

Brethren in Christ U.S.
GREAT LAKES CONFERENCE

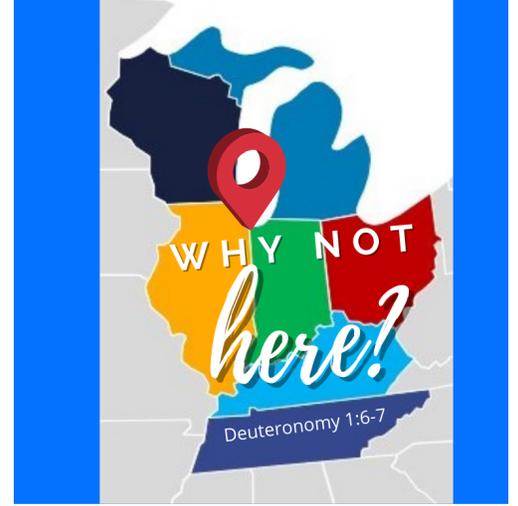
THE 65TH ANNUAL MEETING AGENDA

"WHY NOT HERE?" DEUTERONOMY 1:6-7

April 22-23, 2022 - LAKEVIEW COMMUNITY CHURCH

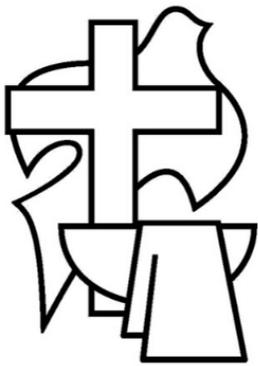
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2022 Annual Meeting Theme

"WHY NOT HERE?"



Brethren in Christ U.S.
GREAT LAKES CONFERENCE

The 2022 ANNUAL MEETING of the Great Lakes Regional Conference is scheduled to convene Friday, April 22 and Saturday, April 27, 2022 in Goodrich, MI. The meeting is being hosted by the Lakeview Community Church congregation.

Conference sessions will be held at 10023 S. State Road, Goodrich, MI

Your pastor has already received information concerning the location of the Annual Meeting, directions and lodging information. Contact your pastor first for this information. The contact at Lakeview Community Church is:

- Cassie LeBeau - email: cassielebeau80@yahoo.com
phone: 810-223-1751

Registration for voting members and honorary guests is available online at: tiny.one/GLCmeeting2022
Registration is now open and ongoing until Friday, April 22. All registrations must be completed by 8:00pm.

According to the Code of Regulations, "The voting membership of the Conference shall consist of the bishop, pastors, ordained and licensed ministers, assigned deacons, duly elected delegates, members of boards, committees and teams of the Conference, the clerical staff and persons from the Conference serving on the General Conference Board." Board members whose terms are expiring **and** persons being confirmed for those positions are eligible to vote.



General Information for the Annual Meeting

Conference Courtesy

For those attending the Annual Meeting, the following information will help facilitate the meeting:

- A person may speak from the floor of the Annual Meeting only after being recognized by the moderators. That person should stand when addressing the moderators and/or the assembly, identify themselves and use a microphone, if available.
- On any question being discussed pros and cons should alternate.
- If a person makes a motion not already published in the Agenda to the Annual Meeting, that person needs to be prepared to give the motion to the conference secretary in written form.

Parliamentary Procedures/Guidelines

While *Robert's Rules of Order* will be the guide to facilitate parliamentary procedure during the Annual Meeting, it is anticipated that Biblical principles of brotherhood and Christian courtest will prevail. The following are brief explanations of motions and amendments adapted from generally accepted parliamentary procedures.

Motions:

1. A motion must be seconded before it can be discussed, although questions of clarification may be permitted. If no one seconds the motion, it fails for lack of seconding. The mover of the motion may speak to the motion first, in order to allow clarification of the motion.
2. The chair must not allow two separate motions to come before the assembly at the same time except those listed under the Amendments section.
3. Privileged motions take precedence over any other motion; they are not debatable. Once seconded, a privileged motion is voted on immediately. Privileged motions include: a motion to limit discussion, a motion to close discussion, a motion to have an immediate vote (to move the previous question) which requires a two thirds majority, a motion to table a motion, and a motion to refer.

Amendments:

1. A motion to amendments takes precedence over the main motion. After it is seconded, it may be discussed.
2. There may be an amendment to an amendment. However, amendments of the third degree are not accepted.
3. An amendment changes one aspect of the main motion. It may not negate the main motion or introduce an entirely new motion. Similarly, an amendment to an amendment may not negate the main idea of the first amendment.
4. Substitute motions normally are difficult to define and are seldome a clear substitute to the proposal. For this reason, substitue motions will probaby be treated as an amendment. When an amadement and/or a motion have been lost, the floor may be opened for new motions.

Errors, Typographical Errors, etc. in the Agenda

If you find any errors, you may bring these to the conference Secretary's attention either personally or via a note left at the registration table. Those suggestions will contribute to the accuracy of the final product that becomes the Annual Meeting Minutes and are much appreciated!

65TH ANNUAL GREAT LAKES CONFERENCE
ANNUAL MEETING SCHEDULE
(EASTERN STANDARD TIME)

FRIDAY, APRIL 22, 2022

5:45 p.m. - Registration table opens

7:00 p.m. - Worship Service Begins

Worship led by the Lakeview Community Church Worship team and Preacher, Dustin Weber, Executive Director of Mission Igniter and Assistant Superintendent of the Southern Michigan District of the Free Methodist Church

SATURDAY, APRIL 23, 2022

8:00 a.m. - Registration table opens

9:00 a.m. - Annual Meeting Begins

1. Welcome - Bishop Lynn Thrush
2. Worship - Lakeview Worship Team
3. Seating of guests and introduction of new pastors: Alex Jovanovic, Kenny Lewis, Adam Jones, Jordan Burton, Christina Embree, and Darrell Breedon.
4. Resourcing by Dustin Weber
5. Bishop's Report
6. Board of Director Items
 - a. 2021 Report
 - b. 2021 Annual Meeting Minutes
 - c. Certification of Voting Results for the Adoption of New Bylaws
 - d. 2021 Financial Statements
 - e. 2022 Budget
7. Nomination Committee Report
8. Update on utilization of funds from sale of West Milton Christian Center
9. Updates from 2021 ministry introductions
 - a. Generational Discipleship
 - b. Jesus Collective
 - c. Cared for While Leading
10. Update from The Seed
11. Resources for the GLC
 - a. John Burns - BIC Foundation
 - b. Jennifer Lancaster - Project 250
 - c. Jes Stoltzfus Buller - Peaceful Practices
 - d. Mark Templeton - Development Officer for the Brethren in Christ Church



PART I: ORGANIZATION



Part I: Organization

Registration of Moderators and Clerical Staff

Moderator.....Bishop Lynn Thrush
Assistant Moderator.....Troy Grider
Secretary.....Lucas Mathie

Registration of Delegates by State

Illinois

Morrison - Craig Sipes (Pastor), Karen Zurn, Cynthia Weisel, Mike Zurn (BOD)
The Dwelling Place - Krista Dutt (Pastor)

Indiana

Christian Union - Ron Remke (Pastor), Mark Deihl
Mt. Zion -
Nappanee - Jeff Williams (Pastor), Sabina Rosentrater
Union Grove -

Kentucky

Bloomington Chapel -
Beulah Chapel - Zack Wood (Pastoral Intern), Kim Goodin
Knifley Chapel - Jordan Burton (Pastor)
Millerfield - Troy Grider (Pastor)
Open Door Fellowship - Adam Jones
Plowshares - Christina Embree (Lead Pastor), Dami Adeliyi, Luke Embree, Matthew Peterson

Michigan

Bethel Merrill -
Carland-Zion - David Stanton (Interim Pastor), Linda Haubert
Christ Community ETC - Tim Decker (Pastor), Justin Depeal
Lakeview Community -
Lakeside Fellowship of Micro-Churches -
Leonard Community -
Mooretown - Alex Jovanovic (Pastor), Charlotte Bulgrien, Daniel Bulgrien

Ohio

Amherst - Calvin Hamblin, Mahlon Steiner, Judy Decker, Shane Brown, Tim Flood
Ashland - Keith Tyson (Pastor), Mark McClintock, Sheila Beach (BOD)
Dayton -
Dayton Mission - John Pawelski (Pastor), Ruth Pawelski

Part I: Organization

Registration of Delegates by State (Cont.)

Ohio (cont.)

East Dayton Fellowship -

Fairview - Mark Ballard (Pastor), Spencer Egolf, Grady Robinson, Luann Robinson, Carol Thrush, Ron Niesley, Delaine Niesley

Highland - Harve Bowman (Pastor), Robyn Bowman, Jean Paulus, Jose Anglero, Kendra Anglero

Living Grace Community Church -

Pleasant Hill - Jonah Langenderfer (Pastor), Amy Langenderfer, Margy Weaver, Anna Marie Hoover

Valley Chapel - Suzanne Mathie (Pastor), Lucas Mathie (BOD)

Western Hills - Tracie Hunter (Pastor)

Westside Christian Community - Joel Zimmerman (Pastor)

Tennessee

Center Hill - Larry Steffee (Pastor)

DeRossett - Carl Davis, Guerry Davis

Pomeroy Chapel - Bryan Jones (Pastor)

Rolling Acres - Jeff McKinnon, Sr. (Pastor)

Wisconsin

Blessed Hope -

Hope Community -

New Vision - Christina Bosserman (Pastor), Abigail Kean (BOD)

The Seed - Vicki Podjasek (Pastor), Jeff Podjasek

Registration of Boards, Teams and Other Personnel

Board of Directors - Sheila Beach (2022), Troy Grider (2023), Linda Haubert (2024), Abigail Kean (2024), Lucas Mathie (2023), Mike Zurn (2026), Paul Pawelski (2023), Lynn Thrush (Bishop),

Memorial Holiness Camp Management Team - Robyn Bowman (Director), Jonathan Morse, Michelle Mullican,

General Conference Board Representative - Abigail Kean

MCC Great Lakes Board of Directors Representative - David Schwartz

Personnel Secretary - Jean Paulus

Part I: Organization

Registration of Trustees by State

Illinois

Morrison - Jim Coyle (2025), Dorance Calhoun (2022), Lisa Nice (2024)

Indiana

Nappanee - Roy Espinosa (2022)

Kentucky

Millerfield - David Abrell (2023), Royce Burton (2023), Randy Curry (2025), Charles Neat (2025)

Plowshares - Chi Adeliyi (2025), Stephanie Peterson (2024), Toland Lacey (2024), Ryan Brown (2025)

Michigan

Carland-Zion - Chris Barber (2023), Howard Kirby (2023), Dennis Reppenhagen (2023)

Mooretown - Daniel Bulgrien (2025), Carl Gerstenberger (2025), Jess Minard (2025), Ken Woodard (2025)

Ohio

Amherst - Kenny Eddy (2022), Tim Flood (2023), Mahlon Steiner (2023)

Ashland - Terri Cook (2025), Dale Dohner (2025), Jeffrey Moore (2023), Sharon Keillor (2023, Keith Crone (2023), Joel Steigerwalt (2023)

Fairview - Spencer Egolf (2023), Sheri Simpson (2024), John Voorhies (2024)

Pleasant Hill - Jane Delcamp (2022), Carl Knepper (2023), Harry Vannus (2024)

Westside Christian Community - Costy Saba (2025), Von Harenburg (2025)

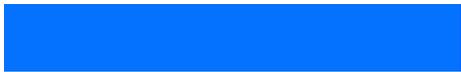
Tennessee

Center Hill - Larry Bain, Sr. (2024), Nicky Welch (2024), Tony Chapman (2023)

Rolling Acres - Tim Burnett (2023), William McCormack (2024), Joe Powers (2025)



PART II: BOARD and TEAM REPORTS



Bishop's Report to Great Lakes Conference Annual Meeting
April 22-23, 2022
Lakeview Community Church
Goodrich, MI

Greetings to the Great Lakes Conference in the name of Jesus, Lord of the Church.

At the end of my first term as bishop I come to the sixth time I've had the privilege of addressing you in my Annual Meeting report. In this report I want to identify the importance of Brethren in Christ stewardship of the gospel of Jesus Christ in our Conference, and in our world. In this report I am identifying the biblical and theological moorings which anchor us in discipleship.

- A. New Life in Christ – Our **Pietistic** heritage has emphasized that Jesus Christ provides new life to us. Prior to following Christ, we understand that all are spiritually dead. In Christ we have been made alive. Our righteousness, like Abraham, our forefather in the faith, is intimately linked to believing that God promises to bless all the families of the earth. In this regard we eschew the patterns of those not alive to righteousness, but rather, we follow the way of Jesus that yields the fruit of the Spirit.
- a. It is because of new life in Christ, fruit-of-the-Spirit-themed living that we are engaged in mission, and most immediately, Project 250 and its priorities:
 - i. We are a community of Christ followers.
 - ii. We give ourselves to making lifelong disciples of Jesus.
 - iii. We aim to multiply missional congregations, movements, and leaders.
 - iv. We commit to increasing our global awareness and impact.
 - v. We commit to growing so as to reflect the demographic realities of our communities.
 - b. It is because God pours out his Holy Spirit on our sons and daughters, and they thus prophesy, that we affirm that men and women alike necessarily must exercise their gifts throughout the Church and world. The credentialing journey of the Brethren in Christ Church is at once assessable and comprehensive.
 - c. Per Psalm 1, we avoid being shaped by mockers on the radio, or on the TV, or on our podcasts. We refuse the pattern of this world to name others “fool,” for Jesus said that those who practice such are murders and in danger of the fires of hell. We turn away from tribalism.

- d. We do not live in the confidence that conspiracy theories of doom are the highest wisdom of all. We believe rather, the powerful promise of Genesis 12:3, and as our Great Lakes Conference mission states, that God is at the task of blessing all the families of the earth, and that the rule of God has arrived in Jesus' death and resurrection. Importantly, we not only believe that this promise is true, but we shape our lives around God's mission.
 - e. Mission is rooted in God's provision of new life in and through Jesus Christ. It is for this reason that we are inviting persons to Dearborn, MI. It is for this reason that I am inviting the Board of Directors, our pastors, our church boards and mission committees to give thought to, and make plans for, moving into the population centers of the seven states of the Great Lakes Conference. Our history, as a rural people, has been, by and large, to move to, and live, in rural and small-town areas of the country. I call us to a steady, intentional commitment to populations centers, akin to BICUS World Missions commitment to send a certain percentage of our missionaries to the "unreached" parts of the world.
- B. God's kingdom first – Our **Anabaptist** heritage readies us to see in the scriptures that we dare not say, "Caesar is lord," or, "We have no king but Caesar." We are keenly alert that it is the beast of empire, human wisdom and thinking for human glory, that is precisely the means by which Satan wages war on "those who keep God's commands and hold fast their testimony about Jesus." (Revelation 12:17)
- a. We do not seek out or honor a mindset that is fundamentalistic. Such a mindset is closed to reason. Such a pattern is marked by behaviors of "the flesh:" hatred, discord, fits of rage, dissensions, and factions. We understand that such persons and such behavior will not inherit the kingdom of God. (Galatians 5:20-21)
 - b. We believe that the real world requires peace-making. We affirm the prophet Isaiah's Spirit-anointed vision that as people learn to be children of God, as peace-makers (Matthew 5:9), such elevation of God and his ways will be magnetically attractive to people, and as these persons are taught/discipled, nations will move from training for war, to providing food and well-being for all. (Isaiah 2:1-4)
 - c. We encourage the Daniel-like participation of God's people in the governmental structures, from school district, to city, to county, to state, to federal, all the while, like Daniel, committed first of all to Almighty God. We encourage business persons to "make money and do good." (I am borrowing a phrase from Pastor Luke Embree.) We

encourage participation in law, education, the arts, the press, research of all sorts, medicine, agriculture, food production, stewardship of the earth, international service. Everywhere we look “to restore the land and to reassign its desolate inheritances.” (Isaiah 49:8) We look for, pray for, and work for the reality of the testimony of the prophet Zechariah, “We have gone throughout the earth and found the whole world at rest and in peace.” (Zechariah 1:11)

- d. We remember that from of old, God’s people have the identity described by Balaam, speaking what the Lord had put in his mouth, (Numbers 23:12): “I see a people who live apart and do not consider themselves one of the nations.” (Numbers 23:9) We are indeed a kingdom, but a very unique kingdom: a kingdom of priests, and a holy nation. And we serve Jesus who is the ruler of the kings of the earth. (Revelation 1:5)
- C. The interior life of complete love and integrity, that reflects God who declares his name as “the compassionate and gracious God, slow to anger, abounding in love and faithfulness, maintaining love to thousands, and forgiving wickedness, rebellion and sin.” (Exodus 34:5-7) Our **Wesleyan** heritage echoes the great call of God, “Be holy, for I am holy.”
- a. This beautiful call has a strange logic. One finds one’s life by losing it. One embraces crucifixion with Christ. One denies oneself daily and takes up the cross daily, and follows Jesus. (Luke 9:23) No life declaration is prior to this posture. The gospel is not made to say, “I have certain non-negotiables a priori, after which I will apply Jesus’ words to lose my life.” This relates to matters of money, sexual thinking, class privileges, racial understandings, or family heritage.
 - b. This call is a missional call. Wherever in the world that there is not this beautiful witness of love, there this good news goes. The Wesleyan call to sanctification, set apart for God’s purposes, means that our life choices are forged in the loving reflection of the gifts and aptitudes provided to us, and in the loving consideration of where in the world those gifts are needed. And as Brethren in Christ, we especially recommend this process of discernment in community.
 - c. Holiness comprehends that the hidden is as critically important as the seen. Thus, personal integrity and relational grace, are constant matters of attention.
 - d. Forgiveness, compassion, infrequent anger, embracing of covenants, humility, and joy - these descriptions of holy living are ever magnetic in their sweetness and fruitfulness.

For persons introduced to Christ through Brethren in Christ ministry, the biblical-theological emphases above serve to shape one beautifully in Christ. Persons already on the way with Christ and now introduced to the Brethren in Christ well may find Brethren in Christ reflections and articulations of the scriptures to be helpful in serving Christ in a full-orbed way. The biblical focus on transformative life in Christ, God's kingdom above all other loyalties, and holiness are central calls throughout the Scriptures, and it is our privilege to both practice and teach this way of Jesus.

Because of the vibrancy of the gospel of Jesus Christ, because of the call to join God's mission of blessing all the families of the earth, you will hear throughout our Annual Meeting echoes of the theme, "Why Not Here?" You will hear of structures and offerings to help the Great Lakes Conference congregations and pastors to be increasingly resourced through Generational Discipleship, Jesus Collective, Cared for While Leading, and Project 250 priorities. All of these initiatives are designed to encourage you and your congregation in blessing the families of your community.

The Brethren in Christ have a gracious heritage. To whom much is given, much is required. May we steward well the gifts that God has given to us.

With faith; with joy,
Bishop Lynn

Board of Directors: General Report

Highlights of the work of the Board of Directors of the year 2021 include:

1. At each Board of Directors (BOD) meeting we reviewed the most recent Financial Statements (Statement of Activities and Statement of Financial Position), Bishop's Report, and approved the previous BOD meeting's minutes.
2. Affirmed Bishop Lynn on his continued service as Bishop of the Great Lakes Conference of the Brethren in Christ for the next (6) six years starting on August 1, 2022.
3. Affirmed with much appreciation the service of board members where their terms expired in April 2021: Natalia Espinosa, Treasurer, Paul Pawelski, Assistant Moderator; and welcomed Troy Grider, Assistant Chair (new title per Ministry Operations Handbook), Mike Zurn, Treasurer, and Linda Haubert and Paul Pawelski as Members-at-Large
4. The BOD was introduced to and dialogued with Pastors Todd Johns, Darrell Breedon, and Ronald Davis of Kingdom Life Fellowship in Nicholasville, KY as well as Pastor Adam Jones of the Open Door Church in Lexington, KY. The BOD affirmed the requests of Kingdom Life Fellowship and the Open Door Church to become part of the Great Lakes Conference Brethren in Christ, US, and celebrated these two congregations becoming part of the GLC.
5. Approved the Standard Bylaws to be forwarded to the Annual Meeting for its approval, and approved the Great Lakes Conference Ministry Operations Handbook.
6. Created a task force to discuss the options of the net proceeds from the West Milton Christian Center Sale now that the last payment was made in 2021.
7. Affirmed the resources: the "Jesus Collective," "Cared for While Leading" training with Dr. Bill Beachy, and Generational Discipleship by Pastor Christina Embree.
8. Reviewed and approved budget for the year of 2022.
9. Decided to conduct the 2022 Annual Meeting in person at the Lakeview Community Church in Goodrich, Michigan on April 22-23, 2022, as well as electronically in cooperation with "The Seed." Rev. Dustin Weber, executive director of Mission Igniter, will be the special Guest Speaker.
10. Received reports on possible locations for General Assembly that will be hosted by the Great Lakes Conference in July 2024.

11. Reviewed the following Goals of Project 250: 1) Reaffirming our Identity as a Community of Christ Followers; 2) Making Lifelong Disciples; 3) Multiplying Missional Congregations, Movements, and Leaders; 4) Increasing Global Awareness and Impact; 5) Growing to reflect the Demographic Realities of our Communities

Sincerely Submitted by,

Lucas Mathie, *GLC Secretary*



Brethren in Christ U.S.

GREAT LAKES CONFERENCE

2021 Annual Meeting Minutes

April 23-24, 2021

Virtual Meeting - Broadcast from Fairview Church, Englewood, OH

Theme: “Spread Out!” Isaiah 53:4

Guest Resource persons

- “Cared for While Leading” – Dr. Bill Beachy
- Intergenerational Discipleship – Pastor Christina Embree
- Jesus Collective – Jon Hand
- Awaken Ministries – Pauline Peifer

Registration of Moderators and Clerical Staff

Moderator.....	Bishop Lynn Thrush
Assistant Moderator.....	Paul Pawelski
Secretary.....	Lucas Mathie
Recording Secretary.....	Morris Dubose

Registration of Delegates by State

Illinois

- Morrison – Dan Rinker, Cynthia Wiesel, Karen Zurn , Craig Sipes
- The Dwelling Place – Krista Dutt

Indiana

- Christian Union – Ron Remke
- Mt. Zion - George Elam
- Nappanee – Jeff Williams
- Union Grove – Darin Simms

Kentucky

- Bloomington Chapel - Ralph Foster
- Beulah Chapel – Kim Goodin, Zack Wood
- Kingdom Life Fellowship - Darrell Breeden, Ron Davis, Todd Johns
- Knifley Chapel - None Registered
- Millerfield – Troy Grider
- Plowshares - Heidi & Paul Reese, Luke & Christina Embree, Matt Dodson



Brethren in Christ U.S.

GREAT LAKES CONFERENCE

2021 Annual Meeting Minutes (cont.)

Michigan

Bethel Merrill – None Registered
Carland-Zion - Howard Kirby, David Stanton
Christ Community ETC – Tim Decker
Lakeview Community – Jon Grimshaw
Lakeside Fellowship of Micro-Churches – Simeon Paulson, Paul Pawelski
Leonard Community- Dan Wells
Mooretown - None Registered

Ohio

Amherst – Judy Decker, Cal Hamblin, Galen Oakes II
Ashland – Lori Lower, Emily Zimmerman, Evan Zimmerman, Keith Tyson
Dayton - Chad Chafin
Dayton Mission – Ruth Pawelski, John Pawelski
Fairview – Stan Brubaker, Georgette Hall, Ron & Delaine Niesley, Grady & LuAnn Robnson, Mark Ballard
Highland – Eric Rumble, Harve & Robin Bowman
Living Grace Community - Chris Heeter
Pleasant Hill – Gail Bulach, Jane Delcamp, Lynne Kershner, Lolita Schultz, Jonah Langenderfer
Shepherd's Table - None Registered
Trotwood Missiional Community - Chris Hall
Valley Chapel – Kristi Barringer, Morris DuBose, Chris Zin, Suzanne Mathie
Westside Christian Community – Costy Saba, Joel Zimmerman
Western Hills – Jennie Brown, Paul McGhee, Tracie Hunter

Tennessee

Center Hill – Reta Steffee, Larry Steffee
DeRossett - Guerry Davis
Pomeroy Chapel - Bryan Jones
Rolling Acres - Jeff McKinnon, Sr.

Wisconsin

Blessed Hope - Phill Unti
Hope Community – Michael Thomas
New Vision – Christina Bosserman
The Seed – Vicki Podjasek



2021 Annual Meeting Minutes (cont.)

Registration of Boards, Teams, and Other Personnel

Board of Directors

Sheila Beach (2022), Abigail Kean (2024), Natalia Espinosa (2021), Paul Pawelski (2021), Luke Mathie (2023), Phill Unti (2021), Mike Zurn (2023), Lynn Thrush (Bishop)

Memorial Holiness Camp Management Team

Robyn Bowman (Director), Ron Niesley, Jonathan Morse, Michelle Mullican, Tony Streeval, Rachel Ulloa,

General Conference Board Representative

Abigail Kean (2024)

MCC Great Lakes Board of Directors Representative

David Swartz (2021)

Personnel Secretary

Jean Paulus (2021)

Director of Quizzing

Jeff Williams

Seating of Honorary Members

Jon Hand (The Meeting House)

Pauline Peifer (Awaken Ministries)

Dr. William Beachy (Ashland University)

New Pastors

Darrell Breeden, Lead Pastor

Kingdom Life Fellowship, Lexington, KY

Jordan Burton, Pastor (May 2, 2021) Knifley Chapel, Knifley, KY

Marissa Cowan, Youth Pastor Plowshares BIC, Lexington, KY

Ron Davis, Associate Pastor

Kingdom Life Fellowship, Lexington, KY



Brethren in Christ U.S.

GREAT LAKES CONFERENCE

2021 Annual Meeting Minutes (cont.)

Christina Embree becomes Lead Pastor (May 2, 2021) Plowshares BIC, Lexington, KY

Todd Johns, Executive Pastor
Kingdom Life Fellowship, Lexington, KY

Alex Jovanic, Pastor (June 2021) Mooretown BIC, Sandusky, MI

David Stanton, Interim Pastor Carland-Zion BIC, Elsie, MI

Michael Thomas, Pastor
Hope Community Church, Sheboygan, WI

Zack Wood, Pastoral Intern Beulah Chapel BIC, Columbia, KY

In Memory

Pastor Eric Stanton – Carland-Zion, Elsie, MI
Pastor Jimmy Lang – Bethel Merrill, Merrill, MI

Reports

Bishop's Report – Received
Board of Directors' Report – Received
Assistant Moderator – Troy Grider, two-year term, 2021 – 2023
2020 Statement of Activities and Financial Position – Received
2021 Budget – Adopted

Board of Directors Recommendations

Board of Directors Recommendations/Confirmation:

Recommendation/Confirmation 1: Great Lakes Conference Treasurer

The Board of Directors recommends Mike Zurn to fill the role of Great Lakes Treasurer for the Term ending at the Annual Meeting 2026

Motion: To Adopt Recommendation/Confirmation #1 For Great Lakes Conference Treasurer

Action: Motion Carried



2021 Annual Meeting Minutes (cont.)

Nominating Committee Confirmations

Confirmation 1: Election of Personnel Secretary

The Nominating Committee recommends the confirmation of Jean Paulis as Personnel Secretary for a 3 year term expiring at the 2024 Annual Meeting

Motion: To Adopt Confirmation #1 for Confirmation of Personnel Secretary

Action: Motion Carried

Confirmation 2: Members to the Board of Directors

The Nominating Committee recommends the confirmation of the following members to the Board of Directors for the terms stated Below:

Linda Haubert (Term Expiring 2024)

Paul Pawelski (Term Expiring 2023)

Motion: To Adopt Confirmation #2 for Confirmation of Board of Director' Members

Action: Motion Carried

Confirmation of Trustees of Local Church Property:

Motion: To Confirm Local Congregation Trustees - Action: Motion Carried

Memorial Holiness Camp Report – Received

Various GLC Reports - Received

MCC GLC

BIC Peace and Justice Report

Bible Quizzing

Various Denominational Denominationally Affiliated Agencies and Institutions – Received

Messiah University

BIC Foundation

Messiah Lifeways

Pacific Lifeline

Awaken

Paxton Ministries

Navajo Mission Report

National Director's Report

BIC World Missions

Certification of Voting Results for the Adoption of New Bylaws
Great Lakes Conference of the Brethren in Christ Church U.S.
(prepared November 22, 2021)

The Ballot (sent via email to all 2021 registered voting members)



Brethren in Christ U.S.
GREAT LAKES CONFERENCE

**Resolution to Adopt new
Standardized Bylaws**

The Great Lakes Conference Board of Directors recommends the adoption of this Resolution. A 2/3 majority is required.

Be it resolved by the 2021 Registered Voting Membership of the Brethren in Christ Great Lakes Regional Conference, as follows:

1. The Brethren in Christ Great Lakes Regional Conference Code of Regulations is hereby repealed and The Bylaws* shall be the official Bylaws of the Great Lakes Conference of the Brethren in Christ Church in the U.S., effective immediately.
2. Should changes to The Bylaws* be necessary to satisfy specific state requirements, the Great Lakes Conference Board of Directors and the BIC US General Conference Board are authorized to bring The Bylaws* into compliance.
3. In the event any parts of this Resolution, including The Bylaws*, are deemed unenforceable by a competent authority, the remainder shall be preserved and not be invalidated. Parts to the Bylaws* found unenforceable may be re-written by the BIC US General Conference Board in accord with controlling instruments of the BIC US and the Great Lakes Conference.

*The Bylaws were distributed to the 2021 registered voting membership by email on Monday, October 25, 2021.

Copies of the Bylaws are available upon request by contacting the Great Lakes Conference office at bicgreatlakes@bicus.org.

Submit your vote by selecting the appropriate button below:

Summary of Notices Concerning the Vote for the Adoption of New Standardized Bylaws:

Initial Notice sent Monday, October 25, 2021 via email to all Voting Members of the 2021 Great Lakes Conference Annual Meeting.

Second Notice sent via the Fall 2021 edition of *The Communicator* on Thursday, October 28, 2021 (distributed by email to the leaders of the Great Lakes Conference.)

Third Notice sent Monday, November 8, 2021 via email to all Voting Members of the 2021 Great Lakes Conference Annual Meeting.

Continuous Notice posted on the official Great Lakes Conference web-site Under "Events" within 48 hours of the Initial Notice, up until the voting closed.

(Copies of all are available for inspection for three(3) months.)

The Results:

of Votes Cast: 33 (Thirty-three)
of Legitimate Votes: 33 (Thirty-three)
of Votes in Favor: 33 (Thirty-three)
of Votes Opposed: 0 (zero)

I DO HEREBY CERTIFY THE BALLOT, THE SUMMARIZED NOTICE HISTORY, AND THE VOTING RESULTS REPORTED HEREIN TO BE COMPLETE AND ACCURATE.

By:  11-23-21
Bishop Lynn Thrush, D. Min. Date

ATTEST:  11-23-2021
Lucas Mathie, Secretary Date

Great Lakes Conference
Statement of Financial Position
December 31, 2021

	12/31/21	12/31/20	Inc/(Dec)
ASSETS			
Cash and Equivalents	\$ 343,352	\$ 302,256	\$ 41,096
Accounts Receivable	8,598	8,598	-
Investments	1,476,779	1,392,076	84,703
Other Assets	-	-	-
Notes Receivable	89,200	189,200	(100,000)
TOTAL ASSETS	\$ 1,917,929	\$ 1,892,130	\$ 25,799
LIABILITIES			
Accounts Payable	\$ 129,272	\$ 126,264	\$ 3,008
Payroll Taxes Payable	-	61	(61)
TOTAL LIABILITIES	\$ 129,272	\$ 126,325	\$ 2,947
NET ASSETS - UNRESTRICTED			
Undesignated Net Assets	\$ 876,157	\$ 855,805	\$ 20,352
Board Designated Net Assets - Surety Reserve	10,000	10,000	-
Member Designated Net Assets - Sale of West Milton Camp	900,000	900,000	-
TOTAL UNRESTRICTED NET ASSETS	\$ 1,786,157	\$ 1,765,805	\$ 20,352
TOTAL TEMPORARILY RESTRICTED NET ASSETS	\$ 2,500	\$ -	\$ 2,500
TOTAL PERMANENTLY RESTRICTED NET ASSETS	\$ -	\$ -	\$ -
TOTAL NET ASSETS	\$ 1,788,657	\$ 1,765,805	\$ 22,852
TOTAL LIABILITIES & NET ASSETS	\$ 1,917,929	\$ 1,892,130	\$ 25,799

SUPPLEMENTAL NOTES:

Notes Receivable

1. The Blessed Hope Congregation Promissory Note had a balance of \$89,200 and \$89,200 at December 31, 2021 and December 31, 2020, respectively
2. The Church of God Land Contract for the sale of the West Milton Christian Center had a balance of \$0 and \$100,000 at December 31, 2021 and December 31, 2020, respectively. The final payment of the Land Contract was received in February 2021.

Proceeds from Sale of Millerfield Parsonage Held by GLC

Cash and Equivalents include the proceeds from the sale of the parsonage owned by the Millerfield congregation. These funds are held in a separate TAP account with the BIC Foundation. This amount is also reflected in Accounts Payable since the funds are payable back to the Millerfield congregation to be used for approved purposes. The total amount held at November 30, 2021 was \$128,459.12.

Board Designated Net Assets - Surety Reserve

1. At its November 20, 2021 meeting the Regional Conference Board of the Great Lakes Conference redesignated \$10,000 as a surety reserve for guaranteed mortgages issued by the BIC Foundation.

Member Designated Net Assets - Sale of West Milton Camp

1. In 2012, the Membership adopted Recommendation 3 which included, among other actions, holding 90% of "the current proceeds of the West Milton Christian Center sale as a contingency against defaulting" for three years. A subsequent action by the Membership in 2015 affirmed the holding of 90% of all proceeds of the sale until the Land Contract is completed.

Donor Restricted Contribution

1. In August 2021, GLC received a \$5,000 contribution with donor restrictions. \$2,500 to be directed toward a generational discipleship initiative of the GLC. \$2,500 was to be used for the partnership between the GLC and The Jesus Collective. The total amount remaining at December 31, 2021 was \$2,500 for the partnership between the GLC and The Jesus Collective.

Memorial Holiness Camp

1. Please note that the financial activities of Memorial Holiness Camp are not reflected in the information presented above.

Great Lakes Conference
Statement of Activities
December 31, 2021

Description	2021 YTD	Budget YTD	Budget Variance	Budget Annual
REVENUE				
COMMON MINISTRY FUNDING				
CM - Church Planting Grant	\$ 32,500	\$ 32,500	\$ -	\$ 32,500
CM - Conference Ministry Grant	18,000	18,000	-	18,000
Shaping Leaders for Tomorrow Grant	2,742	2,640	102	2,640
TOTAL COMMON MINISTRY FUNDING	\$ 53,242	\$ 53,140	\$ 102	\$ 53,140
CONTRIBUTIONS				
Contributions	\$ 10,384	\$ 3,500	\$ 6,884	\$ 3,500
TOTAL CONTRIBUTIONS	\$ 10,384	\$ 3,500	\$ 6,884	\$ 3,500
OTHER INCOME				
Investment Income (Loss)	\$ 89,251	\$ 50,406	\$ 38,845	\$ 50,406
Registrations	3,475	-	3,475	-
Preparing for the Future	-	2,500	(2,500)	2,500
Miscellaneous Income	1,600	2,677	(1,077)	2,677
TOTAL OTHER INCOME	\$ 94,326	\$ 55,583	\$ 38,743	\$ 55,583
TOTAL REVENUE	\$ 157,952	\$ 112,223	\$ 45,729	\$ 112,223
EXPENSES				
REGIONAL CONFERENCE GRANTS				
Bishop's Care Fund	3,751	\$ 4,000	\$ 249	\$ 4,000
Church Planting Grant	24,104	24,104	-	24,104
Conference Ministry Grant	23,986	21,200	(2,786)	21,200
TOTAL REGIONAL CONFERENCE GRANTS	\$ 51,841	\$ 49,304	\$ (2,537)	\$ 49,304
RETREATS				
Pastor & Spouse Retreat	20,932	\$ 15,000	\$ (5,932)	\$ 15,000
Regional Meeting	550	500	(50)	500
Fall Retreat	2,898	-	(2,898)	-
Memorial Holiness Camp	5,000	5,500	500	5,500
TOTAL RETREATS	\$ 29,380	\$ 21,000	\$ (8,330)	\$ 21,000
OPERATING EXPENSES				
SALARY & BENEFITS	\$ 19,666	\$ 20,132	\$ 466	\$ 20,132
TRAVEL EXPENSE	7,887	11,200	3,313	11,200
OFFICE EXPENSE	9,492	8,400	(1,092)	8,400
TRAINING & DEVELOPMENT	208	1,250	1,042	1,250
CONTRACTED SERVICES	4,325	1,750	(2,575)	1,750
CM CONTRIBUTION	10,000	10,000	-	10,000
MORTGAGE ASSISTANCE	-	-	-	-
OTHER EXPENSES	701	2,800	2,099	2,800
RESTRICTED DISBURSEMENTS	1,600	-	(1,600)	-
TOTAL OPERATING EXPENSES	\$ 53,879	\$ 55,532	\$ 1,653	\$ 55,532
TOTAL EXPENSES	\$ 135,100	\$ 125,836	\$ (9,264)	\$ 125,836
CHANGE IN NET ASSETS	\$ 22,852	\$ (13,613)	\$ 36,465	\$ (13,613)

**Brethren in Christ - Great Lakes Conference
Annual Budget 2022**

Common Ministry Grant	50,500
Shaping Leaders Grant	2,640
Contributions	12,500
Investment Income ¹	21,000
Registrations ²	-
Fees	-
Preparing for the Future	<u>2,500</u>
Total:	89,140
Salary & Benefits ³	20,115
Travel Expense	9,750
Office Expense	9,175
Training and Development	750
Retreats ⁴	31,500
Grants ⁵	31,450
Other Expense ⁶	<u>7,900</u>
Total:	110,640
Increase/(Deficit):	(21,500)
Transfers from Assets: ⁷	21,500

- 1 Projected interest from Great Lakes Conference TAP, SIC and bank accounts.
- 2 An Autumn Retreat is scheduled but will be managed as a break-even (and off-budget) event.
- 3 Director of Practical Theology and Ministry (Matt Lewis)
- 4 Includes \$5,000 stipend for the Memorial Holiness Camp Director.
Includes \$25,000 to host the "Refresh 22" Pastors/Spouses Retreat.
- 5 Includes the following grants:
 - 4,000 Bishop's Care Fund
 - 2,000 BIC Foundation Matching Grants (for Outreach Programs)
 - 2,500 Generational Discipleship (Donor-paid initiative)
 - 2,300 Cared for While Leading
 - 10,000 The Seed
 - 2,000 East Dayton Fellowship
 - 650 Dwelling Place
 - 8,000 Set Aside for a Yet - To - Be Determined Need/Ministry
- 6 Includes a \$2,500 subscription to the Jesus Collective (Donor-paid initiative)
- 7 Transfers from Assets: \$21,500 is 4% of the most recent 5-year rolling forward average of the Year End EMVs (Ending Market Values) in the Great Lakes Conference CTF account. (The CTF account is projected to increase, over time, more than 4% annually.)

BOD reflections from our 4-2-22 meeting re. utilization of funds from the sale of the West Milton Christian Center

Consideration

1. The entire \$900K be invested in the BIC Foundation Common Trust Funds (CTF) for at least 8-10 years. CTF “harvesting” that commenced in 2022, to support GLC operations and ministries would continue.
2. None of the proceeds be spent during the same time period, 8-10 years, with one exception: The Memorial Holiness Camp Management Team be invited to share with the GLC Board, for its consideration, a one-time Camp need for 2023. If there is a financial need advanced by the Memorial Holiness Camp Management Team that is also approved by the GLC Board, it would be included in the 2023 annual budget. That would be removed from the \$900K.
3. The GLC Board continue its recent practice of budgeting Memorial Holiness Camp Director remuneration and scholarships ... up to \$10,000 for the next 8-10 years.

Context

The \$900,000 (the “corpus”) is currently tied up in a BIC Foundation Stewardship Investment Certificates (SIC) due to mature in December 2022. No action about its utilization will be made before the end of the year.

Invitation

Over the next months, especially May through October 2022, the BOD invites GLC members to provide input into the above thinking. Send your counsel to bicgreatlakes@bicus.org.

Respectfully Submitted,
Blshop Lynn Thrush

Great Lakes Conference Memorial Holiness Camp Report 2021

The Memorial Holiness Camp Team would like to thank all who attended and participated in MHC 2021.

Our theme for the week was “Who Do **You** Say That I Am?” , chosen to address the fears of many through the pandemic, violence and social unrest in 2020 and 2021. Presenters, BIC National Director Alan Robinson, Chris Freet and Pastor Adam Forrey helped us to remember the power we have in Jesus over things and happenings of this world.

Our daytime speakers were Pastor Luke Embree, BIC global workers and Pastor Robin Ricks. We held afternoon conversations to process both the evening and morning sessions.

Our Mission Day was exciting. In the morning we heard from global workers about what God is doing in the BIC both abroad and in the United States. In the afternoon, we had an “Amazing Race” directed by Pastor Krista Dutt. Global Workers were set up around the camp. Teams were formed and the race was on as the teams found the different “countries” around the camp. The teams stopped at tables to hear presentations from BICWM global workers and others representing countries. They learned all they could then moved on to another country. At the end we all returned to the tabernacle for a game to test our learning on “What in the World is God Doing Around the World.?” We followed that with a “Taste and See” with everyone sampling a culinary specialty provided by each country representative.

Our youth leaders for the week were Dan and Dyan Garner. The teens not only had a blast but some made eternal commitments to follow Jesus.

Our children’s leader was Pastor Krista Dutt. The children learned how to build a watering station like those used in underdeveloped countries. They learned about becoming fishers of men as they fished for small mouth bass in the Ludlow Falls Creek--- And they each caught a fish!!! The children’s offering went to the FGA Education Project in Pakistan.

Each afternoon we had a family activity. One day we had “Horsin’ Around” and children were taken on horse rides around the camp. Pastor Joel Zimmerman shared a delightful magic act and a chalk artist presented his testimony through a chalk drawing. Pastor Harve Bowman built frame for the paintings and they were auctioned off for World Missions. The camp now has a swimming pond with slides etc. We had a grand time there one afternoon.

We had evening fireside chats most evenings. One night it was highlighted by popcorn cooked in an iron kettle over an open fire.

MHC 2021 was a special time of reconnecting in person with dear friends and of meeting new ones.

The camp dates were changed because of conflict with General Assembly. Our dates for 2022 are July 9-13. Check us out online at memorialholinesscamp.org. We invite you all to join us this year for a time to reach, renew and reconnect.

**MEMORIAL HOLINESS CAMP MEETING
GREAT LAKES CONFERENCE**

**Treasurer's Report
For the Year 2021**

		<u>Operations</u>	<u>Total</u>
RECEIPTS			
General Offerings	10,275		
Other Donations	1,525		
Meal Donations	692		
Snack Shack Receipts	631		
Donated Honorarium	800		
Lodging Receipts	3,425		
Congregational Donations	<u>700</u>		
Total Receipts For Operations		18,048	18,048
Missions - BIC World Missions (Incl Auctic	2,472		
Children's Missions Offerings	<u>315</u>		
Total Receipts For Missions			2,786
TOTAL RECEIPTS		<u>18,048</u>	<u>20,834</u>
DISBURSEMENTS			
Speaker Honoraria	2,750		
Speaker Travel	948		
Dining Costs			
Food & Supplies	2,228		
Permits/Fees	150		
Kitchen Staff	1,000		
Ludlow Falls - Lodging Fees	4,160		
Ludlow Falls - Camper Fees	4,090		
Youth Directors/Counselors	2,050		
Admin Costs	1,329		
Camp Activities	1,200		
Board Honoraria	1,100		
Music	800		
Snack Bar Expenses	603		
Volunteer Honoraria	450		
Children's Ministry	400		
Janitorial Honoraria	340		
Tech/Sound Honoraria	<u>300</u>		
Total Costs Of Operations		23,898	23,898
Missions - BIC World Missions (Incl Auctic	2,472		
Children's Missions Offering	<u>315</u>		
Total Disbursements For Missions			2,786
TOTAL DISBURSEMENTS		<u>23,898</u>	<u>26,685</u>
MHC Net Activity		(5,851)	(5,851)
Youth Receipts - Registrations	5,043		
Youth Expenses (See Attached)	<u>5,973</u>		
Net Activity Youth Camp		(931)	(931)
MHC & Youth Camp Net Activity		<u>(6,781)</u>	<u>(6,781)</u>

**MEMORIAL HOLINESS CAMP MEETING
GREAT LAKES CONFERENCE
Treasurer's Report - Fund Balances
For the Year 2021**

General Fund Balance at 1/1/21	21,897	
Youth Fund Balance at 1/1/120	<u>7,185</u>	
 TOTAL		 29,083
 General Fund Net 2020 Activity	 (6,710)	
Youth Fund Net 2020 Activity *	<u>1,584</u>	
 TOTAL		 (5,127)
 General Fund Balance at End of Year	 15,187	
Youth Fund Balance at End of Year	<u>8,769</u>	
 TOTAL FUND BALANCES AT END OF YEAR		 <u><u>23,956</u></u>

* Note: Checks for expenses to be reimbursed by Youth Fund to MHC Fund have not been written

MEMORIAL HOLINESS YOUTH CAMP
GREAT LAKES CONFERENCE
Treasurer's Report
For the Year 2021

RECEIPTS

Youth Registration Fees	5,000
Donations	<u>43</u>
TOTAL Contributions	5,043

DISBURSEMENTS

Youth Lodging	2,364
Youth Activities	471
Food	643
T-Shirts	332
Ministry Center Rental	250
Décor	604
Travel Expenses	310
Music	<u>1,000</u>
Total Expenses	<u>5,973</u>

NET 2021 ACTIVITY **(931)**

Youth Director and Speakers recorded on MHC Statement

BIC Peace and Justice Project Report

Submitted by Krista Dutt, Great Lakes Peace and Justice Project representative

The Peace and Justice Project (PAJP) is a grassroots movement of individuals and congregations affiliated with the Brethren in Christ Church in the U.S. which seeks to follow the call of God to pursue peace and justice. Our purpose is to foster a culture of peacemaking and service in the church by pursuing peace, serving compassionately and living simply, and by encouraging ethnic, cultural and racial diversity.

The Peace and Justice Project are working with conferences to help them use the new MCC resource *Peaceful Practices*. That said, most of time has been used to plan an upcoming event on how congregations can work against Climate Change on April 9th in Harrisburg, PA featuring Great Lakes leader Sibonokuhle Ncube.

The Peace and Justice Project is currently also working with regional Bishops to support regions and specific congregations in their peacemaking work. If your congregation has a ministry, idea, advocacy campaign that you desire to be supported, please let Krista Dutt know.

All are welcome to join the facebook group by looking up BIC Peace and Justice Project. Also, check out the website here <http://www.peaceandjusticeproject.org/>.



PART III: AGENCIES and INSTITUTIONS REPORTING



National Director Report

It is my privilege to submit this report on the work and ministry of BIC U.S. during 2021. As I have said many times before, the role of the denomination is to support, equip, and resource the “front line” locations of mission and ministry—congregations across the country and missions around the world.

Covid-19 continued to be a challenge for all of us during 2021. The ministry of local congregations continued to be significantly impacted by the pandemic and the local, state, and federal regulations and recommendations and regulations. While the term “the new normal” has become common, pastors and congregations continue to wonder exactly what this means. Many congregations continue to experience significant decreases in physical attendance at their services. Some congregations have experienced such significant struggles that they are on the brink of closure. I am grateful for our regional bishops who have continued to walk with pastors and congregations through these difficult times. I am also grateful for our world missions staff who have walked with missionaries across the world as well as national leaders of BIC conferences in other countries.

Pastors and congregations are also attempting to cope with the increasing division that, sadly, has become more common across the country. There are so many divisive issues that have become part of the current cultural reality. These have been fueled by our constant and easy access to all kinds of media, especially social media. In the midst of such division, it is increasingly difficult to be the ambassadors of reconciliation that we are called to be (2 Corinthians 5:11-21). We desperately need an outpouring of the Holy Spirit to help us be and do what God calls us to be and do.

Project 250

Project 250 is the collective vision of BIC U.S. for the years leading to our 250th denominational birthday in 2028. This vision includes 5 priorities and 16 specific objectives that, together, we would like to accomplish for the glory of God.

The challenges created by the pandemic will make a number of the Project 250 objectives more challenging than we expected, especially those related to healthy congregations that understand and minister effectively in their communities and also the goal of an increase of 25 congregations. However, we remain committed to this work and are working to accomplish as much as we can. We hired Jennifer Lancaster to be the Project 250 coordinator.

You can find out more about Project 250 and Jennifer on the BIC U.S. website:

<https://bicus.org/2021/10/meet-our-new-project-250-coordinator/?fbclid=IwAR2TILDd8JY8-fLK3I3USnQdgWAaZ7BDDtmmr-OKbN3YdONd1dsJoJgdUdE>

New Six-Year Term for Jonathan Lloyd as Director of BIC U.S. World Missions

Jonathan Lloyd has served as the Director of BIC U.S. World Missions since 2016. We are deeply appreciative of Jonathan's leadership of this important part of our ministry. As per the *Manual of Doctrine and Government*, members of Leadership Council undergo an evaluation process at least every two years. Based on Jonathan's leadership and the evaluations he has received, I have asked Jonathan to accept a new six-year term in this very important role. I am very pleased to confirm that Jonathan has accepted this invitation and will begin a new six-year term on August 1, 2022.

Bishop Searches

Ongoing search processes include two bishop searches—the Susquehanna Regional Conference and the Pacific Regional Conference. I am deeply grateful to Bryan Hoke (interim Bishop) and Heather Beaty (interim Regional Administrator) for their leadership in the Susquehanna Conference (along with Rob Douglass and Layne Lebo as members of the Bishop Leadership Team). The arrangement has worked well. I have been kept fully informed, particularly on matters that were outside of the norm and/or needed my input. I expect the bishop search to be complete in the Spring of this year (2022) with the appointment of a new, full-time, bishop.

At the end of April 2022, Perry Engle will conclude his almost 20 years of leadership as bishop of the Pacific Regional Conference. I am deeply grateful for Perry and Marta and their leadership. We pray that Perry will experience God's help and blessing in his new role as senior pastor of the Upland BIC congregation. Sharon Suria, the administrative assistant for the Pacific Regional Conference has also notified us that she will end her service in this role at the end of April 2022. I have met with the BOD of the Pacific Conference on a number of occasions and hosted a Zoom meeting for all pastors and leaders in the Pacific Conference so that we can prayerfully discern the appropriate next steps for bishop leadership for the region.

Ministerial Conduct Policy

Peter Guinther, Lynn Thrush, Bryan Hoke, and Jeff Piepho have been working on a new *Ministerial Conduct Policy*. This policy will highlight the importance of ministerial and processes when there are alleged violations. We expect the final policy to be completed General Assembly in July 2022.

General Assembly

We continue to be excited about and plan for General Assembly in Salina, Kansas. General Assembly will be preceded by a Global Worker Retreat for BIC U.S. global workers. Kansas has been a significant part of the ministry of BIC U.S., including world missions, and we are very much looking forward to being there. We have decided to use local congregational facilities for

the Assembly meetings rather than a commercial conference center. We encourage pastors and delegates to register as early as possible and to come expecting God's Spirit to move among us.

Development

With financial support from the Brethren in Christ Foundation we created the new position of Development Officer. Mark Templeton started in the role in November 2021. Mark came to us after years of serving in Development work for Messiah University. You can find out more about Mark on the BIC U.S. website: https://bicus.org/2021/12/meet-our-new-developmentofficer/?fbclid=IwAR2XKxvpFLirv6Ey27OTfG5zYXB4H3_dDcoewoQF_gSjCLn661bm4XamcpE

BIC Education and "Screening"

We have been in the process of investigating how we might improve our educational and ministerial screening activities by moving them to an online Learning Management System (LMS). We selected "Pathwright" as our LMS. Jonathan Owen has been working on the transition to this new platform. Our hope is to transition all the current Directed Study Program (DSP) courses to Pathwright. We are also excited to prepare a new course titled "Getting to know the Brethren in Christ" that will become a required course for persons interested in ministerial credentialing. This course will provide information on many important topics related to the identity and ethos of the brethren in Christ.

Women in Leadership

During 2021 Pauline Peifer led a taskforce to study the topic of women in ministry leadership in the Brethren in Christ U.S. The taskforce facilitated a survey across the Church, and we are presently processing the results of that survey. I am grateful for the leadership of Pauline and the dedicated work of the taskforce on this important matter. Our goal is to have a summary report and recommendations by General Assembly.

Conclusion

There is so much more than could be shared about the work of BIC U.S. Ultimately it is all about each of us experiencing the transforming grace of God in our lives. I am deeply grateful to every pastor and leader who serves throughout our denominational family. My prayer is that the transforming and renewing grace and power of God will sweep across our Church, our nation, and our world. May each of us commit ourselves to being the ambassadors of God in this world because God is making his appeal through us (2 Corinthians 5:20). Thank you for your partnership in the gospel.

Respectfully submitted,

Alan Robinson

National Director, BIC U.S.

Last year I found myself regularly encouraged by these words from John 16:33

“I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world.” John 16:33

As we begin 2022 I have been led to reflect on the familiar words of the prophet Isaiah in chapter 40:31

³¹ But they that wait upon the LORD shall renew their strength; they shall mount up with wings as eagles; they shall run, and not be weary; and they shall walk, and not faint.

Many of us had seasons of running, and even sprinting throughout 2021. As we begin a new year, I pray that all of us would pursue the mission that God has given us to make disciples, and that we will continue to run without becoming weary.

Reasons for Thanksgiving

Vision

Our vision remains clear and compelling.

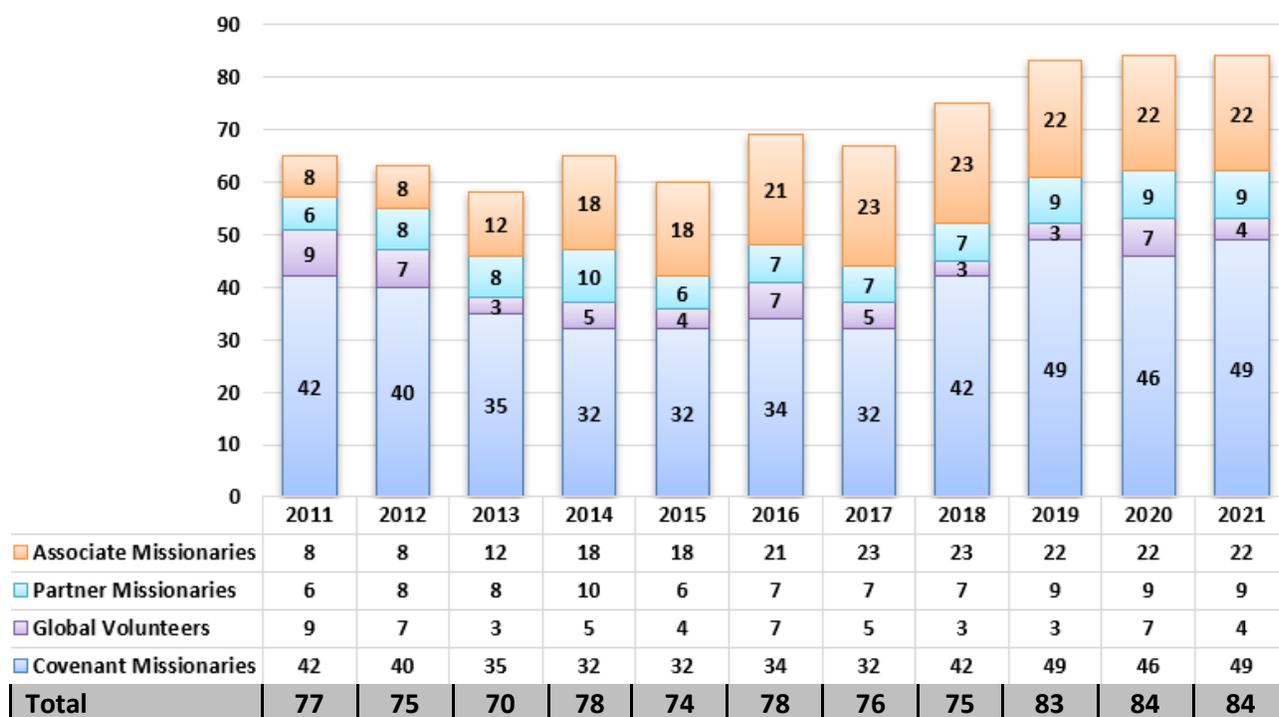
- A church for every people
- The gospel to every person
- A mission from every church
- Jesus worshipped in the Nations

Amid the very real challenge of our world, I continue to believe we have incredible opportunities for proclamation of the gospel in word and deed.

Organizational Strategic Plan

The Commission for World Missions (CWM) met January 20-21st for two full days. The world missions overall strategic plan continues to be a helpful tool, and one that we refer to frequently. The assistance of CWM in providing accountability and prioritization of elements within this plan has been very valuable. The strategic plan is included at the end of this report.

Missionary Census from 2011 to 2021



Project 250

INCREASING GLOBAL AWARENESS AND IMPACT is one of our “Project 250” priorities.

We desire that every BIC U.S. congregation will increase in global and cross-cultural awareness, understanding, and impact, and that BIC U.S. World Missions will be the primary ministry through which BIC U.S. congregations and individuals engage in this work.

We made significant progress in 2021 toward this goal. Over 200 people from across the BIC U.S. participated in the Impact Seminar, *The Basin and the Towel, Approaching global ministry through servanthood* in 2021. We were able to be offer this seminar in person in 6 of our 7 regional conferences. There is ongoing interest in another online offering of the seminar, video content from the seminar, and possibly an in-person gathering in connection with General Assembly 2022. With the progress made through the impact seminar, I believe we are well positioned to meet those goals. I am grateful to CWM for suggesting a resource for the seminar, the book *Cross Cultural Servanthood*.

Staffing

Over the last 18 months numerous new staff and missionaries have joined the BIC U.S. team.

- Chris Freet - *Support Coordinator*
- Salynda Hogsett - *Content Editor*
- Julie Hillard - *Administrative Coordinator*
- Jennifer Lancaster - *Project 250 Coordinator*
- Michael Bowlin - *Multimedia Administrator*
- Mark Templeton – *Development Officer*
- Donald and Karen Vundla, J and K B, and Yolanda Rice all deployed as *Missionaries*

There have been several shifts in roles throughout 2021. Kris Garis has officially taken on the role of regional administrator for Southeast Asia. Ken Hoke continues to serve as an available consultant to Kris. Jonathan Owen shifted from international service to work in our office as the Missions Project Coordinator.

I am deeply grateful for each of these co-laborers in Kingdom work. I believe that it is miraculous to have such highly motivated and qualified people who are excited to serve the church together.

Areas of concern

- The challenges that many pastors across the U.S. and around the world are facing, including the decline in participation with in-person congregational gatherings
- The demands and expectation of near instantaneous access to global communication, the volume of communication (texts, WhatsApp, Line, Messenger, Instagram, Teams, email), and the importance of being fully present to the relationships and tasks at hand
- The increasingly complex administrative details required to facilitate relationships across cultures. For example: obtaining visas, getting covid tests, wiring funds internationally, providing appropriate and helpful financial accountability.

Opportunities for growth and expansion

1. Leadership training in partnership with Gateway Karis for a growing group of Asian leaders
2. Expansion of “SPICE” ministry, with a willing and experienced partner in Mozambique
3. Southeast Conference retreat center, with a vision to house and educate refugee children

4. International student ministry within the U.S, with significant potential for relationships with students who are from lesser reached people groups
5. Increasing our partnership with the global missionary sending capacity of the church

Amid changing realities and a year full of challenges, God has given us much to be thankful for. May we wait on the Lord and not grow weary as we follow Christ through 2022!

Respectfully,

Jonathan Lloyd

**BIC U.S. World Missions
Strategic Plan**

Date initiated: January 23, 2019

Most Recent Review and update by Staff: January 11, 2022

Most Recent Review by CWM: January 21, 2022

Strategic Goals

1. BIC U.S. World Missions is committed to an emphasis on unreached people groups. We will have 40% of our workers focused on lesser reached peoples by the year 2021. Workers include full-time, covenant, and associate missionaries. Lesser reached peoples include those with less than 3% evangelical presence as defined by Joshua Project.

	2019	2020	2021				
% among lesser reached	36%	36%	41%				

2. We are committed to BIC U.S. World Missions assisting BIC U.S. congregations as they engage in cross cultural missions activity. We will have direct in-person contact with at least 35% of our congregations on an annual basis by the year 2021. This will take the form of a missionary speaker, staff contact, or CWM member sharing missions partnership opportunities with the congregation.

	2019	2020	2021
% congregations contacted	27% of the 259 BIC U.S. congregations. 127 recorded speaking appointments 71 BIC churches were represented.	62 recorded speaking appointments 38 BIC congregations	74 recorded speaking appointments. 46 BIC congregations. 6 of these congregations were "new" in that they had not been contacted since we started keeping these records.

In 2021 our congregational connections on Sunday mornings increased. We also had more than 200 people attend *The Basin and the Towel* Impact Seminar. We are planning to follow up with all impact seminar participants 6 months after their participation in the seminar. We hope to use that opportunity to encourage participants to engage in ongoing world missions partnership.

3. We are committed to partnership with the global BIC community. At the request of international churches, we will consider partnering in the following areas:
 - a. Scholarships for Leadership Training
 - b. Evangelism, Church Planting, Training, and Support
 - c. Compassion and Relief
 - d. Development of Cross-Cultural sending capacity
 - e. BIC Core Courses, and 10 Core Values
 - f. Governance/Polity advising

These areas of partnership do not necessarily require a BIC U.S. missionary to be resident within the nation.

In 2021:

Over \$700,000 was disbursed in support of international partners for things like special projects, SPICE, and Global Compassion.

Over \$80,000 was disbursed for international leadership training, evangelism church planting and church support.

We have been working to support various growing international conferences by referring them to other IBICA members within the region who could offer counsel.

Online global prayer gatherings took place weekly with increasing international participation.

Donald and Karen Vundla deployed, and we envision that they will help us to serve established conferences throughout Southern Africa well.

The first Core Course in partnership with Gateway Karis was held.

Contact has been made with the Japan BIC about their interest in hosting future leadership training events, with a desire to make those initiatives accessible for leaders from many nearby nations.

4. World Missions will engage in cross-cultural ministries to unreached people groups within the U.S., in cooperation with Regional Conferences. We will deploy 3 new missionary units to this type of work between 2018 and 2021.

2 missionary units have deployed into these types of assignments domestically, and we are currently working with a third unit toward deployment.

5. We will explore opportunities for sending missionaries to work among refugees and immigrants, outside of the US. By the end of 2020, we will determine whether to move forward with opening posts, recruiting, and sending missionaries with a goal of church planting.

2019: Exploratory trip to Greece and Germany to research organizations already working among refugees.

2019: Service trip to Lesbos Greece. Possible long-term workers were part of the trip

2020: A trip was planned to Athens Greece, trip was postponed to the Spring of 2021, and now has been delayed until Fall 2021.

2021: We have an opportunity to partner with Southeast conference in the development of their camp ministry to immigrant and refugee children.

6. We will further explore Business as Mission (Business for Transformation) and document best practices from other agencies with more experience. If we believe BAM is a model we would like to

pursue, we will write a proposal for evaluation by the CWM and GCB by the end of 2021 related to BAM.

2018: 3 individuals attended international BAM conference.

2019: Finance team joined meetings with other agencies to learn from their experiences with BAM.

2020: We developed the Kingdom Professional job post. This is related to BAM in that it allows professionals to deploy as cross-cultural workers, using their profession to provide for their funding needs. This minimizes the need for financial support raising for these deployments.

2021: An income generating hospitality ministry is being considered in Spain.

Our finance team has helped bring clarity to several fully or partially tent-making ministry relationships.

7. On a quarterly basis, we will update a list of specific short-term posts including opportunities for retirees or young people.

2021: We hosted a Standards of Excellence in Short-Term Missions training for long-term missionaries wishing to host teams. Missionaries, staff, regional administrators, and several congregational missions advocates were represented. We plan to host this training at least every other year and continue to encourage congregations that are interested in short term trips to participate.

Brethren in Christ Foundation

2022 Annual Report

The Brethren in Christ Foundation continues to serve the needs of BIC U.S. congregations, pastors and members through our investment options, lending programs and charitable and planned-giving products. Our goal has been to remain a strong and stable financial option for our borrowers and investors even when markets fluctuate.

The global pandemic continued to impact all aspects of our lives in 2021. We entered the year with the hope of returning to normal. A vaccine was available, new cases were declining and the country was reopening. Congregations began meeting in-person on a more regular basis while continuing to reach more souls through virtual services. 2021 was going to be the year COVID was put in our rearview window. Yet, as you know, while some aspects of life have returned, the new variants and surges of COVID continue to disrupt our daily lives and the life of the church.

Our office reopened in July utilizing a hybrid method of in-person and work-from-home options. We have structured this staffing to ensure the office is staffed 5 days a week. Staff is available to meet our customers in person each day. We plan to continue this into the foreseeable future.

The Foundation's outstanding loans decreased slightly in 2021. Several churches either paid off their loans early or were blessed to be able to make large additional principal payments. We did fund a few new mortgages during the year. A camp in California was able to realize a long-time dream to purchase a large property. A congregation in south Florida, which has been renting for more than a decade, was able to purchase a new worship space for their growing church. We are excited to walk alongside these ministries as they grow. While we are aware of a small number of new lending opportunities, the volume continues to be much smaller than pre-COVID.

Our securities issued continued to increase during 2021. It is clear our investors appreciate the investment options available to them through the BIC Foundation. This support has enabled us to respond to the needs of our congregations and our borrowers.

The BIC Foundation is proud of our relationship with BIC U.S. and continue to look for ways to strengthen this bond. We are pleased to be able to support the denomination by creating a fund to help support BIC U.S. in their development work.

While 2021 was another year of uncertainty, the BIC Foundation remained very stable. Our Total Assets grew by \$2.4 million. We have had another year of steady growth in Excess from Operations. The overall strength of the Foundation remains excellent.

The future needs of our congregations and investors will likely be different than those we have typically seen in the past. The Foundation has begun planning for this future. We are exploring new ways to meet the needs of the BIC U.S. churches as they continue to adapt and evolve.

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

Awaken Annual Report

Awaken, a BIC Network for Women in Ministry and Leadership serves the Church by linking together women and men committed to supporting and advocating for women called to ministry, and by helping them prepare and find a place to use their God-given gifts.

The Awaken Leadership Team connects women in all regions of the denomination and meets regularly to consider how they may better equip, engage and empower women who are serving in ministry positions. Based on a 2021 statistic, it is exciting to know there are 176 women who are serving in staff positions in BIC congregations. 35 staff women are fully or provisionally licensed and 5 staff women are ordained. Recently two additional women serving in congregations received a provisional license.

16 ordained women are either retired or serving in an approved ministry outside the congregation such as a chaplaincy. 17 licensed women are retired or serving in an approved ministry position outside of a congregation. At the time of this report, there are altogether 54 BIC licensed women and 21 ordained women.

Early in 2021, after a letter of concern was posted on social media, the Director of Awaken, Pauline Peifer, was commissioned by Leadership Council to select and assemble a Task Force as stated on the BIC website “to explore and address issues of injustice related to women in ministry with a focus on hiring practices, abuse of power, and accountability of leaders as they relate to the Brethren in Christ denomination.”

An eight member task force composed of Doris Barr, Christina Embree, Mona Engle, Tim Fisher, Lynda Gephart, Ryan Showalter, Drew Strayer, and Pauline Peifer (chair) met in 11 extended sessions throughout 2021 to address this task by conducting interviews and overseeing a nationwide survey of BIC staff. 699 Surveys were distributed with 399 returned (60% response rate). The Task Force completed their work and presented their findings to the Leadership Council on January 9, 2022.

Thank you to the Awaken regional representatives we call “partners”. They are the hands and feet of Awaken in each of the regions. Allegheny - Jill Thompson; Atlantic - Denise Bender, Dawn Groff; Great Lakes - Vicki Podjasek; Midwest - Margaret Engle; Pacific - Elisha Hankins; Southeast - Teddi Rodgers, Isabel Morejon; Susquehanna - Heather Beaty, Maureen Brown; International - Pam Arnold.

We deeply appreciate every person who financially contributed to the ministry of Awaken in 2021. We invite you to consider including Awaken in your financial giving. These funds will assist in advancing the cause for BIC women in ministry. You can make your contribution by going to www.awakennetwork.org and click on the “donate” button.

As Project 250 unfolds, this will provide a wonderful time for the Brethren in Christ to expand, raising up women to serve in leadership ministry in more congregations, on every board and commission, and at every level of church life. Godly women are sensing a call to ministry and are eager to serve. They need opportunities. Let's unleash them!

It has been my privilege to serve as Director of Awaken these past six years. I have been honored to meet and learn to know many of the gifted and passionate women serving in BIC churches all across the U.S. It is time for me to retire and pass the baton to a new director. I am grateful for the opportunities I have been given to serve the Church in various leadership positions over the years. I have been enriched and blessed beyond anything I could have imagined. I give all praise to God!

Pauline Peifer
Director of Awaken

2021 Financial Data

	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
Great Lakes								
Reporting								
Amherst Community BIC	148,240	12,888	3,000	164,128	8,000	-	5,219	13,219
Ashland BIC	167,137	13,632	-	180,770	20,264	864	13,692	34,820
Bethel (Merrill) BIC Church	49,456	55,764	-	105,220	4,500	-	375	4,875
Bethel Community BIC	21,999	986	8,867	31,852	225	-	543	768
Beulah Chapel BIC Church	44,842	1,000	4,820	50,662	2,800	-	2,025	4,825
Bloomington Chapel BIC Church	80,286	-	2,250	82,536	1,000	-	200	1,200
Carland-Zion BIC	26,447	8,700	7	35,154	855	-	1,305	2,160
Center Hill BIC Church	12,468	-	-	12,468	1,000	-	-	1,000
Christ Community Etc	13,645	-	-	13,645	-	-	-	-
Christian Union BIC Church	22,180	974	461	23,615	2,049	-	2,224	4,272
Dayton Brethren in Christ Mission	8,073	19,255	-	27,328	210	335	16,405	16,950
DeRossett BIC Church	17,941	5,340	9	23,291	-	-	500	500
Dwelling Place	2,180	-	700	2,880	-	-	300	300
Fairview BIC	262,247	23,438	30,741	316,426	27,900	1,500	12,224	41,624
Gethsemane Fellowship BIC	60,196	-	2,742	62,938	-	-	-	-
Highland BIC Church	88,989	7,470	2,802	99,261	8,021	-	19,514	27,535
Knifley Chapel BIC Church	32,137	-	-	32,137	-	216	1,616	1,832
Mooretown BIC	87,290	19,020	-	106,310	6,000	-	4,189	10,189
Morrison BIC	81,447	11,512	510	93,470	8,143	1,000	10,312	19,455
Mt Zion BIC	9,598	-	-	9,598	-	-	360	360
Nappanee BIC Church	79,787	15,134	21	94,942	7,422	-	15,830	23,252
New Vision BIC	60,016	8,742	62,308	131,066	14,323	-	-	14,323
Pleasant Hill BIC	110,981	1,036	106	112,123	14,700	1,025	38,900	54,625
Plowshares BIC	46,600	2,649	-	49,249	4,286	-	500	4,786
Pomeroy Chapel BIC Church	89,195	-	-	89,195	4,530	-	20,066	24,596
Rolling Acres BIC Church	99,600	-	-	99,600	6,600	-	-	6,600
The Seed	-	10,850	-	10,850	-	-	218	218
Union Grove BIC	35,820	2,279	6,902	45,001	-	-	-	-
Valley Chapel BIC	41,564	822	962	43,348	4,100	250	4,922	9,272
Western Hills BIC	42,285	-	-	42,285	-	-	1,200	1,200
Westside Christian Community	90,859	8,579	-	99,438	5,475	-	2,675	8,150
Reporting Total	1,933,507	230,070	127,208	2,290,786	152,402	5,190	175,313	332,904
Non Reporting								
Blessed Hope	-	-	-	-	-	-	-	-
Dayton BIC	-	-	-	-	-	-	-	-
Hope Community BIC	-	-	-	-	3,724	-	-	3,724
Kingdom Life Fellowship	-	-	-	-	-	-	-	-
Lakeview Community BIC	-	-	-	-	-	-	-	-
Leonard Community BIC	-	-	-	-	-	-	-	-
Millerfield BIC Church	-	-	-	-	5,625	-	-	5,625
Open Door Church	-	-	-	-	750	-	-	750
Non Reporting Total	-	-	-	-	10,099	-	-	10,099
Grand Total	1,933,507	230,070	127,208	2,290,786	162,501	5,190	175,313	343,003

*These figures are based on receipts received by Brethren in Christ U.S. for 2021

2021 Statistical Data

	Avg. attendance for weekly worship service(s)	# of Conversions	# of Baptisms	Avg attendance discipleship group(s)	Avg attendance youth programs	Avg attendance children's programs	Growth through Conversions	Growth through Transfers	Births	Deaths
Great Lakes										
Reporting										
Amherst Community BIC	49	1	-	34	-	5	-	-	1	2
Ashland BIC	83	1	2	49	-	16	5	-	2	2
Bethel (Merrill) BIC Church	9	-	-	9	-	-	-	-	-	1
Bethel Community BIC	13	-	1	-	-	3	-	-	-	-
Beulah Chapel BIC Church	27	-	1	15	2	3	-	-	1	1
Bloomington Chapel BIC Church	97	9	4	45	15	30	9	-	2	2
Carland-Zion BIC	12	3	-	6	1	-	3	-	-	1
Center Hill BIC Church	14	-	2	8	-	-	-	-	-	-
Christ Community Etc	16	-	1	4	-	2	-	-	2	-
Christian Union BIC Church	17	-	-	6	-	-	-	-	-	-
Dayton Brethren in Christ Mission	19	10	-	16	-	-	-	-	-	-
DeRossett BIC Church	14	-	-	7	-	2	-	2	-	-
Dwelling Place	-	-	-	-	-	-	-	-	-	-
Fairview BIC	82	11	1	6	9	3	-	-	-	5
Gethsemane Fellowship BIC	48	9	6	21	8	8	9	-	-	-
Highland BIC Church	70	3	3	-	20	-	3	4	-	2
Knifley Chapel BIC Church	23	1	-	16	6	6	-	-	-	-
Mooretown BIC	67	-	4	42	5	20	-	-	-	3
Morrison BIC	60	1	1	20	-	5	1	-	2	-
Mt Zion BIC	20	3	-	15	-	7	-	1	1	-
Nappanee BIC Church	36	-	-	26	5	-	-	-	2	2
New Vision BIC	15	-	-	10	-	-	-	1	-	-
Pleasant Hill BIC	33	-	-	19	2	3	1	-	-	1
Plowshares BIC	52	2	2	-	10	15	2	-	1	-
Pomeroy Chapel BIC Church	40	-	-	16	6	-	-	-	-	-
Rolling Acres BIC Church	47	-	2	20	2	6	-	-	-	-
The Seed	-	-	-	20	-	-	-	-	-	-
Union Grove BIC	22	-	-	-	6	1	-	-	-	1
Valley Chapel BIC	25	3	-	12	-	-	-	-	-	-
Western Hills BIC	25	1	1	8	5	-	2	2	1	2
Westside Christian Community	37	-	-	8	-	5	-	-	-	1
Reporting Total	1,072	58	31	458	102	140	35	10	15	26
Non Reporting										
Blessed Hope	-	-	-	-	-	-	-	-	-	-
Dayton BIC	-	-	-	-	-	-	-	-	-	-
Hope Community BIC	-	-	-	-	-	-	-	-	-	-
Kingdom Life Fellowship	-	-	-	-	-	-	-	-	-	-
Lakeview Community BIC	-	-	-	-	-	-	-	-	-	-
Leonard Community BIC	-	-	-	-	-	-	-	-	-	-
Millerfield BIC Church	-	-	-	-	-	-	-	-	-	-
Open Door Church	-	-	-	-	-	-	-	-	-	-
Non Reporting Total	-	-	-	-	-	-	-	-	-	-
Grand Total	1,072	58	31	458	102	140	35	10	15	26