

67th Annual Meeting of BIC U.S. – Allegheny Conference



The Kingdom of Heaven is like a merchant on the lookout for choice pearls. When he discovered a pearl of great value, he sold everything he owned and bought it! ~Matthew 13:45-46 NLT

2024 Agenda

April 6, 2024

AIR HILL BIC CHURCH 7041 Cumberland Hwy, Chambersburg, PA 17202

67th ANNUAL MEETING of BIC U.S. – ALLEGHENY

Saturday, April 6, 2024, Air Hill BIC, Chambersburg, PA

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Welcome

67th Annual Business Meeting of BIC U.S. – Allegheny Conference

We would like to extend our thanks to the staff and congregation of Air Hill BIC Church, for graciously hosting our annual meeting. There is a lot of behind-the-scenes work that goes into planning and preparing for this event and we greatly appreciate the effort given by all those involved, as well as those who spent time preparing to give this day as a day of service to the Lord.

Today, we celebrate and invest in the pastors, people, and ministries of Allegheny Conference as part of the wider BIC U.S. church family. We have worked to make today a special time of fellowship, worship, and praise, while being informative and tackling the items necessary to keep the conference running smoothly *and* forging ahead in faith and mission.

So, enjoy the day, make connections, and renew friendships. Rejoice in the positives and overlook the inevitable moments of administrative awkwardness that can happen during gatherings like this. But above all, let's glorify God in everything we do today!

ITEM 1 – BUSINESS SESSION BEGINS AT 9:00 A.M. AT AIR HILL.

STAFF	
Moderator	Bishop Robert “Rob” Patterson
Assistant Moderator	Joel Gillman
Secretary	Lawton Jacobs
Recording Secretary	Mary Ellen Feight
Compiling Secretary	Melissa Beal
Host Pastor	John Melhorn
Registrar Committee	Carla Goshorn, Sharon Rickabaugh, Margaret Burkholder, Rosie Beam
Display Coordinator	Sandy Bender
Head Teller	Larry Goshorn
Audio/Visual Technicians	Tammy Wiley, Gillian Hench
Food Service	Bre Grove, Lisa Ocker

ITEM 2 –WELCOME AND PRAYER (BISHOP ROB PATTERSON)

ITEM 3 – GREETING AND ANNOUNCEMENTS (JOHN MELHORN)

ITEM 4 – WORSHIP (LED BY AIR HILL WORSHIP TEAM) AND MESSAGE (BY JOHN MELHORN)

ITEM 5 – CONFERENCE OFFERING

After 100 years of worship, Brethren in Christ members began to build what they referred to as "meeting houses," emphasizing that God's presence was in the meeting of his people, rather than in the building itself. Erected in 1871, the meeting house in Ringgold, Maryland – now Smithsburg – was one of the first such buildings to be constructed. The original interior arrangement of early worship services was restored in the 1970s, using original furniture. The offering collected today will go toward the upkeep and maintenance of this historic Brethren in Christ landmark.

Offering Amount: _____

ITEM 6 – SEATING OF THE DELEGATES AND ALTERNATES

Congregation	Delegates (Alternate Delegate)
Acts Fellowship Network	Claudia Arana, Maria Woodall, Yelsy Ponce
Air Hill	Margaret Burkholder, Rosie Beam (Kevin Grove)
Antrim	Daryl Thrush, Amy Bumbaugh, Ken Myers
Bethel	Bobby Leonard
Blue Mountain	Ray Halteman, Kiera Ickes (Samuel Byler)
Bunker Hill	Brenda Kifer, Doyle Collins
Canoe Creek	Lisa Crawford

Center Grove / Trinity	Herta Morgan (Glenn Parsons)
Clear Creek	Joan Detwiler, Tom Detwiler
Community of Faith	Dan Hickey (Debbie Covell)
Crossroads	Chris Knoll, Lenny DeFrank, Daniel Smith, Stefanie Smith
Fairview Avenue	Susan Moon
Five Forks	Sherry Flohr, Terry Egolf
Green Spring	Doug Heishman
Highland Park	Sheree` Madison
Hollowell	Wally Thompson, Zachary Meyers, Kathy Hansen, Thomas Horst, Jeremy Grossnickle
Iron Springs	Emmy Fogle (Doug Colson)
La Roca	Mayelin Alegre
La Roca Eterna	Lidia Senarega, Ingrid Ramirez Carrillo
Martinsburg	none
Mission Hill	Stanley Burkholder, Dean Frey, Dale Winger, Doris Lehman, Ruth Ann Frey,
Montgomery	Ray Martin, Henry Carbaugh (Ben Kennedy, Gary Hoover)
Mountain Chapel	Nancy Price, Roy Miller (Sharon Hott)
Mowersville	Becky Halteman, Scott Bullock (Josh Wiser)
Mt Rock	Mary Stonebraker, Tony Marker, Bethany Marker
Mt Tabor	Kimberly Lay
New Guilford	Jesse Roberts, Mary Jacobs
New Life Believers	Andrew Grove, Lois Snodderly (Sharon Jackson)
Paramount	Todd Snouffer, Allison Banzhoff (Joy Snouffer, Diane McNairn)
Peace Light	Joan Kint, Betty Heckman
Sherman's Valley	Sharon Riley
South Mountain Chapel	Sarah Bert (Katrina Dubbs)
Spring of Hope	Jeanette Long (Lisa McMasters)
Springhope	Linda Oldham (Glenn Oldham)
The Spring	Sandy Delaney, Anita Carbaugh
The Vine	Harold Leer
Walkersville	Keith Trimble
West Side	Lee Musser, Carolyn Allison

ITEM 7 – GREETINGS AND SEATING OF SPECIAL GUESTS

This is the time we give special welcome to those very important to us who would not normally have voting privileges i.e., missionaries from our conference, leaders from the church and other conferences, fraternal organizations or nations and seat them as members of this conference.

ITEM 8 – MINUTES OF THE 2023 SESSION

Minutes of the 2023 Business Session were distributed to the congregations of the Allegheny Conference electronically on June 29, 2023. Copies of these and past minutes are available on request by contacting the Allegheny Conference office.

ITEM 9 – TRIBUTES

Today, we pay tribute to those ministers who served within the conference who graduated from this life to their eternal reward since our last meeting.

Charles LeRoy Lehman (February 3, 1934 – December 16, 2023)

Carl Curtis Curfman (January 1, 1930 – February 1, 2024)

REV. CHARLES LEROY LEHMAN – FEBRUARY 3, 1934 – DECEMBER 16, 2023

During a 2008 conversation, Charles LeRoy Lehman shared that his desire was to be remembered for being faithful in serving the Lord and for being a loving husband, a caring father and a friend to all people. Charles graduated to his eternal reward on December 16, 2023, and his desire is being fulfilled in the hearts and minds of those who knew and loved him.

Charles was born on February 3, 1934. At the age of 12, he gave his life to Christ. From the start, he knew that he wanted to be a minister. That call would be confirmed many times throughout his life. Charles attended several BIC churches in his youth. His father was a deacon, and church was an integral part of his family's life. When the doors were open, the Lehman family was there. Rev. Charlie Byers was his first pastor and Bishop, and he was a role model for Charles.



After graduating from high school, Charles decided that a would-be pastor should have more education. No one in his family had attended college, but he prayed for God to open the door if it was His will for him to attend. After working for two years, God provided a way for Charles, and he enrolled in Messiah College. While preparing for the ministry, Charles met the friend of a friend – A. Ruth Oldham, who captured his heart and the two were married on June 23, 1965, during Charles' second year of study.

On graduating, Charles was ordained in the Brethren in Christ church. In the early years of his ministry, he served as a bi-vocational pastor, building homes and serving at several Pennsylvania BIC churches including Colyer, Locust Grove, Mowersville, and West Side. His ministry career stretched for 40 years including three years serving as the administrator of Paxton Street Home (now Paxton Ministries) in Harrisburg, PA. In addition to his ministry, Charles also served as a member of the Allegheny Conference Board of Directors, Staffing Council and Extension Board, as well as being a trustee of Messiah Village and a member of the Roxbury Holiness Camp Board of Directors.

Charles was raised in a traditional 1930's-40's Brethren in Christ atmosphere, including revival services ending in a robust response to altar calls. So, when Charles began his ministry, he gauged his effectiveness by the number of people who visited the altar at the end of his sermons. However, that number was small in comparison. It took him 20 years to fully realize that the positive impact of his ministry was measured not only by the number of souls at the altar, but also by those whose life-changing experiences didn't include a trip to the altar. Since

Charles was somewhat introverted, he credited his wife, Ruth, a preacher's daughter, in helping him cultivate good relationships in the church and community.

Charles and Ruth had four children – Joseph, Joanna, Julia and Joy. Joy was born with Down's Syndrome and a congenital heart defect, and she brought delight to the Lehman's home in her 15 short years spent on this earth.

Regarding those who work hard in the ministry of leadership in the Church, the Apostle Paul said, "Hold them in the highest regard in love because of their work".¹ Therefore, we uphold Rev. Charles Lehman in highest regard in love, and we give thanks to God for his contribution to the Brethren in Christ Church and the Kingdom of our Lord Jesus Christ.

Robert A. Patterson
Bishop, Allegheny Conference
Brethren in Christ Church of the U.S

REV. CARL CURTIS CURFMAN – JANUARY 8, 1930 – FEBRUARY 1, 2024



Scripture tells us not to neglect showing hospitality to strangers, for thereby some have entertained angels unawares.² Carl Curtis Curfman felt he may have done just that. At the age of 37, Carl was hospitalized in Chambersburg, PA after a carpentry accident that nearly amputated his hand. In a 2008 interview, Carl told the story of his roommate – a Mennonite man who had been diagnosed with cancer. "His family was all there, crying and carrying on because the doctors said there was no hope. Well, this guy got himself out of bed and let us know that the Lord was going to take care of him." After spending several days in the hospital with him, Carl reflected that his roommate, Albert Weber, underwent testing and the doctors declared that they couldn't find anything wrong with him and sent him home. It had a tremendous impact on Carl.

Though it would be a year before Carl accepted Christ, he never forgot his roommate. After Carl was saved, he went to Albert's hometown, but oddly, no one had even heard of him. This was quite unusual considering the small size of the town. Even in his later years, Carl wondered if he had 'entertained an angel'. But the experience that clinched Carl's acceptance of salvation was the night a figure appeared in his bedroom, telling him, "I know you sought me, and your sins are forgiven." Carl admitted that the experience was mysterious, but it didn't make it any less true. The changes in his life convinced those around him that he was transformed.

Carl was born into a family that didn't attend church. After he was saved, Carl began attending Center Grove BIC Church. Little did he know that he would go on to pastor that church in 1983-1984. Carl earned a Bachelor of Arts and Theology degree from Transylvania Bible School and a Master of Arts degree from Ashland Seminary. It wasn't long before he realized his true gift wasn't preaching but teaching, and he went on to teach at Transylvania Bible School for 18 years.

Carl and his wife, Delores (Young), who survives him, married in 1954. Together, they had 7 children, 8 grandchildren and 13 great-grandchildren.

¹ 1 Thessalonians 5:13

² Hebrews 13:2 ESV

Overall, Carl's life was about agriculture, architecture and theology. He was a dairy farmer, owned a construction company, and was a minister and teacher. In 2001, Carl and Delores moved to Morganton, North Carolina, where he helped his son with his business and freely gave his time to friends and neighbors, helping with everything from gardening to construction projects as well as teaching Sunday School and leading small group studies at his church.

Carl graduated from this life to his eternal reward on February 1, 2024.

Regarding those who work hard in the ministry of leadership in the Church, the Apostle Paul said, "Hold them in the highest regard in love because of their work".³ Therefore, we uphold Rev. Carl Curtis Curfman in highest regard, in love and we give thanks to God for his contribution to the Brethren in Christ Church and the Kingdom of our Lord Jesus Christ.

Robert A. Patterson
Bishop, Allegheny Conference
Brethren in Christ Church of the U.S.

³ 1 Thessalonians 5:13

BIC U.S. National Reports

This segment includes the following reports:

Item 10: General Conference Board Member of the Allegheny Conference

Item 11: BIC U.S. National Reports including:

National Director Report, Alan Robinson, National Director, BIC U.S.

Reports and Recommendations for the 2024 General Assembly

Development Update, Mark Templeton, Development Officer, BIC U.S.

Shared Services, Mitch Martin, Director of Finance and Shared Services, BIC U.S.

World Missions, Jonathan Lloyd, BIC U.S. World Missions Director

Brethren in Christ Foundation, Jim Reynolds, Executive Director, BIC Foundation

ITEM 10- GENERAL CONFERENCE BOARD MEMBER FROM ALLEGHENY CONFERENCE REPORT

Greetings Allegheny Conference,

This report is a brief look back over the work of the General Conference Board (GCB) in 2023. Our National Director, Alan Robinson, has a more detailed report in the Allegheny Regional Conference Agenda that relates to our work with the GCB.

The GCB meetings in 2023 took place in February and September. Before gathering together for our meetings, we received and reviewed reports from the National Director, our Bishops, Director of BIC U.S. World Missions, Treasurer and the Director of Finance and Shared Services. During the first day of our meetings, we meet with the Leadership Council and have the opportunity to hear from each one what is happening in their regions and/or area of responsibility. The GCB has the chance to interact with the Leadership Council by way of asking questions, sharing observations, and giving an encouraging word. I love this particular part, because I enjoy hearing about the Kingdom Work in the wider church. I am inspired by the stories and creativity being implemented by each person that shares with us. Hearing this causes me to think, reflect, and walk away with potential seeds that God is planting in my heart and mind in relation to Allegheny Conference. While we hear about the hope and joys, we also hear about the challenges and struggles along the way. But even in the hardest times, we have the chance to learn so much...God turns these more difficult times into a positive difference...we have opportune moments to observe the evidence of fruit...much fruit and growth in ministry and our lives. That is so exciting!

Can you believe it is time for General Assembly once again? Plans have been in the works for some time, and now it is time to register. Bishop Lynn Thrush is preparing for the gathering and looks forward to hosting the BIC in Ohio. Don't miss meeting with our sisters and brothers across the US.

Our 250th Anniversary is just four years away. The set of five priorities for **Project 250** is a "road map" to help guide us on the journey toward where God is calling us.

1. Reaffirming Our Identity as a Community of Christ-Followers
2. Making Lifelong Disciples
3. Multiplying Missional Congregations, Movements, and Leaders
4. Increasing Global Awareness and Impact
5. Growing to Reflect the Demographic Realities of Our Communities

Please read more by going to this link... bicus.org/project-250/objectives.

During 2023, we affirmed a new bishop for the Pacific Conference, Bill Donner. We appreciated Warren Hoffman serving as the Interim Bishop prior to the Pacific Conference welcoming him.

I am grateful to the Allegheny Conference for the opportunity to serve on the General Conference Board (GCB) as the GCB member from the Allegheny Conference.

Respectfully Submitted,

Sherri Flohr

GCB Member from the Allegheny Regional Conference

ITEM 11 – BIC U.S. GENERAL CHURCH REPORTS

NATIONAL DIRECTOR REPORT FOR 2023

For almost 250 years the Brethren in Christ have earnestly sought to honor God and to live and serve so that God's kingdom would come and his will be done on earth as it is in heaven. It is a blessing and honor for me to be part of this wonderful family and to serve in this role.

BIC U.S. is us, all of us, in over two hundred congregations across the country. Each year there are so many things that happen in our congregations that should be celebrated. Jesus stated that there is joy in heaven over one sinner who repents (Luke 15:7). We celebrate the over six hundred people who began or renewed a relationship with Jesus in 2023 across the congregations of BIC U.S. We celebrate the over six hundred people who declared their faith and commitment to Christ through believer's baptism. We celebrate the lives and homes that have been transformed by the grace of God and the power of the gospel. We celebrate that Jesus-followers lived out their faith among their neighbors and in their communities. We celebrate that millions of dollars were generously and sacrificially given to support the work of congregations and the Common Ministry that we all share together.

In addition to all that has been done by God's grace and help in our U.S. congregations, we also celebrate the ministry of our world missions department. We celebrate the witness and work of missionaries who are willing to endure the sacrifices of leaving home, family, and familiar culture to serve in cross-cultural settings. We celebrate the partnership with many international church plants. We celebrate the invaluable help given to hundreds of families and children through the SPICE program. We celebrate the many special projects supported through the partnership handbook.

As we celebrate all that has been done across the U.S. and around the world, we give thanks to God for his grace in our lives and the calling we have to be his witnesses in this world. Thank you for your partnership in this great work.

Project 250

Project 250 (<https://bicus.org/project-250/>) is an eight-year (2020 – 2028) initiative leading to the 250th birthday celebration of the Brethren in Christ Church. The objectives of Project 250 are intended to help focus our efforts and energies on a number of important objectives. We are called to be a community of Christ-followers that is making disciples of Jesus. We are called to multiply missional congregations, movements, and leaders. We are called to increase global awareness and impact. We are called to reach our communities so that we reflect the demographic realities of those communities.

These objectives are integral to God's purpose for the Church. Highlighting them as specific objectives within Project 250 helps to focus our efforts, energies, and resources. I am grateful for the way in which regions and many congregations have been prayerfully reflecting on how they can work on these objectives. I am grateful for the many congregations that participated in the demographic analysis of their community so that they can be better equipped and prepared to reach that community. I am grateful for the many congregations that have engaged in focused prayerful conversation on being and making disciples of Jesus. I am grateful that an updated book on the ten core values of the Brethren in Christ is soon to be published (hopefully in time for General Assembly in July). The title of the book is *Compelling Convictions* and contains contributions from over thirty authors representing multiple countries. This book will help us reflect on what it means to live out the core values in our world today.

Multiplication and/or church planting continues to be an emphasis. There continues to be new models of multiplication/church planting. Whatever the model or method, planting new congregations continues to be one of the most effective ways to reach new people with the good news of Jesus. If BIC U.S. is to have a healthy future, we will need to be constantly planting new congregations. Additional funds are available to Regions for this work. These funds are from donor-designated donations given under the *Honor the Past, Build the Future* campaign.

Lilly Grant

We were delighted that our grant application to the Lilly Endowment under their *Thriving Congregations Initiative* (TCI) was successful. The Lilly Endowment wants to help congregations thrive and it established a number of goals and parameters for the initiative. They received over 800 applications and selected 105 for funding. The \$1.25 million that has been received will enable us to help and support up to seventy-five congregations. More information can be found at: <https://bicus.org/thriving-congregations/>

General Assembly 2024

We continue to plan for General Assembly 2024 (<https://bicus.org/event/general-assembly-2024/>) in Sharonville, Ohio (just north of Cincinnati). General Assembly is a time for the family to come together for worship, equipping, conversation, and decision-making. It is a time when we share and celebrate what God has done and continues to do in and through the Church. I ask that each pastor make it a priority to attend and to make sure each congregation is represented by a full complement of delegates.

In addition to the reports that are ordinarily brought to each General Assembly, the following are additional business items that will be on the agenda for the 2024 Assembly:

1. A report on the motion from the floor approved at the 2022 General Assembly “to investigate how to broaden the exercise of authority in the Brethren in Christ Church.”
2. A report outlining Leadership Council’s response to the recommendations from the Taskforce on Women in Ministry Leadership that was introduced at the 2022 General Assembly.
3. A vote on the second reading of the Amendments to the Articles of Faith and Doctrine that were approved at the 2022 General Assembly.
4. A vote on proposed new Articles in the Bylaws of BIC U.S.

In order to facilitate broad, grassroots, participation in the decision-making processes of the Church we have included an addendum to this report. The addendum will provide information on the business items listed above. The addendum will be provided to each Regional Conference Annual Business Meeting.

Human Sexuality

We are all aware that culture continues to redefine multiple aspects related to human sexuality and that our congregations continue to experience the challenge of ministry in a quickly changing cultural landscape. BIC U.S. recognizes that this is a very personal and painful conversation for many people. We also recognize that matters of human sexuality have become very difficult and divisive for society as a whole, and for other denominations. We remain committed to our biblical and theological understandings as presented in the Doctrine section of the *Manual of Doctrine and Government*.

Our desire is to love all people well and to help congregations as they wrestle with the realities of being salt and light in our world. We want to be like Jesus, full of grace and truth, and we admit this is not easy. In December 2023 we became aware of a recent statement from The Wesleyan Church on the topic of homosexuality. Leadership Council reviewed the statement and found that it very much represented our perspectives on this important topic. At its meeting in February 2024, Leadership Council endorsed the statement from the Wesleyan Church (<https://www.wesleyan.org/the-wesleyan-church-and-homosexuality>) as a helpful resource. We continue to look for other resources that may be helpful.

Common Ministry

Common Ministry is the ministry that all of us do together—it is something that we share in common. While each member, each congregation, and each Region follows the direction of God in different ways and ministries, Common Ministry is what we do together across the whole of BIC U.S. It includes Global Ministry (including

sending and supporting missionaries, supporting international church planting and leadership training, SPICE, and other projects), Regional Ministry (including bishop leadership, congregational support, church planting, leadership development and support), and National Ministry (including ministerial credentialing and training, finance, communications, human resources, and relationships with other agencies).

Common Ministry is supported by donations from congregations and individuals. The request and expectation is that each congregation will contribute 10% of its undesignated revenue to help support Common Ministry. We are grateful for the many congregations that have made a commitment to this important communal support. We continue to be concerned that some congregations do not support Common Ministry. It may be that the congregation is experiencing a challenging time with their own ministry and financial health. However, it appears that others may be reducing or withholding Common Ministry support for other reasons. We desire that all congregations make the decision to be in full partnership in the work that we do together through Common Ministry.

Respectfully submitted, Alan Robinson
National Director, BIC U.S.

REPORTS AND RECOMMENDATIONS FOR THE 2024 GENERAL ASSEMBLY

This document is primarily intended to prepare those who will be attending the Brethren in Christ U.S. General Assembly, July 12—15, 2024. It will be distributed at the Annual Meetings of the seven U.S. Regional Conferences. Its purpose is to help all General Assembly delegates to engage in prayerful conversation and reflection in advance of General Assembly.

A motion from the floor was accepted at the 2022 General Assembly in Salina, Kansas. The motion stated: “We move that the denominational leadership investigate how to broaden the exercise of authority in the Brethren in Christ Church.” Denominational Leadership has diligently conversed about the ways in which appropriate church-wide conversation can best be accomplished. It concluded that significant opportunities for broad conversation, decision-making, and the exercise of authority already exist and that the most appropriate step is to encourage the Church to engage in those processes.

Denominational Leadership suggested that one way the Church can better engage in the existing processes is that in the year of a General Assembly information should be provided for the Regional Conference Annual Meetings on specific business items that will come before the General Assembly. This will enable broad conversation to take place well in advance of General Assembly.

In addition to the reports that are ordinarily brought to each General Assembly, the following are additional business items that will be on the agenda for the 2024 General Assembly:

1. A report on the motion from the floor approved at the 2022 General Assembly “to investigate how to broaden the exercise of authority in the Brethren in Christ Church.”
2. A report outlining Leadership Council’s response to the recommendations from the Task Force on Women in Ministry that were introduced at the 2022 General Assembly.
3. A vote on the second reading of the Amendments to the Articles of Faith and Doctrine that were approved at the 2022 General Assembly.
4. A vote on proposed new Article 7.8 in the Bylaws of BIC U.S.
5. A vote on amending Article 11.3.1.3 in the Bylaws of BIC U.S.

1. Motion from the Floor at General Assembly 2022

A motion from the floor at the 2022 General Assembly was seconded and adopted by the Assembly. It is recorded on page 150 of the 2022 General Assembly Minutes. The motion stated: “We move that the

denominational leadership investigate how to broaden the exercise of authority in the Brethren in Christ Church.”

In response to the motion, Leadership Council appointed a task force to research the matter and make recommendations. The taskforce reviewed how leadership structures in the church have changed over time. They concluded that the current structure, when exercised appropriately and diligently, is broad-based and inclusive of all levels of the church. They recommended that we encourage the full exercise of authority as established in the *Manual of Doctrine and Government* (MDG). The following is a summary of some of the ways the Church currently seeks to be broad-based in decision-making:

The *Manual of Doctrine and Government* of BIC U.S. states that “Leadership Council, in consultation with General Conference Board, shall plan the program and agenda for the General Assembly” (Bylaw 2.3.3, 2022 MDG, page 36), and that General Conference Board “Bring recommendations for action to the General Assembly” (Bylaw 3.3.4, 2022 MDG, page 38). This pattern is similar to the way in which the agenda and recommendations are prepared for the Annual Meeting of a Regional Conference and the annual business meeting of a congregation.

If a member of a congregation feels that an item should become part of the agenda for General Assembly, he/she should request the governing board of the congregation to consider placing it on the agenda for the congregational business meeting. If it becomes part of the agenda of the local congregational business meeting, and if a resolution or recommendation is adopted by the congregation, a request can then be made to the Regional Conference Board of Directors (BOD) to place the item on the agenda of the Regional Conference Annual Meeting. If it becomes part of the agenda of the Regional Conference Annual Meeting, and if a resolution or recommendation is adopted by the Region, a request can then be made for it to be on the agenda of the General Assembly.

These processes enable a very broad-based conversation and decision-making to take place at every level of denominational life.

Congregational Authority and Decision-Making

Each BIC U.S. congregation is expected to have at least one business meeting in each calendar year. At this meeting the members of the congregation have authority to amend, repeal, or suspend any part of the congregational bylaws (subject to the approval of the Regional Conference BOD), appoint members of the governing board of the congregation, and take action on any recommendations deemed necessary by the governing board for the functioning of the congregation.

Once a congregational governing board is appointed, its duty is to provide for the administration of the congregation consistent with the actions of the congregational business meeting. In addition, the governing board serves, under the direction and authority of the bishop, as the lead pastor search committee and the lead pastor review committee. Once a lead pastor is assigned by the bishop, the governing board also serves as a support and advisory group for the lead pastor.

In order for grass-roots participation in the exercise of authority to take place, it is important for congregational members to attend and participate in the annual congregational business meeting.

Regional Conference Authority and Decision-Making

Regional Conferences are the geographic units of the BIC U.S. Each Regional Conference is led by a Regional Bishop and a Regional Conference BOD. Each Regional Conference must have at least one business meeting in each calendar year (Annual Meeting). This meeting includes all assigned ministers in the Region and delegates elected by every congregation in the Region. The voting members of the annual meeting appoint the members of the Regional BOD. The BOD helps to provide leadership to the Region, and it serves as the nominating committee for the Regional Bishop. The nominee for Bishop is approved by the General Conference Board and appointed by the voting members of the Annual Meeting of the Regional Conference.

In order for grass-roots participation in the exercise of authority to take place, it is important that all assigned pastors attend the Annual Meeting of the Regional Conference and that every congregation sends a full complement of elected delegates to the meeting.

Denominational Authority and Decision-Making

The General Assembly is the highest authority in the Church. It alone has the authority to amend, repeal, or suspend any part of the MDG, to set the number and boundaries of Regional Conferences of BIC U.S., to appoint members of the General Conference Board, and to appoint the National Director of BIC U.S. (Bylaw 2.2, 2022 MDG, page 35).

The General Conference Board includes members who are known as “the board member from (named) Regional Conference” (Bylaw 3.4.2, 2022 MDG, page 38). These members are recommended by the Regional Bishop in consultation with the Regional Conference Board of Directors, nominated by the General Conference Board, confirmed by the Regional Conference, and appointed by the General Assembly.

In order for grass-roots participation in the exercise of authority to take place, it is important that all assigned pastors attend the biennial General Assembly and that every congregation sends a full complement of elected delegates to the meeting.

2. Leadership Council’s Response to the Recommendations of the Women in Ministry Task Force

In 2022 a task force on women in ministry submitted a report to the Leadership Council (LC). The report was provided to the 2022 General Assembly. The final section of the report included recommendations from the task force to LC. These recommendations were considered and discussed by LC and the following is a summary of the LC response to the recommendations.

1. Develop policies related to sexism, nepotism, and the abuse of power that carefully define the issues and provide clear direction on how to identify and address specific situations.

LC Response: The BIC U.S. employee handbook (for employees of the denomination) has sections related to these topics. LC encourages congregations to utilize the BIC U.S. employee handbook as a template for developing local congregational staff handbooks. BIC U.S. is finalizing an updated Ministerial Misconduct Policy (MMP), and it addresses these topics. When it is finalized, each minister and congregation should make sure they are familiar with the MMP.

2. Develop a grievance and appeals policy for congregational staff members during situations of conflict with the senior/lead pastor. The policy should also include a process for addressing the trauma experienced by a staff member, as well as the designation of an impartial ombudsman to handle the grievance and appeals process.

LC Response: The BIC U.S. employee handbook (for employees of the denomination) has sections related to these topics. The BIC U.S. Ministerial Misconduct Policy (MMP) addresses these topics, and each minister and congregation should make sure they are familiar with the MMP.

3. Revise the “Articles of Faith and Doctrine” so that they clearly articulate the theological position of the Brethren in Christ affirming women in ministry.

LC Response: Amending the Articles of Faith and Doctrine of BIC U.S. requires a two-thirds majority vote at two successive biennial meetings of the General Assembly. The 2022 General Assembly took the first vote to amend the Articles of Faith and Doctrine. The 2024 General Assembly will have the responsibility to take the second vote.

4. Include all policies related to sexism, nepotism, abuse of power, and handling grievances and appeals in the Manual of Doctrine and Government.

LC Response: The 2022 General Assembly approved updates to the Congregational Governance section of the MDG. These include guidance for the hiring and discipline, in the event of misconduct, of pastoral staff. Please see Article 8 on page 68 and Article 9 on page 70 of the 2022 MDG. The MMP (see response to #1 and #2) will contain these policies. Future consideration will be given to include these in the MDG.

5. Develop templates for congregations to develop their own specific policies that protect against sexism, nepotism, and abuse of power and point to resources that will help individuals know how to file a complaint or grievance, including a single point of contact.

LC Response: We affirm that congregations should be aware of the importance of these topics and will continue to provide and/or recommend resources. These resources include the BIC U.S. employee handbook as an example or template, the BIC U.S. Ministerial Misconduct Policy, and other resources made available from time to time from the denominational office.

6. Ensure that all candidates for bishop and denominational employment demonstrate affirmation for women in ministry, in addition to other Brethren in Christ distinctives, and are advocates for women in ministry. Current bishops and denominational employees, during their term reviews, should also reaffirm their support and advocacy for women in ministry.

LC Response: The screening that is suggested in this recommendation is already in place and all members of Leadership Council affirm and advocate for women in ministry. This screening will continue to be part of the search and nomination process for members of LC.

7. Update Articles VI and VII in the Congregational Handbook section of the Manual of Doctrine and Government and create guidelines for job descriptions and titles so it is clear who can be a “pastor.”

LC Response: The 2022 General Assembly approved amendments to the MDG. Helpful sections of the 2022 MDG include Bylaws Articles 13.1, Congregational Governance Articles 1.4, 6.3.2, 8, 9 and Credentialing Articles 1.1, 3.1, 4.1, 5.1, 6.1.

8. Require that all individuals who hold the title of pastor go through the credentialing process.

LC Response. This is already the case for assigned lead pastors. We affirm the desire, and we recommend to every congregation that any person who is given the title “pastor” by a local congregation go through the BIC U.S. credentialing process.

9. Expand the Leadership Council to include the Director of Awaken Network as a voting member.

LC Response. We do not affirm this recommendation. Leadership Council believes that the best way to include the Director of the Awaken Network in Leadership Council conversations is to invite her/him to participate when the Leadership Council Advisory Team (LCAT) meets with Leadership Council.

10. Add all Awaken regional conference representatives as voting members of regional boards of directors.

LC Response. We do not affirm this recommendation. Leadership boards tend to be healthier and more effective than representative boards. We do not have any other affinity groups represented on Regional Conference BODs. Demographic analysis of Regional Conference BODs indicate they are balanced with male/female members.

11. Ensure that women are more visible in denominational and regional events and leadership.

LC Response: We affirm this recommendation and will continue to be alert to its importance.

12. Update the “Women as Pastors” impact seminar curriculum and offer it at regular intervals.

LC Response: We affirm the suggestion of more frequent teaching on the Church’s position on women in leadership as well as other theological distinctives or “accents” of BIC U.S. We affirm making resources available to the Church. The newly developed “Getting to Know the BIC” (see response to #13 and also #14) will be helpful in this regard.

13. Add a core course on Brethren in Christ distinctives, including topics like women in ministry and peace, or restructure the existing core courses to ensure that attention is given to them.

LC Response: We affirm denominational resources being available to help people better understand the theological distinctives or “accents” of BIC U.S. An online course is currently under development that is intended to meet this need and it will be a required course for any person desiring ministerial credentialing with BIC U.S. We strongly encourage any individual desiring or currently serving in a ministry leadership position to complete the course.

14. Add a Directed Study Program (DSP) course on the biblical basis for women in ministry.

LC Response: We affirm that denominational resources on the biblical basis for women in ministry should be available. This could take the form of a DSP course and/or other formats.

15. Promote Awaken’s online resource library on women in ministry.

LC Response: We affirm the work of Awaken and encourage use of its website: <https://awakennetwork.org>. We will continue to include information in BIC U.S. communications on Awaken.

16. Provide funding for the director for Awaken and empower the Awaken Network to do the following:

- A. Create a credentialing team to support women through the credentialing process.
- B. Explore creating a scholarship fund or subsidy at the regional conference level for women while they complete the credentialing process.
- C. Advocate for bishops and senior/lead pastors to encourage women to complete the credentialing process and to offer financial assistance for those in part-time and volunteer positions.
- D. Offer mentorships, leadership development activities, and peer support groups for women in ministry.
- E. Identify and encourage women with pastoral potential and forward the information about potential women pastors to bishops and congregations.
- F. Develop a cadre of women who can teach core courses, directed study courses, and impact seminars.
- G. Create opportunities for bishops to meet with all women in pastoral positions.
- H. Create, maintain, and promote an online library of recommended books, videos, podcasts, and other resources on women in ministry.
- I. Continue to develop Awaken representation in each region and strengthen relationships with bishops and boards of directors.
- J. Appoint women to serve as denominational representatives to relevant national interdenominational organizations (for example, Wesleyan Holiness Women Clergy).

LC Response: BIC U.S. affirms and supports the ministry of the Awaken Network for Women in Ministry. Funds were provided from BIC U.S. Project 250 funds. Awaken has worked and continues to work on a number of these specific recommendations. Maureen Brown, the Director of Awaken, participates annually in the BIC Leadership Orientation. A copy of her annual report is distributed by BIC U.S. to the annual meetings of each Regional Conference and to General Assembly.

3. The second reading of the Amendments to the Articles of Faith and Doctrine

The 2022 General Assembly adopted a recommendation to amend the Articles of Faith and Doctrine (AFD) of BIC U.S. so that the Church's biblical and theological understanding that both men and women are equally called and equipped for ministry leadership would be clearly stated in the AFD.

A brief summary of previous General Conference/Assembly action on the subject of women in leadership/ministry includes General Conference action in 1982 and 1992, and a statement from the Leadership Council in 2017.

1982: The Church's understanding was officially adopted at the 1982 General Conference. The Minutes of the 1982 General Conference (page 85) contain the following statement:

WHEREAS God has gifted men and women for service in the church through the pouring out of the Holy Spirit; and

WHEREAS women and men were called to leadership roles in both the Old and New Testaments; and,
WHEREAS the Christian church has been built up through the faithful service of women as well as men, in many spheres of service—missions, education, medicine, languages, etc., and,

WHEREAS the Brethren in Christ Church has specifically prospered through the service and leadership of the sisters, in both the past and present, with no evidence of General Conference rulings restricting the exercise of their gifts.

We therefore RECOMMEND:

- a. That General Conference affirm the ministry of women in the life and programs of the church;
- b. That the paper, "Theology of Women in Pastoral Ministry," prepared for the study process, be circulated to the brotherhood at large.
- c. That the General Conference authorize the Board of Administration to keep the matter of women in ministry before the church through on-going study and discussion.

The recommendation was adopted by the 1982 General Conference.

1992: The 1992 General Conference received a report from the Board of Administration that included these words, "The Board of Administration appointed a task force to consider the possibilities for an ongoing educational process for the denomination concerning women in leadership.... The Board of Administration also affirmed the continued credentialing of women for ministry in the life of the church. A recommendation is presented to General Conference." (1992 General Conference Minutes, page 50)

The recommendation from the Board of Administration to the 1992 General Conference read (1992 Minutes, page 65):

Whereas in 1982, General Conference approved a recommendation stating, "that General Conference affirm the ministry of women in the life and programs of the church" (1982 Minutes, p. 85) and

Whereas ten years later we are giving an account of how that statement is being practiced in the life of the denomination. The following has been designed to bring clarity to this issue:

Historically the Brethren in Christ has encouraged, provided, and benefited from the ministry of women in a variety of roles within church life. Most recently, this has been expressed by the appointment of women in denominational leadership and the licensing and ordination of women to pastoral ministry. The Board of Administration therefore

Recommends that the General Conference reaffirm the 1982 statement which includes support for women to respond to the call of God to leadership and pastoral ministry.

The recommendation was adopted by the 1992 General Conference.

2017: The Leadership Council of BIC U.S. issued a position statement on the subject on women in ministry leadership (<https://bicus.org/wp-content/uploads/2017/08/Women-Ministry-Leadership.pdf>). It included the following:

The Brethren in Christ U.S. fully affirms women in ministry leadership at all levels of Church life. Women are ordained and commissioned as pastors, bishops, deacons, denominational leaders, and members of local, regional, and national BIC U.S. governing boards.

As a denomination within the historic Christian faith, we are committed to the Bible as the divinely inspired, authoritative Word of God. And it is our reading of the Bible that leads us to support women in ministry leadership, grounded, more specifically, in our understanding of 1) the outpouring of the Holy Spirit on all people — both women and men, 2) the witness in both the Old and New Testaments of women called to spiritual leadership, and 3) the example of Jesus partnering with women in ministry.

The 2017 statement concluded with these words:

In 1982, the General Conference of the Brethren in Christ Church took formal action to “affirm the ministry of women in the life and programs of the Church” — an action that was re-emphasized a decade later by the 1992 General Conference.

In keeping with historic convictions of the Brethren in Christ Church and our desire to remain faithful to our understanding of Scripture, the BIC U.S. continues to fully recognize and support women in ministry and leadership at all levels of Church life. We believe that the Church truly does constitute God’s new community inaugurated by Christ, where both women and men are gifted and empowered for ministry, so that, together, we may fulfill the calling upon each of our lives:

Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen (1 Peter 4:10-11, NIV)

2018: The 2018 General Assembly approved amendments to the Bylaws of BIC U.S. that included the following statement:

The BIC U.S. fully affirms women in ministry at all levels of Church life. Women are ordained and commissioned as pastors, bishops, deacons, denominational leaders, and members of congregational, regional, and national BIC U.S. governing boards. (Article 13.1.1, 2022 MDG, page 55)

2022: The 2022 General Assembly approved amendments to the *Ministerial Credentialing* section of the *Manual of Doctrine and Government* (MDG) of BIC U.S. that state:

BIC U.S. ministers are men and women who meet the biblical qualifications for ministers such as those in 1 Timothy 3:1-7 and Titus 1:7-9. (Article 1.1, 2022 MDG, page 74)

The recommendation brought to the 2022 General Assembly stated:

Whereas the Brethren in Christ U.S. has a Manual of Doctrine and Government (MDG) that contains the doctrine and government of the Church, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to amend Article II and Article V of the Articles of Faith and Doctrine so that they more clearly state the view of the Church, and

Whereas Article 1.3.1.1 of the BIC MDG states that “The Articles of Faith and Doctrine may be amended or repealed by a two-thirds majority at two-successive biennial meetings of the General Assembly of BIC U.S.”

It is hereby resolved that the 2022 General Assembly approves the amendment of Article II and Article V of the Articles of Faith and Doctrine of BIC U.S. and that, if the amendments are approved by the 2022 General Assembly, they will be brought for a second reading and vote to the 2024 General Assembly

Article II: God and Creation

God gave human sexuality a good place in creation. Being either male or female is integral to who we are and ~~in a complementary way~~ provides for the full expression of our humanity. God has given standards for expression of our sexuality that are necessary for proper relationships among people. Human sexuality is affirmed within the chaste single life or a lifelong marriage between a man and a woman.

Article V: The Holy Spirit and the Church

The Holy Spirit gives spiritual gifts to all believers according to His sovereign will and purposes. Scripture identifies a variety of gifts, given for the building up of the church and for ministry in the world. **Followers of Jesus are gifted, empowered, and called by t**The Holy Spirit to serve at all levels of church life, and t The Holy Spirit guides the church in setting apart persons, **both women and men**, for leadership. The church is responsible to discern and encourage the use of the gifts of the Spirit in its life and ministry.

At the 2024 General Assembly the recommendations will come in two separate votes—a vote on Article V (above) followed by a vote on Article II (above).

Proposed new Article 7.8 in the Bylaws of BIC U.S.

Whereas the Brethren in Christ U.S. has a *Manual of Doctrine and Government* (MDG) that contains the doctrine and government of the Church, and

Whereas the incorporation documents and/or Bylaws of regional conferences and local congregations often refer to the *Manual of Doctrine and Government*, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to add a new Article to the Bylaws of the Brethren in Christ U.S. regarding the closure or dissociation of congregations,

It is hereby resolved that the 2024 General Assembly approves the **Article 7.8 Closure of Dissociation of Congregations.**

7.8 Closure or Dissociation of Congregations

In the event that a congregation is closing or dissociating from the BIC U.S., the following provisions shall apply:

7.8.1 The lead pastor, governing board, and congregation shall follow a process for closure and/or dissociation outlined by Leadership Council.

7.8.2 The final determination of closure or dissociation shall be made by General Conference Board after receiving the recommendation of Leadership Council.

7.8.3 The property assets of the congregation shall be available to be utilized as indicated in Article 11.

4. Amending Article 11.3.1.3 in the Bylaws of BIC U.S.

Whereas the Brethren in Christ U.S. has a Manual of Doctrine and Government (MDG) that contains the doctrine and government of the Church, and

Whereas the incorporation documents and/or Bylaws of regional conferences and local congregations often refer to the Manual of Doctrine and Government, and

Whereas it is necessary from time to time to update the MDG so that it continues to be current and relevant for Brethren in Christ congregations, and

Whereas it is considered helpful to amend Article 11.3.1.3 in the Bylaws of the Brethren in Christ U.S.,

It is hereby resolved that the 2024 General Assembly approves Article 11.3.1.3 to be amended as follows:

11.3.1.3 In the event that ~~the work of any a~~ congregation has ~~been terminated~~ **closed** or dissociated from the BIC U.S. the property assets of such congregation shall be at the disposal of the Board of Directors of the Regional Conference within which the congregation was located. ~~The assets shall be to invest in~~ **available to be utilized** ~~work~~ consistent with the purpose of the BIC U.S. ~~as stated in Article 1.2.~~ ~~The determination whether a congregation has terminated or dissociated shall be made by General Conference Board after receiving the recommendation of Leadership Council.~~ If the Regional Conference BOD ~~resolves~~ **proposes** to ~~invest~~ **utilize** such assets ~~in to benefit~~ a project or organization that is not a ministry of the BIC U.S., **such action is subject to the approval of** the General Conference Board ~~must approve such action.~~

DEVELOPMENT UPDATE

2023 was a busy and productive year in building awareness of the Development function within the Brethren in Christ U.S. Membership in the **Brethren in Christ U.S. Legacy Society** has grown from 64 last year to over **100** as of the writing of this report. As a reminder, members of the Legacy Society are people who have made a provision for a gift to the Brethren in Christ U.S., BIC U.S. World Missions, a regional conference, or a specific Brethren in Christ ministry or congregation by:

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

To put some perspective on the future value of this work, the national average bequest gift for charitable organizations is \$37,000. With that in mind, 100 members at an average of \$37,000 per bequest intention equates to **\$3,700,000** of commitment for future ministry and mission work!

With a goal of 250 members by 2028, these 100 members represent 40% progress toward the goal! In 2024, plans are in process to build momentum through an increased number of presentations in congregations, mailings that build awareness of legacy giving and its potential for impact on BIC U.S. ministry, expanded distribution of the Gift Legacy eNewsletter, individual visits with donors and pastors, and pieces in denomination-wide communications like the annual report.

Over the course of the last year, I have continued working to understand the needs of our local congregations. Many of our congregations could utilize resources relative to fundraising and grant funding opportunities. I have been researching and sharing information across the Regional Conferences related to grants for congregations and conferences. This is good news for congregations of all sizes and levels of resources.

Relative to grant funding, the biggest news of the year is that we have been awarded \$1.25 Million from the J.P. Lilly Foundation to fund a specific training program for approximately 75 congregations over the next 5 years. The primary purpose of this *Thriving Congregations* initiative is to help congregations foster ministries relevant to the lives of congregants, connecting them more deeply to God, and strengthening outwardly focused ministries that serve the community. We are busy preparing and taking next steps to implement the program.

Communication efforts have continued and expanded over the last year, specifically in creation of informational handouts relative to various giving options. Currently we have an “overview” flyer that provides general information on a broad range of planned giving options, and individual pieces on Charitable Bequests and Charitable Gift Annuities. We will be working together in the coming year to create a number of additional pieces that outline other methods of planned giving in more detail. In addition to printed pieces, plans are taking shape to create a library of video resources related to charitable giving, will and estate planning, and related topics. Stay tuned!

While attention continues in meeting with those that may consider a gift for future ministry in their estate plans, I will continue reaching out to pastors and church leaders in an effort to build relational capital and share the vision of development and its benefits across BIC U.S. ministries. Over the year I plan to attend five of the seven Regional Conference Annual Meetings, General Assembly, Memorial Holiness Camp, and Roxbury Holiness Camp.

God’s continued blessing on this ministry of Development is apparent. I anticipate that participation in the implementation of the Thriving Congregations program will increase exposure with our congregations and provide increased opportunity to serve as a resource for gathering a harvest of additional gifts and planting seeds for the next season of growth and giving! To God be the glory!

Respectfully submitted,

Mark Templeton, Development Officer, Brethren in Christ U.S.

SHARED SERVICES

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

This report highlights some of the accomplishments of the shared services team in 2023.

Communications

The communications team provides a vital ministry of facilitating conversation among the BIC U.S. family. Through articles, videos, print resources, and digital communications, the communications team seeks to encourage, edify, and educate our constituents.

Finding Home Documentary - In 2022, our multimedia administrator Michael Bowlin traveled with a short-term team to Athens, Greece, to serve refugees in the city. He had a chance to film with several of these refugees, as well as local ministers, to create a 20-minute documentary: *Finding Home*. With the World Missions team, we created an hour-long program that includes a refugee simulation, the documentary, and a time for discussion questions. In 2023, this program was presented at several congregations in Pennsylvania. We encourage any congregation interested in hosting this program to contact the communications team at bicomm@bicus.org. Watch the [trailer](#).

	Open Rate		Click Rate	
	percentage of recipients who open the email		percentage of openers who click a link	
Industry average for faith-based organizations	Industry Average	Connect	Industry Average	Connect
2023	45.5%	54.2%	2.5%	11.2%
2022	42.9%	47.6%	2.3%	11.9%
2021	unknown	37.7%	unknown	13.7%

Online Communications - Digital spaces continue to provide us with opportunities to communicate broadly. We sent six issues of our [Connect newsletter](#) to around 4,500 recipients (adding around 150 new recipients in 2023); these digital newsletters covered upcoming events, stories of impact, resources, newsletters, and updates. Our [Facebook](#) page presented many opportunities to reaffirm our BIC identity, beliefs, and practices; our top posts of the year highlighted unique elements of our BIC identity including foot washing, historic theological streams, and core values. Our [Instagram](#) page grew by about 100 followers this year, a small but promising amount of growth. Videos have proven to be especially impactful on this platform, and we continue to experiment with how best to use Instagram to connect with our constituents and communicate who BIC U.S. is.

Annual Report - As with each year, the communications team produced an Annual Report in both print and digital formats. This 12-page report, available in English and Spanish, highlighted the domestic and global work of BIC U.S. It also shared statistics about BIC U.S. congregations, pastoral credentialing, the work of World Missions, and preliminary financial results from the prior year. This was mailed to BIC U.S. lead pastors and key financial supporters. The report continues to serve as a comprehensive explanation of the common ministry of BIC U.S.

Value and Identity Videos - Early in the year, we identified a need for videos that clearly communicate our BIC



values and identity. In 2023, we filmed “Who We Are” videos about BIC U.S., World Missions, and the BIC Foundation. These are foundational videos that showcase to our audience the basics of the BIC. We will continue in this line of videos into 2024 as we interview bishops, define programs, and begin to promote General Assembly. You can view the “Who We Are” videos in our [Multimedia Library](#).

Building a Visual Archive and Library - As we focus more on storytelling through video, the need for b-roll (footage used to overlay interviews) has become clear. With this in mind, we are taking the initiative to take



more photos and video of events, congregations, and conferences. This began at Roxbury in 2023 and will continue through this year as we begin to schedule Sundays to go to congregations to capture who they are. This will allow the full breadth and diversity of the BIC to be shown.

Rebuilding the BIC Foundation Website - A large undertaking for the Communications team this year was a [rebuild of the BIC Foundation's website](#). The Foundation is an important ministry of the BIC, and we are excited for this new website to clearly communicate its services and impact.

Human Resources

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

One of the significant responsibilities of Peter Guinther, human resources administrator, is keeping our staff and missionaries trained in various areas. In 2023, staff and missionaries received training on security and risk management, mental health first aid, and sexual harassment prevention. If your congregation is interested in receiving training in any of these areas, please reach out to Peter at bichr@bicus.org

We continued to work on our policy for responding to Ministerial Misconduct. We worked with both Leadership Council and the Commission on Ministry and Doctrine to review and revise the policy. After these revisions, we contracted with [G.R.A.C.E.](#) to provide a professional review of our proposed policy. We anticipate finalizing the policy in the next few months and establishing a new page on our website which will provide a copy of the policy, additional resources for congregations and a reporting form for potential incidences of ministerial misconduct.

In addition to some of these new efforts, human resources continues to work with all departments of BIC U.S. to help with hiring and onboarding of office staff members and with the deployment of new missionaries. Equally important, human resources works with staff members and missionaries as they conclude service with BIC U.S.

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

Development

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

Finance

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

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

Over the course of the year, our team processes nearly 1,700 outgoing payments and over 9,000 contributions

from BIC U.S. congregations and donors. In addition to the day-to-day processing of incoming and outgoing payments, our team plays an important role in supporting the work that happens around the world. In 2023, our team processed 182 international wires in 12 different currencies to 14 different countries. A significant undertaking this year was releasing over \$122,500 in Global Compassion funds for 14 different needs in 15 countries.

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. Most calls or emails that we get from pastors and treasurers is related to the tax treatment of pastors and the proper handling of housing allowance.

Education and Training

Over the past few years Shared Services has taken a more active role in enhancing existing education opportunities of BIC U.S. and providing additional training opportunities in the form of webinars. Over the past 18 months we have been working to move our directed study program (DSP) courses to an online education platform, Pathwright. Individuals taking courses on the new platform have commented on the enhanced



The image shows a screenshot of a 'Housing Allowance Worksheet for Pastors Owning/Renting Home' from Brethren in Christ U.S. The worksheet is a table with three columns: 'Expenses by Category', 'Estimate', and 'Actual'. It lists various housing-related expenses such as mortgage payments, real estate taxes, property insurance, and utilities. At the bottom, it includes a section for 'Fair Market Annual Rental Value of Home' and 'Housing Allowance Designated by Board'.

Expenses by Category:	Estimate	Actual
Down payment on a home	\$	\$
Mortgage payments for loans used to purchase or improve your home (include both principle and interest)	\$	\$
Rent payments	\$	\$
Real estate taxes	\$	\$
Property insurance for owners or personal property insurance for renters	\$	\$
Utilities (electricity, gas, water, sewer, trash pickup, local telephone charges)	\$	\$
Furnishings and appliances (purchase and repair)	\$	\$
Structural repairs and remodeling	\$	\$
Yard maintenance and improvements	\$	\$
Maintenance items (household cleaners, light bulbs, pest control, etc.)	\$	\$
Miscellaneous eligible expenses	\$	\$
Allowance for unexpected expenses (Default: 10%)	\$	\$
Total Housing Expenses	\$	\$
Fair Market Annual Rental Value of Home (furnished)	\$	
Utilities (electricity, gas, water, sewer, trash pickup, local telephone charges)	\$	
Fair Market Annual Rental Value of Home (Furnishes, including utilities)	\$	
Housing Allowance Designated by Board	\$	

experience and have appreciated the opportunity to further interact with others who are also taking the course. I am happy to report that all DSP courses have been moved to the online platform. We are also using this platform to offer a self-paced course to help prospective pastors and lay leaders become more familiar with the beliefs and values of the Brethren in Christ. We expect to launch this course at General Assembly 2024.

I was able to conduct two virtual trainings in 2023. First, I was able to join, via Zoom, the Asia Leaders Summit, a gathering of BIC leaders from several regions in India and Thailand. The topic of the training was Best Practices for Handling Church Finances. I was grateful to provide this training amidst other quality training and sharing that happened at that event. I am also grateful to Stephen Badiger who was able to provide live translation for my presentation. The second training that I was able to offer was a free webinar, [Church Treasurer 101](#). We had

65 individuals register representing 57 different congregations and organizations, including individuals from multiple international BIC congregations. In conjunction with the webinar, we were able to create a new, BIC U.S. branded [housing allowance worksheet](#) for use by our pastors and treasurers.

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

Mitch Martin
 Director of Finance and Shared Services

WORLD MISSIONS

God continues to demonstrate His faithfulness in and through our world missions efforts. We remain committed to active missions witness in a world where the task of making disciples of all nations is yet to be completed.

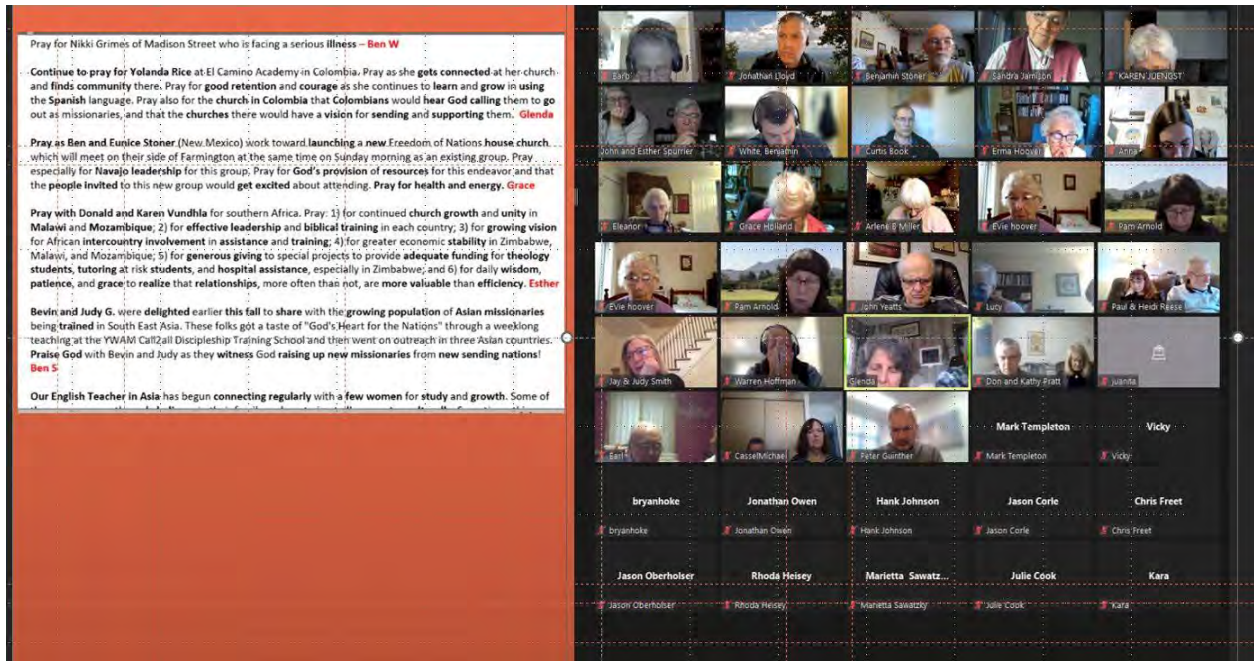
I am grateful for the increasing number of BIC congregations that are seeking greater relationship with our missionaries and staff. It is exciting to partner together in God's great mission to the nations!

There are many reasons for thanksgiving; I will highlight just a few:

- Global prayer gatherings continue to be well supported every Wednesday at 10 am Eastern Time. We typically have at least 30 intercessors gathered to pray for the church across the U.S. and around the world. Email mission@bicus.org if you are interested in joining!
- We recently published an article highlighting the fruit of long-term missions service. This article is included in the 2023 BIC U.S. Annual Report, and excerpts have been shared on multiple digital platforms with good engagement.
- Despite the war in the Middle East, our households serving in that region continue to be engaged in active witness, pointing people to the Prince of Peace.
- Several congregations have decided to go above and beyond by supporting the work of missionary care with a special offering over the Christmas season.
- We were able to support 69 long term missionaries serving in 21 countries in 2023.
- A team of fantastic volunteers provided renovations for the 2-unit house in Grantham that is used for missionaries on home assignment. This involved a long overdue relocation of the first- floor bathroom to make it more accessible to those with mobility challenges.
- Our brothers and sisters in India continue to plant churches and train leaders. India has the highest population of all the countries of the world, and the highest percentage of ethnic groups without Christians. Indian BIC churches are sending missionaries to different tribal groups, and it is a gift to come alongside them by funding leadership development and by continual investment in our relationship, through visits and regular correspondence.
- We were able to support 113 international pastors and missionaries with scholarships for ministry training.
- The Thai BIC church grew by 50% in 2023, as the 6 house church groups multiplied to 9. Although small, these groups are serious about following Jesus in their communities and reaching others with the Gospel.
- Medical missions at Macha Hospital continue to impact both the physical and spiritual health of a large region of Zambia.
- We have partnered with church leaders from Zimbabwe as they provide leadership and governance support to BIC conferences in Malawi and Mozambique.
- We are celebrating the deployment of two missionary families from the Southeast Conference, and we are excited that more are considering deployment.
- In 2023, we supported three non-missionary pastoral couples who have begun to lead the churches in Spain.
- We are planning a gathering in Columbia in 2024 that will include delegates from five different parts of Columbia, Panama, Spain, and the Southeast Conference.

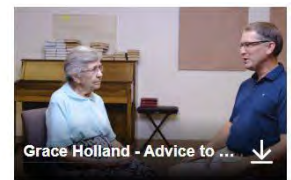
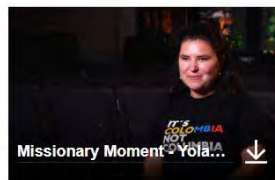
Opportunities:

1. **Join our intercessory prayer community by emailing missions@bicus.org**



2. Help your congregation learn more about missions:

Visit our resource page: <https://bicus.org/resources/multimedia-library/>



3. Open Posts

An open post is a mission position that has been identified as a need and affirmed by the Commission for World Missions and Leadership Council. There are many opportunities to become involved in our world missions effort *as a global worker*. There are also many opportunities to be a part of the *sending team for these missionaries*. If you, or someone you know, would be interested in learning more about these ministry posts, please contact us at missions@bicus.org

Effective Date	Region of the World	Type of Ministry Role
2/6/2024	U.S. International	Student ministry – (two households)
2/6/2024	Thailand	Church planter
9/12/2016	Thailand	University Ministry
9/12/2016	Zimbabwe	Doctor
9/12/2016	Japan	church support – provide relational encouragement and counsel to the local church leaders.
9/12/2016	Colombia	church planter
9/12/2016	Middle East	church planter
1/28/2020	Dearborn, Michigan	Kingdom professional and church planter
1/28/2020	Greece	Evangelism and discipleship – refugees
1/28/2020	Malawi	church support – provide relational encouragement and counsel to the local church leaders.
1/27/2022	Spain	church planter
1/27/2022	Greece, Zambia	Nurse
1/27/2022	Ecuador	Evangelism and Discipleship
<u>7/22/2022</u>	<u>Middle East Nation #2</u>	<u>(3) Households – Professional (ex: Nurse, Engineer) + disciple maker</u>

With deep appreciation for your commitment to God’s global mission!

Jonathan Lloyd

BIC U.S. World Missions Director

BRETHREN IN CHRIST FOUNDATION

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

Lending Activities

After experiencing a downturn in lending activities because of the lingering concerns relating to the pandemic, loan originations saw a dramatic increase in 2023. The Foundation funded 9 new loans totaling \$5.8 million. Nearly half of the loans were closed in December of 2023.

Of particular interest is the building project undertaken by a congregation in Salina, KS. The congregation is refurbishing an old bowling alley and converting it to a church with a meeting space for 500+ and new children’s space to accommodate more than 100 children. They expect to complete the project in March 2024.

A small congregation in Canton, OH purchased an old VFW building. They provide significant ministry to those in need in the area. Their current building location is out of the way, difficult to reach by those in need and lacks adequate space. Their new building is located in the city, has a commercial size kitchen and large meeting spaces.

This new space will allow them to better serve their community, once some renovations are complete.

Our loan portfolio remains very secure. We are blessed to have borrowers who are extremely responsible for their finances. As of December 31, 2023, all loans in our portfolio are either current or paid ahead. In fact, during 2023, 7 borrowers paid off their loans early. This totaled \$1.6 million. We expect this trend to continue in the future.

As we enter 2024, we continue to see strong interest in new loans. Currently, we have three loans in a construction phase, another four in the middle of the application phase, and at least four more expected to apply for funding in the next few months. In total, we anticipate distributing approximately \$7 million in loan funds if all are approved, and that does not include potential loan requests that may come about yet during the year.

Securities

In August, the Foundation introduced a 15-month Stewardship Investment Certificate. This certificate offers a fixed promotional rate until August 2024. This offering was a first for the Foundation. The issuance attracted \$550,000 in new funding to our fixed-term securities. Additionally, \$486,000 was transferred from our TAP program.

Overall, we had a reduction in outstanding securities of \$3.2 million. Of this, \$2.0 million was withdrawn from TAP accounts owned by organizations. These funds were used for funding building programs, loan payments and other operational needs. Since TAP accounts are demand accounts this reduction is not out of the ordinary. Our term securities (SIC and Notes) saw only a slight reduction.

Matching Grants

In 2023 the Foundation awarded 9 matching grants for outreach initiatives, totaling over \$6,500. Those programs included weekly outreaches to a nearby senior center, vacation bible school, harvest parties, podcasts on mental health, and outdoor movies and other community gatherings.

This year we are putting more focus on our grants and have updated our webpage and will be featuring the grants in February in both the denominational newsletter, Connect, and its Facebook page. In addition, we are increasing the reimbursement amount for the first year of a new outreach from \$1,000 to \$2,000. Working with our Communications staff, we hope to tell more of the outreach stories.

Technology

In December, we launched our new and improved website. The new site was designed by our Account Officer and the BIC U.S. Communications team.

As part of the design process, a focus group was engaged to ensure the site met the needs of our audience. This process resulted in an enhanced ability to navigate throughout the site. Information for our investment and loans is much more accessible. Participants in the BIC U.S. 403(b)(9) plan can now navigate to a dedicated page.

We plan to utilize our new site to provide current information on the Foundation's programs as well as telling the stories of our constituents' efforts to further their ministries with the help of the Foundation.

BIC U.S. 403(b)(9) Plan

The Foundation provides administrative services for the denomination's pension plan.

As TPA, the Foundation is responsible for the day-to-day operation of the plan. On a daily basis, we assist congregations and employees with their questions regarding enrollment, contributions, disbursements and loans. We have continually upgraded technology to improve access to the plan for both employees and employers.

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

Your partners in ministry,
Brethren in Christ Foundation – Jim Reynolds, Executive Director

Allegheny Conference

Regional Reports and Action Items

- Item 12: Bishop's Report
- Item 13: Discipleship Council Report
- Item 14: Evangelism Council Report
- Item 15: Ministry Council Report
- Item 16: Worship Council Report
- Item 17: Trustee Confirmation
- Item 18: Staffing Council Report
- Item 19: Board of Directors Report
- Item 20: Election of Assistant Moderator
- Item 21: Introduction of New Pastors

ITEM 12 – BISHOP’S REPORT

A significant chunk of my time is spent counting. My time spent counting is also counted. Then, I report what I counted. That time, in turn, must also be counted. And so it goes. We track life these ways for the purpose of reflection, and to be able to apprise one another of how and what we are doing together. Communication, as you surely know, is vital to building and maintaining community. To that end, I humbly submit to you the following summary of my year in 2023.

I praise the Lord for granting many favorable answers to prayer. Whereas 2018 was a year that I might prefer to forget, when several congregations were in distress, 2023 was much better. Compared to 2020, when COVID created a lot of instability and anxiety for many, 2023 was mainly consistent. There were still a few stressful points, but, overall, conference life was full of positive, encouraging moments.

My time filling in at Spring of Hope Community Church (SOHCC) ended at midyear. A newly formed, independent, congregation, called The Well, blended with SOHCC. Pastor John Godissart began providing spiritual care for both congregations effective July 1st. Also, toward the end of the year, God provided a regularly assigned pastor for Bethel congregation. Pastor Brian Barnette began serving as of January 1, 2024, and Pastor Mike Blouse’s six years of interim service concluded.

Another favorable trend was pastoral term reviews going well. Our conference is enjoying a season of great stability in terms of pastoral leadership. Nevertheless, we still received two resignations, but both of those were processed with ample notification and brotherly cooperation. On the horizon, however, multiple retirements are anticipated. A few of those are already in process.

As much as there is stability across the conference, there is also a wave of what I describe as “fresh expressions.” I have invested many hours praying and thinking through connections and structures that do not conform to our established patterns and terminology. We now have multiple combined, synergistic, blended, families that are realities without much contemporary precedent. Along with the blended congregations at SOHCC, we also have combined congregations at Center Grove, and Acts Fellowship Network’s partnership with a Nepalese congregation. Additionally, I have assisted with launching an ecumenical Spanish-speaking congregation in my local area. Add in my conversations with other groups about potential affiliation with the BIC, and it has been a very dynamic and challenging time – in a good way.

I am not certain how this next observation fits in an annual report, but I think it is worth noting. 2023 was a year of “the falls.” Here is a list of falls, during a span of four months, directly involving, or connected to, our conference leaders. Dave Gettel, May 18th, fell 18 feet through the church ceiling, hospitalized, multiple surgeries, lengthy recovery. Kim Lehman, June 13th, bike accident, hospitalized and subsequent rehab. Stan Morgan, June 23rd, fell 12 feet from a ladder, hospitalized and subsequent rehab. Nolan Patterson, August 8th, bike accident, fell 20 feet from a bridge, ER treatment for lacerations and concussion. Thanks be to God, all these people survived and recovered.

Most of the year, my physical health was up and down. I covered thousands of miles while, at times, wrestling with issues that hampered my strength, focus, and mobility. But God always showed Himself strong, regardless of the circumstances. One personal high point was the successful arrival of Gabriel Clayton Patterson July 8th. He was the firstborn of our youngest son, and our fourth grandchild. On the opposite end of life’s spectrum, my mother-in-law entered eternity on October 6th. In all situations, whatever a day holds, I am very thankful for God’s love, peace, and grace.

I am also thankful for you. Your partnership in the work of the kingdom is worth more than words can say. Together, we are blessed. May God continue blessing us, as we continue giving ourselves to Him!

Rob Patterson, Bishop

(The conference financial and statistical reports that are part of the Bishop’s report follow on the next two pages.)

2023 Statistical Data

	Avg. attendance for weekly worship service(s)	# of Conversions	# of Baptisms	Avg attendance youth programs	Avg attendance children's programs	Growth through Conversions	Growth through Transfers	Births	Deaths
Allegheny									
Reporting									
Acts Fellowship Network	150	25	29	30	50	15	-	5	-
Air Hill BIC Church	142	2	2	29	23	2	8	4	6
Antrim BIC	610	16	5	92	88	16	-	11	8
Bethel BIC Church (Hillsville)	24	-	-	-	-	-	-	-	-
Blue Mountain Memorial BIC Church	100	1	-	15	32	2	-	2	-
Bunker Hill BIC Church	75	-	7	5	16	15	4	-	5
Canoe Creek BIC	31	2	1	-	5	1	-	-	-
Center Grove BIC	20	3	-	3	5	7	-	1	-
Clear Creek BIC	109	-	7	15	10	-	-	-	1
Community of Faith Church	18	-	-	-	2	-	-	-	1
Crossroads BIC Church	157	5	8	29	-	4	1	3	1
Fairview Avenue BIC Church	75	3	3	11	12	5	2	1	-
Five Forks BIC Church	496	15	15	39	80	12	5	12	7
Green Spring BIC Church	82	-	-	5	6	-	2	-	-
Highland Park Community BIC Church	53	-	-	-	12	-	-	-	1
Hollowell BIC	180	-	5	20	30	-	-	8	3
Iron Springs BIC Church	63	19	6	6	11	-	-	-	10
La Roca BIC (VA)	220	30	30	28	40	-	-	7	-
La Roca Eterna	160	98	14	10	28	7	-	5	1
Martinsburg BIC Church	147	2	2	12	7	2	-	-	1
Mission Hill (Chambersburg BIC)	395	10	11	50	80	17	-	25	7
Montgomery BIC Church	65	-	-	8	18	-	-	1	1
Mountain Chapel BIC	29	-	-	-	-	-	-	-	1
Mowersville BIC	143	3	2	10	21	-	14	4	3
Mt Rock BIC Church	39	3	4	4	10	-	-	-	1
Mt Tabor BIC Church	74	-	-	4	2	-	-	-	1
New Guilford BIC Church	105	-	-	13	11	-	-	2	1
New Life Believers BIC	78	3	-	11	16	1	-	1	-
Paramount BIC Church	70	-	-	10	10	-	-	2	3
Peace Light BIC Church	12	-	-	-	-	-	-	-	-
Shermans Valley BIC Church	12	1	-	-	2	-	-	-	1
South Mountain Chapel	38	-	-	7	2	-	3	2	2
Spring of Hope Community Church	8	-	-	-	-	-	-	-	-
Springhope BIC Church	30	-	-	3	6	-	-	-	-
The Spring BIC Church	50	6	4	12	6	2	(2)	-	1
The Vine	59	-	3	2	2	2	3	1	-
Walkersville Brethren in Christ Church	126	6	15	-	26	6	25	3	1
West Side BIC Church	97	-	5	5	11	-	-	-	2
Reporting Total	4,342	253	178	488	680	116	65	100	70
Grand Total	4,342	253	178	488	680	116	65	100	70

2023 Financial Data

	INCOME				GIVING			
	Undesignated	Designated						
	Donations	Donations			BIC U.S.	BIC U.S.		
	(tithes and offerings)	(e.g. building campaign)	Other Income	Total Income	Common Ministry*	Ministry Projects*	Other Ministries	Total Giving
Allegheny Reporting								
Acts Fellowship Network	102,029	14,000	-	116,029	2,120	-	3,613	5,733
Air Hill BIC Church	293,327	55,550	12,161	361,037	25,870	18,895	28,379	73,144
Antrim BIC	1,649,001	236,342	55,207	1,940,550	173,661	56,832	165,898	396,391
Bethel BIC Church (Hillsville)	193,806	-	-	193,806	1,200	-	5,712	6,912
Blue Mountain Memorial BIC Church	150,229	101,484	37,214	288,927	5,800	-	41,434	47,234
Bunker Hill BIC Church	-	12,145	124,003	136,148	2,986	-	-	2,986
Canoe Creek BIC	146,196	571	-	146,767	12,939	3,800	3,616	20,355
Center Grove BIC	50,709	15,409	-	66,118	1,200	-	8,095	9,295
Clear Creek BIC	104,619	20,420	-	125,039	-	-	26,791	26,791
Community of Faith Church	43,567	-	28,002	71,569	-	-	100	100
Crossroads BIC Church	322,604	64,208	8,079	394,891	-	-	25,742	25,742
Fairview Avenue BIC Church	166,182	1	16,073	182,256	16,666	1,548	4,697	22,911
Five Forks BIC Church	915,525	227,575	-	1,143,100	64,995	-	43,392	108,387
Green Spring BIC Church	206,467	47,870	-	254,336	20,645	-	2,200	22,845
Highland Park Community BIC Church	158,850	625	-	159,475	3,600	-	18,900	22,500
Hollowell BIC	363,185	35,331	1,246	399,763	1,825	-	38,544	40,369
Iron Springs BIC Church	132,030	19,020	-	151,050	13,774	100	1,650	15,524
La Roca BIC (VA)	213,731	24,813	18,686	257,230	-	-	-	-
La Roca Eterna	102,485	-	-	102,485	400	-	9,131	9,531
Martinsburg BIC Church	246,362	35,226	1,100	282,688	25,941	3,750	80,558	110,249
Mission Hill (Chambersburg BIC)	625,000	150,402	15,042	881,195	55,803	5,300	44,664	105,767
Montgomery BIC Church	158,588	24,258	7,481	190,327	9,700	308	40,322	50,329
Mountain Chapel BIC	44,601	-	-	44,601	2,200	-	3,552	5,752
Mowersville BIC	161,745	71,543	101,005	334,293	28,002	4,155	16,203	48,360
Mt Rock BIC Church	86,712	16,250	5,791	108,753	6,125	-	1,341	7,466
Mt Tabor BIC Church	83,027	39,327	-	122,353	4,500	-	5,700	10,200
New Guilford BIC Church	251,600	9,033	30,334	290,968	34,090	2,574	18,442	55,106
New Life Believers BIC	150,404	28,998	10,000	189,402	15,068	-	18,363	33,431
Paramount BIC Church	187,515	5,978	20,860	214,353	31,300	1,000	25,710	58,010
Peace Light BIC Church	26,500	453	453	27,407	2,400	-	453	2,853
Shermans Valley BIC Church	30,418	-	320	30,738	1,000	-	1,000	2,000
South Mountain Chapel	63,944	8,457	-	72,401	6,590	-	4,662	11,252
Spring of Hope Community Church	60,530	-	-	60,530	5,716	-	-	5,716
Springhope BIC Church	60,071	-	5,400	65,471	-	-	666	666
The Spring BIC Church	146,995	-	-	146,995	5,000	-	15,685	20,685
The Vine	66,610	1,929	-	68,539	6,624	-	3,960	10,584
Walkersville Brethren in Christ Church	348,739	5,630	6	354,374	29,459	-	30,056	59,515
West Side BIC Church	268,883	46,747	-	315,630	31,246	6,918	17,079	55,243
Reporting Total	8,382,787	1,319,594	498,462	10,291,594	648,445	105,180	756,311	1,509,936
Grand Total	8,382,787	1,319,594	498,462	10,291,594	648,445	105,180	756,311	1,509,936

*These figures are based on receipts received by Brethren in Christ U.S. for 2023

ITEM 13 – Discipleship Council

Dear Friends,

The Discipleship Council is focused on mentoring, training, and developing leaders. Our team over the past year included Missy Beal, Sherri Flohr, Shaun Kipe, Kevin Lay, Amanda Vanaman, Joey Wendling, and Bishop Rob. We are so very thankful for this wonderful team, and it is amazing to see how God has a purpose for each member. Below is a review of the year.

In the summer of 2023, Emmy Fogle, from Iron Springs BIC, was the Allegheny BIC Summer Intern. Over the summer she had opportunities to learn and grow at the BIC Offices, Hollowell BIC, Mt. Tabor BIC, West Side BIC, Iron Springs BIC, New Guilford BIC, Center Grove/Trinity BIC, and Roxbury. Throughout these experiences she assisted with hospital visits, visited in homes with pastors, helped to lead youth events, assisted church administrative assistants, helped with VBS programs, reviewed the Manual of Doctrine and Government, helped teach Sunday school, helped take care of children during the Global Team Workshop at Roxbury Camp, and recorded a sermon. It was encouraging to hear positive feedback from both Emmy and the hosts throughout the summer. We pray that God continues to lead and guide her and look forward to hearing about the journey He continues to lead her on.

When reflecting on the rest of the year, I realized there are no major dates or events to record. However, I can say that this year was a year of pondering, questioning, thinking, and praying. We, as a council, pondered, questioned, thought-through, and prayed about where and how God will continue to use the Discipleship Council. If I'm being honest, I'm not exactly sure what the next steps are, but I know He will continue to lead and guide the Discipleship Council. A few anecdotal notes from the year include being encouraged by responses to a Biblical Literacy Survey and each council getting their own official Google account so there is no confusion when emails are sent (although joallilough@gmail.com may look familiar to some by now, discipleship.council@gmail.com makes much more sense). Google accounts also allow for efficient communication and storage of documents; yes, most likely I am the only one who is ecstatic about our new accounts for each council!

Next steps include hiring a summer intern for the summer of 2024. The purpose of this position is to provide the intern with a chance to explore their potential calling in ministry and have the chance to use their gifts and abilities in various contexts. By the time this report is published, we hope to announce the summer intern for the summer of 2024.

In conclusion, I would like to express my gratitude for being a part of the Discipleship Council. Throughout the passage of eight years, I have learned so much from the wisdom of others on the council and I have seen glimpses of God at work through Discipleship Council opportunities and experiences. I am signing off for now; I'm not sure what God has planned for me, but I absolutely know that He has a plan, and His plans are far better than my plans.

If there is anything we as a council can do to help your congregation with discipleship, please, feel free to reach out to any council member and let us know what we can do to help! You can also email the new chair at discipleship.council@gmail.com. :)

Sincerely,
Allison/Alli Lougheed, Chair

ITEM 14 – EVANGELISM COUNCIL

Changing Roles and Responsibilities

This past year, the Allegheny Conference Evangelism Council (ACEC) had extensive discussion about the changing roles and responsibilities of the council. We talked at length about what the future holds for the EC.

Over the years EC has been the “Church Planting” Council, the “Fundraising” Council, the “Revitalization” Council and the “Evangelism Training” Council.

Recently, church multiplication has begun to look very different. Daughter churches... “Merging” congregations... Larger congregations with dedicated church plant programs... In the past decade or more all of these changes have altered the way the church multiplies. Fundraising strategies are also quite different from not that long ago. And so, in the midst of all of the change, we recognized that it is very important for EC to adapt and change to define and carry out its role within the conference.

Our discussions have been lively and positive and will likely be ongoing for some time to come as we pray, listen for the Holy Spirit’s lead and brainstorm new ideas.

2023-2024 Details:

Prayer:

ACEC began each meeting this year with a focused time of prayer for each of the members of the team and specific conference needs etc. because we believe that our support for the conference begins on our knees.

Church Planting:

There were no new church plants in the AC within the past year.

Church Revitalization / Support:

The Rock / Acts Fellowship Network:

The Rock continues to grow and adapt as they pursue God’s vision for them. Working in close partnership with Acts Fellowship Network, they welcomed a new congregation to their facility, Grace Nepali. On any given Sunday, Jesus is being worshipped at the Mt Rock facility in several different languages, traditions and styles. We praise God for what He is doing in and through these congregations. The leadership of all three groups are working together to coordinate governing and sharing of facilities. In a few months they will also be welcoming a new Christian school to their facility as well.

ACEC has remained available for consultations as needed and has continued its financial support of both The Rock and Acts Fellowship Network.

New Life Believers:

ACEC has continued its financial support for New Life Believers as they have continued slow but steady growth.

Other congregations:

ACEC continued its financial support for La Roca Eterna.

ACEC had several discussions concerning our role with merging congregations, particularly ones that are merging with “non-BIC” congregations. Bishop Rob kept us informed on the details and we will see what our role should be (if any) in the future.

Resources for Evangelism:

Fundraising:

ACEC had numerous conversations about fundraising. We continued talking through the logistics of implementing an online platform that would share testimonies of where contributions have been used to advance the Kingdom and also highlight current and future financial needs within the conference. Nothing has been implemented to date, but fundraising continues to be an area of focus.

Respectfully submitted,

Steve Delaney, Chair

For ACEC team members: Dave Gettel, Ray Kipe, Jeremy Spear and Bishop Rob Patterson

ITEM 15 – MINISTRY COUNCIL

“The Ministry Council shall promote and facilitate loving relationships within the Allegheny Conference. The Council will seek ways to feed the hungry, clothe the naked, heal the sick, release the captive, relieve the suffering of the oppressed, and create a healthy, harmonious accountable community.”

We’ve had a great year! We have been concentrating on having gatherings for pastors and their families this year.

We had a fun time at Roxbury in April where we ate some fantastic food by Jeremy, had a devotion & prayed with one another to encourage each other, then threw some axes. The cold rain didn’t keep us from a fun time.

We gathered again in the fall at Roxbury for some fun family time with outdoor game night. Again, some great food by Jeremy, and devotions and prayer time by the fire, which encouraged people to memorize scripture. A blessed time in creating community.

This year we will be continuing family gatherings and are adding an Altoona Curve game April 13th. We are trying to meet with the Virginia folks to see how we can help them gather together as well. Keep a lookout in your email for upcoming events.

The ministry council has been working to encourage pastors to gather together. The SAGES group was started (Shepherds’ Area Gatherings for Encouragement & Support) – and sages are profoundly wise. The idea of “as iron sharpens iron” (Proverbs 27:17) is to bring pastors/spouses/families together and letting the Holy Spirit work. In our most recent gatherings, we started with praise & worship, shared a devotion, ate delicious food together and took time to pray for one another. We also add some games or together time for fellowship and community.

As each pastor is prayed for by a member of the ministry council, we would love to know if there’s any other way you would like to be cared for that we could facilitate.

Respectfully submitted,
Lisa Crawford, Council Chair

ITEM 16 – WORSHIP COUNCIL

As we entered this past year the Worship Council was in what could’ve been described as a rebuilding season. Together, we picked up the pieces and spent a lot of time discussing vision and purpose. The council is made up of a great team of people and together we planned the Sacred Assembly, which I think we came away from feeling like it was a success. Our last meeting was in December as we prepared for the Sacred Assembly. We spent a lot of time at the Sacred Assembly praying for the various congregations in our conference and as a council we hope to continue to be proactive in this way.

Looking forward, the Worship Council is excited to build off of the momentum that we were lacking. We’ve gained new members to an already great team. The Worship Council is looking to be a resource to the congregations in our conference in all the aspects of worship ministry including spiritual disciplines, music, tech, etc. We want to encourage you to reach out and get to know us, and definitely let us know if there is any way we can better serve you. We also of course just want to encourage you, to be faithful in your worship, in all aspects. We are looking forward to serving you and our King.

Caleb R. Nowell, Worship Council Chair

ITEM 17 – TRUSTEE CONFIRMATION

A listing of the legal trustees for all active Allegheny Conference Churches is recorded annually in the Regional Conference annual meeting agenda and minutes. In this listing, the letter "A" followed by a year after the church name denotes an incorporated congregation and the year they became incorporated. The letter "B" following a church name indicates a non-incorporated congregation. In incorporated churches, the pastor and church board are the legal trustees of the church. In non-incorporated churches, legal trustees are elected by the congregation.

Please review your trustee listing carefully. If the information is incorrect, please submit your changes *in writing* to the recording secretary within one (1) week of the close of the annual meeting.

CONGREGATION	INC – YEAR	TRUSTEES
Acts Fellowship Network	A – ?	Brad Stutzman, Rubyan Stutzman, Nicolas Barrios, Fernando Garcia, Irma Garcia Velasquez, Jorge, Zuleyma
Air Hill	A - 1992	John Melhorn, Warren Peckman, Anthony Ogburn, Kyle Grove, Fred Ocker, Ron Wenger, Frank Christopher, Margaret Burkholder, Travis Kisamore
Antrim	A – 1998	Daryl Thrush, Hershey Bowers, Larry Frey, Bryan Hey, Ron Statler, Denny Knepper, Bob Carbaugh, Eber Wingert, Joe Martin, Brian Ramer, Brian Hoover
Bethel	A – 2017	Yvette Leonard, Bobby Leonard, Danette Marshall, Jody Marshall, Karen Schrader, Donna Smith, Brian Barnette, Virgie Barnette
Blue Mountain	B	Sam Byler, Mervin Burkholder, Dana Martin, Luke Holtry
Bunker Hill	B	Brian Mullis, Michael Brill
Canoe Creek	B	Bill Thompson
Center Grove/Trinity	B	none
Clear Creek	B	Dusty Reighard, Randy Miller, Kenny Bowman, Joe Beegle
Community of Faith	B	Steve Guthrie, George Ferguson
Crossroads	A – 2004	Walt Roberts, Ralph Bradley, Dave Thrush, Mike Brown, Sr., Fred Giles, Joel Knepper
Fairview Avenue	A – 1997	John Walker, Rod Teach, Kathleen Long, Daria Smith, Melody Cadiz, Steve Eberly, Charles Standridge
Five Forks	A – 1960	Lin Yoder, Angie Petersheim, Peggy Dawson, Ron Strite, Brian Egolf, Sharon Smith, Jean Showalter, Heather Ellerbrock, Ed Herald, Larry Belella, Ken Arendt
Green Spring	B	Randy Smith, Doug Sollenberger, Rick Cook, George Wickard, David Jardine, Jared Lindsay
Highland Park	B	Ron White, Darrell Taylor, Gary Callahan
Hollowell	A – 2015	Chad Rosenberry, Kathy Hansen, Sarah Meyers, Wally Thompson, Kevin Beaver, Randy Fisher, Jeff Myers, Jeff Huber, Kevin Swope
Iron Springs	A – 2005	Doug Lichty, Glenda Dayhoff, LuAnn Dille, Steve Gills, Kevin Bream, Larry Dick, Miriam Celius, Cindy Deardorf
La Roca	B	Andrew Alegre, Mayelin Alegre
La Roca Eterna	B	Keny Guzman, Ingrid Ramirez, Yolandita Guzman, Diana Giraldo Jimenez, Jamith Trujillo Torres

Martinsburg	A – 1970	Michael Abell, Mike Clark, Laura Clark, Nate Delp, Earl Herr, Kim Heverly, Jackie Miller, Elaine Slagenweit, Allen Wolf, Laurie Drysdale
Mission Hill	A – 1998	Jonathan Peckman, Joel Gillman, Emerson Peckman, Zach Frelin, Allen Conrad, Chuck Burkett, Conrad Martin, Paul Raynor, Davis McCurley
Montgomery	A – 1942	Robert Thrush, Gregory Leevy, Gary Hoover, Nelson Oberholzer, Amos Carbaugh, Henry Carbaugh, Steve Walters, Ben Kennedy
Mountain Chapel	B	James Beegle, Walter Beal, Merle Horton
Mowersville	B	Matthew Halteman, Garth Rauber, Rick Wenger
Mt Rock	A – 2001	Brad Stutzman, Kimberly Burkholder, Donovan Burkholder, Tony Marker, Bethany Marker
Mt Tabor	B	Kevin Lay, Scott Ashway, Greg Myers, Dean Peiffer, Matt Nagy
New Guilford	A – 1998	Shawn Helm, Lawton Jacobs, Kris Crawford, Lila Benedict, Ed Harmony, Amanda Imwald, Cheryl Shields, Tom Maxwell
New Life Believers	A – 2022	Frank Allnutt, Drew Grove, Lois Snodderly, Bill Cosner, Angie Grove, Sharon Jackson
Paramount	A-1989	Jacob Harrison, Caleb Nowell, Rod Miller, Debbie Pittsnogle, Allison Banzhoff, Tina Horst, Clint Stouffer, Susan Milford, Vickie Stouffer, Ray Oberholzer
Peace Light	B	Jim Strite
Sherman’s Valley	B	Michael Dodson
South Mountain Chapel	B	Bill Dubbs, Carrie Erisman, Mike Smith, Robert Commerer, Rich Howland, Jac Powell
Spring of Hope	A – 2013	Rob Patterson, Michael Abell, Earl Herr, Sherry Nyahay, Jeanette Long
Springhope	B	Paul Leister, Les Baker, Glenn Oldham
The Spring	A – 2012	Steve Delaney, Sandy Delaney, Anita Carbaugh, Jen Wenger, Rebecca Minor, Peggy Heebner, Brian Wenger
The Vine	B	Harold Leer, Anthony Brooks, Morris Fraley
Walkersville	A – 1994	Tim Fisher, Stephen Fisher, Jesse Case, Jim Santos, Christina Nielson, Cindy Vanaman
West Side	A – 2011	W. David Kent, Sam Yoder, Paula Townsley, Cindy Gsell, Carolyn Allison, Rachel Wadel, Glenn Wadel, Carol Everts, Shawn Besore, Ted Everts, Emily Byers, Patrician Heck, Dorothy Keebaugh

ITEM 18 – STAFFING COUNCIL

The Staffing Council is made up of the Moderator, Bishop Rob Patterson, Assistant Moderator, Joel Gillman, Secretary, Lawton Jacobs, Council Chairs, Allison Loughed (Discipleship Council), Steve Delaney (Evangelism Council), Lisa Crawford (Ministry Council), Caleb Nowell (Worship Council) and Members at Large, Don Shenk, Jason Wenger, and Sherri Flohr. The following are the names we bring, by way of the Board of Directors, to fill the vacancies within the Conference. Each term will be a three-year term unless otherwise indicated.

Office to be Filled	Name of Nominee	Term	Term Ending
Evangelism Council	Dave Gettel	2	2027
	Steve Delaney	2	2027
	Ray Kipe	2	2027
Ministry Council	Stacy Crawford	1	2027
	Stan Morgan	2	2027
Worship Council	John Melhorn	2	2027
	Kimberly Martin	1	2027
	Lauren Belella	1	2027
	Ray Rodriguez	1	2027
Staffing Council	Jason Wenger	3	2027
GCB Representative	Sherri Flohr	2	2028

The following three names are brought to this meeting by the Staffing Council by way of the Board of Directors for election to the office of Member at Large on the Board of Directors. This will be a full three-year term that will end in 2027. *(Biographies of the candidates begin below.)*

John Walker

W. David Kent

Emerson Peckman

This is an elected position. You will be asked to vote for one of the three. A plurality vote is required for election to this office.

Your newly elected Member at Large to the Board of Directors:



BOARD OF DIRECTORS MEMBER AT LARGE CANDIDATES

JOHN WALKER



John Walker has been serving as pastor of Fairview Avenue BIC Church in Waynesboro, PA since October 2012. He previously served the West Shore BIC Church in Mechanicsburg, PA, Lakeview BIC in Goodrich, Michigan, and Bridlewood BIC in Toronto, Canada. He also served with Paxton Ministries. John has served in full and part-time ministry in churches and BIC affiliated ministries for more than 40 years.

He and his wife, Dr. Bonnie Walker, met while attending Emmanuel Bible College in Canada and will have been married 40 years this May. They have two daughters.

John has served on various boards, commissions, and committees in three regional conferences including two terms on the Susquehanna Regional Board of Directors and two terms on the Allegheny Conference Ministry Council. In his current term with the Allegheny Regional Board of Directors he has taken on the role of Trustee, overseeing the care and preservation of the historic Ringgold Meeting House in Ringgold Maryland.

W. DAVID KENT

David Kent has been serving as the pastor at West Side BIC Church since August 2020. He holds a B.S. in chemistry from Gettysburg College, and an M.D. from Hershey Medical Center. Dave opened a Family Practice in Mercersburg in 1979 and retired from medicine on December 15, 2019 – exactly 40 years to the day from when he began. During his medical career, Dave was heavily involved with Chambersburg Hospital, serving as the Chairman of the Quality Improvement Committee for 20 years as well as two nine-year terms on the hospital Board of Directors. Near the end of his career, he was board certified in Palliative Care and Hospice Medicine. He developed the Palliative Care service for Chambersburg Hospital. Adding to his career in medicine, Dave owns Mountain View Farm, Mountain View Sawmilling and his most recent venture, Mountain View Green House.



Dave has been attending West Side since 2005, where he served as a Sunday School teacher and deacon. He had an unmistakable calling to accept the pastorate at West Side. One of his greatest joys is assisting people in applying Biblical principles to solve everyday problems.

He and his late wife have six children and eight grandchildren.

EMERSON PECKMAN

Emerson Peckman is a 'Cradle BIC' and a lifelong member of Chambersburg BIC Church (now Mission Hill).

He was a dairy farmer until the age of 40 and has been a business owner for 31 years [Lawnclips LLC, Chambersburg, PA]. Emerson has served on the boards of Pregnancy Ministries in Chambersburg, PA, Allegheny Conference Committee, MCC East Coast and MCC U.S., Shalom Christian Academy, the Christian Retreat Center, Cedar Ridge Ministries, and The Tide.

He has served as a Deacon, Sunday School Teacher, Elder and has been a member of the Church Board at Mission Hill. Emerson served at Mile High Pines in California. He has gone on mission trips to India, Africa, El Salvador and Nicaragua. He also served as the editor for The Tide radio program for 25 years.

Emerson has been married to wife, Joyce, for 40 years and together they have three adult children and nine grandchildren.

ITEM 19 – BOARD OF DIRECTORS**A. The Secretary's Report**

The Board of Directors (BOD) supports and encourages the work of the councils, the local church, and camps within the conference. It also provides general administrative guidance for the Allegheny Conference.

The current members are Rob Patterson (Bishop), Joel Gillman (Assistant Moderator), Lawton Jacobs (Secretary), Stan Morgan (Treasurer), Sherri Flohr (Member, General Conference Board), Kevin Lay (Member At Large (MAL)), Terry Hoke (MAL), John Walker (MAL), Allison Lougheed (Discipleship Council Chair), Steve Delaney (Evangelism Council Chair), Lisa Crawford (Ministry Council Chair), Caleb Nowell (Worship Council Chair).

The BOD typically meets three times a year between annual regional conferences. However, due to illnesses and deaths in the family we only met twice. Here are some of the items discussed and decisions made in the past year:

- 1) *Annual Regional Conference* – At the August meeting a motion was approved to have Regional Conference 2024 at Air Hill. At the most recent meeting a motion was approved to pursue the possibility of holding the annual meeting at La Roca in Virginia in 2025.

2) *Denominational Issues* – It was brought to our attention that there is a book on becoming more inclusive within the Brethren in Christ Church expected to be published in time for General Assembly 2024.

3) *Digital Assistance* – Discussions have taken place on the need for digital assistance at the Regional Conference level. The BOD is considering having someone within our congregations or on the BOD to provide support in these matters.

4) *Ministry Operations Handbook (MOH)* – There are Conference Bylaws and an MOH that guides the business of the BOD. A statement pertaining to the recommendation and approval of the Regional Conference Representative on the General Conference Board was removed from the MOH because it is not necessary.

5) *Property Matters*- The Bunker Hill Congregation has considered selling their current property and purchasing a larger one. The BOD was simply made aware of this activity and there was no action needed at the time.

Respectively Submitted by,
Lawton Jacobs
BOD Secretary

B. The Treasurer's Report

Budget report 2023

Budget Proposal 2024

Each year the inevitable question of how the conference can operate with budgeted expenditures that exceed the budgeted revenue is brought up. Our fiscal philosophy is that too much money left sitting in bank accounts does no good. We prepare a faith budget using numbers that we believe fit with the ministry that we hope to do. Our expectation is that income will support the vision, but, if not, we will either do less or draw on our surplus.

The Treasurer's Report can be found in Appendix B, beginning on page 65 in the back of the agenda.

Questions regarding this report can be directed to the Conference Treasurer, Stan Morgan.

C. Recommendations

1. The Board of Directors recommends the confirmation of Jason Wenger to serve a third term as Member at Large on the Staffing Council ending in 2027.
2. The Board of Directors recommends the confirmation of Sherri Flohr to serve a second term as the General Conference Board Member from Allegheny Conference. This is a four-year term ending in 2028.
3. The Board of Directors recommends the adoption of the Budget for 2024 with budgeted revenue amount of \$62,530.00 and budgeted expenditures of \$77,125.00.

ITEM 20 – ELECTION OF THE ASSISTANT MODERATOR

The Assistant Moderator will be elected from among the active ministers (Licensed or Ordained) who are assigned and serving in the Allegheny Conference; will be installed at the end of our annual meeting and serve through the following annual meeting. A first nominating ballot will be taken with the three highest nominees being chosen for an election ballot (unless one individual has already received a majority). The election ballot requires only a plurality. Previous Assistant Moderators are not eligible for re-election for five (5) successive years. These persons are Stacy Crawford (2019-20), Steve Delaney (2020-21), Doug Lichty (2021-22), Jill Thompson (2022-23), and Joel Gillman (2023-24). These five names are excluded from the following list.

Brad Stutzman, AFN, The Rock	Ray Kipe, Five Forks	Melissa Beal, Mountain Chapel
John Melhorn, Air Hill	Bill Shank, Five Forks	David Halteman, Mowersville
Travis Kisamore, Air Hill	Shaun Kipe, Five Forks	Kevin Lay, Mt Tabor
Jason Barthlow, Antrim	Ralph Fisher, Green Spring	Lawton Jacobs, New Guilford
Casey Hurst, Antrim	Phillip Madison, Highland Park	David Gettel, New Life Believers
Brian Barnette, Bethel	Blaine Loughheed, Hollowell	Jacob Harrison, Paramount
Mike Blouse, Bethel	Roberto Alegre, La Roca	Caleb Nowell, Paramount
Kelly Day, Bunker Hill	Angel Carreno, La Roca Eterna	David Erisman, South Mountain
Chip Crawford, Bunker Hill	Michael Abell, Martinsburg	Mark Sewell, The Vine
John Geyer, Clear Creek	Chase Jackson, Mission Hill	Tim Fisher, Walkersville
Jennifer Hickey, Community of Faith	Brenton Clark, Mission Hill	Beth Fisher, Walkersville
Walt Roberts, Crossroads	Japheth Nell, Montgomery	David Kent, West Side
John Walker, Fairview Avenue	Ron Hott, Mountain Chapel	

Those Chosen on the first Nominating Ballot:

Assistant Moderator for 2024-2025: _____

ITEM 21 – NEW FACES IN THE CONFERENCE

We are pleased to welcome nine new pastors and staff members to our conference. Some faces are familiar, others are brand new. Be sure to get to know our newest family members!

BRIAN BARNETTE, SENIOR PASTOR, BETHEL

Brian Barnette began his role as the senior pastor at Bethel (Hillsville, VA) on January 1, 2024. Born in Richmond, Virginia, Brian was raised in tobacco country in southcentral Virginia where they had hot summers and cool winters.

After high school Brian attended Emory and Henry College where he met his wife, Virgie. They were married in 1997. Brian graduated from Emory and Henry in 1998. He then attended Liberty University where he received his Master of Arts degree in Public Policy in 2014 and a Master of Divinity in 2020.

Brian and Virgie are lifelong residents of Virginia and make their home in Sugar Grove, nestled in the beautiful mountains of southwest Virginia. The Barnettes have 8 children, 30 chickens, 3 rabbits, and a cat.



BETH FISHER, ADMINISTRATIVE PASTOR, WALKERSVILLE



Beth Fisher grew up in the Brethren in Christ Church. She was the 6th child of Pastor Richard and Jane Long, who pastored the Clarence Center BIC Church in New York. When she was 11 years old, her parents moved to Walkersville, Maryland to plant a church in the Allegheny Conference, and Walkersville BIC was born.

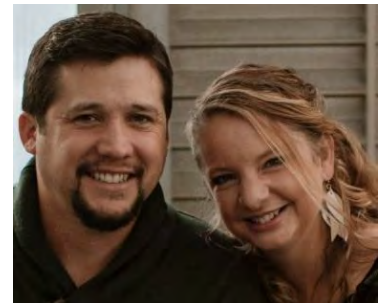
At the age of 19, Beth married Timothy Fisher and they attended a non-denominational church in Frederick where she served alongside him in youth ministry. Her support continued as he took on the role of an Associate Pastor. Both Tim and Beth were licensed and ordained through this church. In 1997, Beth's father, retired from ministry and in a beautiful God story, the Walkersville Brethren in Christ church extended an invitation to Tim to serve as the new pastor. Beth has served alongside her husband in this local church, taking on the role of pastor's wife.

Over the years, more and more people inside the local church and in the community began referring to Beth as pastor, and in yet another beautiful transition that was orchestrated by God, Beth began her journey to formally become licensed in the Brethren in Christ denomination. She is currently working through the Directed Study Program (DSP) and her 3-year provisional license was issued to her in November 2022. She hopes to complete her Doctrinal Questionnaire later this year. In May 2023, she was formally hired to serve as the Administrative Pastor of what is now known as the Walkersville Community Church.

JASON BARTHLOW, CONNECTIONS PASTOR, ANTRIM

Jason Barthlow joined the Antrim staff as the Connections pastor in April 2023. Jason brings a variety of ministry experiences into his role, including short term missions in Guatemala, urban discipleship in Washington D.C., and driving a truck to deliver Christian books. His service includes board membership for Choice Books, youth ministry at Cove Valley Camp, and serving as a minister of worship and co-pastor at area churches.

In addition to a degree in Liberal Studies at Lee University, Jason has worked in construction and raises beef in Greencastle, PA with his wife Elizabeth and their four children, Genevieve, Lillian, Gideon and Judah.



It is Jason's love of Jesus and desire to bring everyone to God's table that fuel his drive to build relationships that lead to abundant lives.

CHIP CRAWFORD, WORSHIP PASTOR, BUNKER HILL



Chip Crawford came on board as the Worship Pastor at Bunker Hill in June 2023. For over 40 years, Chip has been involved in music ministry, and he brings a lifetime of experience to the table. Having limited formal music training, Chip gives glory to God for the gracious anointing He has given to him in this area.

In addition to his musical abilities, Chip is an experienced songwriter. He has spent time in Nashville, TN, attending Christian 'pitch to publisher' events and songwriting workshops and seminars. Chip was blessed with the opportunity to sing in a background choir for award-winning Christian recording artist Steven Curtis Chapman in a 2015 concert at the Kenedy Center in Washington, D.C., and again in 2016 at the Dove Awards in Nashville, TN.

Chip has written, produced and acted in many Christian dramas and musicals in local church settings, including "The Heart of Christmas" which he co-wrote with his wife, Debby. Chip has also done pulpit fill, taught adult

Sunday School, and led Bible studies and small groups. In the fall of 2023, Chip began a bible study based on Ephesians 2:8-9 entitled, Grace 101.

Chip and Debby were married on November 11, 2000. Their greatest joy in life is loving and serving God together. While they never had children, they have been the proud parents of many “fur babies” over the years. On days when they are not serving at Bunker Hill, the Crawfords make their home in Woodstock, VA.

TRAVIS KISAMORE, YOUTH PASTOR, AIR HILL

Travis Kisamore joined the Air Hill family as the youth pastor in May 2023. Travis grew up in a Christian family and had ‘head knowledge’ of Christ, but the terrorist attack on September 11, 2001, changed his life, making him question his own faith. Afraid to die, sleep and live, a close friend told him, Travis, you need Jesus.” Shortly thereafter, Travis cried out to God and God responded, wrapping Travis in in His arms and assuring him, “You’re my son, I love you.”



From that moment, Travis has sought to serve and follow Christ in everything he does. Prior to coming to Air Hill, he served Christ in Honduras, Costa Rica, Chile, Thailand, the Philippines, Argentina and Peru; being blessed to experience God’s beautiful creation and His beautiful people worshipping in other languages and cultures.

Travis and his wife of 19 years, Bekii, have two children – Esperanza and Theodore. Bekii works as a Title 1 teacher’s aid at Andrew Buchanan Elementary School in Chambersburg, PA. When he is not ministering, Travis enjoys numerous sports, spending time outdoors and grilling over charcoal and sharing food and fellowship with people.

KALEB BEAL, P/T WORSHIP DIRECTOR, MISSION HILL



Kaleb Beal has been serving as the part-time Worship Director at Mission Hill since February 19, 2024.

Kaleb grew up in Lancaster County, PA, where he began playing guitar as a teenager. He has had the opportunity to lead worship around the world with various bodies of believers – from villages that have never heard the gospel in Nepal to events in the U.S. with hundreds of missionaries.

Kaleb has been passionate about the Lord from a young age and as a teenager, he had a desire to join Youth With a Mission (YWAM). In 2014, he took a bus to Orlando, FL for discipleship training. There, he was radically impacted by the Father’s love, and went on an outreach mission to Haiti and the Dominican Republic. He continued his training with YWAM and received an associate degree in Christian Ministries. Kaleb met his wife, Hannah, during his time with YWAM. They served in Orlando for six years.

Kaleb and Hannah have two children and reside in Chambersburg, PA. They initially came to the area to train with Kingdom Air Corps, a missions aviation training program. In one year, Kaleb has earned his private and commercial pilot’s license, his instrument rating and numerous plane endorsements.

Since 2021, the Beals have been praying about moving overseas with YWAM and in 2022, the Lord laid Japan on their hearts, and they are now in the process of moving there long term. The current plan is to move to the northern island of Hokkaido, Japan in 2025.

TONY MARKER, ASSOCIATE PASTOR, MT ROCK

Tony Marker is a landscaper by trade and is now serving as a bi-vocational associate pastor at Mt. Rock Church in Shippensburg, PA, where he is building a fresh vision within the local community with a heavy focus on discipleship, evangelism, and missions. Throughout his 24 years in the faith, Tony has served in a variety of different roles, including a stint in children's ministry, which led to the Markers' leading *Livewire Youth Ministry* for six years. He assisted in planting of a Spanish/English Church, and soon after felt the call to be a church planter. In 2016, Tony and wife, Bethany, planted *The Lighthouse Christian Ministries Church* in Hagerstown, MD and served there for five years.



Tony accepted Christ at the age of 17 and soon knew that God was calling him to preach His word. He attended Life Christian University, where he received a bachelor's degree in theology, with a minor in counseling. He is currently pursuing a master's degree in pastoral ministries.

Tony and his wife Bethany are natives of Maryland but have been residents of PA for seven years. They have been happily married for 19 years and together they have four children, Mark, Peter, Levi, and Eva.

Tony loves God, his family, God's people, and teaching His Word with power and conviction. He also has a passion for mentoring. He leads a monthly men's Bible study and is actively involved in Agoge Men's Ministry as a speaker for men's conferences.

The Marker family enjoy the outdoors and frequent National Parks across the United States as often as possible. They are also very active in team sports as a family and enjoy watching and coaching 10U lacrosse and a JV football team in a local youth league. With the life and energy that God has blessed Tony and his family with, they eagerly share with those around them as they pursue Christ wherever he may lead.

Introducing: Grace Nepali – the newest member of the Acts Fellowship Network family

...A cord of three strands is not easily broken. Ecclesiastes 4:12b CSB

Deepa (Deborah) Pradhan moved from New York to Shippensburg, PA with the goal of planting a church to reach Nepali Buddhists and Hindus for Christ. In December 2022, Grace Nepali was born. In July 2023, they began holding weekly Sunday services and meetings for prayer on Saturdays in the fellowship hall of the Mt Rock Worship Center, with weekday meetings taking place in houses. There are currently 14 homes that rotate hosting these meetings.

In September 2023, the leaders of the Nepali church asked Brad Stutzman, of Acts Fellowship Network, to be the overseer of the congregation and he has become a 'father-figure' to them – one who leads and teaches them how to build unity within the church. Brad meets with Deepa, her husband Dilli, and their emerging congregational leaders each Thursday for training purposes.

In addition to Brad, the Nepali leaders also enjoy camaraderie with the rest of the pastoral leadership, Tony Marker and Fernando Garcia, of the two other congregations that meet at the Mt Rock Worship Center— an English-speaking congregation (The Rock) and an Hispanic congregation (Rios de Agua Viva). Together, the leaders of the three congregations pray and support one another in difficult times and share in the good things that God is doing in their lives.

Recently, God spoke to Deepa during her prayer time, of the cord of three strands that is not easily broken. To her, this spoke of the strength in the combined forces of The Rock, Rios de Agua Viva and Grace Nepali, confirming that being part of the Mt Rock Worship Center is a God-ordained union. This unity is especially vibrant in the combined youth of the three congregations who meet together under the leadership of Annie Neilsen. FUSE, as

the group is known, took inspiration for the name from The Voice version of John 17: 5 and its vision from John 17:21 (that all of them may be one).

Keep this budding congregation and the three-strand cord of Rock, Rios and Grace in your prayers as they continue on the journey of doing God's work together, in unity.

DEEPA PRADHAN, LEAD PASTOR, GRACE NEPALI



Deepa Pradhan – known by many as Debora – leads Grace Nepali, the newest congregation to become a part of Acts Fellowship Network.

Debora came to the United States in 2009, where she and her family lived in Texas as refugees from Nepal for nearly 20 years; but their story began in Bhutan, when the Bhutanese government seized the assets (homes, businesses, land and bank accounts) of the Nepalese descendants, leaving them with nothing. Many who were affected by this fled to Nepal, where the language and customs are similar. The government of Nepal, as well as NGOs placed those who fled Bhutan in refugee camps. Even though they were refugees, there was gratefulness in their hearts. In 2015, the Pradhans moved from Texas to New York.

Debora was saved in 2009, but really began to love and serve Jesus in 2017. She began visiting the Shippensburg, PA area in 2021 with the specific purpose of planting a church to win Buddhists and Hindus for Jesus. In 2022, she and her family made it their home. Deborah married Dilli Pradhan in 2001 and together they have three children – Prashes (21), Pritisha (17), and Phillip (10) who reside with them along with Debora's younger brother and mother.

Her favorite part of ministry is learning and teaching. When she is not preaching, Debora enjoys socializing, hiking, cooking, traveling and spending time in nature.

ANN-MARGARET NEILSEN, YOUTH PASTOR, THE ROCK

Ann-Margret Neilsen, Annie, as she is known by most, has been serving as the youth pastor at The Rock since March 1, 2023.

Annie originates from Upland Brethren in Christ in Upland, CA. She taught Sunday School for grades 4-6 and began serving on the church board during her senior year of high school. After graduation, Annie served at Gretna Glen Camp and Retreat Center in Lebanon, PA for two summers. There, she was part of a team that went into inner-city Reading, PA and worked with the city orphanage to run Christ-centered programs for elementary children. Through the camp experience, God impassioned Annie's heart for ministry to children and youth.



After returning home, Annie attended Citrus college, and joined Campus Crusade for Christ. She co-led the team for three years with her friend and now husband, Ricky Neilsen. During her senior year in college, Pastor Steve Smith, encouraged her to pray about serving on a mission trip with Jay Smith to reach Muslims for Christ in London. She went on to spend two summers with Jay's team.

After their marriage, the Neilsens served as youth directors at Upland BIC for 5 years and Annie also spent time in the roles of children's director and preschool director. While there, Annie and Ricky had two children – Christian and Wendy.

In 2021, God called the Neilsens to Pennsylvania, where Annie has found her niche in youth ministry at the Mt Rock Worship Center, which is home to an English-speaking congregation (The Rock), an Hispanic congregation (Rios de Agua Viva) and, the most recent addition to the Mt. Rock family, a Nepali congregation (Grace Nepali). Having three different cultures and languages in one youth group definitely keeps Annie on her toes!

Camps

Item 22: Roxbury Camp Report and Financials

Item 23: Christian Retreat Center Report and Financials

ITEM 22 – ROXBURY HOLINESS CAMP

Worship. That is the theme that was chosen to focus on in 2023. Throughout the year we were able to explore worship in a variety of contexts and styles. As staff shared with guests at mealtimes, worship isn't necessarily an hour on Sunday morning, but also happens when we walk through nature, fellowship with other believers, and have personal quiet times with Jesus.

Roxbury was blessed in 2023 with great guest groups and well attended events. Roxbury's ministry is a mixture of guest groups – about 90% of guests, and in house programming – the other 10% of guests.

PROGRAMMING:

Senior Day – we have a Spring and Fall day for senior adults. The day includes 2 hours of singing out of the hymnal, a devotional, a delicious lunch and then an afternoon concert. Between 150 and 200 attend each of these.

Young at Heart retreat – We are working to provide a fresh retreat for people aged 55+. We went to East Broadtop narrow scale railway, enjoyed a picnic in nature, and had teaching times out of doors worshipping God in nature.

Men's breakfast – in March around 40 men gathered for a breakfast and devotional by Dale Winger.

Bible Journaling Retreat – In November we host Tess Crawford and her excellent Bible Journaling classes. 30 ladies gathered for the weekend to explore worship through scripture and art.

Ladies Christmas Brunch- The first Friday and Saturday in December we host a brunch for ladies to have a time of reflection on Christ's birth. Just under 400 ladies were in attendance of those brunches.

Camp Meeting – For 10 Days in August Camp Meeting continues to thrive as an average of 1000 people gather to give a focus to being revived in our spirit and challenged in our spiritual walk. There are concerts, sessions for all ages, a Missions 5k road race (150 participants), and evening gatherings in the Tabernacle for worship, and challenge. Camp Meeting 2024 is August 2-11. Dr. Jeff Baxter and Darius Salter are the evening speakers. Perfect Harmony and The Gold City Quartet are the weekend concerts. Postcards have been mailed and registration is open. Plan now to attend. Our theme this year is "Called."

The camp also hosted many personal retreats and Pastoral retreats. Thank you for your prayers and support as we work to be a place where God's presence is found and lives are changed by His love and grace. If we can serve your church or provide your pastoral staff a place for retreat please contact the camp at 717-532-2208 or roxburycamp.com.

Jeremy Spear, Roxbury Camp Director

(Roxbury Camp Financials can be found on the following pages.)

Roxbury Holiness Camp Balance Sheet

Accrual Basis

As of December 31, 2023

Dec 31, 23

ASSETS

Current Assets

Checking/Savings

01-1010 · LIQUID ASSETS

1015.00 · OTB Checking

1015.01 · Orrstown Operating Acct 235,332.32

1015.10 · ICS Sweep Acct 235,937.47

Total 1015.00 · OTB Checking 471,269.79

1016.02 · Orrstown Savings - 7913 343.47

1020 · BIC Foundation - Savings - 1918 5,716.45

Total 01-1010 · LIQUID ASSETS 477,329.71

Total Checking/Savings 477,329.71

Other Current Assets

12000 · Undeposited Funds 14,000.00

Total Other Current Assets 14,000.00

Total Current Assets 491,329.71

Fixed Assets

01-1400 · FIXED ASSETS

1500 · Land 283,960.00

1505 · Skyline Property 75,000.00

1510 · Buildings 6,605,930.06

1515 · A/D Buildings -3,302,828.73

1520 · Building Contents 288,943.63

1525 · A/D Building Contents -281,404.29

1530 · Building - Work in Progress 6,051.95

1550 · Equipment 745,636.51

1555 · A/D Equipment -629,825.02

Total 01-1400 · FIXED ASSETS 3,791,464.11

Total Fixed Assets 3,791,464.11

Other Assets

01-1700 · OTHER ASSETS

1701 · Prepaid Expense 2,205.70

Total 01-1700 · OTHER ASSETS 2,205.70

Total Other Assets 2,205.70

TOTAL ASSETS 4,284,999.52

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

01-2000 · CURRENT LIABILITIES

2030 · Penna Inc. Tax w/h 440.49

2035 · PA Sales Tax 6.30

2051 · Local EITax w/h 1,316.21

2060 · Pension Liability 847.29

2085 · Cleaning Deposit 600.00

2090 · Reservation Deposits 25,210.92

Roxbury Holiness Camp Balance Sheet

Accrual Basis

As of December 31, 2023

	Dec 31, 23
Total 01-2000 · CURRENT LIABILITIES	28,421.21
Total Other Current Liabilities	28,421.21
Total Current Liabilities	28,421.21
Long Term Liabilities	
01-2700 · LONG TERM LIABILITIES	
2755 · BICF Mtg (Legacy Building)	1,253,514.81
2756 · Loan Closing Costs (auditors)	-7,433.00
2757 · Accumulated Amortiz. (auditors)	2,973.20
Total 01-2700 · LONG TERM LIABILITIES	1,249,055.01
Total Long Term Liabilities	1,249,055.01
Total Liabilities	1,277,476.22
Equity	
01-3200 · RESTRICTED FUNDS	
3201 · Temporary Restricted	1,500.00
3204 · Camp Meeting Scholarships	655.95
3205 · Prayer Chapel & Gardens Desig.	15,315.69
3206 · Fireworks Designated	1,000.00
3210 · Elementary Camp (Sunbeam) Desig	7,212.23
3214 · Outdoor WiFi	2,123.46
3215 · Jr. Camp Designated	1,789.89
3220 · Teen Camp Designated	2,110.00
3230 · Capital Donations Designated	
3230.23 · 2023 CM Capital Offering	124,639.05
3230 · Capital Donations Designated - Other	13,275.00
Total 3230 · Capital Donations Designated	137,914.05
3233 · Outdoor Lights by Cabins	8,841.83
Total 01-3200 · RESTRICTED FUNDS	178,463.10
01-3999 · Unrestricted Net Assets	2,737,479.81
Net Income	91,580.39
Total Equity	3,007,523.30
TOTAL LIABILITIES & EQUITY	4,284,999.52

ITEM 23 – CHRISTIAN RETREAT CENTER

Reflecting back to the summer, TICS served at 11 sites throughout East Waterford, Port Royal, Mifflin, Mifflintown, and Shermans Dale. At one site, our crew built a handicap ramp for a gentleman that recently had his leg amputated. A couple blocks away, a team rebuilt a porch for an elderly couple. This house and porch sits at an intersection and is a bus stop for school children. When it rains or snows, the couple invites the students to wait on their porch, under their roof, to stay dry as they wait for the bus. With a secured porch, they have many years of hospitality to offer to the children of their neighborhood.

CRC had another great counseling staff that served their campers with the sole focus of reflecting Jesus as beautiful. It’s an immense joy to see children and families return to camp every year. It’s special to know that CRC is playing an important role in the faith formation of many children (and counselors). Over the month of July, 20 children made a decision to follow Jesus and proclaim him Lord. 12 children made this decision for the first time and another 8 children made a re-dedication to faith. Counselors also told stories of several campers asking good questions about faith as they search and wrestle to make faith their own. Like every summer, I trust that the words and actions of our summer staff, combined with the power of the Holy Spirit, will move in the hearts of the campers to produce good fruit and live a life worthy of the Kingdom of God. Truly, we may never know the depths of influence a week of camp can have on a camper

On a weekly basis CRC has the joy of welcoming various churches, organizations, and families to camp as they come retreat and rest from their normal rhythms of life. The highlights include:

Hosting a marriage event with a church from the Chambersburg area, welcoming youth groups in every season of the year, when pastors come and take a personal retreat, and crafting retreats where ladies are placing memories in scrapbooks, piecing together beautiful quilts, and enjoying the company of friends.

For many years, our donor base has been concerned about CRC’s debt load from the construction of the White Oak Lodge. In 2019, the amount owed was \$1.9 million. Over the last five years, amazing progress has taken place as we reduce our debt. It is with great joy that I can share CRC has crossed a major threshold as our debt comes under a million dollars! The staff, the board of directors, and several donors have all taken time to celebrate this accomplishment and acknowledge the Lord has faithfully sustained CRC. In January my team launched a giving effort to be debt free by January of 2026 as we seek 3,000 gifts of \$300. I would love if you and your church chose to be involved!

It’s an immense joy to serve at CRC, with the camp’s staff, and with the Board of Directors.

Zachary Bashore, Executive Director

Project 3000



About CRC



Summer Camps



(CRC financials can be found on the following pages.)

Christian Retreat Center
Balance Sheet
As of December 31, 2023

Cash Basis

	Dec 31, 23
ASSETS	
Current Assets	
Checking/Savings	
01-1010 · Liquid Assets	
1014 · Pennian Checking #2	15,779.94
1016 · Savings Pennian Bank	20,781.10
1020 · BIC Foundation	
1020.01 · BICF - TIMS/General - 1422	1,500.25
1020.02 · BICF - PC Sponsorship -- 3281	8,077.74
1020.03 · BICF - Lodge/ACC - 3739	209,380.41
1020.04 · BIC Foundation - Bridge - 3918	34.93
Total 1020 · BIC Foundation	218,993.33
Total 01-1010 · Liquid Assets	255,554.37
Total Checking/Savings	255,554.37
Other Current Assets	
01-1700 · Other Current Assets	
1720 · 1720 Petty Cash	11.87
Total 01-1700 · Other Current Assets	11.87
1900 · In Kind Asset	3,899.00
Total Other Current Assets	3,910.87
Total Current Assets	259,465.24
Fixed Assets	
1999 · Furniture and Equipment	37,974.94
Total Fixed Assets	37,974.94
TOTAL ASSETS	297,440.18
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
01-2000 · Current Liabilities	
2037 · Local Hotel Tax	1,432.25
2100 · Payroll Liabilities	
2100.11 · PA State w.h	290.36
2100.21 · Local EIT	560.36
2100 · Payroll Liabilities - Other	77.16
Total 2100 · Payroll Liabilities	927.88
01-2000 · Current Liabilities - Other	-588.18
Total 01-2000 · Current Liabilities	1,771.95
25500 · Sales Tax Payable	2,116.02
Total Other Current Liabilities	3,887.97
Total Current Liabilities	3,887.97
Long Term Liabilities	
01-2500 · Long Term Liabilities	
2510 · BIC Loan 936 - Mortgage	1,088,285.49
Total 01-2500 · Long Term Liabilities	1,088,285.49
Total Long Term Liabilities	1,088,285.49
Total Liabilities	1,092,173.46

Christian Retreat Center
Balance Sheet
As of December 31, 2023

Cash Basis

	<u>Dec 31, 23</u>
Equity	
3000 · Opening Bal Equity	34,968.26
3900 · Retained Earnings	-989,374.21
Net Income	159,672.67
Total Equity	<u>-794,733.28</u>
TOTAL LIABILITIES & EQUITY	<u><u>297,440.18</u></u>

ITEM 24 – COURTESY REPORTS

As a relational courtesy, we pass along the annual reports of entities that may be of interest to you. These reports can be found in Appendix A, beginning on page 55.

ITEM 25 – ANNOUNCEMENTS

ITEM 26 – INSTALLATIONS

ITEM 27 – SUMMATION OF THE MINUTES

ITEM 28 – ADJOURNMENT

Appendix A – Courtesy Reports

- The Tide
- Mennonite Central Committee (MCC)
- Everence
- AWAKEN
- Messiah University
- Messiah Lifeways
- Navajo Mission
- Pacific Lifeline



The Tide 2024 Report to the Allegheny Regional Conference

As we look back over the past year, we give glory to God for His provision and thank Him for the many individuals, businesses, and congregations throughout the Brethren in Christ Allegheny Regional Conference who have helped build God's Kingdom through the various elements of The Tide ministry. Thank you for choosing to generously contribute to The Tide ministry so that others may hear about Jesus in their own language!

In addition to maintaining our ongoing gospel outreaches in Africa, Asia, Europe, and the Middle East, with your help we were able to initiate new programs in Cameroon and North Macedonia in 2023. We now have active ministry partnerships in 12 countries to proclaim the gospel and make disciples among a variety of people groups in 30 different languages! Thank you for helping us to embrace new opportunities as God opens the doors.

Last year we also began producing television programs in both the Syrian and Lebanese Arabic dialects and we expect those to begin airing early this year so that even more people throughout the Middle East can learn the truth about Jesus. We are also projecting an expansion of our compassion projects in India in 2024 to open the door for our boots on the ground to carry the love of Christ into even more villages. In addition, as soon as the broadcasting licenses are approved, we are poised to begin sharing the gospel in Croatia, Bosnia & Herzegovina, Serbia, and Montenegro.

We hope you find it as exciting as we do to see how God is using your support of The Tide ministry to draw people into His loving embrace. As we write to express our gratitude for the diverse support from within the Allegheny Conference, we eagerly anticipate your continued friendship and companionship to propel gospel proclamation forward through these new initiatives in 2024.

We also are very grateful for The Tide Ambassadors who voluntarily serve as our advocates in their congregations. The work they do to raise awareness is critical to garnering prayer coverage and encouraging the engagement and participation necessary for the success of our fundraising activities and events which ultimately translates into touching hearts on shores worldwide with the life changing gospel of Jesus Christ.

As a faith-based ministry, we could not spiritually impact the lives of people who may otherwise have no access to the gospel without the generous contributions, active participation, and earnest prayers that flow in from various sources within the geographical confines of the Allegheny Conference. We look forward to the benefit of your continued companionship in ministry as together we introduce more people to Jesus and bring glory to God!

Respectfully Submitted,
Don Shenk, Director

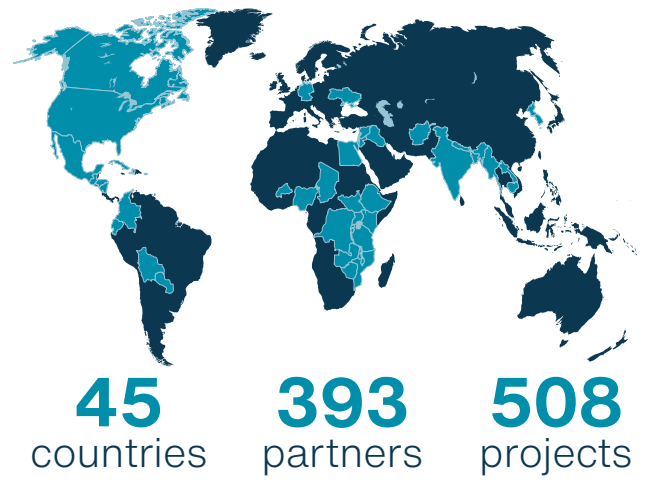
2024 report for Allegheny Conference Brethren In Christ

MCC East Coast

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

Connect with MCC staff in your community

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



Melanie Mafinga, a member of the Women Situation Room (WSR), a women-led group supported by MCC for peace training in Kikwit, Democratic Republic of the Congo, carves out time from her work as a trader to help resolve local conflicts and promote peace. Through MCC, you join in the legacy of Mafinga and so many others, through the past century and across the globe, who have dedicated themselves to a world where the peace of Christ rules in more hearts.

MCC/Fairpicture photo/Justin Makangara

MCC's 2024 guiding scripture

Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

Colossians 3:15 (NIV)

Dear friends,

Thank you for your continued commitment to MCC's work. Your investment through prayer, volunteerism and resource sharing enables us to continue working with our partners worldwide. In these uncertain times, what a gift we have in the comforting words of this year's scripture card that assures us that Christ's peace can rule in our hearts. The gift of peace invites us to respond as Christ's body, amplifying our peace witness. MCC does that through the ministry of relief, development and peace in the name of Christ. Thank you for the many ways you support MCC's global work. May Christ's peace continue to fill our hearts.

With thanksgiving,

Hyacinth Stevens, *MCC EC executive director*

Stan Morgan, *MCC EC board member*

MCC and Allegheny Conference BIC connections

- Sewing circles from Antrim BIC, New Guilford BIC, Air Hill BIC and Montgomery BIC make comforters for MCC through the Cumberland Valley Relief Center (CVRC) in Chambersburg, PA.
- Many Allegheny BIC Conference churches support MCC through donating to, shopping and volunteering at the New Life Thrift Shop in Chambersburg, PA.
- MCC values the work of numerous volunteers who participate in the annual MCC meat canning at CVRC.
- In 2023, congregations in your conference donated 288 grocery bags and food boxes to MCC to provide basic food staples for individuals and families in need. One hundred forty of these donations came from Five Forks BIC (Waynesboro, PA).

“The gift of peace invites us to respond as Christ's body, amplifying our peace witness.”

-Hyacinth Stevens

In January 2023, twenty-four young adults traveled from urban areas near and far to attend *Peace for the Weary*, an MCC peace camp hosted at Camp Deerpark in Westbrookville, New York.

Peace for the Weary invited young adults living in urban contexts to engage in a week of reflecting on personal

and communal trauma and healing.

Over the course of the week, participants explored strategies for healing, nonviolent intervention and resilient hope through activities, discussions and reflections surrounding trauma, healing, cycles of violence and reconciliation.



MCC photo/Yujin Kim

“People plan their path, but the Lord secures their steps.”

– Proverbs 16:9 (CEB)

Your Mission. Your Finances.

Everence 2024 report

Brethren in Christ
Allegheny Regional Conference
April 6, 2024

Everence revamps advocate program

Exciting changes are happening with the Everence® church stewardship program in 2024!

After working with churches, advocates and stewardship consultants, the redesigned Everence Stewardship Partners program will include major enhancements – including expanded participation opportunities for pastors and other stewardship leaders, and the possibility for participating churches to be eligible for up to \$3,000 a year in Sharing Funds.

Everence has been building strong relationships with churches for over 30 years through its church stewardship program, and today more than 1,100 churches participate. Go to everence.com/partners to learn more about the changes.

Sharing Fund helps churches impact their community



When the going gets tough, we have community to lift each other up. Churches can make an impact in their community by helping their members through a Sharing Fund grant.

The Everence Sharing Fund program helps thousands of families and individuals every year. In fact, over the last five years alone, the Sharing Fund has distributed nearly 9,000 grants for a total of \$4.7 million – all of which was matched by an additional \$7.1 million from churches.

You can support the Everence Sharing Fund with a fully tax-deductible donation, and 100% of your gift will go to meet financial needs. Visit everence.com/sharing-fund to donate or learn more.

MyNeighbor card a tool for giving to charitable causes



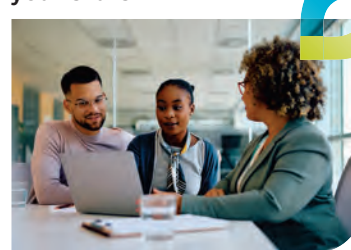
With the Everence Federal Credit Union MyNeighbor credit card program, individuals, businesses and churches generate reward dollars for their favorite nonprofits every time they make a purchase.

Whenever a cardholder uses their MyNeighbor card to buy groceries, pay bills or make other purchases, Everence donates 1.50% of the purchase total to the charity of his or her choice. Then in January, Everence writes and sends checks to the selected 501(c)(3) public charitable organizations.

In January 2023, Everence distributed over \$500,000 in donations to support nonprofits, including individual churches.

Want to know more? Visit everence.com/myneighbor.

Find a stewardship advocate for your church



Want to learn how a healthy stewardship ministry can contribute to your church’s ministry? An Everence stewardship advocate can help encourage and inspire your faith community toward greater understanding and practice of biblical stewardship.

Everence stewardship advocates are volunteers who work with your church’s pastor and other leaders to support and strengthen your church’s mission and ministry by sharing resources designed to help church attenders live out faith values in their financial decisions.

Want to learn more about how a stewardship advocate can contribute to your congregation? Talk to your Everence stewardship consultant and/or visit everence.com/advocates.



Awaken Annual Report 2023

Awaken, the BIC network for women in ministry is fully invested in a vision of God's Kingdom reality, where our lived experience in the church reflects the biblical foundations of mutuality as women and men lead together, according to gifts and calling. We pursue this as we work together to empower, engage, and equip women in ministry and leadership, and these are some of the ways we do that...

- Networking, Training, Affirming, and Inspiring through regional gatherings and virtual events
- One-on-One Mentoring
- Cohorts—Groups focused on specific goals
- Collaboration with Denominational Leaders about how to support women clergy
- Resource Hub for all things related to women in ministry
- Advocacy

Over the last year, we've introduced the Credentialing Cohort. This group is designed to be a resource for women in ministry. We come alongside, focusing specifically on the writing of the Doctrinal Questionnaire. Our goal is to help and bring support through the process. I work with Donna Sturr (Assistant for Leadership Development) to stay current regarding women in the credentialing process, but routinely, I also have conversations with lead pastors and bishops, who ask me to reach out and tap the shoulder of specific women in their places of ministry and leadership.

I'm encouraged by the movement of this work in such a short time because we are seeing a positive and tighter partnership as we work together to connect support and resources. Awaken is passionate about the heart and soul of women—as image-bearers and ministers of the gospel—so, this is truly a privilege to engage and invest with women as they pursue calling, credentialing, and leadership development. Please note, that any woman who is currently working on the Doctrinal Questionnaire can register for this cohort by filling out our registration form on the Mentorship Page located on our website (awakennetwork.org).

We believe mentorship is a powerful tool for all leaders, but we also know that mentorship can take on different forms. Building on the momentum of the credentialing cohort, we decided to launch something that could impact another area of development. In January, we began the Leadership Cohort, which is a 12-month journey focused specifically on character and soul development. Currently, we have six women, coming from diverse ministry contexts, walking together as a community committed to intentional listening, learning, and practicing not just for their benefit, but for those with whom they lead and serve.

Last March, Awaken hosted a webinar, called Why Mutuality Matters. Bishop Lynn Thrush from the Great Lakes Conference and Bishop Heathy Beaty from the Susquehanna Conference were our featured speakers, talking about the history of women in ministry within the Brethren in Christ US and what it means to live into this conviction we hold regarding women in ministry. We had approximately 50 participants. There was some good interaction and helpful feedback.

As we look to 2024, we anticipate continued movement as we redevelop and launch new iterations and ideas to help support a vision that emboldens women in ministry in the church. We are so very grateful for the privilege to partner with each conference. Your investment helps in significant ways as we work together for this purpose. Thank you.

Our Awaken Leadership Team for 2024:

Pam Arnold, Carmen Carpenter, Margaret Engle, Bishop Bryan Hoke, Vicki Podjasek, Amber Supplee, and Jennifer Hickey

Respectfully Submitted,
Maureen Brown,
Director



SUBMITTED BY PRESIDENT KIM S. PHIPPS · JANUARY 2024

Report to the General Conference of the Brethren in Christ Church

Messiah started the 2023-24 academic year with a total of 2,586 undergraduate students, including 596 new first-time students (exceeding our goal!) as well as 751 total graduate students. This fall we also educated 140 dual enrollment students, an exciting increase rooted in our expanded partnerships with high schools in and beyond our region. Our School of Graduate and Professional Studies continues to develop new degree programs that meet employer and societal needs such as a **new Master of Social Work program (planned to launch in 2024)** and a **new Master of Music Therapy degree (planned to launch in 2025)**. This year, Messiah also introduced two new in-demand undergraduate programs—a **major in robotics engineering**, and an **accelerated 4+1 business program** that allows students to earn both a bachelor’s degree and an MBA in just five years.

The University continues to fulfill the goals and priorities of its institutional strategic plan, “*University Rising: the Strategic Plan for Messiah 2022-2024.*” Some important updates include:

- **The work of the Bridge Center for Continuing Education that develops strategic, transformative university partnerships such as:**
 - **A partnership between with Messiah Lifeways** that collaborates on the training and of the next generation of certified nursing assistants.
 - **An educational partnership with Catherine Hershey Schools for Early Learning** that includes internships for Messiah University students, training and development programs, and employment and mentorship opportunities.
 - **A collaboration with the Long-Term Care Resiliency, Infrastructure Supports and Empowerment (RISE) program** to design and provide training to address/support the spiritual needs of employees in long- term care facilities in the South-Central PA region.
 - **A new partnership with The Pittsburgh Promise**, a collaborative, innovative program that provides scholarships and support services to graduates from Pittsburgh Public Schools.
 - **Continuing to grow our network of K-12 Pathway Partners program** that allows Messiah to work together in a variety of ways with other schools that share our high-quality Christ-centered educational mission.
 - **Working with local school districts to address the teacher shortage in Pennsylvania** through dual enrollment/experiential learning programs in teacher education and developing an initial certification track for emergency/intern certified teachers in local school districts through our Graduate Program in Education.
- **Accreditation of our cybersecurity major**, this year Messiah’s program earned designation as a National Security Agency Center for Academic Excellence in Cyber Defense (CAE-CDE), an indicator of academic quality for the nation’s growing cyber workforce.
- **The public launch of a new wellness initiative** that expanded community access to Messiah’s Falcon Fitness Center and programming—and a new personal rehabilitation and exercise program (PREP).

Current fundraising/facility priorities for the University include expanding the Engle Center for Counseling and Health Services to care for the physical and mental health of our students (completed August 2023) and an **enhanced main campus entrance area** (construction planned to begin in spring 2024). We are also **enhancing hospitality/concession areas at Starry Athletic Complex, as well as new stadium seating for lacrosse** (construction planned to begin spring 2024). Phase 2 of this project will include improved seating/dugout areas for baseball/softball and a welcome plaza. Throughout all of these changes and growth, we remain thankful for your support and for God’s faithfulness to Messiah University as we live out our mission to educate students toward maturity of intellect, character and Christian faith.



Annual Report to BIC General Conference and BIC Regional Conferences

January 2024

Greetings in the name of our Lord and Savior! As we reflect on the past year, we are filled with gratitude for the blessings and successes that have unfolded at Messiah Lifeways over the past year. Attached you will see our annual report, financial summary and accomplishments and it is our pleasure to share these with you highlighting the achievements of the past year and continuing to live out our strategic vision for the future.

In the past year, our community has experienced significant changes, welcoming new residents who have enriched our community. The vibrancy within our community has strengthened the bonds of faith, fostering a supportive environment for all. The well-being of our residents remains a top priority and we continue to enhance our programs and services as well as our physical spaces. In 2023, we renovated a vacated personal care space on campus to offer our new Bailey Street Apartments which allow us to serve more older adults of various economic means.

Looking ahead, we are excited to announce plans for our new satellite campus, Fernecrest, just ten minutes from our Messiah Village site. This campus will increase the number of older adults in Residential Living by adding a variety of housing options on this new site. This 85-acre farm will be developed to leverage the amenities and quality of care on the Messiah Village campus, while creating some unique opportunities created by the site. The ultimate aim is to create more opportunities for older adults to experience our rich community and enjoy the highest quality of life.

To strengthen our outreach and impact, we are continuing to seek collaborative partnerships with local organizations. These partnerships enhance the resources available to our residents and foster a sense of community beyond our walls. The annual report highlights our partnerships with Messiah University and Central Penn College and we continue to explore other opportunities in the future.

As we embark on this journey into the future, we covet your prayers and support. Together, as an institution with strong support from the Brethren in Christ, we can continue to build a thriving and compassionate community that reflects the love of our Lord. We continue to face challenges, but with prayer, I believe we can live out our mission to serve older adults with Christlike love.

May God's grace continue to abound in our midst.

Karl J. Brummer
President & CEO

The Annual Report for Messiah Lifeways including Consolidated Financial Information for Period Ending June 30, 2023 is available from the conference office upon request.

2023 Director's Report

Duane Bristow, Executive Director

Navajo BIC Mission

2023 has been a very challenging, growing, and exciting year for Diane and me in so many ways.

January through August- eight short-term Mission teams did VBS and work projects, including three community homes painted, cleaned up around, and sheet rock hung.

Only two teams cancelled, and both were through Adventures in Missions, a para church organization.

SOOP (Service Opportunities for Other People) sent a married couple who were in their late 70's and 80's who assisted with tutoring students. They were such a joy to have, and the kids really missed them when they left. They especially loved their electric car.

Mennonite Your Way sent a married couple who planned to stay one night but stayed a week working on the campus and the school.

Beauty for Ashes hosted their retreat with the community and staff had the opportunity to attend. This program provides grief counseling and how to commit to a positive change.

Major improvements were made to the water cistern that supplies the staff and ministry buildings. This work was performed by New Vision BIC in WI with Doug as their lead worker. They assisted with looking at older furnaces on campus for repair or replacement by their HVAC specialist.

September- a small team showed for a work project and laid floor in the Desert Wind Bldg, and assisted with rekeying all buildings on campus.

October- Fall Fest was hosted on campus for the Community which was HUGE success.

December- Christmas Love Gift Outreach program was a huge blessing to the local community. We also provided presents to the local Dormitory School, as well as the local nursing home. Community Christmas Celebration was a wonderful turn out, with Sayani Duo singing some songs, along with some members of the community. Diane and Duane Bristow were recognized for their time on the Mission and about their upcoming retirement and missionary placements. A teen center was dedicated in their name. Christmas Staff Dinner was a great time of fellowship among mission staff, with a great meal and many laughs.

June 4th- The O'Conner family arrived on campus, moving into the two-story house. One of the rooms has issues with a water leak. This area was repaired, painted, and new flooring was installed by the New Vision BIC team.

PACIFIC LIFELINE'S 2023 YEAR-IN-REVIEW



In 2023, Pacific Lifeline's long-term comprehensive housing program provided case management, therapy, life skills training, and child development services to eight families (eight women and nine children). Our Next Steps housing program provided housing at reduced rent to two families (two women and three children). In addition, our extended care services provided a back to school program, Thanksgiving food, Christmas gifts, and weekly community resource emails to 40 families.

Each home creates the safe space where women work hard to rebuild their lives and create better futures for their children.

2023 highlights from each program:

- One of our shelter residents graduated from nursing school and got a full-time job as a school nurse.
- A family moved into one of our Next Steps houses. The mom is working full-time, and her son is doing well in school.
- On November 28th, we held the groundbreaking for a duplex, which will expand our Next Steps program in 2024.



Thank you to our Brethren in Christ family for praying, volunteering, and giving. Together, we make a difference in the lives of homeless women and children.

“Pacific Lifeline saved our lives, and you and your family continue to lift us up.”

-Denise, former Pacific Lifeline resident (written to her Christmas sponsor)

Our mission:

Pacific Lifeline, a faith-based ministry, empowers women and their children facing chronic homelessness and helps them achieve personal and social stability.

www.pacific-lifeline.org | (909) 931-2624 | PO Box 1424, Upland, CA 91785-1424

Facebook and Instagram: ⁶³pacific.lifeline



Lives changed in 2023

Pacific Lifeline’s residents are immediately engaged in a comprehensive, strategic, individualized program that guides them from homelessness to self sufficiency. Here are some of the goals our residents worked on in 2023.

Brittany worked on budgeting, saving, increasing her income, and reunification within her family, and she moved into stable housing near an adult son. Her eight-year-old daughter improved self-regulation and greatly decreased aggressive behavior.

Breanna found childcare for her daughter, worked as a substitute teacher, worked on budgeting and building her credit, and got a full-time job with benefits with San Bernardino County. Her three-year-old daughter improved her communication and social skills.

Danielle graduated from nursing school, got a full time job as a school nurse and a part time job at a hospital, and continued her nursing education online, working toward becoming a Registered Nurse. Her one-year-old son increased his motor skills through music play with children’s staff.

Isabel became a Certified Nursing Assistant, found affordable childcare, and worked toward becoming an LVN (expects to graduate in early 2024). Our children’s staff helped her potty train her three-year-old.

Ashley worked on budgeting, saving, and building her credit. She found an apartment to rent with her sister. Her five-year-old son successfully transitioned into kindergarten.

Hannah saved for and bought a car, worked toward finishing her phlebotomy program, and got a job before moving out. Our children’s staff helped her two-year-old daughter increase her vocabulary.

Courtney started taking classes at Chaffey Adult School to earn her high school diploma. She also worked on her resume and job search. Her five-year-old daughter increased her social and vocabulary skills through working with our children’s staff.

Whitney worked on budgeting, saving to buy a car, and enrolling her child in daycare. Through working with our children’s staff, her eighteen-month-old son is now recognizing words for objects.



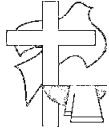
Thank You for Investing into Pacific Lifeline

- ACTS Thrift Store
- Maria Andrade, MFCC
- Arena Staffing
- Boone Trucking Inc.
- Bouma Air Conditioning & Heating
- Cardenas Markets Foundation
- Chaffey Federal Credit Union
- Chino Commercial Bank
- Church in the Valley Diamond Bar
- City of Claremont
- City of Upland
- Claremont United Church of Christ
- Edison International
- Faith Bible Church of San Francisco
- Gregg Electric, Inc.
- Hamilton Construction
- Inland SoCal United Way
- In-N-Out Burger Foundation
- Interiors Plus
- International Language School for Children & Adults
- Ireland Sound Systems
- JB's Pools & Ponds, Inc.
- KFC Foundation, Inc.

- Klaus & Sons
- Kroger
- Langwasser & Company
- Life Bible Fellowship Church
- Linda's Faith in Action Fund
- Marvin R. Bernstein Foundation
- MK Smith Chevrolet
- Monroe's Automotive & Offroad
- Morongo Band Of Mission Indians
- Network For Good
- Ontario Community Foundation
- Peace Mennonite Fellowship
- Premium Promotionals
- Rauch Family Foundation
- Sempra Employee Giving Program
- Solid Ground Brethren in Christ Church
- Stater Bros. Charities
- Tax & Retirement Services
- Upland Brethren in Christ Church
- Upland Church of Christ
- Upland-Foothill Kiwanis
- Upland Police Officer's Association
- Upland Woman's Club, Inc
- UPS Employee Giving Program

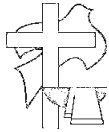


Appendix B – Treasurer’s Report



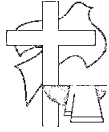
Allegheny BIC Conference
Financial Report
Dec. 31, 2023

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 132,312.60	\$ 132,312.60	\$ 123,447.89
<u>Revenues</u>			
Board of Directors	\$ 18,807.34	\$ 21,725.00	\$ 21,475.00
Evangelism Council	39,300.00	36,835.00	37,000.00
Ministry Council	1,146.27	1,065.00	1,975.00
Discipleship Council	989.42	897.00	1,980.00
Worship Council	1,101.56	1,040.00	100.00
Total Revenue	61,344.59	61,562.00	62,530.00
<u>Expenditures</u>			
Board of Directors	19,447.22	30,350.00	29,850.00
Evangelism Council	43,810.00	50,000.00	35,000.00
Ministry Council	2,452.08	3,925.00	2,725.00
Discipleship Council	4,500.00	7,150.00	6,350.00
Worship Council	0.00	3,300.00	3,200.00
Total Expenditures	70,209.30	94,725.00	77,125.00
<u>Excess of Revenue over Expenditures:</u>	\$ (8,864.71)	\$ (33,163.00)	\$ (14,595.00)
12/31/2023 Balance	\$ 123,447.89	\$ 99,149.60	\$ 108,852.89
		Projected 12/31/2023	Projected 12/31/2023
<hr/>			
	1/1/2023	12/31/2023	
<u>Restricted Reserves</u>			
Capital Reserves			
Balance	\$ 134,580.65	\$ 136,534.29	
Pleasant Hill Cemetery			
Balance	11,243.77	11,603.33	
<u>Unrestricted Reserves</u>			
Balance	\$ 132,312.60	\$ 123,447.89	
Total Net Worth	\$ 278,137.02	\$ 271,585.51	



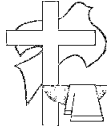
**Allegheny BIC Conference BOD
Financial Report
Dec. 31, 2023**

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 10,181.07	\$ 10,181.07	\$ 9,541.19
<u>Revenue</u>			
Cooperative Ministries Support	\$ 14,999.96	\$ 14,000.00	\$ 14,000.00
Designated - Allegheny Conf	0.00	0.00	0.00
BIC Foundation Dividends	121.57	125.00	125.00
Business Session Meal Offering	1,409.00	3,000.00	1,500.00
Business Session Offering	2,117.00	1,500.00	2,000.00
Pastor's Retreat	0.00	2,500.00	3,000.00
Wives Retreat	0.00	500.00	750.00
Miscellaneous Income	159.81	100.00	100.00
Total Revenue	18,807.34	21,725.00	21,475.00
<u>Expenditures</u>			
Designated Disbursements	900.00	0.00	3,000.00
COF Mortgage Interest	731.17	0.00	0.00
Business Session Expenses	3,812.43	5,000.00	3,000.00
Bus Session Agenda / Minutes	0.00	3,000.00	150.00
Business Session Offering	2,117.00	1,500.00	2,000.00
Pastor's Retreat	0.00	3,000.00	4,000.00
Wives Retreat	0.00	1,500.00	1,500.00
Board Member Training	0.00	750.00	500.00
Special Projects	0.00	0.00	0.00
Conference Services	0.00	1,000.00	1,000.00
Honorariums	1,500.00	1,500.00	1,500.00
Board / Travel	0.00	50.00	150.00
Office Expense	59.50	150.00	150.00
Bishop's Discretionary Fund	0.00	2,000.00	2,000.00
Bishop's Assistant	9,080.12	9,500.00	9,500.00
Equipment / Software	0.00	100.00	100.00
Insurance Expense	1,247.00	1,200.00	1,200.00
Property Maintenance	0.00	0.00	0.00
Miscellaneous Expense	0.00	100.00	100.00
Total Expenditures	19,447.22	30,350.00	29,850.00
<u>Excess of Revenue over Expenditures:</u>	\$ (639.88)	\$ (8,625.00)	\$ (8,375.00)
12/31/2023 Balance	\$ 9,541.19	\$ 1,556.07	\$ 1,166.19
		Projected 12/31/2023	Projected 12/31/2024



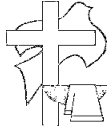
**Allegheny BIC Conference Evangelism Council
Financial Report
Dec. 31, 2023**

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 86,516.71	\$ 86,516.71	\$ 82,006.71
<u>Revenue</u>			
Cooperative Ministries Support	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
General Conference Support	30,000.00	30,000.00	30,000.00
Designated - Church Planting	6,267.00	4,000.00	4,000.00
BIC Foundation Dividends	1,033.00	835.00	1,000.00
Miscellaneous Income	0.00	0.00	0.00
Total Revenue	39,300.00	36,835.00	37,000.00
<u>Expenditures</u>			
Designated Disbursements	0.00	0.00	10,000.00
Evangelism and Training	0.00	1,000.00	0.00
Church Growth Dinner Expenses	0.00	0.00	0.00
Church Planting Promotional	0.00	0.00	0.00
Demographics	0.00	0.00	0.00
Interview / Moving Expenses	0.00	0.00	0.00
Pastor Resources	0.00	0.00	0.00
Planter Development	0.00	0.00	0.00
Planter Benevolence	0.00	0.00	0.00
Equipment - Church Planting	60.00	0.00	0.00
Acts Fellowship Subsidy	14,000.00	18,000.00	6,000.00
New Life Believers Subsidy	10,000.00	10,000.00	10,000.00
La Roca Eternal Subsidy	6,000.00	6,000.00	3,000.00
Mt. Rock Subsidy	13,750.00	15,000.00	6,000.00
Board / Travel	0.00	0.00	0.00
Office Expense	0.00	0.00	0.00
Total Expenditures	43,810.00	50,000.00	35,000.00
<u>Excess of Revenue over Expenditures:</u>	\$ (4,510.00)	\$ (13,165.00)	\$ 2,000.00
12/31/2023 Balance	\$ 82,006.71	\$ 73,351.71	\$ 84,006.71
		Projected 12/31/2023	Projected 12/31/2024



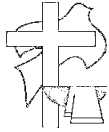
**Allegheny BIC Conference Ministry Council
Financial Report
Dec. 31, 2023**

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 12,250.41	\$ 12,250.41	\$ 10,944.60
<u>Revenue</u>			
Cooperative Ministries Support	\$ -	\$ -	\$ 1,000.00
BIC Foundation Dividends	146.27	65.00	145.00
Shaping Leaders	1,000.00	1,000.00	830.00
Meat Canning Project	0.00	0.00	0.00
Miscellaneous Income	0.00	0.00	0.00
Total Revenue	1,146.27	1,065.00	1,975.00
<u>Expenditures</u>			
Elijah House Subsidy	0.00	0.00	0.00
Fellowship Meals	625.00	2,500.00	500.00
Designated Disbursements	0.00	250.00	250.00
Benevolence	484.80	250.00	250.00
Pastors Wives Retreat	273.40	0.00	0.00
Meat Canning Project Expenses	0.00	0.00	0.00
Special Projects / Promotions	1,068.88	200.00	1,000.00
Board / Travel	0.00	75.00	75.00
Office Expenses	0.00	50.00	50.00
Multimedia Dev/Admin	0.00	500.00	500.00
Miscellaneous Expense	0.00	100.00	100.00
Total Expenditures	2,452.08	3,925.00	2,725.00
<u>Excess of Revenue over Expenditures:</u>	\$ (1,305.81)	\$ (2,860.00)	\$ (750.00)
12/31/2023 Balance	\$ 10,944.60	\$ 9,390.41	\$ 10,194.60
		Projected 12/31/2023	Projected 12/31/2024



**Allegheny BIC Conference Discipleship Council
Financial Report
Dec. 31, 2023**

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 14,858.83	\$ 14,858.83	\$ 11,348.25
<u>Revenue</u>			
Cooperative Ministries Support	\$ -	\$ -	\$ 1,000.00
BIC Foundation Dividends	177.42	85.00	150.00
Regional Youth Events	0.00	0.00	0.00
Shaping Leaders	812.00	812.00	830.00
Women's Tea Event	0.00	0.00	0.00
Miscellaneous Income	0.00	0.00	0.00
Total Revenue	989.42	897.00	1,980.00
<u>Expenditures</u>			
Designated Disbursements	0.00	0.00	500.00
Barnabas Initiative	0.00	600.00	0.00
Special Events	0.00	750.00	0.00
Training Events	0.00	750.00	750.00
Hearing His Heart	1,050.00	750.00	750.00
Second Career Summit	0.00	0.00	0.00
Regional Youth Events	0.00	0.00	0.00
Board / Travel	0.00	50.00	100.00
Office Expense	0.00	100.00	100.00
Summer Intern	3,450.00	3,450.00	3,450.00
Multimedia Dev/Admin	0.00	300.00	300.00
Council Development	0.00	250.00	250.00
Miscellaneous Expense	0.00	150.00	150.00
Total Expenditures	4,500.00	7,150.00	6,350.00
<u>Excess of Revenue over Expenditures:</u>	\$ (3,510.58)	\$ (6,253.00)	\$ (4,370.00)
12/31/2023 Balance	\$ 11,348.25	\$ 8,605.83	\$ 6,978.25
		Projected 12/31/2023	Projected 12/31/2024



**Allegheny BIC Conference Worship Council
Financial Report
Dec. 31, 2023**

	2023 Actual	2023 Budget	2024 Budget
Balance January 1, 2023/24	\$ 8,505.58	\$ 8,505.58	\$ 9,607.14
<u>Revenue</u>			
Cooperative Ministries Support	\$ 1,000.00	\$ 1,000.00	\$ -
BIC Foundation Dividends	101.56	40.00	100.00
Worship Leaders Training	0.00	0.00	0.00
Special Assembly Registration	0.00	0.00	0.00
Miscellaneous Income	0.00	0.00	0.00
Total Revenue	1,101.56	1,040.00	100.00
<u>Expenditures</u>			
Designated Disbursements	0.00	1,000.00	1,000.00
Conference Assemblies	0.00	500.00	500.00
Worship Leaders Training	0.00	1,000.00	1,000.00
Youth Conference	0.00	0.00	0.00
Council Travel	0.00	200.00	100.00
Office Expense	0.00	50.00	50.00
Mailings & Publications	0.00	250.00	250.00
Miscellaneous Expense	0.00	300.00	300.00
Total Expenditures	0.00	3,300.00	3,200.00
<u>Excess of Revenue over Expenditures:</u>	\$ 1,101.56	\$ (2,260.00)	\$ (3,100.00)
12/31/2023 Balance	\$ 9,607.14	\$ 6,245.58	\$ 6,507.14
		Projected 12/31/2023	Projected 12/31/2024

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