

68th Annual Meeting of BIC U.S. – Allegheny Conference

UNSTOPPABLE:
WHEN AND WHERE GOD CALLS

**2025
AGENDA**

April 4-5, 2025

La Roca BIC Church

929 Murray Ave SE
Roanoke, VA 24013-1841

Welcome

68th Annual Business Meeting of BIC U.S. – Allegheny Conference

We would like to extend our thanks to the staff and congregation of La Roca BIC Church, for graciously hosting our annual meeting. We would also like to recognize Jen Hickey, pastor of Community of Faith, who played a huge role in facilitating the lodging arrangements for the Pastor's and Spouses Retreat and Regional Conference. 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 weekend, make connections, and renew friendships. Rejoice in the positives and extend grace in the inevitable moments of administrative awkwardness that can happen during gatherings like this. But above all, let God be the center of everything we do, and everything we say, and be glorified in all that is accomplished in this weekend.

This year's schedule is a bit different from most Allegheny Regional Conference annual meetings:

Friday's Schedule	
Worship Service	7:00 pm
Saturday's Schedule	
Registration	8:15 – 9:00 am
Morning Session	9:00 am
Break	10:30 am
Lunch	12:00 – 1:30 pm
Afternoon Session	1:30 – 3:30 pm

68TH ANNUAL BUSINESS MEETING OF BIC U.S. – ALLEGHENY

Saturday, April 5, 2025, La Roca BIC, Roanoke, VA

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ITEM 1 – BUSINESS SESSION BEGINS AT 9:00 A.M. AT LA ROCA.

STAFF	
Moderator	Bishop Robert "Rob" Patterson
Assistant Moderator	John Melhorn
Secretary	Lawton Jacobs
Recording Secretary	Jacob Harrison
Compiling Secretary	Bonnie Walker
Host Pastor	Roberto Alegre
Registrar Committee	Jessica Alegre
Display Coordinator	Lizbeth Guardada
Head Teller	Ray Rodriguez
Mike Runner	Keyban Hernandez
Audio/Visual Technician	Kellys Alegre
Food Service	Mayelin Alegre
Translators	Yaitza Ojeda,

ITEM 2 – WELCOME AND PRAYER (BISHOP ROB PATTERSON)

ITEM 3 – GREETING AND ANNOUNCEMENTS (ROBERTO ALEGRE)

ITEM 4 – WORSHIP (LED BY LA ROCA WORSHIP TEAM)

ITEM 5 – CONFERENCE OFFERING

The conference offering has two aspects this year – a monetary offering that will go to help La Roca BIC begin a school for special needs children, and a collection of food pantry items (see list below) that will go to Community of Faith BIC who partners with Solomon's Mission, a non-profit organization based in Buchanan, VA that operates a thrift shop and food pantry to aid those in need throughout their community.

Offering Project 1: La Roca – A School for Those with Special Needs

When it comes to helping people with special needs, one thing La Roca knows is that it all starts with community. For several years, the church has held a Sunday morning class for people with special needs. Families within the community of Roanoke who have special needs children gravitate toward the church because it is a place they can go to be accepted and ministered to.

La Roca is partnering with [Masterpiece Alliance](#), a non-profit organization that focuses on children and adults with special needs. La Roca's desire is to open a school in the church facility for children with special needs – a place where they can impact families for Christ by providing resources and a place where special needs children can feel safe. The ultimate goal is to not only

help those with special needs, but to integrate them into the church family and allow them to serve in various areas of the church.

Offering Project 2: Community of Faith – Food Pantry Staples Donation

Community of Faith has been partnering with [Solomon's Mission](#) for some time; collecting and donating various items that are distributed through Solomon's Mission to those in the community who have needs. While the list changes from time to time depending on community needs, the current items being collected by Community of Faith follows. As you enter the church, look for bins or boxes labeled as Food Pantry Items and place your donations there. Current needs include:

- Coffee Pods (K-cups)
- 12 oz coffee cups (Styrofoam)
- Gallon Ziploc bags
- Quart Ziploc bags
- Toilet paper
- Paper towels
- Windex
- Small bags of chips
- Cereal bars
- Small bottles of water

Thank you for generously giving toward these projects.

ITEM 6 – SEATING OF THE DELEGATES AND ALTERNATES

Congregation	Delegates
Air Hill	Ray Heisey, Mim Heisey, Dennis Diehl
Antrim	Nelson Stayman, Frieda Stayman
Bethel	Yvette Leonard
Blue Mountain	Rachel Holtry
Bunker Hill	Brenda Kifer
Canoe Creek	Lisa Crawford
Center Grove / Trinity	Herta Morgan
Clear Creek	Joan Detwiler, Tom Detwiler
Community of Faith	Dan Hickey
Crossroads	none
Fairview Avenue	Bonnie Walker
Five Forks	Sherri Flohr, Terry Egolf, Kathy Egolf
Grace Nepali	Deepa (Debra) Pradhan, Dilli Pradhan
Green Spring	none
Highland Park	Sheree` Madison
Hollowell	Wayne Sommerfeld, Mary Ellen Sommerfeld, Wally Thompson
Iron Springs	Emmy Fogle, Doug Colson
La Roca	Ray Rodriguez, Miguel Angel Lahera

La Roca Eterna	Lidia Senarega, Jamith Trujillo, Diana Christina Giraldo Jimenez
Martinsburg	Elizabeth Abell
Mission Hill	Michael Blumhorst, Robyn Blumhorst, Steve Shadle, Brenton Clark, Chase Jackson
Montgomery	Alisha Nell
Mountain Chapel	Ronald Hott, Jr.
Mowersville	Darrell Potteiger, Robert Keys
Mt Tabor	Kevin Lay
New Guilford	Jesse Roberts, Mary Jacobs, Wanda Roberts,
New Life Believers	Andrew Grove, Tonya Grove
Paramount	Jamie Harrison, Danae Nowell
Peace Light	Jim Strite
Rios de Agua Viva - Martinsburg	none
Rios de Agua Viva - Mt Rock	Rubyan Stutzman, Irma Garcia, Miguel Morales, Ana Lilian Arana Tobar, Maria Woodall, Jose Antonia Esquivel, Tomas Gonzalez, Edwin Perez
Sherman's Valley	Sharon Riley
South Mountain Chapel	Carrie Erisman
Spring of Hope	Daryl Patterson
Springhope	Dawn Elaine Leister
The Rock	Brad Stutzman
The Spring	Sandy Delaney, Anita Carbaugh
The Vine	Lori Sewell
Walkersville	Keith Trimble, Carolyn Trimble
West Side	Ron Allison, Carol Everts

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 2024 SESSION

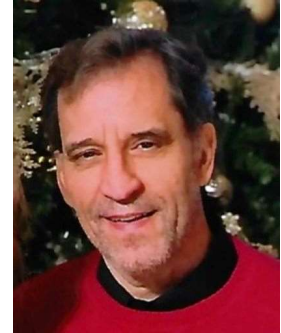
Minutes of the 2024 Business Session were distributed to the congregations of the Allegheny Conference electronically on August 26, 2024. Copies of these and past minutes are available on request by contacting the Allegheny Conference office.

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.

DWAYNE POTTEIGER (NOVEMBER 21, 1961 – JANUARY 5, 2025)

To meet Dwayne Potteiger was to meet a man with endless smiles, quick wit and a personality you would never forget. His life purpose was to love God, love others and advance the Gospel of Jesus Christ – a purpose he fulfilled with charisma, style and dedication to the One he served so faithfully.



Born on November 21, 1961, Dwayne was the son of Donald E. and Dorothy (Witter) Potteiger, who survive him. Don and Dorothy were missionaries in Rhodesia, Africa. Dwayne lived there between the ages of nine and fifteen. He later went on to attend God's Bible School (GBS) in Cincinnati, OH, graduating in 1985. Prior to graduating, he met and married the love of his life, Rhonda (Kindy) in 1984.

While at GBS, God called Dwayne to preach the gospel message. Following his graduation, he pastored Dallas Center BIC Church from 1985-1989. From 1989-1994, he served on the staff at Skyline Wesleyan Church in Lemon Grove, CA. During this period in his life, Dwayne was diagnosed with brain cancer and given less than a year to live. But he didn't listen. In 1992, he earned his master's degree from Azusa Pacific University. In 1994, he and his family moved to Denver, CO where he was an evangelist for Kingdom Building Ministries (KBM). While with KBM, he underwent two more brain surgeries. From 2000 to 2008, he served as the senior pastor at Antrim BIC Church near Chambersburg, PA. Moving on from Antrim, he went to Mishawaka, IN to serve as the senior pastor at the Gospel Center Missionary Church until 2013.

Even though he endured a tremendous amount of adversity, Dwayne never allowed his health to stop him from sharing the good news of salvation through Jesus Christ. After leaving the pulpit, he attended Nappanee Missionary Church where he continued to fulfill that purpose.

In addition to his parents, Dwayne is survived by his wife of 40 years, two daughters, ten grandchildren, and two brothers – plus an incredible legacy of fruit from a life that made an impact on so many.

Dwayne graduated from the struggles of this life to his eternal reward on Sunday, January 5, 2025.

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. Dwayne E. Potteiger 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, BIC U.S. – Allegheny Conference

¹ 1 Thessalonians 5:13

BIC U.S. National Reports

This segment includes the following reports:

Item 10: General Conference Board Member from Allegheny Conference

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

- National Director Report, Alan Robinson, National Director, BIC U.S.
- Brethren in Christ Foundation, Jim Reynolds, Executive Director, BIC Foundation
- 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

ITEM 10 - GENERAL CONFERENCE BOARD MEMBER FROM ALLEGHENY CONFERENCE

Greetings Allegheny Conference,

Thank you for the opportunity to serve on the General Conference Board (GCB). I am filled with gratitude to serve in this way as the member from the Allegheny Regional Conference.

Each year, the GCB meetings take place during the months of February and September. In 2024, both of these meetings took place at the Brethren In Christ U.S. Offices in Mechanicsburg, PA. Prior to our meetings, we received and reviewed reports to help prepare us as we come to the table for dialogue, the opportunity to ask questions, receive clarifications, and for voting on various items.

The first day we meet together, the GCB has combined meetings with the Leadership Council (LC). The second day is dedicated to GCB work. Sometimes beyond these meetings, it may be necessary to have zoom meetings and do electronic voting. This year involved multiple times of electronic voting on various items of business. Some of these included the approval of GCB officers, BICF board member, Messiah Lifeways board member, Housing allowances, and property sales in Susquehanna and Atlantic conferences.

At our regular meetings in 2024, we approved the finance, governance committee and development reports. We also approved the closure of Story Church and Bethel Merrill BIC Church.

Last year we held our BIC U.S. General Assembly meetings and gathering in Ohio. A huge thank you to the BIC U.S. staff team led by Mitch Martin and Tammie Gitt, as well as Bishop Lynn Thrush and his team in the Great Lakes Conference. We appreciated their diligent work with the details, so all who attended and participated could have a blessed time. We hope you were able to connect with old and new friends during your time in Ohio

The countdown continues...Our 250th Anniversary is just three years away with Project 250 being our guide for the journey. If you want to know more about Project 250, please go to the BIC U.S. website to learn more.

On a final note...From my perspective, I would note that while the major part of our board work involves business matters, there is also a relational and connection component. There is a genuine care for one another among the group and for those we serve. The bonus is that we share smiles and laughter together too. Before we begin our meetings the first day, we share a meal and conversation and have a time of devotions and prayer. Fueling our body, hearts, minds, and souls is key when approaching such work, especially in navigating those times of weighty issues.

Respectfully Submitted,

Sherri Flohr

GCB Member
from the Allegheny Regional Conference

ITEM 11 – BIC U.S. REPORTS

NATIONAL DIRECTOR'S REPORT FOR 2024

As you may recall, in past reports I have highlighted the fact that the ministry of BIC U.S. occurs primarily in the congregations across the country and the missions around the world. We are in the

process of gathering the end-of-year reports from congregations. I am happy to be able to report that we see indications of increased health and growth in some congregations. We give thanks to God for this. We also appreciate the work of the individuals who are the channels through whom God is at work. Some congregations continue to experience challenges and difficulties, and we remain in prayerful support of those congregations.

Project 250 and Thriving Congregations

We continue to work on these projects. Much of the work of Project 250 is done at the regional and congregational level. Thriving Congregations continues to find its feet and we have received encouraging words of appreciation from congregations, pastors, and leaders that are part of Cohort A. Jennifer Lancaster continues to give excellent leadership and support to these projects.

Church Planting and Multiplication

We continue to prayerfully discuss how we can increase our church planting and multiplication efforts. Financial resources are available to support these efforts. A taskforce of Leadership Council (LC) members organized a consultation that was held in Kansas City in the Fall of 2024 and continues to plan ways to increase these efforts.

Some items that have emerged in our conversations are:

- 1) How can we best develop and recruit and support church planters/multipliers?
- 2) In light of new models of ministry and church, what are the essential characteristics/qualities/organizational structure of a congregation/church?
- 3) Many of our historic church plants, and many of the newer models of multiplication, do not have the typical financial structures of the more "traditional" church plants. This often means they are more dependent on outside funding (and for longer periods of time) and are much less likely to give back to support our Common Ministry.
- 4) Some congregations have creatively started additional nonprofit ministries as part of the ministry of the church. How can we best organize, structure, and govern these new entities? Also, are these new entities expected to contribute to support our Common Ministry?

Missional and Financial Health and Future Viability

In addition to the financial questions listed above, the finance reports will highlight that the long-term trajectory of congregational giving to support our Common Ministry has not kept up with the inflationary pressures that are part of Common Ministry expenditures. If this trajectory continues, we will become increasingly dependent on other streams of income.

LC has begun to discuss some organizational issues from both a ministry and financial viability perspective. From a ministry perspective, and a financial viability perspective, is the current regional conference structure optimal for future mission and ministry? These questions were raised and discussed at length by LC and General Conference Board (GCB) approximately 18 years ago. Several alternatives were suggested. It may be time for us to discuss these matters again.

Global Ministry

Please be sure to read the report from Jonathan Lloyd, Director of BIC U.S. World Missions. I am deeply grateful to Jonathan and the entire World Missions team and our missionaries around the world for all of the work they continue to do.

As we are all aware, our world continues to change, and the pace of change is increasing. Some of the factors that impact the global ministry of the Church include:

- some countries becoming less open and even closed to the gospel and missionaries,
- the movement of people around the world, including increased numbers of various people groups within the United States,
- the growth of the BIC outside of North America and increasing number of applications from pastors outside of the US for pastoral vacancies inside the US,
- other BIC national conferences raising and sending missionaries to other countries, including North America.

Combined with these global realities, the International Brethren in Christ Association (IBICA) has not been able to fulfill its missional objectives. Due to the death of one board member (Bijoy Roul), and term limits for three members (Danisa Ndlovu, Thuma Hamukangandu, and Jose Otamendi), only two board members (Alan Robinson, BIC U.S., and Todd Lester, BIC Canada) are able to continue on the board.

All of these factors contribute to the sense that we are entering a period where the nature and operational structures of the global BIC will need increasing prayerful conversation.

2028 Global Assembly

We continue to plan for our 2028 General Assembly, which we now refer to as the 2028 Global Assembly. Our hopes and prayers are that this gathering will be helpful to the global BIC to celebrate 250 years of ministry but also prayerfully discuss and discern future global ministry.

We have begun to budget the estimated costs of the 2028 Assembly, particularly the costs of inviting and bringing 250 people from outside North America. We are delighted that donors have committed to giving \$400,000 to help support this important gathering. We expect that this will cover around 50% of the expected costs. We continue to ask congregations to contribute an additional \$250 per year until 2028 designated for the 2028 Global Assembly. These contributions will help to make the event possible and will mean that every congregation has shared in helping our global brothers and sisters to be represented at the Global Assembly.

Leadership Council Terms

I have been in conversation with each member of LC whose current term ends in July 2026. These conversations continue and will also include the various BODs in each of the respective regions.

2026	Mitch Martin
2026	Aner Morejon. New bishop to be appointed. Search starts spring 2025
2026	Ron Bowell. Alan will talk with Midwest BOD in spring 2025
2026	Bryan Hoke. Alan will talk to Atlantic BOD in spring 2025
2026	Rob Patterson. Alan will talk to Allegheny BOD in spring 2025
2028	Lynn Thrush
2028	Jonathan Lloyd
2028	Heather Beaty
2028	Bill Donner
2028	Alan Robinson. GCB will oversee the search process for a new National Director.

Conclusion

I continue to be grateful and honored for the opportunity to serve the Church in this role. I realize that many people give sacrificially of their time, talents, and treasure so that the ministry of the

Church can move forward. Thank you to each of you for your service and leadership. I am deeply grateful to my wife, Sharon, for her support and partnership in ministry.

Respectfully submitted,

Alan Robinson

BIC FOUNDATION REPORT FOR 2024

The Brethren in Christ Foundation (Foundation) exists to serve the Brethren in Christ U.S. (BIC U.S.), its congregations, and members through lending, investing, charitable giving instruments, and servicing the BIC U.S. pension plans. We continue to evolve and adapt to ensure the continued service and support to the BIC U.S.

Lending Activities

During 2024, the Foundation funded 7 new loans totaling \$2.4 million.

We had the opportunity to work with a ministry that seeks to aid the restoration of men who struggle with addiction. The ministry wanted to acquire a property where the men could live during their treatment. After several years of searching, they were able to locate an 8-acre property with several buildings that would be very advantageous for the ministry and the men they help. Since purchasing the property, they have renovated and upgraded the property and expect to begin accepting clients soon.

In another instance, we were approached by a congregation who had a loan from a conventional lending institution. After discussing their financing with the Foundation, we were able to refinance their mortgage. The refinance has relieved financial pressure on the congregation allowing them to evaluate their future ministry with a more stable financial situation.

Our loan portfolio remains secure. We are blessed to have borrowers who are responsible for their finances. As of December 31, 2024, all loans in our portfolio are either current or paid ahead. We do not take this fact lightly.

During 2024, 11 borrowers paid off their loans early. This totaled \$1.7 million. We expect this trend to continue in the future.

As we enter 2025, we continue to see strong interest in new loans. Currently, we have four loans in underwriting. In total, we anticipate distributing approximately \$3.8 million in the first quarter. That does not include potential loan requests that may come about during the year.

Securities

To support this robust lending activity, we continue to explore ways to raise capital. We do this by selling securities to eligible investors.

During 2024, the Foundation introduced our Youth Savings Certificate program. This certificate is meant to attract new investors who wish to save for college or other long-term needs for their children or grandchildren. One unique feature of the certificate is the ability to continually add to its balance. We are very pleased with the launch of the program. We have sold 133 Youth Savings Certificates and continue to see ongoing additions to the balance for most of those certificates.

We have also modified our Demand Certificates to establish progressive variable interest rate tiers for interest rates payable on the Demand Certificates based on the total principal amount

invested. As an investor increases the amount invested in the Demand Certificate, the rate of return will increase. This is aimed specifically at congregations, organizations and individuals who are saving for the future whether it be a rainy-day fund, building fund, down payment for home purchase, or similar purposes.

On December 31, 2024, the invested funds in Brotherhood Loan Fund securities totaled \$46,921,406. This is an increase of nearly \$1 million over 2023.

Matching Grants

In 2024 the Foundation awarded 12 matching grants for outreach initiatives, totaling over \$16,000. Those programs included Racial Healing & Justice Cohort, establishing a community outreach center, a youth awakening festival, a community trunk or treat, and a variety of community gatherings.

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.

The future holds many opportunities to expand the ministry of the BIC U. S. and we at the Foundation are excited to be a part of that expansion

Your partners in ministry,

Brethren in Christ Foundation

Jim Reynolds, Executive Director

DEVELOPMENT UPDATE

Since joining the BIC U.S. team in November of 2021, a priority project has been to develop the BIC U.S. Legacy Society and identify people who have made a gift in their estate plans in support of BIC U.S. ministry. Currently, we have 120 members. The goal is to identify at least 250 members by our Global Assembly gathering in 2028. The BIC U.S. Legacy Society represents approximately \$4.4 million in future funding for all aspects of BIC U.S. ministry.

Over the summer, I learned of two resources that I feel will help continue the growth of a culture of generosity within the BIC U.S. In turn, these tools should expand visibility of the BIC U.S. Legacy Society and grow membership. I am in the process of connecting with the Bishops to review these resources and connect with pastors interested in utilizing these tools in their congregations.

The first exciting resource is an organization called GenerousGiving.org. Generous Giving seeks to address the increasing gap between the wealth of individuals and ministry funding. As our church members' wealth has increased, giving to the church has not. Through a generous grant, GenerousGiving.org has developed a program called "Journey of Generosity" and a network of facilitators to lead day-long workshops around the concept of generosity. The interesting thing about these workshops is that there is absolutely NO ask. Period. [Here is a quick video to explain.](#) Informal research by the National Christian Foundation shows that charitable giving has grown over 30% in people who attend a Journey of Generosity.

The second organization I have learned about is [LegacyWise](#). We have all heard about online Will planning tools that allow people to create simple estate plan documents at a reduced cost. While the concept of making it easy for people to create a will and estate plan documents easily and at a low cost is admirable, there is often no assistance to help people through the process. That is where LegacyWise shines. LegacyWise offers workshops hosted by a facilitator who walks participants through the process of creating individualized, state-specific documents. It is possible to create a full set of legal documents to print and notarize after the workshop. The facilitator would also follow up with those who do not fully complete their documents at the workshop to encourage participants to finalize the documents within weeks of participation. There is a cost, but it is reasonable for the participants. The vision of LegacyWise is to see guardianship established for minor children, and charitable giving in place to fund future ministry. Post-workshop statistics show that a substantial percentage of participants make gifts to the hosting organizations.

I am collaborating with the Communications team and recently recorded video pieces to provide information on topics like Qualified Charitable Distributions from an IRA, gifts of appreciated stock, and membership in the BIC Legacy Society. These pieces will be available for congregations and individuals to use.

It is an exciting time to serve in the Brethren in Christ U.S. God is doing exciting things. To assist with raising funds that fuel this ministry is a privilege and an honor. To God be the glory!

Respectfully submitted, Mark Templeton, CFRE, Development Officer, BIC 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.

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.

Online Communications - Digital spaces continue to provide us with opportunities to communicate broadly. We sent six issues of our [Connect newsletter](#) to around 4,695 recipients

Industry average for faith-based organizations	Open Rate		Click Rate	
	Industry Average	Connect	Industry Average	Connect
2024	44.6%	53.5%	2.6%	10.0%
2023	45.5%	54.2%	2.5%	11.2%
2022	42.9%	47.6%	2.3%	11.9%

(adding around 248 new recipients in 2024); 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. Facebook provides us with a unique opportunity to engage with Brethren in Christ brothers and sisters around the world. Our [Instagram](#) page now has close to 600 followers and has active engagement from a “younger” constituency. Our team continues to produce a variety of content for these communications mediums.

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 600 key financial supporters. The report continues to serve as a comprehensive explanation of the common ministry of BIC U.S.



"Who We Are" Videos – We continued to produce videos that further explain the Brethren in Christ as part of our "Who We Are" series in the Multimedia Library. New videos explain our theological streams, approach to multiplication and church planting, the credentialing process and even attempt to answer the question, What is a Bishop? You can view the "Who We Are" videos in our



RESOURCES

A Brief History of the BIC Crest

A large wooden emblem was a staple on the front wall of my childhood church's sanctuary. It is prominent in my young memories: the cross, the basin and towel, and the dove. This emblem was not unique to my congregation but can be found in Brethren... [Read On](#)

Published April 26, 2024

[Multimedia Library.](#)

Storytelling – Our Communications team continues to seek opportunities to tell the many stories of BIC congregations, missionaries, and related organizations. We had a very active blog in 2024, and I encourage you to check out our latest posts at bicus.org/blog Our team also had the opportunity to sit down with East Dayton Fellowship to hear more about the exciting work that is happening there and created a video to showcase their story. You can view this video [here](#).

Awards – while we don't do the work to win awards, it is nice to be recognized for the good work that our team is doing. Our team [received three awards](#) from the Evangelical Press Association (EPA). In addition to the recognition, we received a significant amount of helpful feedback

from the judges who are leaders in Christian journalism.

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 2024, staff and missionaries received training on security and risk management 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.

After a long, ardent process, we have finalized the ministerial misconduct policy, receiving approval from both Leadership Council and CMD. Since finalizing the policy, we have created an FAQ resource that attempts to anticipate questions that individuals may have and provide the answer based on the policy and procedures. We have also created a training syllabus for Response Team members and hope to train our first group of Response Team members in 2025. As part of the website rebuilding process, we will be creating a section of the website which will host the policy and procedures and also include an online form for reporting potential concerns of misconduct.

In addition to efforts, human resources continues to work with all departments of BIC U.S. to help with hiring and onboarding of office staff members and the deployment of 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. Mark continues to research and develop new tools in the area of planned giving and donor development. Please refer to Mark's written report 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.

Over the course of the year, our team processes nearly 1,750 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 2024, our team processed 216 international wires in 15 different currencies to 16 different countries. A significant undertaking this year was releasing over \$132,750 in Global Compassion funds for 15 different needs in 8 countries.

Our finance team took on a new task of managing and tracking grant funds received for the Thriving Congregations Initiative. We are required to submit annual reports, participate in periodic webinars and trainings and submit budget revisions as our grant program changes.

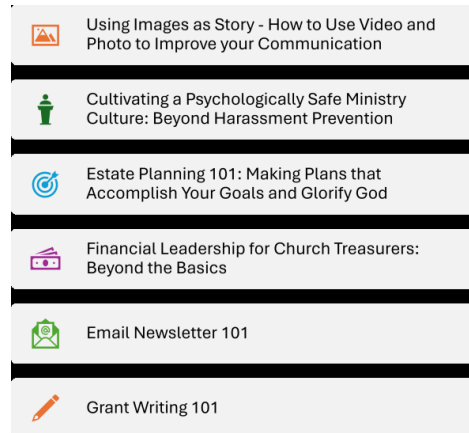
In August, we welcomed Stephen Badiger to our team. Stephen serves primarily with World Missions but given his finance training and background, I have been able to collaborate with Stephen on a number of finance related projects, including an initial proposal for providing accounting and payroll services to BIC U.S. church plants and existing congregations.

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. I have been working with more and more congregations to provide salary benchmark reports for various current and prospective positions. BIC U.S. collects salary and benefits information from BIC congregations as part of our end of year report process. We then compile the data and build various reports for Bishops with analysis on the compensation of pastors and congregational staff members in their region. We also create benchmark reports for congregations upon request using this data. Additionally, we purchase access to a national church salary tool to provide additional benchmark reports to congregations. Our goal is to help boards assess the compensation of their pastors and staff and provide counsel when invited to do so.

Education and Training

Shared Services continues to take an active role in enhancing existing education opportunities of BIC U.S. and providing additional training opportunities in the form of webinars. We have launched a self-paced course to help prospective pastors and lay leaders become more familiar with the beliefs and values of the Brethren in Christ U.S. This course, [Getting to Know the BIC](#), has also been

adopted by Leadership Council as a requirement for credentialing. Additionally, we built new web-based forms for ministerial credential applications and the renewal of ministerial credentials. This replaces paper forms and allows for automated dissemination of information to respective parties. We are committed to enhancing the experience of our pastors as they move through the credentialing process.



Our Shared Services team conducted 6 webinars in 2024 on a variety of topics (noted in the graphic) with a total of 135 individuals attending one or more of the webinars. All webinars were recorded and are available for viewing in our [multimedia library](#). Webinars provide an excellent opportunity for our team to resource pastors and leaders with expertise that we have and also helps to build connections between denominational staff and congregational leaders. We hope to continue offering webinars on topics that are impacting our congregations. We are always welcome to topic suggestions.

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

“Wherever Great Commission obedience falters, the church's vibrancy begins to wane. Gospel-privileged peoples who do not keep the message flowing outward will eventually lose it themselves.” ~Steve Richardson

I came across this quote last year, and it has remained a backdrop for our missions work ever since I heard it. I'm grateful to be part of a church family that does continue to prioritize sharing the gospel message “outward.” It is uplifting to see the creative ways that this happens through congregations and individuals here in the U.S. and in countries around the world. I'm increasingly encouraged as I see BIC leaders in many nations strengthening, supporting, training, and sending workers committed to carrying the gospel message with them wherever they go.

Below you will find a summary of the highlights of our Common Ministry in global missions. I cannot stress often enough or loudly enough that these are YOUR highlights. The mission we carry out globally is an overflow/outward flow of the same mission you carry out in local churches as you participate in disciple-making.

Missionary Highlights

It's difficult to summarize the individual highlights and challenges our nearly 70 adult mission workers experienced in 2024; each of them has stories of joy and hardship. Instead, I encourage you to connect directly with them. As I think about the relationships between BIC cross-cultural workers and our churches in the U.S., I long for the words of Colossians 1:3-14 to be a true word from you to them and from them to you. If you will pray with joy and thanksgiving for each other, asking God to strengthen each other as you all minister in the places to which you are called,

then we can all rejoice as the gospel continues to grow and bear fruit through all of us! I believe you will be an encouragement to each other as we engage God's mission together.

If you would like to be in communication with any of these workers you can grab a prayer map at the BIC U.S. display table, and you will find contact information for individual households on that map. Information can also be found at bicus.org/missions/global-team.

International Leadership Development and Collaboration

My favorite verse in the Bible is in John 17, when Jesus prays that his followers would be united as proof of his divinity. This year, several significant collaborative trainings were held with representatives from multiple nations uniting in fellowship, worship, and work. As we continue to see fracturing and animosity in our world, we have an opportunity to demonstrate the divinity of Jesus as we love each other and work together well.

In March of 2024, participants from at least four nations gathered in Colombia for a leadership training event hosted by the Bogotá congregation. Many of these leaders had never met before. They were enthusiastic in their appreciation for the opportunity to meet other BIC leaders and to participate in training together. A similar training is planned for March 29-30 of 2025. There will be three individuals collaborating to teach the course, each of whom is from a different nation.

In August the Thai BIC church hosted a training with 29 participants from 5 different nations. The feedback was overwhelmingly positive, and participants are asking for a similar training to take place in 2025.

Both training courses took significant administrative planning and effort. We are grateful for God's faithfulness and the hard work of many individuals who came together to make these experiences possible.

In addition to these group trainings, each year we receive proposals from international churches and missionaries to assist with funding for leadership development scholarships and seminars. Our Leadership Training Endowment allows us to grant funding in support of many of these requests. Some of the highlights of this work in 2024 were:

- leadership and discipleship seminars held in Botswana and led by trained and experienced BIC leaders from nearby Zimbabwe
- young leaders from tribal communities in Ecuador being trained and discipled
- pastors and spouses in Spain receiving training at a seminary in Spain

Short-Term Ministry

In 2024, 83 people participated in short term mission experiences in Thailand, Colombia, and Dearborn, Michigan. These participants came from 24 different congregations and served by assisting long-term work in strategic, impactful ways. We are increasingly learning how to structure, train, and support short-term work so that the teams can do meaningful ministry during the trip and integrate well into ongoing mission efforts. This enables the long-term workers to effectively follow-up with those in their community after the short-term teams return home. The joy of working with brothers and sisters from a variety of congregations in a cooperative mission outreach is also a significant blessing from this approach.

Missionary Development and Openings

We currently have 16 people in the Missionary Development Community. After walking with mentors and experiencing significant growth in their own journey as disciples, these individuals

typically go on to serve the church domestically or internationally in significant ways. If you might be interested in joining the Missionary Development Community, please contact us at missions@bicus.org or get more info at bicus.org/training/missionary-development-program.

Our process for sending workers begins by identifying a need, seeing whether the need aligns with our vision and strategic plan, discerning and shaping that need into a mission "post" by missions staff and the Commission on World Missions, and presenting that possible mission post to Leadership Council for approval. There are currently approximately 20 "open positions" with BIC U.S. World Missions. Each represents an opportunity for a person or persons to make an eternal impact through meaningful service. Teachers, pastors, medical professionals, university student ministry workers, engineers, and strong disciples of Jesus who are skilled at bringing support to growing churches are all welcome to contact us for more information. Locations for these positions are in North and South America, Europe, Africa, and Asia.

New Staff

We welcomed Becky Owen onto the staff team as our member care assistant. In addition to her work with missionaries, she will give specific attention to providing excellent care for missionary children.

Stephen Badiger moved from a remote contracted assignment to begin a full-time position based in the home office. Stephen brings a wealth of experience and a passion for church planting and Kingdom stewardship of finances to his work.

How You Can Be Involved (And Why I Think You Will Want to Be)

Many of you are already involved by your support and participation with Common Ministries, and for that we are deeply thankful! There are additional opportunities for involvement that may be part of where God is leading you or your congregation.

Global Prayer Call – Join us from 10-11 am EST on Wednesdays via Zoom as we hear encouraging stories of God at work and pray through two pages of prayer requests – all in under an hour! If you want to join as a listener (with your camera off) until you get comfortable, that's just fine. There is no pressure to pray out loud (we take volunteers), but we would love to have you as part of this gathering, agreeing with us in prayer. Email missions@bicus.org to request a meeting link.

Speaking opportunities – Invite a mission worker to your church! Email: missions@bicus.org for more information.

There is nothing quite like being a part (even if it is a small part) of a person coming to new faith in Jesus and new life walking with him or her. In the midst of hardships or even the regular challenges of life and ministry, it's like a warm day at the end of January, or a cool breeze in the middle of an August heat wave. Being able to rejoice with each other gives new energy for our efforts. May God continue to bless you as you take the gospel outward!

Respectfully submitted,

Jonathan Lloyd

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

At almost the exact moment that I began writing this report, I received an email from Tammie Gitt, Brethren in Christ U.S. Administrative Coordinator. Tammie was analyzing the data provided by congregations in their annual reports and she wanted to share a few quick observations. According to the figures that reporters submitted, Tammie noted the following:

- 13 churches in the conference have returned to or exceeded their pre-pandemic average attendance levels.
- Combined average attendance at all Allegheny churches increased by 10% from 2023 to 2024.
- Combined average attendance at Allegheny churches increased by 9% since the pandemic.
- Two churches lost 40% or more of their congregations from 2023 to 2024. Both were smaller churches.
- 1241 conversions were reported in the region since 2019.
- 745 baptisms in the region since 2019.

I especially want to praise the Lord for those last two numbers. Sometimes we can be distracted by the many challenges we face and lose sight of the bigger picture. Rest assured; God is advancing His kingdom. In addition to conversions and baptisms, we could recount many other stories of God providing, protecting, and producing good fruit among us. We have a lot to celebrate.

As is typical in any year, there was more than enough to keep me occupied every day. There were numerous local, regional, and national meetings. I processed thousands of emails, hundreds of phone calls, and a lot of text messages. Some of the standout moments included installing Bruce Ward at Antrim, celebrating church anniversaries at Highland Park and Mt. Tabor, attending General Assembly and the church planting collaborative, regularly attending services at Rios-Martinsburg, ordaining Melissa Beal and Jeremy Spear, as well as many other special occasions.

On the horizon, I expect to process a few pastoral transitions in 2025. In addition to the interim situations at Peace Light, Bethel, Springhope, and Five Forks, we recently started a search at Crossroads, and I expect to begin a search at Highland Park soon. Looking just a bit further down the road, we can expect more transitions as more of our pastors anticipate retiring.

Personally, physically, I'm doing relatively well. I still have occasional flares of an autoimmune disease, but nothing debilitating. I regret that I missed last year's annual meeting due to a stomach bug, but I'm very thankful for how everything went quite smoothly without me. Daryl and I are on the cusp of entering what some call the "retirement years." I'm not sure what the future holds, but I've committed to completing my current term in 2026, and I have said that I am willing to potentially serve for a while beyond that, if invited.

Psalm 16:6 says, "The lines have fallen to me in pleasant places; indeed, my heritage is beautiful." I am very grateful to God for all that He accomplished among us in 2024. I pray that we continue to follow Him closely and learn to know Him better. May He continue to bless us abundantly!

Rob Patterson, Bishop

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

2024 Financials

	INCOME				GIVING			
	Undesignated Donations (tithes and offerings)	Designated Donations (e.g. building campaign)	Other Income	Total Income	BIC U.S. Common Ministry*	BIC U.S. Ministry Projects*	Other Ministries	Total Giving
Allegheny								
Reporting								
Air Hill	288,901	84,147	3,719	376,767	28,910	1,575	32,988	63,473
Antrim	1,377,343	377,724	68,866	1,823,933	213,980	76,131	230,909	521,020
Bethel	73,247	-	35,627	108,874	1,200	-	3,400	4,600
Blue Mountain	112,083	60,040	34,928	207,052	5,700	-	41,011	46,711
Bunker Hill	123,456	-	-	123,456	7,310	-	5,842	13,152
Canoe Creek	75,959	9,653	-	85,612	10,490	2,850	4,571	17,911
Center Grove/Trinity	57,413	23,045	-	80,458	900	-	13,992	14,892
Clear Creek	101,853	18,779	-	120,632	-	-	5,500	5,500
Community of Faith	43,603	-	35,319	78,922	-	-	-	-
Crossroads	336,190	72,449	24,380	433,019	-	-	15,080	15,080
Fairview Avenue	147,347	31,053	40,117	218,517	19,100	61	6,185	25,346
Five Forks	936,539	332,235	-	1,268,775	77,370	-	53,465	130,835
Grace Nepali	25,482	-	-	25,482			-	-
Green Spring	200,033	21,665	-	221,697	16,164	-	3,000	19,164
Highland Park	154,147	4,885	-	159,032	6,000	-	19,510	25,510
Hollowell	335,168	24,922	1,932	362,022	25,268	-	38,213	63,481
Iron Springs	137,893	18,862	2,910	159,665	14,881	650	3,955	19,486
La Roca	234,178	21,116	13,209	268,504	17,062	-	23,473	40,535
La Roca Eterna	109,768	2,176	-	111,944	400	-	21,814	22,214
Martinsburg	220,037	34,375	3,339	257,751	28,504	2,450	54,680	85,634
Mission Hill	735,731	61,814	7,550	805,095	51,501	5,200	43,947	100,648
Montgomery	171,097	23,027	27,245	221,370	9,600	503	39,014	49,117
Mountain Chapel	39,481	-	-	39,481	2,200	-	294	2,494
Mowersville	169,343	100,783	2,931	273,057	14,000	3,723	22,627	40,350
Mt Tabor	81,318	6,500	-	87,818	4,500	-	8,500	13,000
New Guilford	239,025	13,490	40,921	293,436	34,900	500	7,055	42,455
New Life Believers	164,027	34,225	-	198,252	17,050	-	3,664	20,713
Paramount	201,746	24,644	1,916	228,306	31,700	500	19,066	51,266
Peace Light	19,291	-	-	19,291	2,400	-	350	2,750
Rios de Agua Viva (Martinsburg)	998	-	-	998			-	-
Rios de Agua Viva (Mt. Rock)	87,979	-	99,779	187,758	4,199		-	4,199
Shermans Valley	26,883	-	489	27,372	800	-	-	800
South Mountain Chapel	62,783	14,815	1,052	78,650	6,811	-	1,600	8,411
Spring of Hope	70,952	-	18,000	88,952	7,332	-	-	7,332
Springhope	41,242	670	5,418	47,330	8,029	-	820	8,849
The Rock	106,373	-	-	106,373	6,974		-	6,974
The Spring	111,876	-	-	111,876	-	-	2,416	2,416
The Vine	63,517	6,830	-	70,347	4,156	-	-	4,156
Walkersville	431,484	6,080	7	437,571	38,800	-	28,800	67,600
West Side	255,999	56,330	-	312,329	32,387	3,540	24,320	60,247
Reporting Total	8,171,787	1,486,335	469,654	10,127,776	750,578	97,683	780,060	1,628,321

2024 Statistical Data

	Avg. attendance for weekly worship service(s)	# of Conversions	# of Baptisms	Avg attendance youth programs	Avg attendance children's programs	Avg. # of people participating in monthly groups, events, or activities	Growth through Transfers	Births	Deaths
Allegheny									
Reporting									
Air Hill	135	-	4	30	28	77	2	8	2
Antrim	548	21	11	93	76	-	-	7	4
Bethel	26	-	-	-	-	10	2	-	-
Blue Mountain	95	9	11	20	20	70	-	3	1
Bunker Hill	85	5	7	5	13	50	-	3	2
Canoe Creek	38	1	2	5	-	14	-	-	-
Center Grove/Trinity	27	2	6	-	-	20	-	-	-
Clear Creek	97	2	-	10	6	16	-	1	-
Community of Faith	17	-	-	-	-	40	-	-	1
Crossroads	160	11	7	34	35	300	1	5	-
Fairview Avenue	75	-	7	10	10	55	-	-	1
Fie Forks	508	-	5	56	80	210	3	3	2
Grace Nepali	38	6	5			-	2	-	1
Green Spring	83	-	-	5	7	45	2	1	1
Highland Park	51	-	-	-	8	8	2	-	2
Hollowell	200	3	3	20	-	-	-	2	3
Iron Springs	67	21	3	7	9	64	-	-	2
La Roca	232	50	19	-	50	-	11	37	-
La Roca Eterna	160	95	16	8	21	15	-	1	-
Martinsburg	227	-	20	15	12	67	-	-	3
Mission Hill	418	20	17	50	103	319	-	20	1
Montgomery	67	-	4	8	20	10	-	-	1
Mountain Chapel	32	6	6	-	-	10	-	-	-
Mowersville	144	-	12	12	30	57	-	10	2
Mt Tabor	40	-	-	3	1	40	-	-	2
New Guilford	89	-	1	10	6	65	4	-	2
New Life Believers	76	3	-	9	18	-	-	-	-
Paramount	63	1	4	12	15	120	-	2	6
Peace Light	12	-	-	-	-	-	-	-	2
Rios de Agua Viva (Martinsburg)	31	3	-			-	2	-	-
Rios de Agua Viva (Mt. Rock)	150	13	8			130	-	2	1
Shermans Valley	11	3	-	-	-	-	-	-	-
South Mountain Chapel	36	1	5	3	-	21	-	-	-
Spring of Hope	11	-	-	-	-	-	-	-	-
Springhope	21	-	-	-	-	9	-	-	-
The Rock	46	2	6	4	13	17	6	-	1
The Spring	45	5	1	10	7	70	(2)	3	-
The Vine	35	-	-	-	2	15	4	1	1
Walkersville	308	2	9	9	30	400	13	1	-
West Side	104	6	6	18	9	87	-	-	2
Reporting Total	4,608	291	205	466	629	2,431	52	110	46
Grand Total	4,608	291	205	466	629	2,431	52	110	46

ITEM 13 – Discipleship Council

Dear Friends,

The Discipleship Council included Sherri Flohr, Shaun Kipe, Joey Wendling, and Bishop Rob. We are thankful for this team and their work in mentoring, training, and developing leaders.

In the summer of 2024 Jacob Swope, from Hollowell BIC, was the Allegheny BIC Summer Intern. Over the summer he had opportunities to learn and grow at Mt. Tabor, Hollowell, BIC Missions Office, Five Forks, New Guilford, The Tide, Trinity Evangelical Fellowship, Paramount, and General Assembly. He also attended an internship summit at the BIC offices. Throughout these experiences he attended board meetings, visited in private homes and nursing homes, preached sermons, worked with youth and children, read assigned books, and helped at outreach events. Both Jacob and the places of ministry provided positive feedback on the internship experience.

The major discussions of the Discipleship Council this year have been about changes to the internship ministry within the conference. These discussions came out of an Internship Summit that was held in Grantham in May 2024 with leadership from the Allegheny, Susquehanna and Atlantic Conferences. It was decided that future interns will have the option of serving for two years. One year the intern would serve the conference in different ministry locations, as we have done in the past. The other year would be focused upon a specific congregation for a summer. This would allow an intern to experience a variety of ministries and specific ministry within a church setting.

Discipleship Council has also discussed and is planning to host a Second Career Summit and intentional mentoring opportunities in the near future. 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 council at discipleship.council@gmail.com.

Sincerely,

Kevin Lay, Chairperson

ITEM 14 – EVANGELISM COUNCIL

Changing Roles and Responsibilities

This past year, the Evangelism Council (EC) continued our discussion about the changing roles and responsibilities of the council.

In October 2024, Bishop Rob, Brad Stutzman & Steve Delaney joined representatives from all 7 regions of the BICUS for a conversation focused on creating a denominational vision for church planting and multiplication.

Over the 3 days we were together, we talked through historical approaches to church planting as well as ongoing trends in church attendance and engagement. These conversations formed the foundation for more focused work on developing a comprehensive, holistic approach to fostering a vision for multiplication within the BIC.

Since that meeting, Leadership Council has discussed the next steps.

To that end, the task force within Leadership Council that has been exploring church multiplication and was instrumental in organizing the gathering has been tasked with continuing the work.

This has led to the EC's continued wide-ranging discussion that includes paradigm shifts in church organization, structure, oversight and talking through the definition of what constitutes a "church"...

Micro-churches, house churches and small groups... Along with more traditional church planting... What is the denomination's role in those? ACBOD's role? EC's role? What does support look like? What does oversight look like?

This conversation will likely be ongoing for some time to come as we pray and listen for the Holy Spirit's lead.

2024-2025 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:

Acts Fellowship Network has begun a new church plant in Martinsburg, PA

Church Revitalization / Support:

The Rock / Acts Fellowship Network:

The Rock continues to grow and adapt as they pursue God's vision for them. *The Rock*, in partnership with AFN and Grace Nepali have been working on a governance plan for their facility, Mt Rock Worship Center. A separate team (Approved by ACBOD) comprising representatives from all three entities has come together to oversee the property, mission and ministries. All three groups are working together to coordinate governing and sharing of facilities. EC continues to financially support *The Rock*, AFN

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.

Resources for Evangelism:

Fundraising:

ACEC had numerous conversations about fundraising.

Respectfully submitted,

Steve Delaney

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."

What a busy year we've had! We welcomed a great group of pastors and their families to a CURVE game last April. We've covered many pastors in prayer and support through many illnesses and hardships in 2024. Each pastor is prayed for individually by one of our council members. Some

of our members don't get a response from the pastors, so please be aware that someone from our council tries to touch base with you regularly. If you have specific praises or requests, let them know and they will join with you in those as well. We've got some big plans for 2025.

As of the writing of this report, we are thick in the planning of the pastor/spouse retreat which will precede this regional conference. We are hoping the pastors and their spouses took time to attend and refresh, reconnect, and reengage. We thank Alan Robinson for taking time from his full schedule to speak to the pastors and spouses.

We're planning a workshop, a fall biking trip, and revisiting the SAGES gatherings this year as well.

The ministry council has been working to encourage pastors to gather together. The SAGES group was started (**S**hepherds' **A**rea **G**atherings for **E**ncouragement and **S**upport) – 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 and worship, shared devotions, 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

ITEM 16 – WORSHIP COUNCIL

The Worship Council strives to promote and facilitate inspiring worship. Seek ways to engage the conference in fervent prayer, humble confession, sacrificial fasting, generous giving, and vibrant praise, as well as other acts of obedience that develop and focus devotion and affection on God.

This past year was full of growth and dreaming for the Worship Council. We don't want to just "have another event" but really do meaningful things that encourage meaningful worship, and God to be glorified through the things that we do.

We had a very meaningful and well attended Sacred Assembly this year at Antrim BIC and want to thank all of those who made this year special. We discussed the work being done with the BIC US Worship Supplement and how we as the Allegheny Conference Worship Council can help and take advantage of that work. We are actively discussing the best utilization of our efforts for this new year and are excited about the possibilities. One of our focuses this year will be reconstructing a musician and worship leader pool for churches to utilize.

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

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 Bishop's office within one (1) week of the close of the annual meeting.

CONGREGATION	INC- YEAR	TRUSTEES
Air Hill	A - 1992	John Melhorn, Travis Kisamore, Dennis Diehl, Sandy Bender, Rachel Garling, Kyle Grove, Margaret Burkholder, Ron Wenger, Frank Christopher, Curtis Martin
Antrim	A - 1998	Hershey Bowers, Chris Bumbaugh, Bob Carbaugh, Brian Cordell, Larry Frey, John Gibble, Brian Hoover, Denny Knepper, Joe Martin, Brian Ramer, Melissa Munch, Eber Wingert
Bethel	A - 2017	Yvette Leonard, Bobby Leonard, Danette Marshall, Jody Marshall, Karen Schrader, Donna Smith, Michael Blouse
Blue Mountain	B	Sam Byler, Mervin Burkholder, Dana Martin, Luke Holtry
Bunker Hill	B	Michael Brill, Dwight Botkin
Canoe Creek	B	Glenn Albright
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, Larry Belella, Ken Arendt, Ed Herald, Brian Egolf, Jean Showalter, Sharon Smith, Peggy Dawson, Ron Strite, Tedd Smith, Chris Shindledecker
Grace Nepali	B	none
Green Spring	B	Randy Smith, Doug Sollenberger, George Wickard, David Jardine, Jared Lindsay

Highland Park	B	Ron White, Darrell Taylor, Gary Callahan
Hollowell	A – 2015	Chad Rosenberry, Kathy Hansen, Lorie Fisher, Randy Fisher, Kevin Beaver, Jeff Myers, Jeff Huber, Kevin Swope, Dwayne Blank, Wally Thompson
Iron Springs	A – 2005	Doug Lichty, Glenda Dayhoff, LuAnn Dille, Steve Gills, Kevin Bream, Larry Dick, Cindy Deardorf, Doug Colson
La Roca	B	Miguel Lahera, Andrew Alegre, Benito Cruz, Erick Marin, Silvia Tovar,
La Roca Eterna	B	Keny Guzman, Ingrid Ramirez, Yolandita Guzman, Diana Christina Giraldo Jimenez, Jamith
Martinsburg	A – 1970	Earl Herr, Mike Clark, Laura Clark, Nate Delp, Kim Heverly, Jackie Miller, Elaine Slagenweit, Allen Wolf, Laurie Drysdale
Mission Hill	A – 1998	Jonathan Peckman, Joel Gillman, Emerson Peckman, Zach Frelin, Chuck Burkett, Conrad Martin, Paul Raynor, Davis McCurley, Stephen Shannon
Montgomery	A – 1942	Japheth Nell, Robert Thrush, Gregory Leevy, Gary Hoover, Nelson Oberholzer, Amos Carbaugh, Steve Walters, Ben Kennedy
Mountain Chapel	B	James Beegle, Walter Beal, Merle Horton
Mowersville	B	Matthew Halteman, Garth Rauber, Rick Wenger
Mt Rock* (d.b.a. Mt Rock Worship Center)	A – 2001	Brad Stutzman, Tony Marker, Fernando Garcia, Deepa Pradhan, Dilli Pradhan, Mildred Wagner, Jeremy Styers, Donovan Burkholder, Roger Hall, Jose Jorge Olachea Meza, Zuleyma Viridiana Gocobachi Osuna
Mt Tabor	B	Kevin Lay, Scott Ashway, Greg Myers, Dean Peiffer, Matt Nagy, Cody Pine
New Guilford	A – 1998	Lila Benedict, Ed Harmony, Shawn Helm, Amanda Imwald, Bill Kaiser, Tom Maxwell, Betsy McKelvey, Cheryl Shields
New Life Believers	A – 2022	Andrew Grove, Frank Allnutt, Angie Grove, Sharon Jackson, Lois Snodderly, Bill Cosner
Paramount	A-1989	Jacob Harrison, Caleb Nowell, Rod Miller, Deb Pitsnogle, Allison Banzhoff, Tina Horst, Ray Oberholzer, Susan Milford, Clint Stouffer, Vickie Stouffer
Peace Light	B	Jim Strite
Rios de Agua Viva – Martinsburg	B	none
Rios de Agua Viva – Mt Rock	B	none

Sherman's Valley	B	Michael Dodson
South Mountain Chapel	B	Bill Dubbs, Carrie Erisman, Mike Smith, Robert Commerer, Richard Howland, Jac Powell, Steve Strayer
Spring of Hope	A – 2013	Rob Patterson, Michael Abell, Earl Herr, Sherry Nyahay, Jeanette Long
Springhope	B	Paul Leister, Les Baker, Glenn Oldham
The Rock	B	none
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, Tom Jandovitz, Karen Zimmerman, Shaina Freeman, Bernie Gower, Jim Frizen
West Side	A – 2011	W. David Kent, Sam Yoder, Glenn Wadel, Carolyn Allison, Cindy Gsell, John Hartman, Dorothy Keebaugh, Patty Heck, Shawn Besore, Ted Everts, Emily Byers, Paula Townsley, Carol Everts

**Mt Rock (d.b.a. Mt Rock Worship Center) is the meeting place of Grace Nepali, The Rock and Rios de Agua Viva – Mt Rock. Those listed as trustees are the legal overseers of the facility.*

ITEM 18 – STAFFING COUNCIL

The Staffing Council is made up of the Moderator, Bishop Rob Patterson, Assistant Moderator, John Melhorn, Secretary, Lawton Jacobs, Council Chairs, Kevin Lay (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. 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
Discipleship Council	Kevin Lay	2	2028
	Sherri Flohr	4	2028
	Sharon Kreigline	1	2028
Evangelism Council	Jeremy Spear	2	2028
	Travis Kisamore	1	2028
	Joel Gillman	1	2028
Worship Council	Rebecca Gettel	2	2028
	Ryan Yoder	1	2028
Staffing Council	Don Shenk	3	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 2028. *(Biographies of the candidates follow.)*

Darrell Potteiger

Kevin Lay

Rose Grissinger

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

Darrell Potteiger



Darrell Potteiger is a 1986 graduate of Cumberland Valley Christian School, and graduated from God's Bible College, in 1990 with a Bachelors' degree in missions and preaching.

He met his wife, Lisa, while attending college. They were married in the summer of 1990 and moved to the Shippensburg area. They made their home between Roxbury and Orrstown, PA, where they raised four children (2 boys and 2 girls). All four are now married and have gifted the Potteigers with 5 grandchildren.

Darrell was saved at the age of 8 but did not fully surrender everything to God until the age of 12. God faithfully guided him through his high school and college years as he prepared for ministry. After graduation, Darrell served as the youth Pastor and eventually the Senior Pastor at Mowersville BIC Church, both part time and full time, for a total of 10 yrs.

In 2003, Darrell had the privilege of stepping out of full-time pastoral ministry to fulfill a dual role of work and full-time workplace ministry in the marketplace. He also fills pulpits and assists churches during pastoral changes.

Darrell's passion is twofold: To see and be a part of "God sightings" in the marketplace and to be used of God to refocus a congregation's attention back on God and His Word. He finds great joy in seeing people refocus on God and connect with each other.

Kevin Lay

Kevin Lay has served as pastor of Mt. Tabor BIC Church for 18 years. Before that he served 6 years in youth and children's ministry. He has a master's degree from Eastern Mennonite Seminary. Kevin and his wife Kimberly have been married for 21 years, and they have two teenage daughters.

In his free time Kevin enjoys hiking with his family and volunteering at New Life Thrift Store and Antietam National Park.



Rose Grissinger



Rose Grissinger grew up in the Chambersburg area and is a long-time member of the Mission Hill BIC congregation. During her time there, she has served in a variety of volunteer capacities over the years.

Rose is a graduate of York Hospital School of Nursing and completed her Bachelor of Science in Nursing at Eastern Mennonite University in Harrisonburg, VA. She has 30+ years in Home Health and Hospice care both in the field and administration. She is currently working as the Project Manager in Electronic Medical Records (EMR) Development and Implementation for a national company.

She has served at Mission Hill Church in many different areas including oversight of the Pioneer Girl program, Personnel Committee member, Church Board, Church Board Secretary/Assistant, Sunday School Secretary/Sunday School Committee, Chairman of the Mission Committee, and Capital Campaign.

In addition to her service stateside, Rose served a 3-year term at Macha Mission Hospital under the auspices of BIC World Missions and spent a summer in Hatti with Mennonite Central Committee.

Rose was married to husband Gary for 27 years before he graduated from this life in 2017.

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), John Melhorn (Assistant Moderator), Lawton Jacobs (Secretary), Stan Morgan (Treasurer), Sherri Flohr (Member General Conference Board), Kevin Lay (Member At Large/Discipleship Council Chair), Terry Hoke (MAL), John Walker (MAL), (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. This year was no exception. We met in June, December and January. The December meeting was hosted by Bishop Rob and Daryl in their home. Spouses were invited to join us for the meal. We had a great time of fellowship before getting down to business.

Here are some of the items discussed and decisions made in the past year:

1) *Annual Regional Conference* – Allegheny Regional Conference for 2024 was held at Air Hill on April 6. One unusual aspect of the meeting was the absence of Bishop Rob. He was unable to attend due to illness. Joel Gillman was serving as the assistant moderator and did an excellent job leading us through the business of the day. At Air Hill it was announced that the plan was to hold Regional Conference at La Roca in Roanoke, VA in 2025. It is exciting to see this come to fruition.

2) *The Mt Rock Worship Center* – Several congregations meet at the worship center and will likely need an EIN number at some point. The BOD approved a recommendation to recognize The Rock as well as all Acts Fellowship Network congregations in the Allegheny Conference as members of the Conference and eligible for EINs.

3) *Loan Approvals* – Two loans with the Brethren in Christ Foundation were approved. The Mt Rock Worship Center will use the funds for a solar panel project and Mission Hill will for parking expansion.

4) *Air Hill's Bylaws* – Congregational bylaws are to be presented to the BOD for approval. Air Hill's Bylaws were approved at the December meeting.

5) *Sherman's Valley Parcel Proposal* – Someone has inquired about purchasing a piece of land across from what use to be Sherman Valley's parsonage. The congregation is not really interested in selling at this point. In order to take the pressure of making a decision off of the congregation, the BOD recommended Sherman's Valley consider leasing the land.

6) *Proposed Language in the Articles of Faith and Doctrine* – The BOD received two proposals for the wording of *Article II God and Creation* in the Brethren In Christ U.S. Articles of Faith and Doctrine. A task force was formed to work on a proposal to present to Regional Conference.

Respectively Submitted by,
Lawton Jacobs, BOD Secretary

B. The Treasurer's Report

Budget report 2024

Budget Proposal 2025

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 A (pages 45-50) at 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 Don Shenk to serve a third term as Member at Large on the Staffing Council ending in 2028.
2. The Board of Directors recommends the adoption of the Budget for 2025 with budgeted revenue amount of \$65,708.00 and budgeted expenditures of \$75,175.00.
3. The Allegheny Regional Conference Board of Directors has received requests for a change to be made to the wording of Article II: God and Creation of Articles of Faith in the Manual of Doctrine and Government. In light of these requests, the Board of Directors brings the following recommendation to the Allegheny Regional Conference body. If approved, this recommendation will be given to the General Conference Board as a request to be included in the agenda for General Assembly 2026.

The Allegheny Regional Conference Board of Directors recommend the final paragraph of Article II: God and Creation (Relationships in creation) read:

God gave human sexuality a good place in creation. **Being born male or female is integral to who we are. Though both sexes bear God’s image fully on their own, each does so in a unique and distinct way, completing one another to fully express 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.

The current reading in the 2024 edition of the Manual of Doctrine and Government: God gave human sexuality a good place in creation. **Being either male or female is integral to who we are and 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.

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 Steve Delaney (2020-21), Doug Lichty (2021-22), Jill Thompson (2022-23), Joel Gillman (2023-24) and John Melhorn (2024-2025). These five names are excluded from the following list.

Travis Kisamore, Air Hill	Deepa Pradhan, Grace Nepali	Kevin Lay, Mt Tabor
Bruce Ward, Antrim	Ralph Fisher, Green Spring	Lawton Jacobs, New Guilford
Jason Barthlow, Antrim	Phillip Madison, Highland Park	David Gettel, New Life Believers
Casey Hurst, Antrim	Blaine Lougheed, 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	Joey Wendling, South Mountain
Stacy Crawford, Canoe Creek	Chase Jackson, Mission Hill	Brad Stutzman, The Rock
John Geyer, Clear Creek	Brenton Clark, Mission Hill	Charles (Tony) Marker, The Rock
John Walker, Fairview Avenue	Japheth Nell, Montgomery	Mark Sewell, The Vine
Bonnie Walker, Fairview Avenue	Ron Hott, Mountain Chapel	Tim Fisher, Walkersville
Ray Kipe, Five Forks	Melissa Beal, Mountain Chapel	Beth Fisher, Walkersville
Brady Smith, Five Forks	David Halteman, Mowersville	

Those Chosen on the first Nominating Ballot:

Assistant Moderator for 2025-2026: _____

ITEM 21 – NEW FACES IN THE CONFERENCE

We are pleased to welcome new members to our conference family. Some faces may be familiar, others brand new. Take some time to get to know our newest family members!

Bruce Ward, Senior Pastor, Antrim



Bruce Ward was installed as the Senior Pastor on November 10, 2024. Bruce and wife, Jacki met online while living in New Jersey and have been married since 2013. They have three children: Killian, Chiara, and Twila. Parenting has been a fun adventure and both Bruce and Jacki bring to it a blessed lack of knowledge and understanding of the opposite sex – Jacki grew up with 2 sisters, Bruce, with 4 brothers.

Bruce and Jacki are self-proclaimed foodies and enjoy social gatherings, especially in their home. They love meeting new people and spending time with those they already know and love. Whether it's over delicious home cooking (both Bruce and Jacki love to cook), or at a local restaurant, one of their favorite pastimes is laughing and connecting over a meal.

Bruce and Jacki love to travel – especially cruises. In 2019, they spent time in Italy with Jacki's extended family and they have plans to venture to every continent someday (except Antarctica) and visit the many places represented in their heritages.

Prior to serving at Antrim, Bruce previously served at churches in West Virginia, New Jersey, and Pennsylvania. Bruce has a passion for disciple-making and community. He is a person of many passions and hobbies including roasting his own coffee, smoking tons of meat, computers, kayaking, outdoor sports, and tabletop games, among others.

Jacki has a degree in Psychology and has been a stay-at-home mom since 2017. She tries to maintain sanity by spending time in the sun but also enjoys photography and spending time with friends and family. Bruce and Jacki enjoy living life together with their three children and enjoy a light-hearted approach to life, as can be evidenced by the many pranks posted on social media! To connect with Bruce at bward@antrimbic.org.

Allison Hurley, Assimilation Coordinator, Mission Hill

Allison Hurley serves as the Assimilation Director at Mission Hill Church in Chambersburg, PA. She began attending Mission Hill in 2015 and served with their church plant, CityLight in Linkou Taiwan from 2020-2022. Allison joined the Mission Hill staff in June 2024. The Assimilation Director position allows her to care for newcomers practically as well as create systems and help develop hospitality skills within the Connect Teams.

When not at Mission Hill, Allison works full-time as a mental health counselor in the Chambersburg area. She will be moving in 2026 to join a church



planting team in London. If you would like to get in touch, you can reach her at allison@missionhill.church. She would love to grab coffee with you and connect!

Emily Frelin, Crisis Care Coordinator, Mission Hill



Emily Frelin has been serving as Crisis Care Coordinator since March 2024 and Women's Ministry team member at Mission Hill. She holds a B.S. in Human Anatomy from North Carolina State University, Level 1 Certified Christian Trauma Care Provider, and will complete her Certificate of Biblical Counseling from CCEF in May 2025.

In this role, she has the privilege to come alongside those finding themselves in difficult trials and hardship and gets to walk alongside of them as together they "loosen the bonds of wickedness [and] undo the straps of the yoke [so as to] restore streets to dwell in" (Isaiah 58:6-12).

Emily and her husband, Zach, served overseas in Southeast Asia for 3 years and now have lived in Pennsylvania for 8 years. She also homeschools their 3 wonderful children. Emily can be reached at emily@missionhill.church.

Kalli Yoder, Creative Director, Mission Hill

Kalli Yoder serves as the Creative Director for Mission Hill Church in Chambersburg. She lives in Greencastle with her husband, Alex, and three children, Carson (6), Luke (3) and Emma (1).

Kalli began serving in this position in March of 2024 and has really enjoyed the challenge of learning new skills like videography and editing, while using her past experiences/ skills of social media marketing, content creation and creative design.



In addition to her role at the church, Kalli enjoys being a mom and wife, playing outside with her kids, running, reading, and taking trips with her family to visit her hometown in Western Massachusetts. Reach out to Kalli at kalli@missionhill.church.

Joshua Blaye, Tech/Production Manager, Mission Hill



Josh Blaye is your typical Audio-Visual Tech with a passion for backlit buttons and clean wiring. Josh started volunteering at Mission Hill in 2019 as a general purpose "technician", helping to operate, upgrade, and maintain various pieces of equipment. After extensive experience, a lot of self-teaching, and many nights of breaking and fixing things, he was hired in early 2024 as the AV Production Manager.

Josh now continues to operate, upgrade, and maintain almost every piece of the Audio-Visual infrastructure at Mission Hill Chambersburg. His duties now additionally include curating the weekly sermon recordings hosted on Spotify

& Apple Podcasts; managing the scheduling and training of volunteers who now do the bulk of basic operations and filling in for them whenever needed; creating and implementing new systems; and helping out with general technical issues in various other areas when requested. Josh continues to learn new skills in the wide and wonderful world of Audio-Visual systems and aspires to dive deeper into the world of IT and perhaps the world of professional AV. Welcome Josh to the conference family at josh@missionhill.church.

Bonnie Walker, Worship Purpose Leader, Fairview Avenue

Dr. Bonnie Walker is passionate about serving as an ambassador for Christ and dedicated to sharing His love and message with others. She is currently doing just that at Fairview Avenue BIC Church, where she serves alongside her husband John Walker.

From a young age, Bonnie felt a strong calling to full-time Christian ministry, imagining herself as a missionary in Japan teaching English. Bonnie began to train toward that goal at Emmanuel Bible College; but after marrying John, she embraced her role as a pastor's wife, sharing in ministry, raising their family and working at a Christian school.



In 2019, Bonnie's involvement with Pauline Peiffer and the AWAKEN network promoted her to consider getting her credentials and explore a more active role in ministry. She received her 3-year provisional license in February 2025, and she is partnering in ministry with husband John and is currently serving as the Worship Purpose Leader at Fairview Avenue.

Reach out and welcome Bonnie at nbctbonbon@gmail.com.

"I want to express how pleased I am to be an active member of our BIC family. I am grateful to be a part of a denomination that actively commits to supporting women in ministry. The belief in equal leadership opportunities for women, based on their gifts and abilities, is one of the reasons I will continue in the credentialing process over the next three years. I aspire to advocate for women in ministry and to demonstrate that God can work through anyone, regardless of their stage in life. I pray that I can be a role model and an inspiration."

~Bonnie Walker

Camps

Item 22: Roxbury Camp Report and Financials

Item 23: Christian Retreat Center Report and Financials

ITEM 22 – ROXBURY HOLINESS CAMP

Greetings from Roxbury Holiness Camp. Another great year of ministry is behind us and we are in full swing of another busy year of serving Jesus by serving a variety of guest groups on our campus.

Our calendar remains mostly full and we have a waiting list of groups looking to book their retreat as space becomes available. We thank God for the opportunity to serve the variety of guests and groups from 1 to 1,000.

We received a call last summer from a gentleman named Wilfred wanting to reserve a site in the RV park for a week of fasting and prayer. At the beginning of the week, I was able to stop and talk with him at his RV. We talked a little bit about ourselves and about how we began coming to Roxbury. He has come for many years with Manna from Heaven, one of the large cabin groups. Later in the week, when I stopped again, we spoke further about his life and found out that he is originally from Guatemala. He felt the Lord leading him that week, in a call to return to Guatemala to establish a camp just like Roxbury. He had such a smile on his face as he talked about when he is here, he feels the Holy Spirit on these grounds, and how special Roxbury is to him. Wilfred has returned several times for personal retreat and has begun preaching and live streaming his messages from the cabin that he stays in. His brother came with him and has felt God calling him into full time ministry as well.

We have a group that we have been partnering with for nearly 10 years that serves in secure locations around the world. I will call them KC. They are an anabaptist group that began serving orphans and widows in war torn areas in the Middle East by meeting physical needs, and teaching English as well. As the war in Ukraine has created another opportunity for service, they have been using Hawbaker Legacy Retreat Center as their training location. One specific thing they learn while here is to sweep fields and clear them from land mines. They had a close call when one exploded and destroyed some of their equipment. It is our privilege to be able to discount their bill and partner in their ministry around the world. Join us with your prayers for this group as they raise funds to continue their ministry.

These are made possible because of your prayers and support.

This winter we have also begun 2 new small group ministries. Scones and Scripture, a monthly Bible journaling event for women, and Biscuits and the Bible, a weekly Monday morning group for men. The staff has a growing passion for hands-on ministry and are leading these groups to impact people's lives directly for Jesus.

Looking Forward: Pray for the board as they are working on a plan to eliminate the debt on the Hawbaker Legacy Retreat Center. This building is vital to the ministry of Roxbury, and being able to eliminate the debt would further enable us to develop new ways to develop ministry as God leads.

Thank you for your prayers, volunteer hours and monetary investment in Roxbury. God is using your gifts to make a difference.

Camp Meeting 2025's theme is CONNECTED. Save the date. August 1-10. Hank Johnson and John Oswalt are the evening evangelists.

Jeremy Spear, Roxbury Camp Director

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

**Roxbury Holiness Camp Financial Report
As of December 31, 2024**

						Dec 31, 24
ASSETS						
Current Assets						
Checking/Savings						
01-1010 · LIQUID ASSETS						
1015.00 · OTB Checking						
1015.01 · Orrstown Operating Acct - 0983						-15,231.29
1015.10 · ICS Sweep Acct - 2740						193,424.85
Total 1015.00 · OTB Checking						178,193.56
1016.02 · Orrstown Savings - 7913						344.53
1020 · BIC Foundation - Savings - 1918						5,282.50
Total 01-1010 · LIQUID ASSETS						183,820.59
Total Checking/Savings						183,820.59
Total Current Assets						183,820.59
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						3,977,490.40
LIABILITIES & EQUITY						
Liabilities						
Current Liabilities						
Other Current Liabilities						
01-2000 · CURRENT LIABILITIES						
2030 · Penna Inc. Tax w/h						526.37
2035 · PA Sales Tax						312.60
2051 · Local EITax w/h						1,730.70
2060 · Pension Liability						730.73
2085 · Cleaning Deposit						750.00
2090 · Reservation Deposits						24,913.92
2110 · Direct Deposit Liabilities						-12,261.72
Total 01-2000 · CURRENT LIABILITIES						22,832.60
Total Other Current Liabilities						22,832.60
Total Current Liabilities						22,832.60

**Roxbury Holiness Camp Financial Report
As of December 31, 2024**

		Long Term Liabilities	
		01-2700 · LONG TERM LIABILITIES	
		2755 · BICF Mtg (Legacy Building)	1,198,674.78
		2756 · Loan Closing Costs (auditors)	-7,433.00
		2757 · Accumulated Amortiz. (auditors)	2,973.20
		Total 01-2700 · LONG TERM LIABILITIES	1,194,214.98
		Total Long Term Liabilities	1,194,214.98
Total Liabilities			1,217,047.58
Equity			
		01-3200 · RESTRICTED FUNDS	
		3201 · Temporary Restricted	26,500.00
		3204 · Camp Meeting Scholarships	427.45
		3205 · Prayer Chapel & Gardens Desig.	34,954.40
		3210 · Elementary Camp (Sunbeam) Desig	7,212.23
		3214 · Outdoor WiFi	1,008.34
		3215 · Jr. Camp Designated	1,789.89
		3220 · Teen Camp Designated	2,110.00
		3230 · Capital Donations Designated	
		3230.24 · 2024 CM Capital Offering	1,100.00
		Total 3230 · Capital Donations Designated	1,100.00
		3233 · Outdoor Lights by Cabins	4,734.98
		Total 01-3200 · RESTRICTED FUNDS	79,837.29
		01-3999 · Unrestricted Net Assets	2,950,302.94
		Net Income	-269,697.41
Total Equity			2,760,442.82
TOTAL LIABILITIES & EQUITY			3,977,490.40

ITEM 23 – CHRISTIAN RETREAT CENTER

I believe and trust 2024 was a fruitful year as CRC sought to proclaim the name of Jesus through different ministry avenues. Thinking back to the summer programs, it is a blessing to organize TIMS, youth camps, and family camp.

Our TIMS program, which is where youth groups come to CRC and are then sent out into community, had another influential summer. We were able to send teams to towns in Juniata and Perry County. Work included constructing ramps for an elderly woman and a husband who was confined to a wheelchair, laying new carpet in a child's bedroom, and helping families with yard work. The physical work is always good, but the lasting influence is the relationships that are made between our work teams and the homeowners.

Our youth camps had another year of good numerical growth as we welcomed over 260 campers. During our four weeks of youth camps 9 children made a first-time decision to proclaim Jesus as Lord, 20 campers rededicated their lives to Jesus, and 5 teenagers got baptized during our Teen Camp in the creek at the front of camp. We give thanks for the influence a week of CRC has on the lives of these children. I also pray and trust many other lives were encouraged to keep pursuing Jesus while living in a culture that often promotes values that are contrary to the Kingdom that Jesus announced.

CRC concluded our summer programs with our Family Camp. CRC's team welcomed nine families, which totaled about 50 people. Family Camp has become a great way to end our programs and is a great opportunity for families to be together before another academic year begins.

For the rest of the year, CRC is regularly welcoming churches, families, and organizations for retreats. It's a blessing to welcome our BIC churches for various retreats and to welcome pastors for personal / individual retreat for a time of rest, prayer, and study. This year CRC hosted a Vietnamese Church from Harrisburg, a church from Boston, reconnected with a church from Queens, welcomed a local parachurch ministry that held a young adult retreat, an adult disciple group from Mechanicsburg, and a Bhutanese and Nepalese young adult retreat with participants joining from around the United States. It's a joy to welcome so many people to CRC who live in different parts of the country, represent different cultures, and ethnic backgrounds. It's a great reminder that the Kingdom of God is wide and diverse, but there is great unity for those that fall under the Lordship of Jesus.

Our Project 3,000 campaign continues to be positive as we grow towards financial sustainability. In 2024 CRC paid over \$200,000 in principle on our debt. Our loan is under \$800,000.

As a whole, the Lord continues to sustain & care for our ministry efforts through a camping context. It's an immense joy to serve at CRC with the camp's staff and with the Board of Directors.

Zachary Bashore

Executive Director

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

Christian Retreat Center Balance Sheet as of December 31, 2024

31-Dec-24

ASSETS

Current Assets Checking/Savings

01-1010 · Liquid Assets

1014 · Pennian Checking #2	71,204.61
1016 · Savings Pennian Bank	6,079.35
1020 · BIC Foundation	
1020.01 · BICF - TIMS/General - 1422	1,393.29
1020.02 · BICF - PC Sponsorship -- 3281	2,754.75
1020.03 · BICF - TAP - Lodge/ACC - 3739	104,399.94
1020.04 · BIC Foundation - Bridge - 3918	35.95
Total 1020 · BIC Foundation	<u>108,583.93</u>

Total 01-1010 · Liquid Assets	<u>185,867.89</u>
-------------------------------	-------------------

Total Checking/Savings	<u>185,867.89</u>
------------------------	-------------------

Other Current Assets 1900 · In Kind Asset	3,899.00
-------------------------------------------	----------

Total Other Current Assets	<u>3,899.00</u>
----------------------------	-----------------

Total Current Assets	<u>189,766.89</u>
----------------------	-------------------

Fixed Assets

1999 · Furniture and Equipment

37,974.94

Total Fixed Assets	<u>37,974.94</u>
--------------------	------------------

TOTAL ASSETS

227,741.83

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

01-2000 · Current Liabilities

2025 · Operational Loan 12/2024	30,000.00
---------------------------------	-----------

2037 · Local Hotel Tax	1,432.25
------------------------	----------

2100 · Payroll Liabilities

2100.02 · Federal SS	-49.60
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2100.03 · Federal mc	-11.60
----------------------	--------

2100.11 · PA State w.h	-25.36
------------------------	--------

2100.21 · Local EIT	630.05
---------------------	--------

2100 · Payroll Liabilities - Other	97.20
------------------------------------	-------

Total 2100 · Payroll Liabilities	<u>640.69</u>
----------------------------------	---------------

01-2000 · Current Liabilities - Other	-588.18
---------------------------------------	---------

Total 01-2000 · Current Liabilities	<u>31,484.76</u>
-------------------------------------	------------------

25500 · Sales Tax Payable	2,421.19
---------------------------	----------

Total Other Current Liabilities	<u>33,905.95</u>
---------------------------------	------------------

Total Current Liabilities	<u>33,905.95</u>
---------------------------	------------------

Long Term Liabilities

01-2500 · Long Term Liabilities

2510 · BIC Loan 936 - Mortgage

860,391.88

Total 01-2500 · Long Term Liabilities	<u>860,391.88</u>
---------------------------------------	-------------------

Total Long Term Liabilities	<u>860,391.88</u>
-----------------------------	-------------------

Total Liabilities	<u>894,297.83</u>
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Dec 31, 24

Equity

3000 · Opening Bal Equity

34,956.39

3900 · Retained Earnings	-852,478.73
--------------------------	-------------

Net Income	150,966.34
------------	------------

Total Equity	<u>-666,556.00</u>
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TOTAL LIABILITIES & EQUITY

227,741.83

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 B, beginning on page 51.

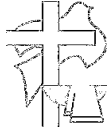
ITEM 25 – ANNOUNCEMENTS

ITEM 26 – INSTALLATIONS

ITEM 27 – SUMMATION OF THE MINUTES

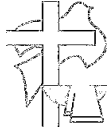
ITEM 28 – ADJOURNMENT

Appendix A – Treasurer's Report



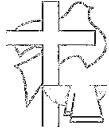
**Allegheny BIC Conference
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 123,447.89	\$ 123,447.89	\$ 135,382.21
<u>Revenues</u>			
Board of Directors	\$ 25,254.98	\$ 21,476.36	\$ 19,550.00
Evangelism Council	37,933.91	37,000.00	38,000.00
Ministry Council	2,191.45	1,975.00	3,476.50
Discipleship Council	2,111.46	1,980.00	3,481.50
Worship Council	238.28	100.00	1,200.00
Total Revenue	67,730.08	62,531.36	65,708.00
<u>Expenditures</u>			
Board of Directors	14,794.47	29,850.00	29,850.00
Evangelism Council	33,250.00	41,000.00	31,000.00
Ministry Council	3,289.48	2,725.00	3,725.00
Discipleship Council	4,461.81	6,350.00	7,400.00
Worship Council	0.00	3,200.00	3,200.00
Total Expenditures	55,795.76	83,125.00	75,175.00
<u>Excess of Revenue over Expenditures:</u>	\$ 11,934.32	\$ (20,593.64)	\$ (9,467.00)
12/31/2024 Balance	\$ 135,382.21	\$ 102,854.25	\$ 125,915.21
		Projected 12/31/2024	Projected 12/31/2025
<hr/>			
	1/1/2024	12/31/2024	
<u>Restricted Reserves</u>			
Capital Reserves			
Balance	\$ 136,534.29	\$ 140,453.50	
Pleasant Hill Cemetery			
Balance	11,603.33	12,126.59	
<u>Unrestricted Reserves</u>			
Balance	\$ 123,447.89	\$ 135,382.21	
Total Net Worth	\$ 271,585.51	\$ 287,962.30	



**Allegheny BIC Conference BOD
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 9,541.19	\$ 9,541.19	\$ 20,001.70
Revenue			
Cooperative Ministries Support	\$ 14,001.36	\$ 14,001.36	\$ 12,000.00
Designated - Allegheny Conf	8,672.00	0.00	0.00
BIC Foundation Dividends	236.62	125.00	200.00
Ringgold Meeting House	250.00	0.00	0.00
Business Session Meal Offering	1,045.00	1,500.00	1,500.00
Business Session Offering	1,050.00	2,000.00	2,000.00
Pastor's Retreat	0.00	3,000.00	3,000.00
Wives Retreat	0.00	750.00	750.00
Miscellaneous Income	0.00	100.00	100.00
Total Revenue	25,254.98	21,476.36	19,550.00
Expenditures			
Designated Disbursements	0.00	3,000.00	3,000.00
Ringgold Meeting House	0.00	0.00	0.00
Business Session Expenses	1,342.94	3,000.00	3,000.00
Bus Session Agenda / Minutes	0.00	150.00	150.00
Business Session Offering	1,050.00	2,000.00	2,000.00
Pastor's Retreat	0.00	4,000.00	4,000.00
Wives Retreat	956.66	1,500.00	1,500.00
Board Member Training	0.00	500.00	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	150.00	150.00
Office Expense	190.78	150.00	150.00
Bishop's Discretionary Fund	1,000.00	2,000.00	2,000.00
Bishop's Assistant	7,442.09	9,500.00	9,500.00
Equipment / Software	0.00	100.00	100.00
Insurance Expense	1,312.00	1,200.00	1,200.00
Property Maintenance	0.00	0.00	0.00
Miscellaneous Expense	0.00	100.00	100.00
Total Expenditures	14,794.47	29,850.00	29,850.00
Excess of Revenue over Expenditures:	\$ 10,460.51	\$ (8,373.64)	\$ (10,300.00)
12/31/2024 Balance	\$ 20,001.70	\$ 1,167.55	\$ 9,701.70
		Projected 12/31/2024	Projected 12/31/2025



**Allegheny BIC Conference Evangelism Council
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 82,006.71	\$ 82,006.71	\$ 86,690.62
<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	3,900.00	4,000.00	4,000.00
BIC Foundation Dividends	2,033.91	1,000.00	2,000.00
Miscellaneous Income	0.00	0.00	0.00
<i>Total Revenue</i>	37,933.91	37,000.00	38,000.00
<u>Expenditures</u>			
Designated Disbursements	0.00	10,000.00	10,000.00
Evangelism and Training	0.00	0.00	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	0.00	0.00	0.00
Acts Fellowship Subsidy	13,000.00	12,000.00	12,000.00
New Life Believers Subsidy	10,000.00	10,000.00	0.00
La Roca Eternal Subsidy	3,000.00	3,000.00	3,000.00
The Rock Subsidy	7,250.00	6,000.00	6,000.00
Board / Travel	0.00	0.00	0.00
Office Expense	0.00	0.00	0.00
<i>Total Expenditures</i>	33,250.00	41,000.00	31,000.00
<u>Excess of Revenue over Expenditures:</u>	\$ 4,683.91	\$ (4,000.00)	\$ 7,000.00
12/31/2024 Balance	\$ 86,690.62	\$ 78,006.71	\$ 93,690.62
		Projected 12/31/2024	Projected 12/31/2025



**Allegheny BIC Conference Ministry Council
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 10,944.60	\$ 10,944.60	\$ 9,846.57
<u>Revenue</u>			
Cooperative Ministries Support	\$ 1,000.00	\$ 1,000.00	\$ 1,500.00
BIC Foundation Dividends	271.45	145.00	145.00
Shaping Leaders	830.00	830.00	1,831.50
Miscellaneous Income	90.00	0.00	0.00
<i>Total Revenue</i>	2,191.45	1,975.00	3,476.50
<u>Expenditures</u>			
Elijah House Subsidy	250.00	0.00	0.00
Designated Disbursements	0.00	500.00	500.00
Benevolence	890.78	250.00	250.00
Pastors Wives Retreat	0.00	250.00	250.00
Meat Canning Project Expenses	0.00	0.00	0.00
Special Projects / Promotions	0.00	0.00	1,000.00
Fellowship Meals	2,148.70	1,000.00	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
<i>Total Expenditures</i>	3,289.48	2,725.00	3,725.00
<u>Excess of Revenue over Expenditures:</u>	\$ (1,098.03)	\$ (750.00)	\$ (248.50)
12/31/2024 Balance	\$ 9,846.57	\$ 10,194.60	\$ 9,598.07
		Projected 12/31/2024	Projected 12/31/2025



**Allegheny BIC Conference Discipleship Council
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 11,348.25	\$ 11,348.25	\$ 8,997.90
<u>Revenue</u>			
Cooperative Ministries Support	\$ 1,000.00	\$ 1,000.00	\$ 1,500.00
BIC Foundation Dividends	281.46	150.00	150.00
Regional Youth Events	0.00	0.00	0.00
Women's Tea Event	0.00	0.00	0.00
Shaping Leaders	830.00	830.00	1,831.50
Miscellaneous Income	0.00	0.00	0.00
Total Revenue	2,111.46	1,980.00	3,481.50
<u>Expenditures</u>			
Designated Disbursements	0.00	500.00	500.00
Barnabas Initiative	0.00	0.00	0.00
Special Events	0.00	0.00	0.00
Bible Literacy	0.00	0.00	0.00
Youth Quizzing	0.00	0.00	0.00
Youth Camp Support	0.00	0.00	0.00
Training Events	0.00	750.00	750.00
Hearing His Heart	0.00	750.00	750.00
Second Career Summit	0.00	0.00	0.00
Regional Youth Events	0.00	0.00	0.00
Women's Tea Event	0.00	0.00	0.00
Board / Travel	0.00	100.00	100.00
Office Expense	0.00	100.00	100.00
Summer Intern	4,330.85	3,450.00	4,500.00
Multimedia Dev/Admin	0.00	300.00	300.00
Council Development	0.00	250.00	250.00
Miscellaneous Expense	130.96	150.00	150.00
Total Expenditures	4,461.81	6,350.00	7,400.00
<u>Excess of Revenue over Expenditures:</u>	\$ (2,350.35)	\$ (4,370.00)	\$ (3,918.50)
12/31/2024 Balance	\$ 8,997.90	\$ 6,978.25	\$ 5,079.40
		Projected 12/31/2024	Projected 12/31/2025



**Allegheny BIC Conference Worship Council
Financial Report
Dec. 31, 2024**

	2024 Actual	2024 Budget	2025 Budget
Balance January 1, 2024/25	\$ 9,607.14	\$ 9,607.14	\$ 9,845.42
<u>Revenue</u>			
Cooperative Ministries Support	\$ -	\$ -	\$ 1,000.00
BIC Foundation Dividends	238.28	100.00	200.00
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	238.28	100.00	1,200.00
<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	100.00	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	3,200.00	3,200.00
<u>Excess of Revenue over Expenditures:</u>	\$ 238.28	\$ (3,100.00)	\$ (2,000.00)
12/31/2024 Balance	\$ 9,845.42	\$ 6,507.14	\$ 7,845.42
		Projected 12/31/2024	Projected 12/31/2025

Appendix B - Courtesy Reports

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

The Tide 2025 Report to the Allegheny Regional Conference

Our core purpose remains the same, but this organization presently looks much different than it did the day Rev. Charlie Byers stepped into the studio in 1946. Over the past 78 years God has grown The Tide ministry from a local radio program on one station in central Pennsylvania to a multifaceted global outreach using a variety of broadcast media in over 30 languages to proclaim the good news about Jesus to people in 13 countries or regions. Ongoing strategic planning, grounded in prayer and an earnest desire to discern God's will, plays a vital role in the longevity, growth, and effectiveness of the Tide ministry. Our current Diamond Vision was unveiled in 2021 in conjunction with our 75th anniversary. As we approach our 80th year of gospel proclamation through broadcast media we are beginning to transition into The Tide Vision 2026 which focuses on the three key strategic elements of Partnership Development, Organizational Strength, and Resources Development.

We rely on our global ministry partners to accomplish our mission. They in turn rely on us for the resources to carry out that mission. Together, we are increasingly encountering spiritual warfare in our mutual endeavors to share the gospel. Our work in the Balkan region has experienced widespread opposition to both existing outreaches and efforts to expand into new countries. We are currently facing obstacles and challenges to route funds into India, Mozambique, and Pakistan. Almost every country in which we have a partnering outreach faces economic hardship. Seven of the thirteen countries where we have a base of operations are on the Open Doors World Watch list for persecution of Christians and four other countries are on the verge. As our partners face threats against their lives and facilities and engage in legal action to maintain or procure broadcasting licenses and registered organizational status, they turn to us for advice, assistance, encouragement and prayer support. As this spiritual battle rages on, the quarterly reports from the field come in with testimonies of lives changed by Christ and new fellowships being established! These victories indicate that God is sustaining the work and using our partners to draw people into His Kingdom.

As we continue to pursue the mission and vision that God has called us to, it is important to keep in mind how much the diverse aspects of Partnership Development and Resource Development integrate and coalesce with one another. Our efforts towards Resource Development often focus heavily on finances, but it is imperative that we also devote ourselves to providing prayer coverage, raising awareness, engaging in advocacy, and recruiting teams to visit each region and minister to - and alongside - our boots on the ground. We are grateful for the many congregations and individuals within the Allegheny Regional Conference who fill the dual role of partnering with us and generously providing resources. Thank you!

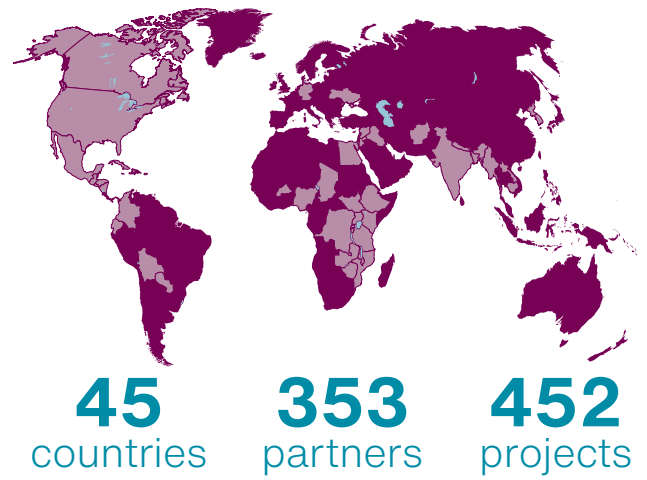
As we have grown, we have been making significant progress towards more robust operational policies and structure for improved Organizational Strength. Perhaps our greatest challenge is to discern how to best develop and establish Organizational Strength that can endure and adapt to multi-faceted changes in our environment and society. Longevity in ministry does not guarantee perpetuation, but it does indicate that we have historically been able to grow and adapt well. With God's help we hope to continue that trend as we continue to be fully devoted to our mission of creatively sharing the Good News of Jesus Christ worldwide through media and partnerships!

Respectfully Submitted,
Don Shenk, Director

2025 report for Allegheny Conference Brethren In Christ

MCC East Coast

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



At left, Mary Nyashin Tsief, 70, who receives monthly food packages of sorghum, beans and oil through an MCC-supported project, leads visitors to her dwelling in a camp in Rubkona, South Sudan, for families displaced by conflict or flooding. (MCC photo/Mackenzie Schwarz)

MCC's 2025 guiding scripture

"Come," he replied, "and you will see."

So they went and saw where he was staying, and they spent that day with him.

John 1:39 (NIV)

Dear friends,

"Come and see" is Jesus' invitation as stated in this year's scripture card (John 1:39). As we go in the name of Christ, we desire to see neighbors near and far as Christ sees them, doing what Christ would have us do, spending time with Jesus and envisioning right relationships with God, one another and creation. May following Christ continue to give us the sight needed to see where Jesus is leading us to be, respond and go – taking the name of Christ as our exclamation point!

Thank you for your continued commitment and partnership through prayer, financial giving, service and advocacy. MCC continues to extend our reach of sharing God's love and compassion for all because of support like yours.

Thank you again for your gift of partnership,

Hyacinth Stevens, *MCC East Coast Executive Director*

Stan Morgan, *MCC East Coast board member*

MCC and Allegheny BIC Conference connections

- 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 Cumberland Valley Relief Center (CVRC) in Chambersburg, PA. With your help, last year, MCC shipped 298,827 kg of canned meat to Chad, Cuba, Ethiopia, Malawi, South Sudan, Ukraine, the U.S. (including Puerto Rico) and Zambia.
- Sewing circles from Antrim BIC, New Guilford BIC, Air Hill BIC and Montgomery BIC make comforters for MCC at the CVRC.
- Congregations in Allegheny BIC Conference donate grocery bags and food boxes to MCC to provide basic food staples for individuals and families in need.



MCC East Coast staff in Puerto Rico provided timely and essential relief in the wake of the devastating Hurricane Maria in 2017. MCC continues relief work in Puerto Rico - supporting solar projects that provide energy security to Puerto Rican families who are

vulnerable to disaster because of disabilities or other realities. Through a collaborative project with Adjuntas-based nonprofit organization Casa Pueblo, called Cucubano, or firefly, MCC brings solar-powered relief to families in rural Puerto Rico.



Scan the QR code or visit mcc.org/solar-powered-relief to read the full story!

MCC photo/Yujin Kim

"People plan their path, but the Lord secures their steps."

– Proverbs 16:9 (CEB)

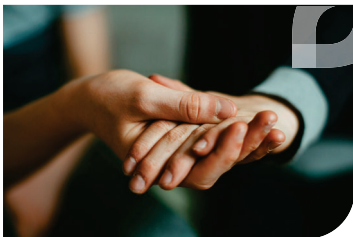
Building strong stewardship ministries

At Everence®, we believe Christian stewardship encompasses all we are and all we have, aligning our lives with God's purposes.

Through our Stewardship Partners program, we help churches build vibrant stewardship ministries that address both congregational and personal financial needs. With faith-driven resources, we equip stewardship leaders to help your church manage finances in alignment with Christian values, fostering both financial well-being and spiritual growth.

Let us help you build a strong stewardship ministry! Visit everence.com/partners to learn more.

Churches supporting community through Sharing Funds



Faith communities can be a vital support in times of hardship – and the Everence Sharing Fund helps churches assist members in need.

Over the past six years, Everence has distributed nearly \$5 million in Sharing Fund grants, on top of additional matches from churches,

Your Ministries. Your Finances.

Everence 2025 report

Brethren in Christ
Allegheny Regional Conference
April 4-5, 2025

to help thousands facing hardship. You can support this important work with a fully tax-deductible donation – 100% of your gift will go directly to those experiencing financial challenges. To donate or learn more, visit everence.com/sharing-fund.

Boost your church's ministries with MyNeighbor



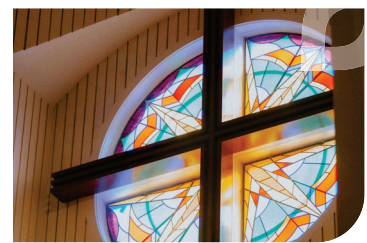
If your church is seeking an easy, low-cost way to boost financial support, consider the MyNeighbor credit card from Everence Federal Credit Union.

This program lets individuals contribute to your church or favorite nonprofits with every purchase. Whether for groceries, bills, or other everyday expenses, 1.50% of each purchase made using the MyNeighbor card goes directly to the charity of the cardholder's choice, such as your church. Then, in January, Everence sends checks to the selected 501(c)(3) nonprofit organizations, with no additional work required on your end.

Since 2017, we have donated \$2.8 million through the MyNeighbor program. It's an easy way to foster stewardship engagement and

create additional revenue for your church's ministries. Learn more at everence.com/myneighbor.

Strengthening your church's endowment fund



As of 2021, over 40% of religious organizations reported challenges in managing their endowment funds, highlighting the need for sustainable financial planning (National Philanthropic Trust, 2021). While updated data is expected, this trend emphasizes the importance for churches to actively manage their endowments for long-term stability.

Your church can develop a strategy to grow and manage its endowment to create a reliable income stream to support ministries – especially in uncertain times. By engaging your congregation and implementing thoughtful giving practices, you can lay the groundwork for lasting financial growth. Talk to your Everence stewardship consultant or visit everence.com/churches for more information.



Awaken Report 2025

Awaken 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 are a network for women in ministry, meaning, we function as a system of interconnected individuals that facilitates communication, and collaboration and as such, a component of the organized Church, working in a specific area of ministry leadership and calling.

In practice this happens as we work together to empower, engage, and equip women in ministry and leadership. We do that in various measures of networking, training, affirming, and inspiring through regional gatherings and virtual events. We have a mentorship program that offers one-on-one mentoring—by women for women—and cohorts (groups focused on specific goals). We have and continue to build an online resource Hub for all things related to women in ministry, and in these things, we advocate for women in ministry leadership.

This is long, slow work that requires creativity, innovation, and collaboration, because truthfully, the cultivation of church communities, where mutuality is the mark of our corporate (and personal) behavior, is still in process. I'm thankful for the decisions that we, as the Church, made this past summer at the General Assembly regarding the language in our Articles of Faith, which should help to reshape and form a more robust expression of what it means live and lead together, in the freedom of Christ (Galatians 3:28). But the kind of change we envision doesn't just happen, it takes intentionality and effort. We believe it's worth it, because the result will be a flourishing church where women and men serve shoulder to shoulder with mutual respect, trust, and partnership. My prayer is that we will collectively remember that the harvest is great and understand that ministry is not a zero-sum game—we are better together.

Three years ago, Awaken began a cohort for women who are in the credentialing process. Working with Donna Sturr, the Assistant for Leadership Development, Awaken invites women who have received their 3-year provisional license into a cohort designed to encourage with mutual accountability, resources, and community around the common goal of writing the Doctrinal Questionnaire. This group of women from across the country meet every other week on Zoom for two hours as they work to accomplish this work. In addition to the Credentialing Cohort, Awaken initiated a Leadership Cohort, which focuses on Spiritual Formation and developing a leadership plan. This group meets monthly around assigned readings on topics like identity, spiritual disciplines, leadership, and discernment.

These are some of the practical ways we are working to help move the dial regarding our collective priority is to see an increase in the number of qualified women and people of color serving in BIC U.S. assigned ministry roles and governing boards (Project 250). This collective goal sounds good, but the reality of achievement is challenging when the pool to draw from is small. I reviewed some stats provided by the General Office and learned that over the last three years, the number of Ordained Female Ministers has increased. In this last year, five women were ordained, which is significant and worthy of celebration. We are encouraged by this movement, but also cognizant that there is still much work to be done. We press on.

As we look to 2025, we anticipate continued movement as we build 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.

Respectfully Submitted,
Maureen Brown,
Director

Our Awaken Leadership Team for 2025:

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



Annual Report to BIC General Conference and BIC Regional Conferences

January 2025

Greetings in the name of our Lord and Savior! We are pleased to share the financial summary of our most recent audit, highlighting how we continue to live out our strategic vision for the future. We are filled with gratitude for the blessings and successes that have unfolded at Messiah Lifeways® in 2024 and look forward to what is to come.

The past year has been filled with exciting ways that God's faithfulness has been demonstrated in the work of Messiah Lifeways. We have again been recognized for our outstanding healthcare operations by Newsweek and U.S. News and World Report, as well as by having a deficiency-free annual survey conducted by the Pennsylvania Department of Health. We also received local recognition for Empowering Women by Lehigh Valley Business and Central Penn Business Journal and recognition of our leadership in our region by the Messiah University and the West Shore Chamber.

Messiah Lifeways At Home also celebrated 40 years of serving older adults in the community and was named a Provider of Choice by Home Care Pulse. Additionally, the renovations we recently completed on our Bailey Street Apartments were recognized by Senior Housing News for their architecture and design.

In November 2024, we were excited to ceremoniously break ground on our upcoming campus, Fernecrest, for those aged 62+, located at 100 Spanglers Mill Road in New Cumberland, Pennsylvania. This was a milestone moment for Messiah Lifeways, and our Fernecrest campus, as we hammered the first nail and turned the first shovel of dirt—breaking ground on the land that will soon become a vibrant community. Fernecrest will offer 15 floor plans, from spacious apartments to well-appointed courtyard homes, duplex homes, and estate homes. With 131 residential living units, Fernecrest will welcome new older adults to the Messiah Lifeways community.

While we're active in the planning and development of this project as it comes to life, at the same time we continue to invest in our already vibrant campus community at Messiah Village. We appreciate that we have received several state grants that will bolster the funding of these projects at Ferncrest, Messiah Village, and our senior centers.

In the past year, we also highlighted our community, our noteworthy recognitions, accomplishments, and aspirations in our re-launched magazine, *Unscripted*, which is broadly focused on redefining the conversations around aging in the region.

As the calendar turns to 2025, we continue to prioritize the work of our strategic initiatives to build a great place to work and live—improving the services we offer and growing the number of older adults we serve. We are excited to refresh our plans for the next several years through thoughtful collaboration with our Board of Directors. Our foundational focuses will be the same; however, we plan to make adjustments to ensure our approach in the delivery and execution of the strategy moving forward is innovative and successful.

We ask for your prayers and support as we move forward. Together, with the Brethren in Christ Church's backing, we can continue to foster a flourishing and compassionate community that embodies Christ's love. Although we face ongoing challenges, I am confident that through prayer and the guidance of God, we can fulfill our mission to serve older adults with Christ-like love for countless years to come.

May our lives continue to be filled with God's grace.

A handwritten signature in black ink, appearing to read 'Karl J. Brummer', with a long horizontal flourish extending to the right.

Karl J. Brummer
President & CEO

Attachment: Annual Report for Messiah Lifeways including Consolidated Financial Information for Period Ending June 30, 2024



Consolidated Balance Sheet

Condensed at June 30

Date	2024	2023
<u>Assets:</u>		
Current Assets	\$9,363,064	\$19,372,273
Assets Whose Use is Limited, Net	\$6,961,153	\$6,120,834
Investments	\$64,353,468	\$60,873,399
Property and Equipment, Net	\$115,133,466	\$109,414,418
Other Assets	\$2,884,414	\$2,642,922
Total Assets	\$198,695,565	\$198,423,846
<u>Liabilities and Net Assets:</u>		
Current Liabilities	\$9,237,982	\$10,560,400
Long-term Debt	\$73,310,678	\$75,268,391
Refundable and Deferred Entrance Fees	\$61,957,286	\$60,387,765
Other Liabilities	\$145,331	\$171,423
Total Liabilities	\$144,651,277	\$146,387,979
<u>Net Assets:</u>		
Without Donor Restrictions	\$29,916,349	\$29,865,076
With Donor Restrictions	\$24,127,939	\$22,170,791
Total Liabilities and Net Assets	\$198,695,565	\$198,423,846



Consolidated Statement of Activities

Condensed as of fiscal year ended June 30

Date	2024	2023
Revenues:	\$52,941,526	\$51,535,797
Expenses:		
Salaries, Wages, and Benefits	\$25,677,727	\$21,517,167
Fees, Purchased Services, and Supplies	\$14,398,614	\$15,512,593
Depreciation and Amortization	\$7,622,433	\$7,786,438
Interest	\$3,321,488	\$3,283,970
Building Operations and Maintenance	\$3,149,385	\$3,212,228
Other Operating Expenses	\$1,654,809	\$1,323,062
Insurance and Real Estate Taxes	\$2,269,836	\$2,199,004
Total Expenses	\$58,094,292	\$54,834,462
Operating Loss	(\$5,152,766)	(\$3,298,665)
Contributions	\$834,577	\$1,306,818
Investment Returns	\$4,958,338	\$4,205,474
Release From Restriction Used for Operations	-\$1,486,094	-\$1,505,854
Other Non-Operating Gains and Losses	\$2,854,366	\$3,693,753
Change in Net Assets	\$2,008,421	\$4,401,526
Net Assets, Beginning	\$52,035,867	\$47,634,341
Net Assets, Ending	\$54,044,288	\$52,035,867



Unrestricted Revenues by Line of Service

Condensed as of fiscal year ended June 30

Date	2024	2023
Messiah Village Nursing	\$17,845,934	\$17,821,560
Messiah Village Enhanced Living	\$13,063,114	\$12,168,947
Messiah Village Residential Living	\$14,129,750	\$13,176,019
Mount Joy Country Homes Residential Living	\$1,577,112	\$1,643,070
Community Support Services	\$1,831,982	\$1,639,101
Physical, Occupational, Speech Therapy	\$1,889,907	\$2,302,585
Grant Revenue	\$45,558	\$250,374
Net Assets Released From Restriction	\$1,386,491	\$1,391,681
Other	\$1,281,971	\$1,273,482
Total	\$53,051,819	\$51,666,819



SUBMITTED BY PRESIDENT KIM S. PHIPPS · JANUARY 2025

Report to the General Conference of the Brethren in Christ Church

In June of 2024, I publicly announced that **I will be retiring as president of Messiah University in June 2025**, following the conclusion of the current academic year. So, after the privilege of serving 20 years in the presidency, this will be my final report to the General Conference on behalf of Messiah University. I have been incredibly honored by the opportunity to lead this outstanding Christian educational community. I have been equally blessed by the relationships that I have formed over the years with Messiah students, alumni, employees, parents, donors, friends—and with the members and leadership of the Brethren in Christ Church. **Messiah's Board of Trustees, in collaboration with a 16-member presidential search committee which includes the BIC National Director** (also comprised of trustees, alumni, faculty, staff, administrators, and the student body president), **is currently engaged in a national search for the ninth president of Messiah University** to faithfully advance our distinctive institutional mission.

Messiah started the 2024-25 academic year by **welcoming our new provost, Dr. Christine J. Gardner**, who comes to Messiah from her previous role as dean of the School of Graduate, Professional and Extended Studies, and as chair of the Department of Communication Arts, Theatre and Art at Gordon College in Wenham, Mass. The university started the new year **with an enrollment of 2,218 total undergraduate students, including 564 new first-time students, as well as 774 total graduate students**. This year we also **educated more than 330 dual enrollment students**, an exciting increase rooted in expanding partnerships with local and regional high schools—and the addition of **specialized dual enrollment tracks in business, education and engineering**.

Our School of Graduate and Professional Studies continues to develop new degree programs that meet employer and societal needs such as **new MBA tracks in Artificial Intelligence and Business Analytics**. We have also been partnering with regional school districts **to help address the critical teacher shortage in Pennsylvania through the expansion of our Teacher Certification Initiative**, designed to help emergency-certified educators earn their long-term certification, and our **Educators for Tomorrow initiative**, designed to help high school students explore an education career while earning college credit. We are additionally excited and currently recruiting for NEXT Steps—a two-year, four-semester residential certificate program designed to support academic, vocational, social and spiritual growth for students with intellectual disability.

The University continues to fulfill the goals and priorities of its institutional strategic plan, *University Rising: the Strategic Plan for Messiah 2022-2025*. Some important updates include:

- The completed construction of **the first phase of our “Warmer Welcome” campaign**. In October 2024, we dedicated Sawyer Pavilion, providing new, much-needed hospitality/concession areas at Starry Athletic Complex and the Witmer Family Lacrosse Stadium, providing new stadium seating and media facilities for Messiah Lacrosse.
- **The development of new enhanced campus entrance**, with construction planned to begin in spring 2025 for completion later this summer.
- **A yearlong celebration and a dedicated campaign to honor 40 years of nursing at Messiah University** that will upgrade our patient simulators and that will purchase a neonatal unit at the Macha Hospital in recognition of the long-standing partnership we have shared.

In closing, I invite you to pray for the Phipps family as we continue to transition to our next (post-retirement) phase of life, which will be centered in Lancaster, Pa. Kelly and I look forward to meaningful volunteering and service to the church. Throughout all of the challenges, changes and growth that we have experienced together in my last 27 years at Messiah—20 of those as president—I have remained thankful for your support and for God's faithfulness to Messiah University as we have lived out our mission together to educate students toward maturity of intellect, character and Christian faith.

Navajo Mission Director's Report 2024

2024 was marked as a year of transition for the NBICM. In January, I assumed the role of Executive Director of the mission. We also transitioned several new staff members onto campus and placed people in new roles. Betsy Sonnenberg was selected as the new School Administrator and Youth Pastor, a role in which she has thrived.

The mission had 12 mission teams from March through October of 2024. They hosted numerous VBSs, completed work projects, and aided in the community with various outreach programs. This was a significant increase from the previous year's numbers in both the number of mission teams and the size of personnel in the teams. 2025 is poised to see another rise. A couple of areas to highlight amongst the teams are as follows. One team completed repairs on the two-story house foundation and repaired all damage from the summer flood in other buildings. A youth group aided at the Nageezi Chapter House and even went to Farmington to hand out food to a homeless encampment. From the teams, we had 20 salvations and numerous rededications. As well as we saw an increase in our Church's congregation size due to the encouragement of the teams.

This summer, the mission received a sizeable donation allotted to the community center's roof repairs and the installation of a new family park complete with picnic areas, a new playground, and a soccer field.

Nizhoni Christian Academy more than doubled in size this year. Our max capacity of desks for students was 25, and we have 26 students, with at least three on a waiting list for next year. This was a huge blessing, and we plan to increase the school's size in the coming years.

Two new outreaches were started, and they are both going very strong. Betsy began a youth night program on Thursday nights. This program started in March with three kids and, at its height during the summer, had more than 30 youth attending. We are looking at ways to continue to expand this program. The mission also started a food pantry program to ease the community's economic burden. To date, we have handed out over 1,000 boxes of food.

This year, we hosted multiple community outreaches, including our annual Christmas program, Fall Festival, Back to School bash, three additional community dinners, multiple basketball tournaments, Wreaths Across America, a week-long volleyball camp, and a two-week-long basketball camp.

This past year, I had the privilege of sharing at 10 churches, the General Assembly, the Midwest Conference Assembly, and the Accelerated Christian Education Leader's Summit. This has enabled us to spread the work of what the mission is doing and how people can aid us in continuing to spread the good news.

A YEAR IN REVIEW

2024



Guiding families home for over 100 years

Pacific Lifeline - Changing Trajectories

Two of This Year's Families

When she moved into Pacific Lifeline's shelter, Lori started taking classes at Chaffey Adult School to get her high school diploma, worked on her resume, and started her job search. She then completed her goal of getting off probation and getting her charge reduced from a felony to a misdemeanor. This helped her obtain employment (her first real job in 20 years) at a local grocery store. She continued to take online courses to earn her high school diploma. With her steady employment, she started working on budgeting, saving, building her credit, and looking for housing. She has celebrated two years' sobriety.

Cassie's initial goals were to work on budgeting, go back to school to earn her LVN license, and improve her credit. She found affordable childcare and restarted her nursing program. She was awarded the Soroptimist Live Your Dream Scholarship to help with her school expenses. She completed her clinical hours, graduated, and obtained her LVN license. She got a full-time job as an in-home nurse and started working on budgeting, saving, financial literacy, and improving her credit score. She then found full time employment as an LVN at Kaiser. She is currently working on transitioning into permanent housing.

Missy's Words and Art

"I am thankful for Pacific Lifeline. They are so much a part of my life. God has used Pacific Lifeline to reach so many hearts. Pacific Lifeline is a place of love, even if tough: it's out of love for the person. Growth is what they go through with you. There were times when I felt so overwhelmed, but literally Pacific Lifeline has been there. Thank God for Pacific Lifeline and their staff. God bless them in everything they do. They are my angels here on earth. I will be forever grateful for Pacific Lifeline."

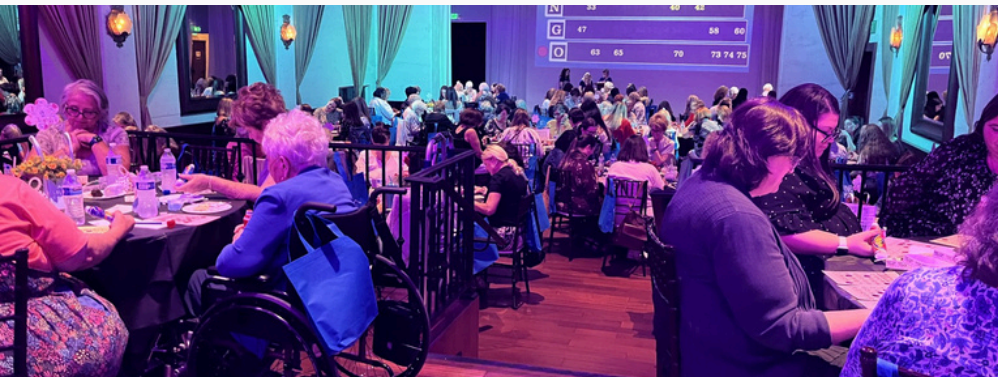


Families come to Pacific Lifeline from really dark places. But at Pacific Lifeline, they are surrounded by God's hands, love, and light. He is everywhere. I painted God's hands in different hues of gold because Pacific Lifeline is like gold to me."





Pacific Lifeline's shelter houses five families at a time. Each family stays for up to two years. Pacific Lifeline's Next Step program includes two homes offered at reduced rent to two additional families. Constructed in 2024, our new duplex (pictured above) will soon house two more families (with reduced rent and support services).



Thank You to Our 2024 Corporate Donors

ACTS Thrift Store
 Maria Andrade, MFCC
 Big Lots Foundation
 Boone Trucking
 Bouma Air Conditioning & Heating
 Cardenas Markets Foundation
 Church in the Valley Diamond Bar
 City of Claremont
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Thank you to:

INTERNS
 Therapy
 Childlife services
 Public health services

VOLUNTEERS
 Tutoring/life skills workshops
 Painting/facilities maintenance
 Landscaping/yard maintenance
 Sorting donations
 Mailings
 Social Media
 Events

SPONSORS
 Back to school program
 Thanksgiving food
 Christmas outreach
 Resident children birthday parties
 Event sponsors



OUR MISSION:

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



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