Pacific Northwest District
Church of the Brethren

District Conference 2025

"Pathways of Peacemaking"

October 3rd-5th

District Conference 2025 schedule

Friday, October 3rd through Sunday, October 5th

all times in PDT

DAY/TIME	SCHEDULE BLOCK
FRIDAY	
4:00pm-5:30pm	**Arrival and settling in**
5:30pm-7:00pm	**Dinner break** *Dining Hall, Zoom room will be open for fellowship time*
7:00pm	**Program Session 1** *Forest Dell lodge and on Zoom*
SATURDAY	
8:00am-9:00am	**Breakfast break**
9:00am-12:00pm	**Program Session 2** *Forest Dell lodge and on Zoom*
12:00pm-1:30pm	**Lunch break** *Dining Hall, Zoom room will be open for fellowship time*
1:30pm-5:30pm	**Program Session 3** *Forest Dell lodge and on Zoom*
5:30pm-7:00pm	**Dinner break** *Dining Hall, Zoom room will be open for fellowship time*
7:00pm	**Program Session 4** *Forest Dell lodge and on Zoom*

SUNDAY	
8:00am-9:30am	**Breakfast break**
9:30am-10:30am	**Worship service** *Forest Dell lodge and on Zoom*
10:30am-11:00am	**Departures**

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.

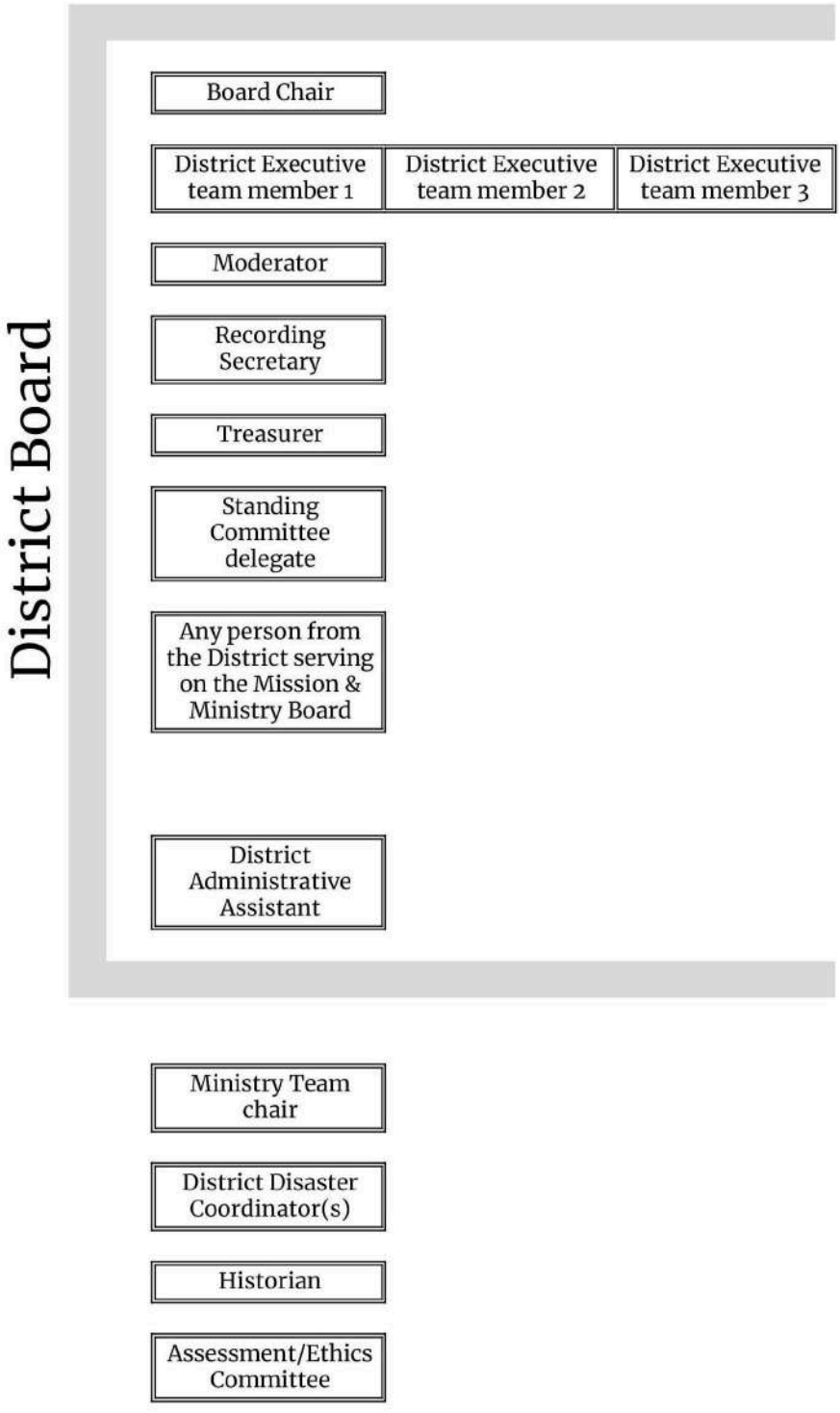
3. Organize district-wide materials and program options for spiritual and community edification.

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

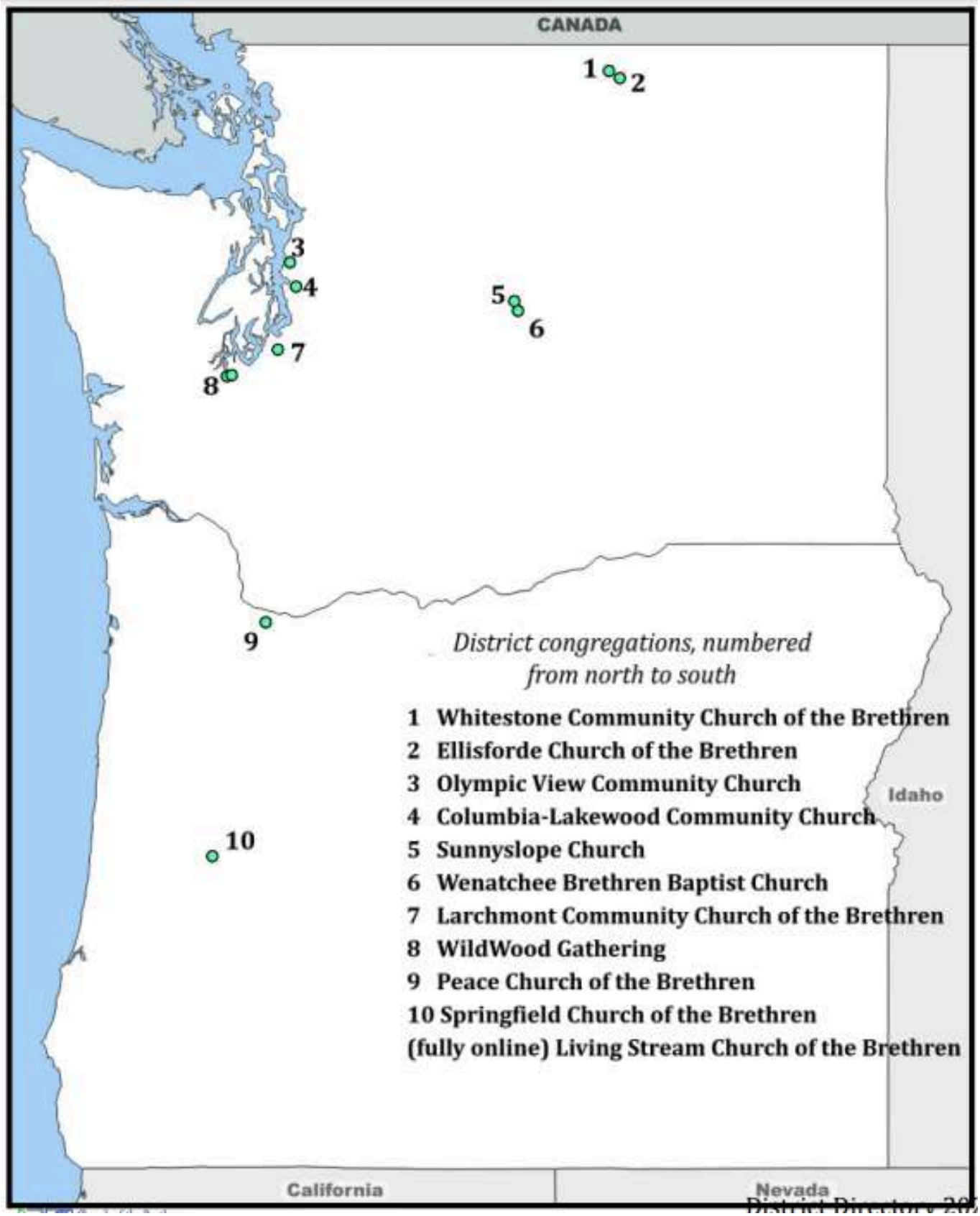
Our annual District Conference is a meeting to which attending members from the District congregations come in order to give implementation to District purposes. District Conference is the final authority of the District on polity, program, and procedure. Additionally, our District Conference offers 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



Business Session Agenda

Note: our business session items will be woven throughout our time together, rather than taken up all in one block of time

I. Review consensus decision-making model

II. Review minutes of the 2024 District Conference

III. Reports

IV. Columbia-Lakewood Community Church

V. Webcasting at Annual Conference

VI. Leadership slate

VII. Proposed 2026 budget

VIII. Recognition and celebrations

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.

Standing Committee Delegate Report

Patrick Fiegenbaum

I was pressed into service at the end of May to be the Standing Committee delegate from the Pacific Northwest District. At the time, I had been prepared to serve as the delegate from Peace Church, so when I was asked to be on Standing Committee. Eileen was asked to be the Peace Church delegate.

The business before Standing Committee was much as it is each year: finalizing the ballots to be presented during Conference; receiving reports from various committees; and consulting with denominational leadership teams (Bethany Theological Seminary, Council of District Executives, Eder Financial, Global Mission, Leadership Team, Mission and Ministry Board Leadership, and On Earth Peace Leadership).

In addition to these matters, Standing Committee received the final report from the Organizational Structure Sub-Committee. This white paper was referred to the Review and Evaluation Committee as a matter of advice and counsel for their task. We also received the report of the committee created to review the 2014 Revision to the Special Response Process.

Outside Standing Committee's usual duties, we conducted a Listening Session with the Bridgewater Church of the Brethren in the Shenandoah District. This was the first ever Listening Session conducted under the auspices of a recent change in Standing Committee duties. Bridgewater requested the Listening Session to voice concerns about long-standing tensions between the congregation and its District, specifically about Bridgewater's willingness to host and officiate a same-sex marriage and the District's opposition to permit this. The District has notified the congregation that the District will consider defrocking any licensed or ordained minister who participates in a same-sex marriage. Both Standing Committee and the Bridgewater representatives agreed that no action would be taken, but that the Listening Session was requested solely to speak directly to the Committee.

After Standing Committee had done its work, Annual Conference was begun. I was seated at a table with Amy Hager, Linda Beachly, David R. Miller, Alex McBride, and Sandy Shelly. Six items of Unfinished Business came to the floor:

UB 1 – Standing with People of Color: Report received

UB 2 – Breaking Down Barriers – Increasing Access to Denominational Events Report and Recommendations

UB 3 – Calling Denominational Leadership Report and Recommendations

There were also six items of New Business for the delegate body to consider:

NB 1 – Recommendation that the Agency Status of Bethany Theological Seminary be Renewed

NB 2 - Recommendation that the Agency Status of Eder Financial be Renewed

NB 3 - Recommendation that the Agency Status of On Earth Peace be Renewed

Agency status for Bethany and Eder Financial were renewed without any issues. On Earth Peace's agency status was also renewed with some controversy. I'll let Matt Guynn speak to that.

NB 4 – Query: Reducing Harm: Interim Steps to Address Suffering. Standing Committee's recommendation adopted by a 301-77 vote.

NB 5 – Query: Concerns About Current Practices Related to Matters of Sexuality. Standing Committee recommended that this query be forwarded to Review and Evaluation Committee, which was approved by the delegate body by a 232-156 vote.

NB 6 – Recommended Cost of Living Adjustment to the Minimum Cash Salary Table for Pastors. Recommendation adopted by the delegates for a 2.6% cost of living increase.

Nominating Committee

One of the gifts bequeathed to me as Standing Committee Delegate was a spot on the eight member Nominating Committee. We are looking for candidates for (1) Moderator Elect, a three-year term; (2) Program and Arrangements Committee, three years; (3) Mission and Ministry Board for Area 3 (covering east coast districts) and our area, Area 5 covering Idaho, Pacific Northwest and Pacific Southwest Districts, five years; and (4) Pastoral Compensation and Benefits Advisory Committee, five years, laity position.

Balance Sheet

Pacific Northwest District of the Church of the Brethren

As of August 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
11100 Checking and Savings	$188,345.44
11120 Cashmere Valley	0
11131 Checking	
Total for 11120 Cashmere Valley	**0**
Total for 11100 Checking and Savings	**$188,345.44**
11200 Brethren Foundation	0
11300 BF Endowment 1	0
11310 Church Development	266,130.59
11320 Endowment	94,041.10
11330 OR Cemetary Maintenance	3,005.65
Total for 11300 BF Endowment 1	**$363,177.34**
11400 BF Endowment 2	0
11410 Camp Koinonia	2,086.96
11420 Disaster Relief Fund	19,433.20
11430 Endowment	182,297.57
Total for 11400 BF Endowment 2	**$203,817.73**
Total for 11200 Brethren Foundation	**$566,995.07**
Total for Bank Accounts	**$755,340.51**
Accounts Receivable	
12000 Accounts Receivable (A/R)	0
12100 Larchmont Receivable	300.00
Total for 12000 Accounts Receivable (A/R)	**$300.00**
Total for Accounts Receivable	**$300.00**
Other Current Assets	
Total for Current Assets	**$755,640.51**
Fixed Assets	
16000 Church Properties	0
16110 Mossy Rock	
16120 Salkum	
Total for 16000 Church Properties	**0**
Total for Fixed Assets	**0**
Other Assets	
Total for Assets	**$755,640.51**

Balance Sheet

Pacific Northwest District of the Church of the Brethren

As of August 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Credit Cards	
Other Current Liabilities	
Total for Current Liabilities	**0**
Long-term Liabilities	
Total for Liabilities	**0**
Equity	
31000 Opening Balance Equity	301,705.69
36000 Retained Earnings	438,223.99
Net Income	15,710.83
Total for Equity	**$755,640.51**
Total for Liabilities and Equity	**$755,640.51**

Profit and Loss

Pacific Northwest District of the Church of the Brethren

January-August, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
41000 Income	0
41010 Donations	1,450.00
41020 Congregational Giving	4,137.50
Total for 41000 Income	**$5,587.50**
Total for Income	**$5,587.50**
Cost of Goods Sold	
Gross Profit	**$5,587.50**
Expenses	
61000 Office/General Administrative Expenses	0
61010 Postage, Mailing Service	73.00
61020 Printing and Copying	
61050 Miscellaneous Expense	190.00
61080 Insurance	297.00
61090 Legal & Professional Services	3,000.00
61100 Office Supplies & Software	1,590.32
61120 Payroll Expenses	$14,594.96
61121 Federal Withholding	-1,700.00
61123 Social Security Employee	-670.88
61125 Medicare Employee	-156.88
Total for 61120 Payroll Expenses	**$12,067.20**
Total for 61000 Office/General Administrative Expenses	**$17,217.52**
62000 District Expenses	0
62030 District Conferences	1,460.46
62032 District Events	6,521.99
62045 District Compassion Outreach/Giving	2,500.00
62050 Annual Conference Assessment	434.32
62090 CoDE Expenses	3,752.24
Total for 62000 District Expenses	**$14,669.01**
64000 Disaster Preparedness	1,094.75
Total for Expenses	**$32,981.28**
Net Operating Income	**-$27,393.78**
Other Income	
70000 Other Miscellaneous Income	0
71000 Miscellaneous Income	0
71100 Event Income	1,100.00
71500 Other Miscellaneous Income - Eder Financial	27,241.61
Total for 71000 Miscellaneous Income	**$28,341.61**

Profit and Loss

Pacific Northwest District of the Church of the Brethren

January-August, 2025

DISTRIBUTION ACCOUNT	TOTAL
73000 Sale of Properties	0
73040 Sale of Salkum	50,000.00
Total for 73000 Sale of Properties	**$50,000.00**
Total for 70000 Other Miscellaneous Income	**$78,341.61**
Total for Other Income	**$78,341.61**
Other Expenses	
63000 Other Miscellaneous Expense	0
63040 Training Expenses	245.00
63300 Wildwood Expense	34,992.00
Total for 63000 Other Miscellaneous Expense	**$35,237.00**
Total for Other Expenses	**$35,237.00**
Net Other Income	**$43,104.61**
Net Income	**$15,710.83**

On Earth Peace

2024 Annual Report

On Earth Peace Values, Vision, and Mission Statements

Values:

Jesus-Centered Spirituality - We follow Jesus into the work of justice and peace. We share in spiritual practices and develop faith resources to help undergird our programs.

Positive Peace - We learn, teach, and practice dynamic forms of peacemaking which see conflict as an important tool to meet needs, address injustice, correct imbalances of power, and seek healing and reconciliation.

Anti-Racism/Anti-Oppression - We commit to name and undo barriers to participation in our programs based on identity, and to work for full inclusion and equity for all who wish to join in our work. We commit to the long-term transformation of On Earth Peace, the church, and society.

Intergenerational Leadership - We nurture peacemakers and leaders, and honor the wisdom, skill, and experience of all generations.

Beloved Community - We commit to raising the levels of relationships until justice and peace prevail, and all people attain their full human potential.

Vision:

On Earth Peace envisions a world in Beloved Community free from oppression, violence, and war.

Mission:

On Earth Peace's mission is to develop and walk with leaders and communities who work for justice and peace.

2024 Highlights:

- **4 Affinity Groups** formed to address issues in their communities including working for belonging and inclusion and preventing gun violence.
- **4 youth groups** applying Kingian Nonviolence in their communities.
- **12 participants in the Kingian Nonviolence Level One training of trainers** from the United States, Zimbabwe, Nigeria, and Cameroon.
- **3 issues of a children's resource, Agape Magazine,** covering topics including Resisting War, Making Peace, and Pursuing Justice.

- **20 interns** supported On Earth Peace's programs, fundraising, and communications work.
- **242 Brethren trained** in Kingian Nonviolence towards our goal of 1000 Brethren.
- **92 trainings and events** including Kingian Nonviolence introductions and advanced trainings, gun violence prevention organizing meet-ups, and 50th anniversary events.
- **327 people participated in 50th Anniversary celebration** events and fundraisers.

50th Anniversary Recognition Awards to David Jehnsen and Barbara Date'

As we consider On Earth Peace's 50 years and those whose legacy continues to move us in hope to the next 50 years, there are two people we would like to formally recognize- David Jehnsen and Barbara Date'. Both of these people have contributed to the key frameworks that guide On Earth Peace's work in organizing for conflict reconciliation and social change. They have each served On Earth Peace and the Church of the Brethren, and many beyond the church, developing and walking with generations of leaders for justice and peace.

David Jehnsen is the co-author of the Kingian Nonviolence Conflict Reconciliation curriculum we use in our Kingian Nonviolence training. We benefit from David's commitment to the practice of nonviolence and his commitment to institutionalize the practices of Kingian Nonviolence.

Barbara is a regular consultant in our anti-racism work and our conflict transformation work. We benefit from Barbara's personal life and leadership within the Church of the Brethren, especially related to her ongoing Ministry of Presence, compassionate listening, and healing towards evolving healthy relationships.

Looking Ahead

In 2025, we anticipate working with many of you to respond to the increasing political violence affecting our neighbors and communities. We name our support and commitment to LGBTQ+ persons, to immigrants, to people of color, to those affected by gun violence, to those most directly harmed by state violence and war, and to all who yearn and work for a world free from oppression, violence, and war. We will continue to provide training and accompaniment in Kingian Nonviolence and additional frameworks that support building Beloved Community. We will continue to call on people of faith in the Church of the Brethren to be a living peace church.

2024 Financial Report

Income:

Individuals $221,767;

Congregations $81,504;

Program $35,610;

Endowment Income $25,079;

Special Events $43,628;

Planned Giving $43,342;

Other Contributions $7,442;

Other Income $3,043;

Total Income $461,415.

Total Expenses $452,829.

Net Operating Revenue $9,167.

Unrealized Gain $80,665

Net Revenue $89,832

McPherson College

2025 McPherson College District Conference Report

Growth and **success** highlighted the 2024-25 academic year at McPherson College.

The **highest number of full-time students ever** (870) were enrolled at McPherson College for the 2024 fall semester, which also included the largest freshmen class (315) in school history.

In May 2025 the **most students ever** graduated from McPherson College. Over 160 students from the Class of 2025 were conferred degrees during the 137th commencement ceremony.

Employees from across campus are committed to meeting next year's fall enrollment goal of **895 full-time students**, which would be another milestone for McPherson College.

A campus-wide program that began in 2017 now involves over 50% of the McPherson College student population. The program—known as the **Student Debt Project**—combines three components to help students and families reduce or eliminate college debt: financial education, mentorship, and employment. Last year, nearly 30% of MC graduates had **zero student loan debt**. The average student loan debt for a McPherson College graduate is **two times** lower than the national average. Students in the debt project made **$2 million** in payments this academic year to reduce their college debt.

One of the most impactful initiatives sponsored by McPherson College is **Ventures in Christian Discipleship**. During the 2024-25 series, Ventures hosted six content-rich webinars on a wide variety of topics with an average of 42 registrants per session representing 19 Church of the Brethren districts. A total of 412 individuals have participated in live presentations or accessed recordings since the program's inception.

Programming ideas and strategic planning are developed through the help of an advisory committee whose members come from districts across the denomination and beyond. The sessions are subsidized by our supporting districts and churches, McPherson College, and individual donors. We are glad to coordinate with the Brethren Academy to offer Continuing Education Units (requiring an extra charge) for all presentations attended in real time. Information on the upcoming 2025-26 Ventures series can be found here: www.mcpherson.edu/ventures.

McPherson College maintains a close relationship with the **McPherson First Church of Brethren**, located right next to the campus. College staff with dedicated time to constituent relations, including relations with the church, are Billy Jamison, director of alumni and constituent relations; Kendra Flory, advancement assistant and coordinator of the Ventures in Christian Discipleship program; Erik Vogel, vice president of advancement; Dr. Aaron Meis, executive vice president, who began with MC in 2024; and Dr. Michael Schneider, president.

McPherson College staff take part in **Annual Conference** by hosting a luncheon for alumni and friends. Along with other Brethren Higher Education Association colleges, MC provides an exhibit booth for alumni and friends to visit while attending Annual Conference.

As in the past, MC will have representation at several regional **District Conferences**, including Western Plains (held on the campus of McPherson College); Northern Plains in Cedar Rapids, Iowa; and Missouri and Arkansas in Cabool, Missouri. Further, MC will continue its tradition of hosting an alumni ice cream social during the bi-annual **National Older Adult Conference (NOAC)** in Lake Junaluska, North Carolina.

Homecoming 2025 (September 26-28) will have an extra-special celebration this year. The grand opening of the 55,000 square foot **Campus Commons** building will take place on Saturday morning, September 27. We look forward to seeing many alumni and friends at this historic event.

Respectfully submitted by: Erik Vogel, vice president of advancement



2024-2025 BVS ANNUAL REPORT

Sharing God's love through acts of service

QUICK STATS:

2024 VOLUNTEERS: 54

ACTIVE PROJECT SITES: 56

LOCATIONS OF PROJECTS:
16 US STATES, 12 COUNTRIES

BVS/FAITHX STAFF:
4 + 1 BVS VOLUNTEER

VOLUNTEER BENEFITS:
MONTHLY $250 STIPEND, FOOD, HOUSING, HEALTH INSURANCE, TRANSIT

FAITHX PARTICIPANTS: 183

FAITHX TRIPS IN 2024: 10

Brethren Volunteer Service continues to think creatively as we explore what service looks like and how we can best support our volunteers and engage with our community.

Currently, BVS staff work remotely. This allows staff to connect with BVS recruits & supporters in a wider range of locations without the carbon footprint. Plus, with digital files, we use less paper!

Staff Changes: Virginia Rendler moved from interim Volunteer Coordinator to permanent staff. Walt Wiltschek resigned from the position of office coordinator. BVSer Rachel Johnson joined the BVS team to help plan and lead the 2025 FaithX trips!

The biggest way you can support BVS is by sharing about it with others! Most of our volunteers come into BVS because someone they know encouraged them to apply. Who can you encourage to volunteer with BVS?

DID YOU KNOW?

BVS has a monthly email newsletter! Sign up to stay connected!

BrethrenVolunteerService.org ⋮ BVS@brethren.org

MEET OUR STAFF


Director
Chelsea Goss Skillen


FaithX Coordinator
Marissa Witkovsky-Eldred


Volunteer Coordinator
Virginia Rendler


European Coordinator
Sara Cook


BVS Volunteer
Rachel Johnson



2024 ORIENTATIONS

27 volunteers completed orientation in 2024. Summer orientations (Unit 335) met at Camp Colorado and fall orientation (Unit 336) at Camp Brethren Heights in Michigan.



2025 ORIENTATIONS

This year's orientations will be held at Camp Colorado on July 27-Aug. 4, and at Camp Mardela on Sept 10-18. Anyone over 18 is welcome to apply!

BVS VISIONARY VOICES

BVS has a new quarterly speaker series! Join us to hear from professionals in our community as they share on relevant topics that are linked to the four BVS goals.

BVS VISIONARY VOICES

LIVING WITH PURPOSE

Ephesians 4:1-3

2025 FaithX



In 2024, FaithX welcomed over 180 participants for 10 week-long service trips, including an international trip to Ecuador and a trip specifically for adults age 55+. The summer's theme, 'Beloved', based on 1 John 4:7, reminded participants to love in the way that God loves us.

In 2025, FaithX is hosting 9 trips with over 160 participants. Combo junior high and senior high trips have been especially popular, allowing entire youth groups to serve together.



DID YOU KNOW? FaithX offers custom trips for groups of any age!

Brethren.org/faithx/ ⋮ FaithX@brethren.org

Brethren Disaster Ministries

Dear Sisters and Brothers,

… let us love not in word or speech but in deed and truth – 1 John 3:18

Every leader, volunteer group, and administrator has come with a wonderful attitude and will to work that is not often seen. BDM is a first-class organization with first class people from top to bottom. -- Shane Wirth, Habitat for Humanity of Pennyrile Region (Ky.)

CDS is the "gold standard of childcare." -- Red Cross liaison, California wildfire response (2025)

These reflections from people who work with and observe Brethren Disaster Ministries' (BDM) programs demonstrate that the staff and volunteers embrace and embody the call heard in 1 John. Their deeds and the truth are evident in how they live and all they do to bring healing, hope, and recovery to disaster survivors. Those who support BDM's ministries through prayer, financial contributions, in-kind donations, advocacy, and volunteering at all levels join as cherished partners in our mission to show God's love.

Hurricane Helene struck Florida on Sept. 26, 2024, and moved north causing major flooding all the way to southern Virginia. It was a reminder of how devastating and unpredictable disasters can be but also highlighted the strength of the Church working together for our neighbor's good. All of BDM actively responded to this catastrophic event, including Children's Disaster Services (CDS) sending volunteer teams to North Carolina; multiple coordinating calls with the Southeastern and Atlantic Southeast Districts; volunteer and relief supply coordination with the Virlina District and North Carolina's Camp Carmel; the purchase of special supplies such as mold remediation materials; and providing Emergency Disaster Fund (EDF) grants to support district level responses. The mission expanded when Hurricane Milton struck Florida two weeks later, compounding the damage from Helene and prompting the sending of additional CDS teams. Working together through Christ, the BDM network helped "bear one another's burdens." Home rebuilding in North Carolina is scheduled to start in the fall of 2025. Hurricanes Helene and Milton were just two of many disasters and crises that BDM responded to in 2024..

Children's Disaster Services volunteers served in eight MARCs (multi-agency resource centers) in response to multiple tornadoes in the South Central, Midwest, and Southeastern US regions in the spring and summer of 2024 and also responded to one flooding event and four wildfires. In the fall, at the request of the Red Cross to care for children impacted by the hurricanes, three CDS teams served four weeks in shelters and a Family Assistance Center in the Asheville, N.C., area and two teams served in shelters in

the Tampa Bay, Fla., area. During the year CDS responded to 13 disasters, sending 68 volunteers who served 729 child contacts.

In early January 2025 wildfires in California stretched CDS to respond in multiple locations with four teams serving 515 children in the area in a little over a month. Spring tornadoes sent CDS to the plains states and Midwest to serve more children and families.

The Rebuilding Program completed 22 months of service to families impacted by the 2021 tornadoes in Dawson Springs, Ky. Additional support for this project site came from a Lowe's 2024 Winter Cycle Reconstruction Grant facilitated through NVOAD (National Voluntary
Organizations Active in Disaster). In response to the deadly 2022 flooding in Eastern Kentucky, a BDM volunteer group served survivors for a week in April 2024 in Letcher County and a new long-term site opened there in the fall. BDM's partner described its arrival in September as "perfect timing" because they were lacking volunteers just at the time that federal and state funding was becoming available to build new homes.

Smaller responses included collaboration with the leadership in three districts in Pennsylvania to coordinate local flood responses in the Eastwick/Cobbs Creek neighborhood of Philadelphia and in York County. Two EDF grants were provided for the York County response to purchase materials installed by BDM volunteers and to support a local partner providing Disaster Case Management.

Through our project sites, 39 families received support from 600 weekly volunteers who provided 4,636 hours of service on their homes. This free labor provided a cost savings of $1,242,077 to the families and local partners. Sixty-five disaster project leaders served in 2024.

Tragically, in 2024 international responses once again focused much more on supporting families impacted by violence, a human-caused crisis, than on natural disasters. In January 2025, the rebel group M23 invaded and occupied villages and cities in the Eastern DR Congo, displacing millions including Church of the Brethren members in North and South Kivu provinces. BDM is partnering with DR Congo and Burundi church leaders to help develop, support, and coordinate responses. In South Sudan political and ethnic violence has escalated to the brink of a civil war. BDM and Global Mission staff are working with leaders from the South Sudan mission to expand humanitarian response plans while supporting the mission. EDF grants are already supporting families displaced by this violence.

A total of $564,000 in EDF grants funded war-related relief and recovery programs in the DR Congo, Lebanon, Nigeria, Palestine, South Sudan, and Ukraine. This was the first year that grants provided aid and relief to families impacted by the Israel-Hamas war in the

Palestinian territories and Israel's attacks on Hezbollah in southern Lebanon. Smaller grants provided critical storm and flood relief in Burundi, the DR Congo, Dominican Republic, and South Sudan. Grants to partners in Mexico and the Dominican Republic supported the needs of refugees. Another area of ongoing focus is a response to the crisis in Haiti, including a failed government and sections of the country controlled by violent gangs, leaving families and congregations struggling to survive.

The Nigeria Crisis Response (NCR), in collaboration with EYN (Church of the Brethren in Nigeria), received $225,000 in EDF funds in 2024. Amidst ongoing, and often increasing, violence and insecurity, NCR maintains its focus on sponsorship of camps for internally displaced people; supporting EYN refugees returning from Cameroon, food distributions; medical assistance; livelihood training centers for widows and orphans; seeds and fertilizer; new wells for drinking water; education assistance for orphan children; and home repairs for the most vulnerable.

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

Roy Winter, Executive Director for Service Ministries



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

Eder Financial
BOLD. BALANCED. TRUSTED.

2025 Eder Financial Report

You likely benefit from the service of Eder Financial, whether you have direct interaction with Eder Financial or not. That's because we offer employee-based retirement, insurance, and financial services to nonprofit organizations like ministries, retirement homes, camps, and similar institutions. Serving those of like mind within the broader faith-based and nonprofit community, Eder also manages special funds, like ministry funds, memorial funds, cemetery funds, and building funds for congregations and other church-related organizations.

In 2024, we helped those we serve focus on carrying out their personal or organization's mission by –

- Permanently securing annuity payments for 1,700 annuitants.
- Offering complimentary life insurance to organizations that offered our other insurance products to their employees.
- Creating a toolkit to help organizations raise and manage funds to maintain their economic viability in the future.
- Increasing the number of grants within one of the benevolent funds we manage to proactively address the growing needs of our members.
- Continuing to offer learning sessions that give individuals and organizations the information they need to thrive.
- Adding additional components to our medical plan that help improve quality of life.

As an institution that partners with organizations that serve others, we seek to make decisions around retirement as easy as possible, creating a simple path to participation for all who can enroll, as many Americans find themselves having insufficient savings in retirement. We work to ensure members are not faced with that problem by streamlining the enrollment process, encouraging them to contribute consistently, and using an asset allocation model to help them grow their funds. Part-time employees meeting the minimum hour requirement can participate in both the Eder Retirement and Insurance plans.

Concierge service is included with our insurance products, which allows members to have their questions and concerns addressed more personally. Our ancillary insurances, which include but are not limited to 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 while not suffering high premium rate increases year after year.

We take the business of managing money very seriously, whether it is an organization's investment fund or money an individual has chosen to put aside for a charitable gift fund. Eder Organizational Investing has over $140 million in assets under management, serving approximately 200 clients. We manage funds for organizations in a way that allows easy access. Plus, we offer several investment tools, reports, and resources to assist organizations with fund acquisition and management. We would be glad to connect with you to share more.

Plus, our service model includes assisted help and education. We educate members on the questions they should ask to be successful, whether helping them grow their congregations' financial base or managing their personal retirement plan or insurance.

1505 Dundee Ave. • Elgin, IL 60120-1619 • ederfinancial.org • 847-695-0200 • 800-746-1505 toll-free • 847-742-0135 fax

Eder Values Investing
Eder has long believed that it should invest the funds it manages according to its values, which include but are not limited to peacemaking, stewardship, and community. Eder has a three-pronged EVI approach – screening, advocacy, and community development. Through screening, for example, each year Eder Financial's Board of Directors adopts two lists of companies that earn significant revenue from U.S. military operations. One list identifies the top 25 publicly traded defense contractors based on the size of contracts awarded by the Department of Defense, and the other list includes all publicly traded companies that generate more than 10 percent of their revenue from Department of Defense contracts. The firms on the lists are screened from Eder Financial's investment portfolios by all of our investment managers, and the organization avoids being a customer of any of these companies wherever possible.

A comparison of investment returns that are screened for Eder Values Investing by Eder's investment managers versus those managers' unscreened portfolios, shows that values-based screening almost always equals or exceeds unscreened portfolios. Eder Retirement Plan's investment funds have a history of strong performance. Our selection of funds offers opportunities for diversification and the potential for improved portfolio performance with thoughtful allocation. While we cannot guarantee market performance, Eder Values Investing ensures your investments are consistent with your values.

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, pastors, denominational executives, and organizations of like mind with Eder Financial. If you or someone you know would like to serve on the Eder Financial Board, please let us know. We are always looking for people who are dedicated to service, who want to do meaningful volunteer work, and who are committed to being an active member of a board.

We also have 30 people on our team 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.

Conclusion
Our mission to inspire responsible stewardship by delivering high quality values-driven employee benefits, finance services, and educational resources, and our commitment to service has not wavered. We work to be proactive, not reactive. We strive to answer the questions our customers have before they ask, not waiting for questions to come our way but anticipating them. In short, we've got our members and clients covered. If you and/or your congregation have not considered Eder Financial for your needs, we invite you to explore what we have to offer.

Donna Rhodes
Eder Financial Board Chair

Nevin Dulabaum
Eder Financial President

Church of the Brethren

Dear Friends in Christ,

Greetings to you in the name of Christ our Savior!

It is an honor to write to you on behalf of the staff, volunteers, and the Mission and Ministry Board of the Church of the Brethren. We pray 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. I am humbled by the ways your district and local congregations faithfully live into the Jesus in the Neighborhood vision, and I wish to express my gratitude for the many ways you support your communities and the wider church.

You will find much about our denominational mission and ministries reflected in two printed resources available to you at your district conference and on the Church of the Brethren website (www.brethren.org). The *Church of the Brethren Annual Report* offers a glimpse of the ministries over the last year, and the *Advocating Generosity* booklet invites you to partner with us in our current ministries. You will also find these resources, together with our recent Church of the Brethren video report, at www.brethren.org/annualreport.

The Church of the Brethren's Mission and Ministry Board approved a 2025 budget that includes nearly $500,000 in reductions. The budget aligns with ministry priorities, such as supporting congregations, developing leaders, and engaging in global and service ministries, in response to the changing needs of the church and its decreasing membership. As I mentioned last year, our denominational vision calls us to "develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless." We recognize that as the needs of the churches across the denomination continue to evolve, our staff must also be innovative, adaptable, and fearless in our efforts to enhance support for congregations and their leaders.

We are renewing our efforts to connect with district executives to better understand the needs of congregations and their leaders. We are also seeking ways and opportunities to engage with congregations, encouraging our members to consider participating in our service ministries, and collaborate with us in our global partnerships. We believe this support is essential in fulfilling our vision to be and encounter Jesus in our neighborhoods. To that end, we are here to serve, so if you have any questions or needs, please let us know.

May we continue together to be the hands and feet of Jesus.

Your servant in Christ,

David Steele
General Secretary

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

1451 Dundee Avenue, Elgin, Illinois 60120 847-742-5100 800-323-8039 Fax: 847-742-6103

Church of the Brethren

July 14, 2025

Dear Colleagues in Ministry,

Greetings, beloved fellow disciples of Jesus. I am encouraged by the theme and vision cast by the 2026 Annual Conference moderator. I pray that God's Spirit will inspire us all in the coming year to IMAGINE! "what no eye has seen, nor ear has heard, nor the human heart conceived, what God has prepared for those who love him – these things God has revealed to us through the Spirit." (1 Cor. 2:9-10a). May each partnership between pastor and congregation be filled with divine creativity and holy imagination!

As we engage in ministries together, the Pastoral Compensation and Benefits Advisory Committee, in cooperation with the Ministry Office and the Council of District Executives, provides materials related to ministerial compensation that have been approved by the Annual Conference. The *Integrated Annual Ministry Agreement* (IAMA) serves as one document for both the start-up and renewal needs for pastors. In addition, this Agreement contains a helpful document entitled "*Shared Ministry Priorities*," which can aid in developing a strong and transparent partnership between pastor and congregation. We urge congregations to utilize both documents and to renew them each year. The documents (in fillable form) are posted separately on the Office of Ministry compensation page.

The *Guidelines for Pastors' Salary and Benefits* contain basic background information and explanations regarding compensation and benefits. The *Minimum Cash Salary Table and Guidelines* seeks to encourage congregations to be fair and generous employers of pastoral leadership. All these materials can be utilized in conjunction with the *Pastoral Compensation Calculator* developed with Eder Financial and found here:
https://www.brethren.org/ministryoffice/compensation/

It is important to note that the Pastoral Compensation Calculator starts with what the congregation can afford to pay, includes the cost of housing, pension, and benefits, and then calculates how many hours (based on the Minimum Cash Salary Table) of average weekly pastoral time the congregation should expect to receive from their pastor. In summary, the calculator clarifies the congregation's ability to determine appropriate levels of compensation for pastors. Updates to the calculator that incorporate the 2026 figures are in process by Eder Financial staff and should be ready by the beginning of August.

Please NOTE: THE NECESSARY FORMS ARE AVAILABLE IN FILLABLE FORMAT AT
https://www.brethren.org/ministryoffice/compensation/
(This is the source to find all documents and resources related to pastoral compensation.)

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The following resources are provided for congregations and pastors as they work at these conversations:

1. **Integrated Annual Ministry Agreement (IAMA)** –
   As mentioned above, the Integrated Annual Ministry Agreement (replacing start-up and renewal agreements) is available online (see link above). This agreement is to be completed each year. Please secure the appropriate signatures and place a copy in the ministerial file. A signed copy should be returned to the ***district office*** from each pastor and placed in the minister's file. ***Please highlight the critical importance of this document being signed and returned annually to the district office.***
2. **Minimum Cash Salary Table and Guidelines*** (the Table as posted reflects a cost-of-living adjustment of 2.6% approved by Annual Conference delegates and effective January 1, 2026.) Link: https://www.brethren.org/ministryoffice/compensation/
3. **Compensation Calculator** available at this link: https://pccalc.azurewebsites.net/
4. **Shared Ministry Priorities**, fillable – This document included in the IAMA is also posted separately for convenient access.
5. **Guidelines to Pastors' Salaries and Benefits** document serves as a resource for compensation conversations and can be found here: https://www.brethren.org/ministryoffice/wp-content/uploads/sites/15/2022/08/2023-Guidelines-for-Pastors-Salary-and-Benefits.pdf

*The recommended cost-of-living increase approved by delegates at the 2025 Annual Conference constitutes a 2.6% increase across the salary table taking into consideration economic factors and careful projections of experts in the field. The committee encourages congregations to be equitable in seeking to be supportive to ministers in this midst of a climate of rising inflation and increased social challenges. While financial remuneration is not the only means of expressing support, it is a fitting way to communicate gratitude during these challenging days of ministry together.

The Pastoral Compensation and Benefits Advisory Committee is available as a resource during this process of resourcing pastors and congregations.
The recording of the original introductory workshop to the new compensation tools is still posted on the compensation website here: https://www.brethren.org/ministryoffice/compensation/

The Office of Ministry welcomes your input, and we desire to work closely with you in endeavoring to serve our ministers and congregations well. We recognize that the conversations you guide as leaders provide a prime opportunity for you to be in conversation with congregations about their vision for mission and ministry as a people of faith including a vision for leadership/staffing needs.

Under special, limited circumstances, licensed ministers are utilized as pastors. Two important notes/reminders about licensed ministers:

1. Please remember to use the **Approval for Employment** form in the Ministerial Leadership Manual (page OM340 and attached to this mailing in both PDF and Word

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format) for licensed ministers serving as pastors. Remember that a licensed minister is to serve as a pastor only when she/he is engaged in an approved ministerial training program and under the direct supervision of an ordained minister (MLP 2014).

2. Please remember to use the **Student Placement Guidelines** in the Ministerial Leadership Manual (page OM320 and attached to this mailing) for a licensed minister who is serving as a pastor in a district beyond where she/he is licensed while in seminary or academy level training programs.

Please be in touch with me if you have questions. Thank you for your ongoing assistance with interpreting items regarding pastoral salaries and benefits. May God bless you in your ministry and give us all wisdom and courage for the journey.

Yours in Christ,

Nancy S. Heishman

Nancy Sollenberger Heishman, Director, Ministry Office

c: David Steele
Members of Pastoral Compensation & Benefits Advisory Committee: Robert (Bob) S. McMinn, chair, Angela Finet, Lori Hurt, Harry Biddle, and Andy Hamilton, representative from the Council of District Executives

* While the title pastor is used, these materials are to be used with other types of ministerial leaders as well – Associate Pastors, Assistant Pastors, Youth Ministers/Pastors, Interim Pastors, etc. They are designed for most persons serving in "pastoral" roles.

take heart



CHURCH OF THE BRETHREN ANNUAL REPORT OF 2024

PUBLISHED IN JUNE 2025

Church of the Brethren

CHURCH OF THE BRETHREN ANNUAL REPORT OF 2024

Take heart, it is I; do not be afraid." — Mark 6:50

During this past year, the Church of the Brethren expanded work in South Sudan, approved a new Global Mission Development Fund, and responded to catastrophic disasters in North Carolina and Florida. The church held a first-ever L.E.A.D. conference, brought renewed energy to Intercultural Ministries and translation efforts, connected with families through the Shine Everywhere initiative, and advocated for the rights of immigrants.

These are a few highlights from the range of ministries carried out by the Mission and Ministry Board and its staff in 2024. Despite challenges both near and far, we are buoyed by Jesus' call to take heart.

The report below describes work in the areas of Global Mission, Service Ministries, Discipleship and Leadership Formation, Organizational Resources, and the General Secretary's Office. The work is guided by the Board's Strategic Plan, which comprises four strategies: pursue Christ's call to discipleship, embody the biblical command to love our neighbors, seek God's racial justice, and reclaim New Testament models of giving.

GLOBAL MISSION

Building new relationships and connecting with the 11 established and other emerging Church of the Brethren bodies around the globe, the Global Mission program shares and demonstrates the gospel of Christ through mutual encouragement, sharing of resources, theological education, and supporting the programs of these partners in ministry.

These relationships continued during a year with multiple staff transitions. Sharon Norton began as executive director of Global Mission in December 2024, following Eric Miller's departure in May. Roy Winter provided interim leadership. Jennifer Hosler started in April as the new Global Food Initiative manager after Jeff Boshart's resignation at the end of 2023. During the changes, office manager Carole Davenport helped create a continuity of ministry.

Representatives from six countries attended the 2024 Annual Conference: Daniel Mbaya, president of Ekklesiyar Yan'uwa a Nigeria (EYN, the Church of the Brethren in Nigeria); trustee Darryl Sankey and Cornelius Solomon from the First District Church of the Brethren in India; president Ariel Rosario and moderator Faseli Nolasco de Acevedo from Iglesia de los Hermanos (Church of the Brethren) in the Dominican Republic; president Santos Terrero Feliz and Ranses Terrero Matos from Iglesia de los Hermanos, Una Luz en las Naciones (Church of the Brethren, a Light to the Nations) in Spain; president Roger Padilla Moreno from Iglesia de los Hermanos (ASIGLEH, Church of the Brethren in Venezuela); and Expert Bukene, founder and leader of the emerging Church of the Brethren body in Burundi.

Bukene spoke at the Brethren World Mission breakfast at Annual Conference. In November, Etienne Nzanzimana from the Church of the Brethren in Rwanda was a guest speaker at the L.E.A.D. Conference in Ephrata, Pa.

In early 2024, Annual Conference moderator Madalyn Metzger and Eric Miller visited the First District Church of the Brethren in India, the denomination's oldest international mission (established in 1895). Their visit, which included touring several congregations and

community programs, highlighted the deep partnership between the US and India Brethren, rooted in shared values of peace, reconciliation, and service.

Metzger's visit was especially meaningful, since she is a descendant of Brethren mission workers (her great-grandparents served as early missionaries in Nigeria). Her presence symbolized the evolving and equal partnership between the two churches and reaffirmed their mutual commitment to grow together in faith and mission.

The Church of the Brethren in Nigeria (EYN) continues to have thousands of members displaced by regional terrorist violence, even as the church has grown and built new congregations in recent years. Eric Miller attended the EYN majalisa (annual conference) to represent the US church and to be an independent monitor for the election of new leaders. Those elected were Daniel Mbaya, president; Nuhu Nutah Abba, vice president; James K. Musa, general secretary; and Usman Balami, who continues as director of finance.

The Democratic Republic of Congo Church of the Brethren perseveres while supporting many families displaced by violence from large militia groups. Some of the displaced families crossed into Rwanda seeking aid.

The Rwandan Church of the Brethren has significant challenges with new government regulations for houses of worship. The requirements include educational degrees for church leadership, building standards, and noise management. The result has been the closure of three of the four congregations in Rwanda until the regulations can be met.

Chris Elliott is the country area team (CAT) member for the DR Congo, where he has visited many times. Elliott also travels to Rwanda to teach at the Great Lakes Bible School and visits other countries in the region. Mission volunteer Grace Elliott served through BVS in Rwanda at a preschool operated by the church. Her term of service ended in July, but she continues working in Rwanda independently.

Marla Abe, CAT volunteer for Burundi, visited there as well as in Uganda and Rwanda, and provided vocational training in health and sanitation. Carpentry and gardener/animal husbandry experts traveling with her also provided vocational training. Nathan Hosler, director of the Office of Peacebuilding and Policy, visited the Ugandan church leadership as part of a trip with Heifer International. Gordon Hoffert, CAT volunteer, regularly travels to Uganda while helping coordinate fundraising and program development with Ugandan church leader Bwambale Sedrack.

The Church of the Brethren in the Dominican Republic (DR) has emerged from internal conflict and several mediation processes with a renewed focus on growth and supporting pastors. The mediation process resulted in two distinct Church of the Brethren denominations in the DR, the Iglesia de los Hermanos and the newly formed Iglesia de los Hermanos Comunidad de Fe (Church of the Brethren Community of Faith).

Continued prayer is needed for the people of Haiti, a failed state without a viable government where violent gangs control most of Port-au-Prince, the nation's capital. Ilexene Alphonse, pastor of Miami Haitian Church of the Brethren and CAT volunteer for Haiti, represented the US Church at the Eglise des Freres d'Haiti (Church of the Brethren in Haiti) 10th annual conference. At the conference, which had as its theme "The Power of Unity," Yves Musa was elected the new general secretary, Oriles Augustin the moderator, and Reginald Lublin the treasurer. A working group was established for the Haiti Medical Project to help provide consistent grassroots leadership for the program.

Iglesia de los Hermanos (ASIGLEH), the Church of the Brethren in Venezuela, asked for assistance with purchasing land to become a discipleship center and a chicken production farm to raise funds for ongoing ministry in Venezuela. Support from US congregations, the Global Mission budget, Brethren World Mission, and the Global Food Initiative came together to help ASIGLEH purchase and start the farm. Joel Peña, CAT volunteer for Venezuela, and Bob Kettering, president of the Brethren World Mission group, were workshop leaders at ASIGLEH's 2024 annual conference, which was held in Colombia.

Global Church of the Brethren Communion

The Global Church of the Brethren Communion (GCBC) is a group of 12 Church of the Brethren bodies providing mutual encouragement, sharing resources, and supporting each other's efforts. The countries represented are Brazil, Democratic Republic of Congo, Dominican Republic, Haiti, Honduras, India, Nigeria, Rwanda, Spain, Uganda, the US, and Venezuela. With several of the emerging churches eager to join this communion, the GCBC is working on establishing standards for accepting new members.

South Sudan Mission

The South Sudan mission program has expanded to focus more on church planting while continuing its long-term holist peace program. Church of the Brethren congregations have been established in Lafon, Pacidi, Upou, and Kudo. Current goals for the mission include registering and being recognized as a South Sudan church by the government and becoming an indigenous Church of the Brethren denomination that is self-governing, self-supporting, and self-propagating by 2034. Athanasus Ungang is mission leader, coordinating all programs and supervising South Sudanese staff.

Global Mission Development Fund

At its October meeting, the Mission and Ministry Board approved a new Global Mission Development Fund that will provide an efficient way to raise funds in support of Global Mission partners, mission points, and priorities of global Church of the Brethren denominations.

Global Mission grants

Part of building the capacity of our global churches is to give grants that will provide theological education and leadership training for leaders, provide encouragement in the form of pastors' retreats, meet real-life needs such as the Haiti Medical Project, and fund peacebuilding in places of poverty and conflict. Grants were sent to Brazil, Dominican Republic, DR Congo, Haiti, Honduras, Nigeria, Rwanda, Spain, Uganda, Venezuela, Burundi, Ecuador, and Tanzania.

Brethren World Mission is a strong partner in responding to the needs of global churches through developing relationships, providing leadership training, and funding many projects that will contribute to long-term sustainability of these churches.

Global Food Initiative

From the Bread of Life to the feeding of the multitudes by the sea of Galilee, the Gospels depict people in need of nourishment. As followers of Jesus in the Church of the Brethren, we believe that Jesus cares both about our spiritual hunger and our physical hunger (see for instance John 6:35-40; Matthew 5:6; Luke 6:21; Mark 2:23-28; John 6:1-15). Following Jesus involves addressing hunger and food insecurity.

The Global Food Initiative (GFI) has been part of the Church of the Brethren's ministry for more than 40 years, empowering siblings in Christ to meet their nutritional needs, to farm sustainably, to feed children, and to create livelihoods. Donations to GFI support food security and hunger-related initiatives around the world. GFI also funds local church projects in the United States, through congregations seeking to make community gardens and address hunger in their communities.

New half-time manager Jennifer Hosler values how GFI funds can empower congregations in the US and around the world to address important food needs in their communities. As part of the transition from long-time manager Jeff Boshart, a new GFI review and advisory panel was recruited. The panel is composed of six people with expertise in agriculture, fisheries, agricultural education, accounting, and church ministries.

Hosler visited a Growing Hope Globally growing project in Myersville, Md., a ministry partnership of seven Church of the Brethren congregations in Mid-Atlantic District. In July, to learn more about the training received by international partners, she attended a class at ECHO, a Christian ministry based in Fort Myers, Fla., that teaches small-scale, sustainable farming methods around the world. Each year, GFI funds similar trainings to support small-holder farmers using fewer inputs, less water, and rebuilding eroded or degraded soils.

In October, Hosler and Winter traveled to Honduras to visit Proyecto Aldea Global (PAG), a long-time partner of GFI and the Emergency Disaster Fund. There they saw small animal-raising projects, school breakfast programs, sanitation projects, and home rebuilding. PAG is led by Church of the Brethren member Chet Thomas. The visit also included fellowship with church leaders from la Iglesia Viviendo en Amor y Fe, part of the Global Church of the Brethren Communion.

The GFI Fund allocated 12 international grants in 10 countries. These grants supported agricultural development work through Church of the Brethren partners in Burundi, DR Congo, Dominican Republic, Haiti, Nigeria, Rwanda, Spain, Tanzania, Uganda, and Venezuela. Projects included grain mills, clean water projects, agricultural extension training, aquaculture (fish farming), emergency food security funds, and support for church-based agricultural projects and training. International allocations totaled $76,697.

GFI also provides yearly administrative grants to US-

based organizations focused on advocacy, food justice, and food security. In 2024, GFI made contributions to Bread for the World, Growing Hope Globally, and the National Farm Worker Ministry, with these allocations tallying $7,500.

While GFI encourages US Church of the Brethren congregations to submit grant applications for projects related to hunger, food security, church gardening, and homelessness, there were no US applicants in 2024. Preparations were made to increase outreach to congregations and districts so that they are more aware of grant possibilities.

The sum of all funds given as grants to both international and domestic partners was $84,197.

SERVICE MINISTRIES

Let us love not in word or speech but in deed and truth (1 John 3:18).

This scripture verse is taken to heart as Service Ministries programs equip and send volunteers, resources, and material aid to demonstrate God's love and hope for people around the globe. While being the church in the world, volunteers are supported as they grow into disciples. Roy Winter is executive director.

Brethren Disaster Ministries

Severe storms such as Hurricane Helene, which struck Florida and then moved north, causing major flooding all the way to southern Virginia, demonstrate the extensive damage caused by major disasters—but also highlight the strength of the church working together for our neighbor's good.

All of Brethren Disaster Ministries (BDM) actively responded to this catastrophic event in September. Children's Disaster Services (CDS) sent teams to North Carolina. There were multiple coordinating calls with Southeastern and Atlantic Southeast Districts. Volunteers and relief supplies were coordinated with Virlina District and Camp Carmel. Special supplies such as mold remediation materials were purchased. And grants supported district-level responses.

The mission expanded two weeks later when Hurricane Milton struck Florida, compounding the damage from Helene and prompting additional CDS teams. Working together through Christ, the BDM network helped "bear one another's burdens." Hurricanes Helene and Milton were just two of many disasters and crises that BDM responded to in 2024.

Brethren Disaster Ministries brings hope and healing and shares God's love to those affected by disasters. Six staff members manage this ministry under the leadership of Roy Winter, with administrative, communications, and international projects support from office manager Sharon Franzén and database support from Darlene Hylton.

Children's Disaster Services

Children's Disaster Services responded at eight multi-agency resource centers (MARCs) after multiple tornadoes struck the south central, midwest, and southeastern regions of the country in the spring and summer. CDS also responded to one flooding event and four wildfires. Due to the nature of these events, CDS was able to quickly mobilize local volunteers who were able to serve for shorter time periods than the more typical two-week commitment.

In the fall, CDS received requests from the Red Cross to care for children after hurricanes. Three teams served four weeks in shelters and a family assistance center in the Asheville, N.C., area after Hurricane Helene, and two teams served in shelters in the Tampa Bay, Fla., area after Hurricane Milton. During 2024, CDS responded to 13 disasters, sending 68 volunteers who served 729 child contacts.

Four entry-level volunteer training workshops were held in 2024, resulting in 42 potential volunteers. Ten district area coordinators were confirmed to assist district disaster coordinators with program promotion, communication, training events, and advocacy for children. CDS is led by associate director Carolyn Neher and supported by program assistant Michael Scalzi.

Rebuilding Program

The Rebuilding Program focuses on long-term home recovery in communities affected by disaster. Rebuilding from the 2021 tornadoes in the Dawson Springs, Ky., area was completed after serving survivors there for over 22 months. Additional support for this project site came from a Lowe's 2024 Winter Cycle Reconstruction Grant facilitated through National Voluntary Organizations Active in Disasters.

In response to deadly flooding in 2022 in Eastern Kentucky, a BDM volunteer group served survivors for a week in April 2024 in Letcher County and a new long-term site opened there in the fall. BDM's partner described its arrival in September as "perfect timing," since they were lacking volunteers just as federal and state funding were becoming available to build new homes.

BDM director Jenn Dorsch-Messler and program assistant Kim Gingerich coordinated and supported these long-term sites, as well as several short-term responses. This included collaboration with leadership in three districts in Pennsylvania to coordinate local flood responses in the Eastwick/Cobbs Creek neighborhood of Philadelphia and in York County. Two grants from the Emergency Disaster Fund were provided for the York County response to purchase materials installed by BDM volunteers and to support a local partner providing disaster case management.

Through these responses, 39 families received support from 600 weekly volunteers who provided 4,636 hours of service on their homes. This donated labor provided a cost saving of $1,242,077 to the families and local partners.

Office management was provided to both long-term sites throughout the year by Lynn Evans, with Judy Deitch also serving for 10 weeks in Dawson Springs. Long-term leadership on the construction sites was provided by Steve Keim and Rex Miller, as well as Brethren Volunteer Service volunteer Keke (Lieketseng) Phooko. Additional monthly volunteer leadership on the projects was provided by 65 disaster project leaders. Nine people completed a disaster project leader training in January 2024.

International Response

Tragically, international responses once again focused much more on supporting families affected by violence, a human-caused crisis, than on natural disasters. A total of $564,000 funded war-related relief and recovery programs in the Democratic Republic of Congo, Lebanon, Nigeria, Palestine, South Sudan, and Ukraine. This was the first year that grants provided aid and relief to families affected by the Israel-Hamas war in the Palestinian territories and Israel's attacks on Hezbollah in southern Lebanon.

Smaller grants provided critical storm and flood relief in Burundi, DR Congo, Dominican Republic, and South Sudan. Grants to partners in Mexico and the Dominican Republic supported the needs of refugees. Another area of continuing focus is a response to the crisis in Haiti, where the government has failed and parts of the country are controlled by violent gangs. This has left families and congregations struggling to survive.

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, a program responding to the violence by the terrorist group Boko Haram, and, more recently, the Islamic State West Africa Province (ISWAP).

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, distribution of seeds and fertilizer, new wells for drinking water, education assistance for orphan children, trauma workshops, and home repairs for the most vulnerable.

Through grants of $220,000, this ministry has provided significant recovery and relief in areas where EYN churches, families, and communities are being rebuilt. Working together, and with a strong faith in God, EYN continues to persevere and lead recovery and relief efforts while also planting new churches.

Brethren Volunteer Service

In 2024, BVS marked a historic shift as the entire staff transitioned to working remotely, operating from various locations across the United States and Northern

Ireland. This change not only reflects a modern approach to ministry but also aligns with BVS's commitment to caring for creation, as staff embrace digital tools for communication and operations.

Orientations were held at Camp Colorado in Sedalia, Colo., and Camp Brethren Heights in Rodney, Mich., where 27 new volunteers joined BVS. Throughout the year, a total of 54 volunteers served in the US, Northern Ireland, Japan, Ireland, and Rwanda.

"Orientation really solidified that BVS is where I needed to be and gave me skills to not only survive, but to thrive, during my service," said volunteer Aly Heckeroth.

Under the leadership of director Chelsea Goss Skillen, BVS is adapting to a changing environment, bringing fresh ideas for supporting volunteers and projects, while staying connected with supporters through email newsletters and social media.

Sara Cook is the Europe coordinator, providing support to European volunteers and cultivating new partner relationships. Virginia Rendler, interim volunteer coordinator, offered leadership during orientation and ongoing support of volunteers. Walt Wiltschek resigned as part-time office coordinator.

The BVS staff is committed to continuing BVS's vital ministry of sharing God's love through acts of service by empowering volunteers to use their time and skills to serve human need, advocate for justice, promote peace, and care for creation.

Faith Outreach Expeditions (FaithX)

The FaithX theme of "Beloved," based on 1 John 4:7, reminded participants to love in the way that God loves us. A total of 183 youth and adults considered what it means to see and hear the heart of God in each other and those that we serve.

Ten week-long trips were held in the United States and one in Ecuador. FaithX partnered with five Church of the Brethren congregations and four Church of the Brethren camps. Participants volunteered with 13 nonprofit organizations.

"This experience has shown me how powerful a group of people that come together toward a single cause can be," said one youth, reflecting on his senior high FaithX service trip. "Individually, none of us could accomplish what we have been able to do together and that's something that's useful here, it's useful back home, and it can be an important lesson among any group of people in any part of the world."

The 2024 FaithX program was organized by Marissa Witkovsky-Eldred, coordinator of short-term service. She was assisted by Rachel Johnson, who joined the team as BVS volunteer for FaithX.

Material Resources

Material Resources staff facilitated shipments totaling 715 tons of donated hospital supplies, quilts, health kits, school kits, baby kits, cleanup kits, and other supplies valued at over $10 million, reaching 23 states and 10 countries. A total of 28.36 tons of cardboard was baled and sent for recycling. To support this work, 123 volunteers assisted with quality control of hygiene kits and loading boxes.

Loretta Wolf directed the program, while Scott Senseney and Glenna Thompson coordinated warehouse and office operations, respectively. Warehouse staff Richard Best, Melissa Fritz, and Brenda Giles packed items for shipping. Ed Palsgrove drove 20,068 miles delivering shipments and picking up donations. Medical supplies were sorted and prepared for shipment by Sam Carter and Jeffery Brown, who ended his employment in April.

The program received more than 950,000 pounds of donations on behalf of Lutheran World Relief (LWR) and Church World Service (CWS). CWS responded to hurricanes Beryl, Debby, Francine, and Milton with shipments from the warehouse. LWR and CWS both sent shipments in response to Hurricane Helene, including blankets and quilts; school, personal care, and hygiene kits; and over 4,500 cleanup buckets, for a total of 150,927 pounds.

CWS and International Orthodox Christian Charities jointly shipped supplies to Armenia and Greece. On behalf of these partners, other full containers of supplies were shipped to Angola, Armenia, El Salvador, Greece, Honduras, Malawi, Mexico, Pakistan, Republic of Georgia, and Ukraine.

Material Resources staff and partners are working toward the eventual close of the Material Resources program by the end of 2025, a decision made by the Mission and Ministry Board in October 2023.

DISCIPLESHIP AND LEADERSHIP FORMATION

Discipleship and Leadership Formation equips ministers and congregations to reach out and connect with their local communities. The team does this by hosting events and providing coaches, collaborators, and consultants. Within this department are Intercultural Ministries, Spiritual Formation, Youth and Young Adult Ministries, Organizational Leadership, and the Ministry Office. Nathan Polzin is executive director, and Randi Rowan is program assistant.

Intercultural Ministries

Since coming on board in February 2024, Founa Badet, director of Intercultural Ministries, has convened meetings with the Intercultural Ministries Advisory Committee and organized events for training, networking, and support. In May she presented on the topic of clergy and mental health at Wyomissing Church of the Brethren in Atlantic Northeast District. Thirty leaders participated, and that content is being translated into Spanish.

Annual Conference was an important opportunity for connecting and networking across cultures. A Spanish-speaking Brethren Leaders' Luncheon and the Multicultural Luncheon were well attended. Fifty people attended Badet's equipping session on "Understanding Your Cultural Bias." Another 50 participated in a session on the same topic at Virlina District's conference in November.

Intercultural Ministries was involved in both the summer and fall Brethren Volunteer Service orientations, training new volunteers in cultural bias awareness. At the L.E.A.D. Conference, Badet presented a workshop in both Haitian Creole and English.

Youth and Young Adult Ministries

The Youth and Young Adult Ministries office, led by director Becky Ullom Naugle, hosted 11 participants from three districts in Washington, D.C., for Christian Citizenship Seminar in April. The theme was "And They Fled: Advocating for Just Immigration Policy," based on Matthew 2:13-23.

Young Adult Conference, held in May at Shepherd's Spring Camp and Conference Center, brought together 46 people around the theme "Transformed by God," from Romans 12:1-2. The event was planned by the Young Adult Steering Committee and Ullom Naugle.

Youth and Young Adult Ministries created social media posts on Facebook and Instagram targeted toward distinct age groups and advisors; provided resources for National Junior High Sunday and National Youth Sunday; led sessions at Annual Conference for junior high youth, high schoolers, and young adults; and produced the *Bridge* newsletter for young adults.

A contract for a different venue for National Youth Conference was secured. Two volunteer coordinators were called to help plan NYC 2026, and a new National Youth Cabinet was named.

Organizational Leadership

Stan Dueck, director of Organizational Leadership, provided 107 hours of coaching for pastors across a range of ages, ethnicities, and experience levels. He also led consulting and visioning work with districts and congregations. He organized webinars, led deacon training, and presented at several conferences, seminars, and congregations.

Dueck introduced the Council of District Executives to a discipleship resource organization called Fresh Expressions. He sponsored the attendance of seven participants at the Christian Community Development Association conference. He also connected congregations and pastors with We Rise International, an organization that offers resources related to mental health, trauma, and addiction.

Dueck worked with the New Church Advisory Committee and consulted with several potential church planters interested in the Church of the Brethren. The committee met to begin planning the 2025 New and Renew Conference.

Brethren Faith in Action grants totaling $75,546 were awarded to 18 congregations and one camp.

Spiritual Formation

Josh Brockway, director of Spiritual Formation, attended Calvin Theological Seminary's worship symposium and an Anabaptist gathering of theologians to examine the Top 100 CCLI worship songs from an Anabaptist perspective. He led classes for Virlina District's Christian Growth Institute and workshops at conferences, preached in congregations, and wrote an article for *Messenger* magazine.

Brockway helped set up a video recording studio at the Church of the Brethren General Offices and produced a series of discipleship videos, "Learning to Wash Feet." Congregations can access the videos and discussion guides at www.brethren.org.

Brockway served on the Standing With People of Color study committee and worked with the planning team for the National Older Adult Conference. He represented the denomination at the Parish Collective Conference.

Along with Stan Dueck, Brockway completed coursework for Kingian Nonviolence Level 1 certification. They are now credentialed to provide KNV training to others. Brockway has also become an Intercultural Development Inventory qualified administrator.

Ministry Office

The Ministry Office, staffed by director Nancy Sollenberger Heishman, oversaw the search processes that filled open district executive minister positions in Idaho and Western Montana, Western Plains, Mid-Atlantic, and West Marva districts. Search processes are under way in Southern Pennsylvania, Shenandoah, and Middle Pennsylvania.

In collaboration with the Council of District Executives, the Ministry Office is coordinating a review of several denominational statements, including the 2014 Ministerial Leadership paper, Ethics in Ministry Relations, and Guidelines for Sabbath Rest.

The Part-time Pastor; Full-time Church program, which entered its sixth year in January 2024, is built around three ideas—peers, practice, and purpose. The grant-funded program, implemented by manager Richard Wehrle, offers cohorts for pastors to connect with their peers; assists pastors in developing healthy spiritual, emotional, and physical practices by providing resources for pastoral retreats, sabbath rest, and other areas of rest and renewal; and enables them to keep a strong sense of purpose.

Part-Time Pastor; Full-Time Church has offered virtual events, including book studies, clergy support groups, a webinar presented by Callie Swanlund, and coaching relationships carried out by six circuit riders. In-person events were offered for continuing education credit at Annual Conference and several district conferences on themes such as pastoral care, time management, and self-care for multi-vocational ministers. The program gave grants to support pastoral sabbaticals and learning tours, district pastors' retreats, and a pilot initiative in Western Plains District.

In 2024, the eight cohorts of Part-Time Pastor; Full-Time Church engaged 76 pastors representing 59 congregations. The program sponsored 13 events involving 317 pastors from 152 congregations. Approximately 63 CEU's have been earned by 85 individuals through the program.

Staff and leadership are evaluating the program's viability and continuation beyond the grant-funded period.

The Ministry Office supported districts in carrying out the review process for credentialed ministers, which takes place every five years. Required ministerial ethics sessions have taken place in each of the 23 districts and will continue through 2025 as the cycle comes to completion. Eight trainers representing three languages (English, Spanish, Haitian Creole) led the sessions. New articles in the updated ethics curriculum addressed artificial intelligence, use of social media, and a multicultural approach to intercultural ethics.

The Pastoral Compensation and Benefits Advisory Committee worked with Eder Financial and the Treasurer's Office to implement changes that the 2024 Annual Conference made to the Housing Equity Fund, making it more beneficial to pastors.

More than 100 attendees attended the Ministers' Association continuing education event focused on "Listening to the Sound of the Genuine," with noted preacher and professor Frank A. Thomas presenting in hybrid format.

The number of ministers added to the ministerial body in 2024 were 26 ordained (16 male, 10 female), 8 commissioned (7 male, 1 female), 21 licensed (17 male, 4 female).

Office manager Mishael Nouveau facilitated disbursement of the following funds: scholarships for continuing education, $6,337; leadership development and training grants, $7,868; Ministry Assistance Fund,

$13,166; and annual scholarship grant to Bethany Seminary, $7,500. The Robert C. Wenger Charitable Trust donated $3,750 to the Ministry Assistance Fund.

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

Training in Ministry (TRIM) engaged 17 students in 2024. The congregationally based training program, Education for a Shared Ministry (EFSM) and its Spanish-language counterpart, EPMC, involved six congregations, with a combination of seven ministry students. Seminario Bíblico Anabautista Hispano de la Iglesia de los Hermanos (SeBAH-CoB) supported 16 regular students and four students taking only one or more courses.

Six of the SeBAH-COB students were members of the Global Church of the Brethren Communion, representing Honduras and Venezuela. These students completed their coursework in 2024 and are now working to complete their practical ministry experience.

In addition to these programs, the Brethren Academy provided guidance for six Academy Certified Training Systems (ACTS), which offer regionally based ministry training.

As part of Bethany Theological Seminary's initiative "Building Bridges Across Ideological Divides," the Brethren Academy is offering a series of TRIM-level courses to help clergy address division in their congregations and communities. These courses are scheduled through 2026, with the first two completed in 2024.

Program coordinators Audrey Hollenberg-Duffey and Arlyn Morales oversaw these programs. Terri Moses became administrative assistant in April, following the retirement of Fran Massie.

The continuing education program, Strength for the Journey, completed four cohorts in 2024. Each of the cohorts had a different focus: contemplative practices, new pastorates, district executive ministry, and the impact of culture on church life.

The Brethren Academy provided 169 continuing education (CEU) certificates for engagement in its own courses, seminars, and programs. The academy also provided 883 CEU certificates for events or courses offered by other agencies.

Evangelism and leadership

In addition to his administrative duties for the department, Nate Polzin published "For My Neighbor's Good," a study guide on relational evangelism, and led training sessions in several districts and congregations.

An advisory committee worked with him to launch the first Church of the Brethren L.E.A.D. (Listen Equip Adapt Disciple) Conference, a leadership conference for pastors, board members, deacons, Sunday school teachers and other local church leaders. More than 100 individuals received training and inspiration from keynote speaker Dennis Edwards. Insight sessions were led by more than 20 Church of the Brethren leaders. The conference was hosted in November by Ephrata (Pa.) Church of the Brethren.

Polzin worked with different teams to help the denomination translate resources into other languages, expand the amount and scope of the Health Care Education Scholarship (formerly Nursing Scholarship), and set up a new video recording studio for denominational staff. He preached and led insight sessions at district conferences and other events.

ORGANIZATIONAL RESOURCES

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

Brethren Historical Library and Archives

The Brethren Historical Library and Archives (BHLA) is the official repository for Church of the Brethren records documenting the ministry of the church, 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. The archives are available to districts, congregations, and individual members for research and historical study.

Allison Snyder served as interim manager through June 30. Claire Flowers began as director July 15 (and left in early 2025).

Early in 2024, Snyder hosted social media events featuring Brethren Volunteer Service and vintage baking. At Young Adult Conference, she helped coordinate a tour of the Antietam battlefield and a book talk by Terry Barkley, former BHLA archivist and author of a book about Antietam.

The archives processed incoming accessions from districts and congregations. Notable accessions included materials from former denominational staff member H. Lamar Gibble and the Eikenberry family.

Buildings and Grounds

Buildings and Grounds staff maintain the physical spaces where employees carry out many of the ministries of the church. Salvador Campero directs the work at the General Offices in Elgin, Ill., assisted by Lee Marsh. Francie Coale directs the work at the Brethren Service Center in New Windsor, Md., assisted by Felix Hill.

The General Offices provide office space for staff of the Church of the Brethren and Eder Financial and a warehouse used by Brethren Press for inventory and shipping. The warehouse is also a drop-off location for Church World Service and Lutheran World Relief donations. In addition, Living Gospel Church of God in Christ has rented space in the building for over 25 years.

Staff attended local meetings about lead mitigation. City of Elgin water supplies and distribution pipes are lead-free, but some service lines entering homes and businesses contain lead. Staff verified that the General Offices, BVS house, and Heckert house do not have lead service lines.

Major projects included repair of the boiler, repair and maintenance of the air handling system, and work on leaks in basement pipes that required asbestos coverings to be removed. The freight elevator was outfitted with its own dedicated cell signal, which was necessary in case of a power outage and loss of internet access, rendering the VOIP phone service inoperable. In order to pass annual inspection, phone access to and from the elevator is required.

At the Brethren Service Center, a large warehouse contains sorting areas for Material Resources and storage for disaster relief materials. SERRV uses part of the warehouse as its main distribution center. The center has offices for several denominational ministries.

Two major projects were a replacement of one of the original dock plates in the warehouse that had failed and replacement of the building's original boiler. In the SERRV portion of the warehouse, industrial sized fans were installed to reduce indoor temperatures in the summer.

The Church of the Brethren also owns two other properties. One is Germantown (Pa.) Church of the Brethren, where the Germantown Trust maintains the property and helps interpret the history of the "mother church" of the Schwarzenau Brethren groups. The other is in Lybrook, N.M., where the Church of the Brethren works with Lybrook Community Ministries to maintain the facilities of a ministry that has existed there since 1955. Community outreach includes distribution of clean water and burials in the Lybrook cemetery.

Finance

The Finance team oversees the Church of the Brethren's financial health and liability concerns. The 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 our independent auditors can provide regarding the financial health of the organization.

Ed Woolf, director of finance and treasurer, manages estate giving, split-interest gifts, pastors housing fund accounts, corporate credit card accounts, corporate insurance policies, and providing 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.

Other members of the team are Lynn Phelan, accounts payable specialist; Barb Watt, financial operations specialist and payroll manager; and Nancy Watts, donation and accounts receivable specialist.

Information Technology

The Information Technology team provides computer, telephone, internet, and audiovisual support to

keep denominational staff connected and communicating effectively. The team's work includes internet access and security, network management, computer hardware and software, database, phone system, keycard system, support for online registration, and technological support for onsite meetings.

Francie Coale is the director, Joshua Rowan is information technology specialist, and Lauren Bukszar is database specialist.

Financial results

In the middle of December, the Church of the Brethren sustained a ransomware attack that breached computer networks. While this affected all employees, it has been particularly hard for the Finance Office. Year-end activities have had to be done manually while staff work to recover systems. Financial reports for 2024 will eventually be available in the Church of the Brethren Inc. audit report.

GENERAL SECRETARY'S OFFICE

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. He was assisted by Nancy Miner, who resigned as manager of the General Secretary's Office in October. Shannon McNeil Smith, who previously worked in Mission Advancement, transitioned into the role of executive administrative assistant.

Throughout the year, Steele signed on to ecumenical statements and issued statements of his own on key issues of concern to the church. These topics included the situation in Haiti, the need for a permanent ceasefire in Gaza, a visit to Congress by the prime minister of Israel, concern for Haitian migrants in Springfield, Ohio, and devastation caused by Hurricane Helene.

Steele traveled overseas to visit with Iglesia de los Hermanos–Una Luz en Las Naciones, the Church of the Brethren in Spain.

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, in Grand Rapids prior to Annual Conference, and virtually in December. Board members heard reports on finances, ministry areas, committees, and denominational agencies, and they spent time in worship, prayer, training, and fellowship.

The Board's Strategic Plan, adopted in 2020, supports the denominational vision to be "Jesus in the Neighborhood." Mid-term and short-term goals guide continued progress toward that vision. Fulfilling one of those goals, Board members and most staff completed training in Kingian Nonviolence.

The Executive Committee responded to letters from four denominations in the Global Church of the Brethren that expressed concerns about the conversation on human sexuality occurring in the Church of the Brethren in the US. Leaders also followed up with intercultural leaders in the US church who had spoken earlier to the Board in a virtual listening session.

The Board created a Global Mission Development Fund, revised the Health Education and Research Fund, and approved a 2025 Core Ministries deficit budget of $5,291,000 of income and $5,311,720 expense.

The Board approved $709,500 in Emergency Disaster Fund grants for emerging needs and ongoing projects, including $225,000 for the Nigeria Crisis Response, and approved the purchase of a truck for use at disaster response construction projects.

The elected membership of the Mission and Ministry Board consists of nine women and eight men. One member is Japanese American, one is white and Hispanic/Latinx, four are African American, and 11 are white.

Office of Peacebuilding and Policy

The Office of Peacebuilding and Policy in Washington, D.C., represents the Church of the Brethren in coalitions, working groups, and at related events based on denominational policy. The office equips church members to engage in policy issues and supports the broader ecumenical and interfaith community in D.C.

in addressing areas of concern to people of faith.

In partnership with Youth and Young Adult Ministries, the office hosted Christian Citizenship Seminar, which focused on a just immigration policy. In September, the office and Washington City Church of the Brethren co-hosted "Movements Unveiled: Colors in Motion," a multimedia art show on themes of forced migration and gentrification.

Intern Souleymane Diori focused on Haiti advocacy and identifying external grant programs. Brethren Volunteer Service worker Hannah Nelson focused on foreign policy in the Asia-Pacific and US weapons transfers to other countries.

Cornelius Raff continued advocacy for immigrant rights with the Interfaith Immigration Coalition and climate issues on behalf of the Brethren Creation Care Network. Mary Abraham, policy and strategy associate volunteer, provided strategic input for National Farm Worker Ministries and represented the office at the Creation Justice Ministries board. The office worked with Doris Abdullah, the Church of the Brethren representative to the United Nations, to assess current and future UN engagement.

The Death Row Support Project hosted a booth at Annual Conference in celebration of its 45th anniversary and Rachel Gross's retirement. This year, the project established 160 new pen pal relationships for people in the general prison population.

Director Nathan Hosler convened the Nigeria Working Group, the Interfaith Working Group on Drone Warfare, and the Asia Policy Working Group. In May, he joined a delegation of faith leaders to Israel/Palestine. He took part in meetings with Heifer International in Uganda, where he also met with local Church of the Brethren congregations.

Hosler represented the denomination on numerous boards, including National Farm Worker Ministry, Heifer International, Churches for Middle East Peace, the National Council of Churches, and Creation Justice Ministries.

The Office of Peacebuilding and Policy convened and contributed to 10 policy working groups in 2024. As part of this coalitional work, the office sent out nine action alerts encouraging church members to engage on policy issues and publicly endorsed over 20 letters to Congress and the presidential administration. The office produced several pieces of writing articulating the perspective of the Church of the Brethren on different issues.

Annual Conference

The apostle Paul admonishes us to "encourage one another and build up each other" (1 Thessalonians 5:11, NRSVue). Or, as this charge is rendered in the *First Nations Version: An Indigenous Translation of the New Testament*: "So encourage each other and help each other grow strong." Echoing this call, Annual Conference strives "to unite, strength, and equip the Church of the Brethren to follow Jesus."

A spirit of affirmation, encouragement, and mutual strengthening was evident as moderator Madalyn Metzger led the 236th recorded Annual Conference around the theme "Welcome and Worthy." Gathering in Grand Rapids, Mich., Brethren built and renewed relationships, attended to business, raised voices in song, joined hearts in prayer, and worshiped God together. Worship included a diverse set of preachers, a range of musical styles, and a table ritual at the start of each service that invited participants to greet one another with words of affirmation.

The Conference included equipping sessions, Bible studies on the Conference theme, programing for children and youth, a trip to Frederick Meijer Gardens and Sculpture Park, a gun violence prevention vigil in Rosa Park's Circle, a concert by Friends with the Weather, and a dramatic view of the city's fireworks over the Grand River.

The Conference was also one of celebration, as participants recognized the 300th anniversary of the Germantown congregation, the 100th anniversary of camps La Verne and Harmony, the 80th anniversary of Heifer International, the 50th anniversary of On Earth Peace, 45 years of the Death Row Support Project, and inspiring stories of congregations seeking to be Jesus in their neighborhoods.

The 1,450 registrants consisted of 410 delegates, 995 in-person non-delegates, and 45 non-delegates participating virtually. Virtual registrants were able to observe business sessions, the concert, and selected equipping sessions. Worship was livestreamed at no charge.

Conferencegoers donated 121 units of blood to the local blood bank. They also generously supported two Witness to the Host City projects—Kid's Food Basket and Sleep in Heavenly Peace—through donations and service: decorating lunch bags, building beds, and contributing more than $15,255 and several pallets worth of material goods. The Association for the Arts in the Church of the Brethren raised $8,200 for hunger relief in what they

announced would be their final quilt auction.

Participants gave $31,810 through offerings to support Annual Conference and core denominational ministries. A silent auction raised an additional $10,375 to support Annual Conference efforts to expand its welcome through improved translation services. The silent auction, along with a game night, a small performance stage, and a live podcast recording enhanced the exhibit hall as a vital gathering place.

Onsite coordinators were Ryan and Rosalie McBride from Northern Indiana District. Other volunteers assisted in tasks as varied as registration, ushering, planning and supervising age-group activities, first aid, Spanish translation, and Bible study leadership.

Financially, 2024 was another challenging year. Attendance has been affected by the financial struggles of many smaller congregations, as well as conflict and division in the church. Despite conservative budgeting, the year ended with a deficit, which was able to be absorbed by the Annual Conference contingency fund.

In addition to planning the annual meeting itself, Annual Conference director Rhonda Pittman Gingrich and Conference assistant Debbie Noffsinger provided administrative support for the Annual Conference officers, Program and Arrangements Committee and Worship Committee, Standing Committee and its subcommittees, Nominating Committee, Leadership Team, and the committees on Standing with People of Color, Breaking Down Barriers, and Calling Denominational Leadership.

Brethren Press

Brethren Press published *Notes to the Church*, by publisher Wendy McFadden. The book is a collection of 120 of the columns she has written in *Messenger* magazine for some 25 years. Editorial oversight of books, Bible studies, bulletins, devotionals, and other resources is provided by managing editor Heidi Gross.

New Covenant Bible Studies were *Samuel: Leader for a Different Tomorrow*, by Eugene F. Roop, and *Close Encounters: Angels and Demons in the Bible*, by Herb Smith, and *God's Earth, Our Home*, by David Radcliff. Beth Sollenberger wrote *Through Thick and Thin*, the devotional for Lent, and Laura Stone wrote the Advent devotional, *Sing Gloria!*

Writers for the four quarters of *A Guide for Biblical Studies* were Michael Hostetter, Audrey Hollenberg-Duffey, Anna Lisa Gross, and Connie Burkholder. The Living Word Bulletin Series featured photos and back-cover resources by a wide range of Brethren. The 2024 Yearbook was prepared by Yearbook specialist Jim Miner using information supplied by congregations, districts, and agencies across the denomination.

A major endeavor for the publishing house is the Shine curriculum project, carried out jointly with MennoMedia. Shine publishes Sunday school materials for children and an annual vacation Bible school curriculum.

On behalf of the partnership, Brethren Press provides order fulfillment for customers beyond the Church of the Brethren and Mennonite congregations. That large effort—and other marketing and order fulfillment work—is carried out by Jeff Lennard, director of marketing and sales for Brethren Press, with assistance from Karen Warner, half-time customer service specialist, and Dan McFadden, who does shipping on a part-time basis.

The grant-funded Shine Everywhere initiative moved into full swing with the creation of groups of congregations and families that are giving input to Shine staff. Through digital surveys, online roundtables for church leaders and parents, and individual coaching for pastors and leaders, Shine Everywhere is deepening understanding of what is most needed by families today.

Publisher Wendy McFadden also serves as executive director of Communications. Karen Stocking is finance and production assistant for both Brethren Press and Communications.

Communications

***Messenger* magazine published** articles on a multitude of topics of interest to the church, such as refugee resettlement, the changing face of pastoral ministry, a hundred years of camping ministry, and responses to the war in Gaza and Israel. More than a hundred writers contributed to this varied content.

The denominational magazine is produced by the Communication team. Diane Stroyeck is subscriptions specialist. The Associated Church Press presented *Messenger with* an award of merit for "The bird carrier," by William L. Miller, and an award of merit for coverage of the 2023 Annual Conference.

News Services director Cheryl Brumbaugh-Cayford provided deep coverage of events and major actions of the

church. She also covered the wider denomination, including congregations, districts, Annual Conference agencies, member denominations of the Global Church of the Brethren Communion, ecumenical partnerships, and more.

News coverage appears through Newsline (the Church of the Brethren's free email news service), news pages on the website www.brethren.org, the Newsline Digest pages of *Messenger* magazine, and social media. This volume of information about the breadth and depth of Church of the Brethren ministries strengthens understanding within the church and carries the Brethren voice out into the world.

Website producer Jan Fischer Bachman and website developer Russ Otto undergirded the work of the church through web page updates, bulk email message, social media posts, online forms and surveys, music playlists, online photo storage and sharing, and online video.

Working with the Brethren Historical Library and Archives and videographer Dave Sollenberger, the web team created a historical video channel on YouTube, which has been viewed thousands of times. This collection is an archive of many Church of the Brethren videos that otherwise would not be viewable.

Fischer Bachman arranged for a playlist of Annual Conference music that was available ahead of time. Young adults helped with social media during Annual Conference. A pilot program allowed age group leaders at Annual Conference to share photos. Messenger Radio published six episodes about the Death Row Support Project.

The Communication team launched "Tiny Retreats," a weekly image and short meditation available to people who sign up to receive it. The team produced the denominational annual report, a video for reporting to delegates at Annual Conference, and an exhibit for the Conference.

Human Resources

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

Employees hired in 2024 were Founa Augustin-Badet, director of Intercultural Ministries; Jennifer Hosler, manager of the Global Food Initiative Fund; Claire Flowers, director of the Brethren Historical Library and Archives; and Sharon Norton, executive director of Global Mission.

Departures in 2024 were Jeffrey Brown, sorter/packer Medical Supplies; Eric Miller, executive director of Global Mission; Walt Wiltschek, office assistant for Brethren Volunteer Service; and Nancy Miner, office manager of the General Secretary's Office.

Athanasus Ungang, country director in South Sudan, changed status from employee to contracted worker.

Total regular full-time and part-time employees and Brethren Volunteer Service workers serving Church of the Brethren programs: 58. As requested by Annual Conference, the report of ethnic/racial composition of these employees is the following: Asian–1; Black or African American–3; Hispanic or Latino–2; white–52.

In addition to these employees, the organization has contract, shared, casual, and temporary employees, as well as program volunteers.

Mission Advancement

Mission Advancement staff educate individuals and congregations about the financial needs of the Church of the Brethren and how their gifts are used to carry out the ministries of the church. The team builds relationships through visits, interpretation, and education, and provides ways for donors to support those ministries.

Mission Advancement advocates Nancy McCrickard and Shannon McNeil Smith communicated regularly with donors, focusing on "stewarding relationships" as a means of keeping donors informed about the work of the denomination in the United States and internationally.

Matt DeBall, Mission Advancement communication coordinator, managed quarterly congregational offerings, eBrethren email communication, and monthly direct letters. He served as the denomination's representative on the ecumenical One Great Hour of Sharing committee, where he was convener.

Traci Rabenstein, executive director, visited with congregation, pastors, and lay leaders to provide insight into the work of the denomination. She worked with data management for the organization. The team hosted the annual Faith Forward Donor Circle dinner at Annual Conference to 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. The team produced a narrative report to explain how contributions are used.

CONCLUSION

While this is a report of the Mission and Ministry Board and its staff, it represents the involvement of thousands of other people across the church—countless volunteers who expand the capacity of staff, participants who join in events, people who invest themselves in the resources that are offered, and all who contribute financially to support the overall work of the Church of the Brethren. While this is a report *to* the church, it is also a report *of* the church.

It is this wider community that gives heart to the ministries described here. In the Gospels, we see Jesus's appeal for us to "Take heart." How can we not be filled with hope? Therefore, we offer this report with deep faith in the God who leads and great gratitude to the community that surrounds and supports.

Colin Scott, Chair
David Steele, General Secretary

Company name: Pacific Northwest District of the Church of the Brethren

Budget name: Budget_FY26_P&L

Budget type: Profit and loss

Period: FY 2026 (Jan 2026 - Dec 2026)

Consolidated

Accounts	Budget totals	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026
Income													
Income	$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Donations	$1250.00	75	2450	325	75	75	75	-2300	75	75	75	175	75
Congregational Giving	$5441.67	2166.67	0	400	600	187.5	0	0	1900	0	0	187.5	0
Lakewood Cooperative Preschool Rent													
Total Income	**$6691.67**	**$2241.67**	**$2450.00**	**$725.00**	**$675.00**	**$262.50**	**$75.00**	**$-2300.00**	**$1975.00**	**$75.00**	**$75.00**	**$362.50**	**$75.00**
Billable Expense Income													
Sales of Product Income													
Services													
Unapplied Cash Payment Income													
Uncategorized Income													
Total Income	**$6691.67**	**$2241.67**	**$2450.00**	**$725.00**	**$675.00**	**$262.50**	**$75.00**	**$-2300.00**	**$1975.00**	**$75.00**	**$75.00**	**$362.50**	**$75.00**
Cost of Goods Sold													
Cost of Goods Sold													
Total Cost of Goods Sold													
Expense													
Office/General Administrative Expenses	$1628.32	703.52	0	0	0	924.8	0	0	0	0	0	0	0
Postage, Mailing Service	$346.00	0	0	0	0	0	0	0	0	71.9	73	71.9	129.2
Printing and Copying	$116.10	0	116.1	0	0	0	0	0	0	0	0	0	0
Telephone													
Miscellaneous Expense	$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Web Development													
Web Maintenance													
Insurance	$303.00	0	0	0	0	0	0	0	303	0	0	0	0
Legal & Professional Services	$3000.00	250	250	250	250	250	250	250	250	250	250	250	250
Office Supplies & Software	$411.34	221.01	0	0	0	0	0	0	0	50.34	139.99	0	0
Utilities													
Payroll Expenses	$19910.78	2610.82	1352.5	1352.5	2610.82	1352.5	1352.5	2610.82	1352.5	1352.5	2610.82	0	1352.5
Federal Withholding	$-2337.50	-212.5	-212.5	-212.5	-212.5	-212.5	-212.5	-212.5	-212.5	-212.5	-212.5	0	-212.5
Social Security Company													

Accounts	Budget totals	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026
Social Security Employee	$-922.46	-83.86	-83.86	-83.86	-83.86	-83.86	-83.86	-83.86	-83.86	-83.86	-83.86	0	-83.86
Medicare Company													
Medicare Employee	$-215.71	-19.61	-19.61	-19.61	-19.61	-19.61	-19.61	-19.61	-19.61	-19.61	-19.61	0	-19.61
Medicare Employee Additiona Tax													
Employee L & I													
Company L & I													
Total Payroll Expenses	**$16435.11**	**$2294.85**	**$1036.53**	**$1036.53**	**$2294.85**	**$1036.53**	**$1036.53**	**$2294.85**	**$1036.53**	**$1036.53**	**$2294.85**	**$0.00**	**$1036.53**
Total Office/General Administrative Expenses	**$22239.87**	**$3469.38**	**$1402.63**	**$1286.53**	**$2544.85**	**$2211.33**	**$1286.53**	**$2544.85**	**$1589.53**	**$1408.77**	**$2757.84**	**$321.90**	**$1415.73**
District Expenses	$0.00	0	0	0	0	0	0	0	0	0	0	0	0
District Mileage													
District Conferences	$4074.46	0	0	436.5	436.5	0	0	0	0	431.98	2337.5	431.98	0
District Events	$7139.12	0	0	0	538.88	3387	939	0	0	1137.12	0	1137.12	0
District Publications	$180.00	0	0	0	0	0	0	180	0	0	0	0	0
District Compassion Outreach/Giving	$1500.00	0	0	0	0	0	1500	0	0	0	0	0	0
Annual Conference Assessment	$1679.96	417.52	0	0	0	0	0	304.49	957.95	0	0	0	0
Meals & Entertainment													
Standing Committee Expenses													
CoDE Expenses	$1294.02	0	0	1177.02	0	0	0	0	0	0	0	117	0
Training Expense													
Total District Expenses	**$15867.56**	**$417.52**	**$0.00**	**$1613.52**	**$975.38**	**$3387.00**	**$2439.00**	**$484.49**	**$957.95**	**$1569.10**	**$2337.50**	**$1686.10**	**$0.00**
Disaster Preparedness	$2598.07	0	120	0	0	0	0	0	0	0	2000	0	478.07
Advertising & Marketing													
Ask My Accountant													
Bank Charges & Fees	$50.00	0	50	0	0	0	0	0	0	0	0	0	0
Car & Truck													
Compassion Outreach/Giving													
Contractors													
Interest Paid													
Job Supplies													
Other Business Expenses													
Purchases													
Reimbursable Expenses													
Rent & Lease													
Repairs & Maintenance													
Taxes & Licenses													

Accounts	Budget totals	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026
Travel													
Uncategorized Expense													
Total Expense	**$40755.50**	**$3886.90**	**$1572.63**	**$2900.05**	**$3520.23**	**$5598.33**	**$3725.53**	**$3029.34**	**$2547.48**	**$2977.87**	**$7095.34**	**$2008.00**	**$1893.80**
Other Income													
Other Miscellaneous Income	$3000.00	3000	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous Income	$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Event Income	$3597.70	0	0	200	1470.01	0	0	0	0	0	1765.69	162	0
Minister's Retreat													
Living Stream Pass Through income													
Wildwood Pass Through Income													
Other Miscellaneous Income - Eder Financial	$28673.48	2295.5	4938.82	6593.28	-13209.28	8947.73	4539.7	8094.92	7927.59	5687.91	-7572.18	12324.89	-11895.4
Salkum Income													
Disaster Preparedness													
Total Miscellaneous Income	**$32271.18**	**$2295.50**	**$4938.82**	**$6793.28**	**$-11739.27**	**$8947.73**	**$4539.70**	**$8094.92**	**$7927.59**	**$5687.91**	**$-5806.49**	**$12486.89**	**$-11895.40**
Investment Income													
Sale of Properties	$0.00	0	0	0	0	0	0	0	0	0	0	0	0
Sale of Outlook Church													
Sale of Kalamath Falls													
Sale of Mossy Rock													
Sale of Salkum	$50000.00	0	0	0	0	50000	0	0	0	0	0	0	0
73050 Sale of Olympic View Community Church	$200000.00	200000	0	0	0	0	0	0	0	0	0	0	0
Total Sale of Properties	**$250000.00**	**$200000.00**	**$0.00**	**$0.00**	**$0.00**	**$50000.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
Total Other Miscellaneous Income	**$285271.18**	**$205295.50**	**$4938.82**	**$6793.28**	**$-11739.27**	**$58947.73**	**$4539.70**	**$8094.92**	**$7927.59**	**$5687.91**	**$-5806.49**	**$12486.89**	**$-11895.40**
Total Other Income	**$285271.18**	**$205295.50**	**$4938.82**	**$6793.28**	**$-11739.27**	**$58947.73**	**$4539.70**	**$8094.92**	**$7927.59**	**$5687.91**	**$-5806.49**	**$12486.89**	**$-11895.40**
Other Expense													
Other Miscellaneous Expense	$5.13	0	0	0	5.13	0	0	0	0	0	0	0	0
District Expenses													
Standing Committee													
Annual Conference Assessment													
Training Expenses	$245.00	122.5	0	0	0	0	0	0	0	0	0	122.5	0
Area Ministers													
District Event Expenses													
Living Stream Pass Through Expense													
Wildwood Expense	$46656.00	0	11664	0	11664	0	0	11664	0	0	11664	0	0

Accounts	Budget totals	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Jul 2026	Aug 2026	Sep 2026	Oct 2026	Nov 2026	Dec 2026
Salkum Expenses													
Total Other Miscellaneous Expense	**$46906.13**	**$122.50**	**$11664.00**	**$0.00**	**$11669.13**	**$0.00**	**$0.00**	**$11664.00**	**$0.00**	**$0.00**	**$11664.00**	**$122.50**	**$0.00**
Reconciliation Discrepancies													
Total Other Expense	**$46906.13**	**$122.50**	**$11664.00**	**$0.00**	**$11669.13**	**$0.00**	**$0.00**	**$11664.00**	**$0.00**	**$0.00**	**$11664.00**	**$122.50**	**$0.00**
Total Net Income	**$204301.22**	**$203527.77**	**$-5847.81**	**$4618.23**	**$-26253.63**	**$53611.90**	**$889.17**	**$-8898.42**	**$7355.11**	**$2785.04**	**$-24490.83**	**$10718.89**	**$-13714.20**

Tuesday, September 23, 2025 at 6:01 PM PDT

Notes