncertainties from year to year. The investment loss caused total net assets to decrease $8.8 million, resulting in a year-end balance of $39.7 million.

The Church of the Brethren is sincerely grateful for the faithful giving and the active participation that have supported denominational ministries this past year.

[The above amounts were provided prior to completion of the 2022 audit. Complete financial information is available in the Church of the Brethren, Inc., audit report published in June 2023.]

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. The Board met at the General Offices in Elgin, Ill., for its spring and fall meetings and in Omaha, Neb., prior to Annual Conference. Meetings included reports on finances, ministry areas, committees, and denominational agencies, along with time spent in worship, prayer, and fellowship.

In March the Board issued a statement on Ukraine, calling the Board, the denomination, and the nation to a time of concerted prayer and action for peacebuilding in Ukraine and the region. The statement also called for renewed commitment to Annual Conference opposition to conventional and nuclear war and to care for those directly affected by the war.

A new mid-ground vision was adopted for the Board's Strategic Plan, to serve as a benchmark for the Plan's continued progress. Through the adoption of a new foreground vision, the Board is exploring the possibility of all members and director-level staff to be trained in Kingian nonviolence. The Board also approved hiring a consultant to conduct a survey for the Plan's foreground vision initiative to seek God's racial justice and recognized the completion of a staff-led initiative toward understanding discipleship.

Kathy Mack was called to be chair-elect beginning at the conclusion of Annual Conference 2023. Other actions included approval of an executive director staff position to oversee Discipleship Ministries and the Office of Ministry; plans to establish a standing committee to oversee the management of and forecast the needs for Church of the Brethren properties; approval of a mid-year, 3 percent cost-of-living increase for employees; approval of a 2023 Core Ministries balanced budget of $5,336,000; and appointments to the Germantown (Pa.) Trust and to the Church of the Brethren General Board Trust (CBGB Trust) in India.

The Board adopted a resolution commemorating the 100th anniversary of Ekklesiyar Yan'uwa a Nigeria (the Church of the Brethren in Nigeria).

In Board member development, the Lombard Mennonite Peace Center led a session on active listening, and Samuel Sarpiya spoke on peacemaking in a polarized church. Board members also engaged in an informative conversation around authority on matters of faith and practice.

The Board approved revisions to the Brethren Faith in Action guidelines for 2023, including the permanent eligibility of camps and implementation of a sliding scale for matching funds from congregational grant recipients. In 2022, grants awarded to congregations and camps from this Board-designated fund totaled $98,020.

The Board approved $622,375 in Emergency Disaster Fund grants for emerging needs and ongoing projects, including $220,000 for the 2021 Haiti Earthquake Response. The Executive Committee approved an additional $109,000 in grants for international humanitarian response and $37,500 to support the National Youth Conference school kit project. Board-approved capital expenditures included a truck for Brethren Disaster Ministries and installation of an electrical panel for the chiller at the General Offices.

The elected membership of the Mission and Ministry Board consists of 9 women and 8 men. One member is Japanese American, one is Hispanic, two are African American, and 13 are white.

Office of Peacebuilding and Policy

The Office of Peacebuilding and Policy represents the denomination in coalitions, organizations, and working groups addressing areas of concern for the Church of the Brethren.

Galen Fitzkee served with OPP through Brethren Volunteer Service through the summer, focusing on Haiti, immigration policy, and a broad range of peace and security issues. Chidinma Chidoka joined the office later in the year as a Fellow and maintains a strong presence addressing Nigeria. This has included congressional briefings on the February 2023 Nigerian elections, as well as an art exhibition creatively engaging policy makers, advocates, and artists around human rights, peacebuilding, and civic engagement.

Church of the Brethren United Nations representative Doris Abdullah monitored UN work on a number of issues, including the war in Ukraine and its work on historic and ongoing systems of racism.

OPP director Nathan Hosler engaged in these and other initiatives. He co-wrote several pieces on US arms sales as well as new lethal strike policy. This latter writing came alongside an expanded role in co-convening the Interfaith Working Group on Drone Warfare. This working group produced several webinars educating and equipping the faith community to address and oppose the harm caused by armed and militarized drones.

Approaching its 45th year of ministry, the Death Row Support Project (DSRP) made 380 new pen pal assignments. In collaboration with Washington City Church of the Brethren's community art ministry, DRSP created an exhibition featuring artwork created by people on, or formerly on, death row.

Annual Conference Office

Jesus tells us, "where two or three are gathered in my name, I am there among them" (Matthew 18:20), and the Psalmist reminds us, "how good and pleasant it is when kindred live together in unity (Psalm 133:1). How good it was to gather as the body of Christ during the 2022 Annual Conference, July 10-14, in Omaha, Neb.

After not being together in person in three years, it was a blessing to greet one another with hugs; break bread together; worship God together; engage in meaningful conversation about business; and to learn and grow together. Moderator David Sollenberger led the 235th recorded Annual Conference with the theme "Embracing One Another As Christ Embraces Us."

Registrants included 425 delegates, 753 nondelegates, and 142 virtual nondelegates, for a total of 1,320 participants. The business agenda was a full one.

In addition to business, the Conference offered creative worship, concerts by Bittersweet Gospel Band and Mike Stern and Friends, and a thought-provoking production of We Own This Now by Ted and Co. Many participated in equipping sessions designed to strengthen their ministry, and some took part in enriching trips to the Tri-Faith Center and Durham Museum.

Participants donated 105 pints of blood to the local blood bank. They also gave more than $12,700 and material goods that filled three pallets to overflowing in support of the Witness to the Host City Project, Girls Inc. of Omaha.

After a successful virtual conference in 2021, there were expanded opportunities for people to participate virtually in 2022, by viewing business sessions, late evening concerts, and selected equipping sessions. Worship services were livestreamed at no charge.

Months ahead of time, the Program and Arrangements Committee developed a multilevel COVID plan in consultation with public health professionals. Ultimately, transmission rates were high enough in June that masks were required and other safety measures were implemented. In spite of those measures, an estimated 3 to 5 percent of conference participants got COVID.

Planners were grateful for the expertise of Drs. Kathryn Jacobsen and Emily Shonk Edwards, who helped develop the response plan, and to Ronda Neher, first aid coordinator, who fit people with masks, performed COVID tests, and cared for those who quarantined in their hotel rooms after testing positive.

Almost all the tasks at Annual Conference are carried out by volunteers. Onsite coordinators Lois and Bill Grove coordinated area volunteers from Western Plains, Northern Plains, and Missouri-Arkansas districts.

While there was much to celebrate as the church came together again, 2022 was a challenging year financially. Attendance is lower whenever Conference is held west of the Mississippi River. The additional impact of COVID and the ongoing conflict and

division in the church resulted in lower attendance than anticipated.

This had a significant impact on income, which was $37,756 less than budgeted, even though budgeting had been conservative. With expenses higher, particularly related to audiovisual contracts and the purchase of masks, there was a deficit of $68,288. This was absorbed by the Annual Conference contingency fund, but that is not a long-term solution.

Annual Conference director Rhonda Pittman Gingrich and Conference assistant Debbie Noffsinger also supported the work of various committees, during a year that was particularly heavy for committee work. These were the Annual Conference Officers, Program and Arrangements Committee, Annual Conference Worship Committee, Standing Committee and its subcommittees, Nominating Committee, Leadership Team, the Breaking Down Barriers Study Committee and the committee developing a study-action process in response to the Standing with People of Color query.

Future conferences are scheduled for July 3-7, 2024, in Grand Rapids, Mich,; and July 2-6, 2025 in Greensboro, N.C. Although proposals for 2026 have been received, a decision was postponed until after the 2023 Annual Conference in order to better understand expectations in light of recent challenges.

Brethren Press

A new resource for families, www.ShineFamilies.org, was launched by the Shine curriculum project, a joint publishing effort of Brethren Press and MennoMedia. The initiative grew out the learning that Shine planners, led by project director Joan Daggett, gained from the experiences of congregations during the pandemic.

Other new resources from Shine included an annual Bible storybook called *Great Big Love* and an intergenerational resource, *Seeking God Together*. Also from Shine was a vacation Bible school curriculum, *Passport to Peace.*

Brethren Press is a partner in a longstanding camping curriculum, Inside Out: Resources for Outdoor Ministries. The 2022 theme was *What's in a Name?*

New titles in the Covenant Bible Study Series were *The Day of the Lord,* by David Valeta, and *Life of Peter*, by Joel Kline. Walt Wiltschek wrote the Lenten devotional, *We Wait for Light*, and Kathy Fuller Guisewite wrote the Advent devotional, *Simple Gifts*. The 2022 Yearbook, created by Jim Miner, was published as a digital file available on USB card and as a download.

The company with which Brethren Press collaborated for many years to produce the Living Word Bulletin Series ceased its bulletin work in late 2022. The publishing house quickly picked up the tasks of design, printing, and distribution so the series could continue uninterrupted.

The ecumenical collaboration that produces the International Sunday School Lessons, which serve as the Bible outlines for *A Guide for Biblical Studies*, celebrated its 150th year in 2022. James Deaton, who was managing editor until resigning in May, created a special edition of *Guide* that brought together 13 previously published lessons into a new collection on the topic of "Life in Christ."

The speaker for the Brethren Press/Messenger Dinner at Annual Conference was Christina Bucher, co-author of the forthcoming book *Luke and Acts: Turning the World Upside Down*. Bookstores at both Annual Conference and National Youth Conference were managed by Jeff Lennard, director of marketing and sales.

In 2022 Brethren Press made a significant transition into what's called Core Ministries. Previously it was regarded as a self-funded ministry. While, the publishing house is still expected to break even, the change means it will no longer pay Core Ministries a percentage of sales to cover overhead services—an expense that was increasingly difficult as the Church of the Brethren becomes smaller.

Wendy McFadden is publisher of Brethren Press and Communications. Karen Stocking handles finance and production for both teams. Karen Warner is customer service representative, and Dan McFadden assists with shipping on a part-time basis.

Communications

In *Messenger* magazine, article topics in 2022 ranged (according to the index) from Afghanistan to young adults. The content was written by 113 writers and mentioned about 70 congregations. While print is the primary format, selected articles appear in Messenger Online. Also online are occasional Messenger Radio pieces and music playlists based on the themes in each issue.

Messenger is published 10 times a year by a team of editors who each spend a portion of time on the magazine—communication staff Cheryl Brumbaugh-Cayford, Jan Fischer Bachman, and Wendy McFadden, along with at-large editor Walt Wiltschek. Diane Stroyeck is subscriptions specialist.

Messenger received five awards from the Associated Church Press for material published in 2021. The magazine won second place in the Best in Class category for denominational or other special interest magazine. The other awards were an honorable mention for "Brethren mascots," by Wiltschek and designer Paul Stocksdale; award of merit for William Miller's "Down by the river: Developing a Brethren ecological identity"; award of merit for Brumbaugh-Cayford's coverage of the virtual Annual Conference; and award of excellence for McFadden's "From the publisher" column.

News services kept the church informed, engaged, and knowledgeable about the breadth and depth of Church of the Brethren ministries and activities, and also shared the Brethren voice with the wider world. Regular channels are Newsline, a free email news service, Newsline Digest pages in *Messenger* magazine, the denominational website, and social media.

In 2022, with a return to in-person conferences, staff and a cadre of volunteer photographers and writers provided onsite coverage at Annual Conference and National Youth Conference. News services director Cheryl Brumbaugh-Cayford traveled to Karlsruhe, Germany, in August as one of the Church of the Brethren representatives at the World Council of Churches 11th Assembly.

The team that oversees the website provided a number of improvements and innovations, in addition to routine maintenance and support for various offices. One popular innovation is a new translation widget that offers the site in Spanish, Haitian Kreyol, German, Hausa, and Arabic.

Jan Fischer Bachman oversees web work, working closely with Russ Otto. They posted "Jesus in the Neighborhood" stories at www.brethren.org/church, maintained a Google map of congregations, created a new pastoral compensation page, set up a new site "Tools for Community Engagement," improved pages and tools for Annual Conference, and posted hundreds of photos from conferences.

The team assisted with social media, designed bulk email messages, created surveys and evaluations, evaluated support for online registrations, and provided tech support for the virtual option for Annual Conference.

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 2022 were Lauren Bukszar, database support specialist; Dan McFadden, interim director of Brethren Volunteer Service; Jeffrey McKee, donation pickup assistant (casual); Marissa Witkovsky-Eldred, interim coordinator of short-term service for BVS; Chelsea Skillen, director of BVS; and Michael Scalzi, program assistant for Children's Disaster Services.

Departures were Emily Tyler, director of BVS; James Deaton, managing editor of Brethren Press; Zechariah Houser, coordinator of short-term service for BVS; Ruoxia Li, co-executive director of Global Mission; Michael Brewer-Berres, interim program assistant for BVS; and LaDonna Sanders Nkosi, director of Intercultural Ministries.

Total regular full-time and part-time employees and Brethren Volunteer Service workers serving Church of the Brethren programs: 59. As requested by Annual Conference, the report of ethnic/racial composition of these employees is the following: Asian–2; Black or African American–3; Hispanic or Latino–2; white–52.

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

Office of Ministry

The Office of Ministry deeply values the partnerships that enable promotion of the calling, training, credentialing, and sustaining of ministers. These partnerships include districts and congregations, the Council of District Executives, the Pastoral Compensation and Benefits Advisory Committee, Ministers' Association, Ministry Advisory Council, and Bethany Theological Seminary.

A highlight of the Pastoral Compensation and Benefits Advisory Committee's work was completion of the Integrated Annual Ministry Agreement and the Shared Ministries Priorities resource, which enables pastor and congregation to partner in discerning and implementing ministry priorities. The committee worked closely with Eder Financial and the Council of District Executives to finalize the resource and then offered introductory workshops both denominationally and within districts. The committee subsequently began a review of the 2002 Annual Conference document "Guidelines for Sabbath Rest."

The Council of District Executives experienced a significant number of staff transitions for which the office provided direction. Interim service was completed in Michigan and Southeastern districts. Interim leadership was secured for South/Central Indiana, Michigan, Mid-Atlantic, and Western Pennsylvania. New executive ministers were called by Southeastern, South/Central Indiana, and Virlina. Atlantic Southeast District was served by a six-member interim team.

The Part-time Pastor; Full-time Church grant-funded program continued to serve as a resource for Brethren pastors, the majority of whom are multivocational. Part-time pastors or those serving in less than fully compensated positions qualify to receive significant financial and program resource support. The initiative, coordinated by program manager Jen Jensen, was represented at 18 of the 24 district conferences. The program's seven circuit riders provide accompaniment to pastors in their local contexts.

An increased social media presence communicated more broadly the availability of resources. The program engaged pastors through webinars and book studies and offered financial grants for continuing education opportunities such as sabbath rest, study and learning tours, ministers' spiritual and self-care retreats, and district-wide pastors' events. Professional clergy coaching and spiritual direction are also available through the program.

Through its director, Nancy Sollenberger Heishman, the Office of Ministry offered insight sessions and consultation promoting a shared ministry team model for responding to congregations' pastoral placement needs. Relying on the practice of the priesthood of all believers and emphasizing calling individuals to the set-apart ministry, this model invites congregations to discern gifts for ministry already present within the congregation.

At the Ministers' Association pre-Annual Conference meeting, Dr. Tod Bolsinger addressed the theme "Tempered Resilience: How Leaders are Formed in the Crucible of Change."

The number of ministers added to the ministerial body in 2022 were 36 ordained (19 male, 17 female), 3 commissioned (2 male, 1 female), and 25 licensed (15 male, 10 female).

Office manager Mishael Nouveau facilitated the disbursement of several funds: scholarships for continuing education ($11,715), leadership development and training grants ($4,710.00), the Ministry Assistance Fund ($13,776), and the annual scholarship grant to Bethany Seminary ($5,000). The Robert C. Wenger Charitable Trust again donated $5,000 toward the Ministry Assistance Fund.

Brethren Academy for Ministerial Leadership

The Brethren Academy for Ministerial Leadership, a partnership of the Church of the Brethren and Bethany Theological Seminary, coordinates non-graduate, certificate-level ministry training through programs in both English and Spanish, and also oversees continuing education for clergy within the Church of the Brethren.

Staff members are Aida Sánchez, quarter-time coordinator of Spanish-Language Ministry Training Programs, Audrey Hollenberg-Duffey, half-time coordinator of English-Language Ministry Training Programs, Fran Massie, three-quarter-time administrative assistant, and Janet Ober Lambert, director. Carrie Eikler resigned as coordinator of English-Language Ministry Training Programs in July.

In 2022, Training in Ministry engaged 29 students. The congregationally based training program, Education for a Shared Ministry (EFSM in English and EPMC in Spanish, involved seven congregations, with a combined 10 students. One EPMC student completed the program. 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 offers regionally based, onsite courses involving 11 districts.

Through the Brethren Academy, 51 people pursued courses or seminars to earn continuing education credits. CEUs were awarded for 22 archived events, following a new policy allowing clergy to receive credit for viewing and reporting on prerecorded events. The academy also reviews and certifies programs of other agencies for continuing education credit, and these certificates totaled 268 in 2022.

Two major foci this year were revising the TRIM and Strength for the Journey programs. For TRIM, the number of required subjects was increased and the overall number of required courses was decreased. Strength for the Journey, a cohort-based, continuing education program, has been reformatted for accessing through video conferencing and redesigned to be completed within a year.

Mission Advancement

The Office of Mission Advancement cultivates relationships and passion to advance the mission and ministries of the Church of the Brethren. Staff educate individual donors and congregations on the needs of the church, explain how financial gifts are stewarded and spent, and encourage participation through events, webinars, and trainings. The team provides ways for individuals and congregations to give financially to support those ministries as "a fragrant offering, an acceptable sacrifice, pleasing to God" (Philippians 4:18).

Matthew DeBall, coordinator of Mission Advancement communications, recruited writers for donor letters and solicitations, developed congregational offering resources, published the eBrethren newsletter, updated online giving pages, and represented the denomination on the One Great Hour of Sharing committee.

For Nancy McCrickard and Shannon McNeil Smith, Mission Advancement advocates, travel and visitation with donors remained challenging because of the virus, though they were able to make a few visits toward the end of the year. Focused on "stewarding relationships," they communicated regularly with donors by mail and phone and sent gratitude packets.

Traci Rabenstein, director, managed the work of the team. She visited congregations both virtually and in person, and talked with pastors and lay leaders to provide insight into the ministries of the Church of the Brethren. She and her team implemented a new gift acknowledgment process, updated a narrative budget, and evaluated the online giving platform.

Mission Advancement hosted the annual Faith Forward Donor Circle dinner at Annual Conference. This event is a way to celebrate and thank donors who have planned to leave a sustaining contribution in their will or estate plans or contributed planned distributions from various trusts or IRA accounts.

CONCLUSION

This report would be much longer if it named the thousands of individuals who volunteer to carry out denominational ministries, participate in them, and give financially. The members of the Mission and Ministry Board and its staff are profoundly grateful for the generosity of all who bring this work to life. This participation increases discipleship and serves the world. Together, we are the body of Christ. Together we walk by faith.

Carl Fike, Chair
David Steele, General Secretary

Selection of proposed new lease agreement with Camp Koinonia

LEASE AGREEMENT

THIS LEASE AGREEMENT ("Lease") is entered into and effective as of this 30th day of October, 2023 between Oregon Washington District of the Church f the Brethren, ("Landlord"), and Camp Koinonia Christian Camp and Retreat Center ("Tenant"). Landlord and Tenant agree as follows:

1. LEASE SUMMARY.

a. Leased Premises. The leased commercial real estate ("Premises") consists of the real property legally described on the attached Exhibit A, including all improvements thereon, and commonly described as 850 Camp Koinonia Lane Cle Elum WA and Camp Koinonia Parcels..

b. Lease Commencement Date. The term of this Lease shall commence upon November 1, 2023 (the "Commencement Date").

c. Lease Termination Date. The term of this Lease shall terminate at midnight on the last day of the full month of November 2050.").

d. Base Rent. The base rent shall be (check one): $ 1 00 / year.

e. Prepaid Rent. Upon execution of this Lease, Tenant shall deliver to Landlord the sum of $ 27 as prepaid Rent, to be applied to Rent due for the duration of the Lease.

f. Permitted Use. The Premises shall be used only for nonprofit activity compatible with Brethren Ministry., subject to applicable zoning and other laws, and for no other purpose without the prior written consent of Landlord (the "Permitted Use").

g. Notice and Payment Addresses.

Landlord: PO Box 5440 Wenatchee WA 98807LEASE AGREEMENT
(Single Tenant - Gross Lease)

Email: _____

TENANT:850 CAMP KOINONIA LANE CLE ELUM WA

Email: _____

Pacific Northwest District of the Church of the Brethren

Budget Overview: Budget_FY24_P&L - FY24 P&L

January - December 2024

	JAN 2024	FEB 2024	MAR 2024	APR 2024	MAY 2024	JUN 2024	JUL 2024	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024	TOTAL
Income													
41000 Income													$0.00
41010 Donations	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	$1,200.00
41020 Congregational Giving	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	900.00	$10,800.00
Total 41000 Income	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**1,000.00**	**$12,000.00**
Total Income	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$12,000.00**
GROSS PROFIT	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$1,000.00**	**$12,000.00**
Expenses													
61000 Office/General Administrative Expenses													$0.00
61050 Miscelaneous Expense	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	$600.00
61080 Insurance	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	$600.00
61090 Legal & Professional Services	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	250.00	$3,000.00
61100 Office Supplies & Software	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	$720.00
61120 Payroll Expenses	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	$18,000.00
61122 Social Security Company	93.00	93.00	93.00	93.00	93.00	93.00	93.00	93.00	93.00	93.00	93.00	93.00	$1,116.00
61124 Medicare Company	21.75	21.75	21.75	21.75	21.75	21.75	21.75	21.75	21.75	21.75	21.75	21.75	$261.00
Total 61120 Payroll Expenses	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**1,614.75**	**$19,377.00**
Total 61000 Office/General Administrative Expenses	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**2,024.75**	**$24,297.00**
62000 District Expenses													$0.00
62020 District Mileage	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	$600.00
62030 District Conferences	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	$1,500.00
62050 Annual Conference Fees	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	$900.00
62070 Meals & Entertainment	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	$300.00
62090 CoDE Expenses	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	600.00	$7,200.00
Total 62000 District Expenses	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**875.00**	**$10,500.00**
Taxes & Licenses	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	$60.00
Total Expenses	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$2,904.75**	**$34,857.00**
NET OPERATING INCOME	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -1,904.75	$ -22,857.00
Other Income													
70000 Other Miscellaneous Income													$0.00
71000 Miscellaneous Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	$0.00
Total 70000 Other Miscellaneous Income	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**$0.00**
Total Other Income	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Other Expenses													
63000 Other Miscellaneous Expense													$0.00
63040 Training Expenses	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	$300.00
63300 Wildwood Expense	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	3,888.00	$46,656.00
63400 Salkum Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	$0.00
Total 63000 Other Miscellaneous Expense	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**3,913.00**	**$46,956.00**
Total Other Expenses	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$3,913.00**	**$46,956.00**
NET OTHER INCOME	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -3,913.00	$ -46,956.00
NET INCOME	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -5,817.75	$ -69,813.00

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