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### BENEFITS CORPORATION

The most recent active pastor's health insurance has enrollment of 60 participants down from 94 participants in 2011, a 36% reduction. In contrast the 9<sup>th</sup> National Conference Stationing Report issued July 2011 has 139 full and part time assigned pastors whereas the 15<sup>th</sup> National Conference Stationing Report issued July 2017 has 132 full and part time pastors. The number of participants on the health insurance plan dropped by 34, while over the same time period assigned pastors decreased by 7. There are multiple reasons why 34 participants left the health insurance plan. Anecdotal evidence suggest the top three reasons are probably cost, attaining Medicare eligibility age and spousal coverage or a combination of the three and the multiyear trend toward more part time pastoral positions away from full time positions continues. During this six year period the full time pastor health insurance mandate was applicable and a decrease in participants was still recorded. There are no ill feelings toward any pastor that left the group health insurance plan. However, with the current rate of reduction in plan, participants cannot be sustained much longer without financial ramifications.

Health insurance companies will issue policies for a one member employer group plan however that comes with a cost. The more participants on the plan with a variety of ages and health conditions helps spread the claims risk over a larger participant pool leading to lower premium cost. A health insurance plan with lower enrollment increases the risk of higher healthcare claims cost due to the smaller number of lives in the plan. There is a minimum enrollment number that a health insurer will use as a floor before assessing higher premiums. Prior to the Affordable Care Act and before the current Congress started tweaking the ACA there was a number that most insurers used for a minimum enrollment. Currently, the minimum enrollment level has started to creep upward and an industry standard is no longer being followed. If our plan enrollment continues to decline we could experience higher rate increases due to a lower plan enrollment. The EC Benefits Trustees continue to monitor the employer based health insurance marketplace to supply a value driven health insurance plan to the EC pastors.

The health plan census (plan participants) decreased by six (6) during 2017 to 60.

The premium for the Highmark Medicare Advantage PPO (Freedom Blue) increased \$8/mon to \$224/mon with no changes to benefit levels. This plan provides additional coverage beyond the basic Medicare coverage for retired pastors, spouses and widows. The anticipated enrollment decrease in the Freedom Blue plan is occurring due to the increase in cost sharing which is placing a larger financial burden on the retiree however that decrease is occurring at a quicker rate than anticipated. What was also noticed during 2017 was an increase in the number of pastors reaching Medicare eligibility age and not joining the Freedom Blue plan. I am glad that more pastors are investigating other Medicare Advantage options and choosing a plan that satisfies their health and financial requirements. There is no requirement that Medicare eligible pastors must join the denomination sponsored Freedom Blue plan. Please research multiple plans and choose a plan that best fits your needs. The number of participants in the Medicare Advantage plan decreased during 2017 by 22 to 66.

The 403(b) Defined Contribution pension plan had a positive investment return in 2017 of about \$2,246,000 or 14.2%. Contributions are up significantly from last year to \$560,000. The total number of active participants in the plan increased to 175. Of the total participants in the plan, five are taking advantage of the Roth 403(b) option. I would like to thank Jennifer Buehler, Wells Fargo Wealth Management, for her commitment and time spent working with our active and retired pastors. She is a tremendous asset for the EC Benefits Board.

The housing equity account had a positive investment return of 9.4% in 2017. The number of participants is lower than we would like, but we are glad that a few pastors are taking advantage of the program. We encourage pastors living in parsonages to consider opening a housing equity account, or if you have an account, consider making consistent small contributions.

The Manna Fund balance as of December 31, 2017 is over \$73,000, and there were three retirees that received assistance in 2017 totaling \$2,160. All three of these retirees received assistance due to the increased cost sharing from the Highmark Freedom Blue plan. The Manna Fund received \$7,280 in

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contributions from individuals and churches. The income limits to qualify for a Manna Fund distribution have been set at 200% of the federal poverty level as defined by the US Department of Health and Human Services. The current limits are \$24,280 for individuals, and \$32,920 for two member households. Of the three retirees that received benefits from the Manna Fund, two are continuing into 2018. In addition, two additional retirees have been approved to receive distributions from the fund during 2018. The Manna Fund was established to assist our retired clergy and surviving spouses. We know that we have retired clergy and surviving spouses that do have financial needs but they will not complete a Manna Fund application. If you are aware of any of our retired clergy or surviving spouses that could benefit from a Manna Fund distribution, please encourage them to complete an application for assistance. Manna Fund applications are mailed to retired clergy and surviving spouses in April. An application can also be received from the Benefits Administrator at the EC Church Center.

The disability fund had a balance of \$510,000 at the end of the year, an increase of about \$66,000 from 2016. There were no disability claims paid during 2017.

The Benefits Corporation also administers the Defined Benefits Plan for the National Conference. This is an unfunded liability of National Conference. At the end of 2017 there were 32 pastors and surviving spouses receiving monthly pensions of approximately \$5,400.

A financial audit was completed by Hamilton and Musser, PC on the records of the Benefits Corporation. There were no significant discrepancies noted by the audit. Our appreciation and thanks to the church treasurers that responded to the audit confirmation requests.

An election will be held at the Annual Corporation meeting to re-elect Frank Schock as an incumbent trustee. The EC Benefits Board has five open lay trustee positions. If there is anyone interested in serving as a trustee please contact Frank Schock, President, EC Benefits Corporation. The EC Benefits Corporation trustees are dedicated, active and knowledgeable and vital to the operation of the EC Benefits Corporation. Their service is appreciated and they cannot be thanked enough for their service.

Employee benefits are going to be a continual challenge. Circumstances in the marketplace and regulatory changes are going to adversely affect our group. Please be sensible with your health and saving for retirement. The accumulation of small purposeful, positive and proactive steps will create large future gains. The current issues we are experiencing are not going to disappear nor become less important. By helping yourself you are helping your denomination.

***Frank Schock***  
***Kevin Henry***

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## CAMP ECCO

(Nothing to Report)

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## EVANGELICAL THEOLOGICAL SEMINARY

### **BULGARIA (AND THE NEED FOR ACCESSIBLE LEARNING)**

I'm sorry I will not be with you in person for this conference. I will be teaching leadership to a network of church planters in southern Bulgaria, near the Turkish border, where Islam is well funded and very visible, the Bulgarian Orthodox Church is corrupt and dying, and an evangelical voice has been largely missing or anemic. The leader of this network is Hari Atanasov; he and his wife Penka are highly gifted artists; they planted a church in Kurdjli, the largest city in the region, largely through funding

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received by the selling of their artwork. My congregation in Lititz, Pennsylvania, is their sister, which is why I have been asked to do some teaching there.

We Protestant speaks much of the “priesthood of all believers.” The Bulgarians practice it. These church planters are all untrained, unprofessional, unprepared... except for the oversight provided by my friend Hari (who also lacks a formal theological education) and the occasional seminars we have provided to them online and through visits like these. There was a time when the best an overseas church leader could hope for was enough money to move to the US, enroll in seminary, and return home years later with the training to lead a church, denomination, or Bible school. So I am very grateful for the tools we now have to make education accessible to leaders in Bulgaria.

And in Arizona, Michigan, Florida, Philadelphia, and Timbuktu. I’ve been telling you from nearly the beginning of my tenure as president of Evangelical that we were moving more and more intentionally online, and we have been. Over the past five years in particular we improved our technology infrastructure, trained our faculty, leased our learning platforms, and learned new tricks every step of the way... to the point where, in 2018, we can finally make a complete master’s degree program available fully online. And two more to go this fall! Our Master of Arts (Bible) was launched in January (our fifth new program in 5 years!) and can be taken onground at Myerstown or entirely online (or a mixture of both). Assuming we win approval from our accreditor, our MDiv and MA in Ministry will both be offered the same way beginning this fall.

Yes, we can improve student enrollment this way, and that truly matters for our long-term sustainability. But this is about more than numbers; it is about mission. If we truly believe in what we’re doing, then we’ll make it available to those who need it most. And so we are doing.

This will be my first trip to Bulgaria, but I’ve been privileged to visit some other foreign countries over the years, and each one has taught me something important for what we do now at Evangelical.

## **SPAIN (AND THE NEED FOR ONGOING SPIRITUAL FORMATION)**

Last summer the Board of Trustees granted me a month off to travel to Spain and walk the Camino de Santiago (the “Way of St. James”). The Camino is a thousand-year-old spiritual pilgrimage route, or a collection of routes, ending in Santiago, where the relics of the Apostle James are said to be housed in the cathedral there. (As an historian, I can assure you that they’re not, but the thousands of people who flock to see them think otherwise.) I walked the Camino, not for James, but for me and Jesus to have a month-long conversation without the distraction of being a president, professor, or preacher, an experience I have never had in my entire adult life.

It was an extraordinary experience, one that sharpened every part of me. As an historian, I appreciated the opportunity to worship in 800-year-old village churches, and to tread in ancient paths pounded six feet below ground level by millions of pilgrim feet over so many centuries. The art-lover in me delighted in the free-standing sculpture so ubiquitous in Spain, the Leonardo da Vincis hanging incongruously in a cathedral chapel, the stained glass windows that transformed light into color and story, and the Gaudi-designed architecture. My middle-aged muscles strained and tendons cracked at the physical ordeal I asked my body to undertake, so that I limped, more than walked, across the country, and yet I returned in the best physical shape I’ve been in for years.

It was my soul that was restored the most. I spent much of each day praying through the “Spiritual Exercises,” an intense 30-day devotional experience created by Ignatius of Loyola of Spain in the 16<sup>th</sup> century and still utilized to this day by the Jesuits and a burgeoning group of Protestants. We actually have a certificate program at the Seminary now to teach people how to guide others through this amazing spiritual experience of walking with Jesus in prayer from the manger to the tomb, becoming one with him in his death and resurrection. Jesus walked with me from Pamplona to Santiago, over 400 miles, and was laughing with joyful abandon much of the time.

I was already committed to spiritual formation. I am a pastor in my 33<sup>rd</sup> year of ministry. I am a trained spiritual director. I know how important it is to cultivate the spirit. And yet my time with Jesus in Spain reminded me how essential it is that seminary not be merely an academic experience. It is never enough to simply know the Bible, or doctrine, or how to preach, or how to do anything... as important as they are. As the revivalists of the Great Awakening reminded me, unless one is converted and transformed, we truly have nothing to say that has power or credibility.

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And so we are building spiritual formation longitudinally into our ministry training—beginning this fall, all students in those programs will spend at least four semesters participating in spiritual formation groups...not only nurturing their own spiritual lives, together, as the body of Christ, but also learning how to do the same in their own ministry contexts. Moreover, as I have reported to you in previous years, we have developed our own MA in Spiritual Formation and Direction to provide specialized training for those who would lead spiritual formation, discipleship, men's, women's, youth, or Christian education ministries within or outside the congregation. We even have a specialized certificate for those who wish to be trained as evangelical spiritual directors, and have joined a national network of other evangelical institutions who provide such training.

## **SINGAPORE (AND THE NEED FOR INNOVATIVE DOCTORAL EDUCATION)**

Spain wasn't the only foreign country in which I had a profound spiritual experience; I went to a pastors' conference in Singapore in 2004 and came home a different man. I think God uses unfamiliar settings to get my attention, spiritually, and I'm glad he does! I was there somewhat unwillingly—the doctoral program I was in at the time required an international experience and a friend invited me to go to Singapore with him. The last thing I needed was another conference! I thought... and, indeed, the conference itself was not all that helpful, but the Holy Spirit was there. So it became a profound growing experience for me, one that I have wished for others to enjoy.

In February we announced that we were launching a creative Doctor of Theology (ThD) program this fall, one that we borrowed from LaSalle University and reshaped for our own context. I won't give you all the marketing pitch here (check out the program webpage at [www.evangelical.edu/thd](http://www.evangelical.edu/thd) though!), except to say that it's really struck a nerve. We've been amazed at the quantity and quality of inquiries we've received for this program. It's too early at the writing of this to say how many students we'll have this fall but it seems safe to assume that we'll have a full cohort.

We are not doing doctoral education just to brag about having a doctoral program. I have held off on creating one for these because there are many good DMin and PhD programs out there. Unless we had something distinctive to offer we weren't going to add to a crowded field. Well, we DO have something distinctive to offer! It's partly that the program is a ThD, instead of the usual options. It's about the same credit load and duration as a DMin program but with deeper theological reflection, and more individualized, customizable learning. And it's designed for ministry practitioners, not for pure research or purely academic scholarship, like a PhD. We want to make ministry better. And this program will go a long way toward fulfilling that objective.

## **THE CZECH REPUBLIC (AND THE NEED FOR LEADERSHIP IN DARK TIMES)**

In 2009 I had the opportunity to visit Prague to attend the annual conference of the International Leadership Association. I was there with students and other faculty from the university at which I used to serve. I did a brief presentation and assiduously attended the conference seminars, since the school had invested a fair amount for me to participate there, but once again found that what happened outside of the conference sessions was more significant than what was going on inside.

While in the country, I traveled east to the site of the Nazi's Theresienstadt concentration camp, a very dark place even five decades after its last use. I saw with my own eyes the evil that leadership is capable of, if immoral, narcissistic, inhumane, or even demonic. I then traveled west to the German city of Dresden, which was firebombed by the Allied powers over a weekend in 1945, with the loss of perhaps 50,000 civilian lives. In Dresden I saw with my own eyes what damage even "good" leadership is capable of, when in conflict with evil. I then traveled into the heart of Prague as well, to visit the Bethlehem Chapel, where Jan Hus once preached reform. In return, the spiritual descendants of those set aflame as human torches in Nero's gardens burned to death their brother in Christ. And so I saw what evil even "Christian" leadership is capable of in pursuit of power.

And, then, late in our last night in Prague, a German tourist dropped to the sidewalk with a heart attack after a river cruise we had enjoyed together. I saw two of our female students make a beeline in heels to a hospital two blocks away to get an ambulance. I saw one of my faculty colleagues, a nursing professor, instantly begin CPR, joined soon by a British nurse who happened to be walking by. I saw another faculty colleague, a Korean who spoke a bit of German, start translating information from the wife of the ill tourist, and another student stepped forward to translate English into French, so a French-speaking African doctor could not only know what to do but also translate into Czech for the ambulance

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crew that had arrived. Whew! I saw a Czech EMT working feverishly for a solid hour, trying anything she could, to keep that man's heart beating. When she ran out of options, there was no one left but her, my Korean friend, myself, and a new widow to whom we had to break very bad news in our awkward cacophony of languages. The EMT looked at us curiously, and with very broken English asked, "You his friends?" No, we don't know him. We stayed because God loves him. And in that dark moment on a dark night in a dark city I saw leadership that cares about what matters, even when we're not always "successful."

We have taught leadership at Evangelical for 65 years—to pastors, other church staff positions, parachurch leaders, business people, nonprofit leaders, teachers, and therapists. There is no death of leadership in the world; leadership is happening all around us, for good or ill. What is needed is leadership with a deep heart, a fresh imagination, a spiritual passion, and eyes to see in the dark.

## **ITALY (AND THE NEED FOR RELATIONSHIP)**

I was sent to Rome in early 2008 to try to establish a partnership with a university there, one in which we could send business students back and forth between our countries, so as to gain a broader international exposure. A faculty colleague and I taught leadership to some of the students at the Italian university for a week, and negotiated with the head of the department the rest of the time. On the last day, there was a little time for some sightseeing—two Caravaggio paintings hanging in the church of Santa Maria de Popolo and an hour or so gawking at St. Peter's Basilica.

The trip was unsuccessful. It turned out that our Italian counterpart was primarily interested in financial aggrandizement for himself, not a relationship between the two institutions. Some of his other behavior was objectionable too. We returned home disappointed and without an agreement, but aware that not all of these collaboration efforts work out. Fortunately, we had established many other partnerships in other parts of the world, some closer to home, and most of them had served us well and served our students even better, which was what mattered most.

We seek partnerships at Evangelical as well...sometimes unsuccessfully and sometimes with happy results. We're in some conversations now, which we may be able to talk about publicly by the time conference rolls around. Even if not, we ask your prayers for wisdom as we discern what God has in store for Evangelical. We have a great blessing in that our farsighted Board of Trustees is far more concerned about sustaining the mission of the seminary than any aspect of its container. It matters less to us what name is out front, or where the "front" is, than that we can continue to provide a relevant, Christ-centered, Bible-based education to serve the Church and the world.

The most important relationship we have is with you, the Evangelical Congregational Church. I came to you last May and assured you that we intended to sustain that relationship in the years ahead, even though the forms of it have been changing. Bishop Hill said much the same thing in return. That renewed commitment has been articulated in recent months in a revised covenant between seminary and denomination, written by the bishop and myself. It has the endorsement of our board and awaits you as well, which I trust you will provide at this conference. We aim to remain the "EC Seminary" in perpetuity, even as we continue to serve a wider constituency.

## **MYERSTOWN (AND THE NEED FOR HOPE)**

I've been fortunate to visit these countries and others beside. I have been to Robben Island, off the coast of Cape Town, and seen the jail cell that once held Nelson Mandela, and the salt mines at which he once worked as a prisoner. And then, when he was released, we all saw what reconciling leadership could do. I've taught Asian leaders in Bangkok. I've been multiple times to London, and other sites in Great Britain where God did great things, and sites where leaders did evil things.

Today I do not write from a foreign land; I am sitting in my office in Myerstown as I finish this report. There's little that's exotic here—no strange languages, except, perhaps, from our Amish neighbors. No historical sites, except, perhaps, for the building in which I sit. No great works of art, except, perhaps, for the magnificent tree in the front lawn of our campus. There are no statues, memorial plaques, grand hotels, or great cathedrals here.

No, the great delight of Myerstown is not in the externals; it is that God is here...the God who is at work in this generation in new and wonderful ways, the God who wants to be known—intimately, passionately, transformatively—and the God who wants to be seen, in all our waking and unawake

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moments, with eyes both physical and spiritual. So we will keep showing people how to see him, know him, and understand him, and you please keep doing the same in your churches. And sooner or later, He will be glorified in Bulgaria, Spain, Singapore, Prague, Rome, and Myerstown... and every nation, city, town, and village we represent or serve, all over this great big broken world.

***Dr. Tony Blair***

## AN ENDURING COVENANT

### THE EVANGELICAL CONGREGATIONAL CHURCH AND EVANGELICAL THEOLOGICAL SEMINARY

Evangelical Theological Seminary was founded by the Evangelical Congregational Church in 1953 out of a vision to train clergy for service in the denomination. Over the years the Seminary has broadened the scope of its mission to include many other broadly evangelical constituencies and other forms of preparation for service to the Church and the world, all with the support and encouragement of the Church. The funding relationship between the Church and Seminary has been changed, as has the Evangelical Congregational composition of the Seminary's board of trustees. Yet the vital relationship between the Seminary and the Church continues enthusiastically today, as delineated and affirmed in this Enduring Covenant.

The Church and Seminary agree that the curriculum, programs, marketing, and operations of Evangelical Seminary are and shall remain designed to promote growth and development in accordance with these shared core values:

- To establish students in the knowledge of God's inspired word, and to teach competency in its interpretation, proclamation, and application in the contemporary world
- To exhibit and model academic excellence in the teaching and learning of all disciplines in the seminary curriculum.
- To promote the process of spiritual formation for every student so that their relationship with the living Christ permeates their character, attitude, and ministry
- To help students evaluate and grow in their relationship skills, commitments, accountability, and Christ-likeness within their marriages, families, friendships, congregations, and communities
- To develop dynamic, creative, and Spirit-filled leaders who will serve Christ and the Church with integrity and skill while equipping others to do the same
- To cultivate in students a passion and ability to take Christ's redemptive work to a lost world by proclaiming the good news of salvation, helping believers grow and mature in the faith and acting to alleviate human suffering and injustice
- To create in students and awareness, sensitivity, and active commitment to the global nature of the mission and ministry of the church.

In order to maintain and continue this vital relationship, the Evangelical Congregational Church and Evangelical Seminary commit to the following components of this Enduring Covenant. The Evangelical Congregational Church will:

1. Regard Evangelical Seminary as the preferred institution of higher education for the training of Evangelical Congregational pastors, missionaries, specialized ministers, and other vocations for which the Seminary provides training and support.
2. Encourage financial support for the Seminary by promoting an awareness that theological education is the responsibility of the whole Church.
3. Encourage ECC member congregations to support the work of the Seminary by permitting Seminary representatives to present the ministry of the Seminary in their local services and programs.

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4. Encourage ECC member congregations to support the Seminary financially by including the Seminary's "Fund for Students" in their budget and supporting capital fund drives and/or other special gifts/appeals.
5. Encourage local churches and Districts to consider creating scholarship funds for students from their church/Region.
6. Support the work of the Evangelical Congregational Studies Center of Evangelical Seminary.

Evangelical Seminary will:

1. Maintain an educational and spiritual environment consistent with the Core Values and Theological Commitments of Evangelical Theological Seminary and the Discipline of the Evangelical Congregational Church.
2. Grant to the Evangelical Congregational Church, in keeping with the Seminary's By-laws, that the Bishop of the Church shall be a voting member of the Board of Trustees.
3. Consult with ECC leadership when hiring key faculty and staff positions.
4. Make available on a regular basis, through the Center for EC Studies, courses in ECC theology, history and polity, along with other offerings that will provide ongoing support to EC denominational leaders, pastors, and laity.
5. Provide regular reports on the Seminary to the ECC National Conference, denominational leaders, pastors, and other leaders.

The Evangelical Congregational Church and Evangelical Seminary will both:

1. Keep open lines of communication with the Seminary to share concerns and celebrate what the Lord is doing in each other's ministries.
2. Share personnel, resources and facilities when possible and appropriate in order to further the mission of the Church and Seminary.
3. Solicit recommendations from the Church in identifying qualified candidates to be considered for membership on the Seminary's Board of Trustees.

Revision approved by the Evangelical Seminary Board of Trustees, February, 2018, and the National Conference of the Evangelical Congregational Church, May, 2018.

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## **ROCK RIVER BIBLE CAMP**

Nothing to report.

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## **STONERIDGE RETIREMENT LIVING**

"All In". This year's conference theme is in direct conflict with the current state of the workforce in America - at least in our geographic locations. The theme does, however, resonate with the expectation of how we need to deliver services to today's seniors. With these two key critical components of the organization in conflict I am certain there is no need for me to elaborate and belabor the point of how hard it has become to deliver 5-star service and be a desirable community to which everyone looks when the need arises.

In my report last year, I shared we were in the initial phases of the feasibility studies needed to move forward in developing the 300 plus acres in Carlisle into a continuing care retirement community. The planning stages have steadily progressed and we will actually begin reviewing conceptual designs at our April Board of Trustee meeting. Cost estimates are being prepared which will be utilized to determine

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the financial viability and sustainability of the project. With that said, we anticipate having an answer toward the end of May if the project will receive the green light.

Maintaining a full census continues to be a primary focus of the Senior Leadership Team and the individual communities' leadership. We have experienced, as reported last year, sustained occupancy in our Popular Run Independent Living which in the past was always the challenge. We have become a preferred partner with WellSpan which has helped to stabilize our skilled nursing census in Myerstown. We are currently struggling to get regular referrals in Carlisle as the two area hospitals work through their recent affiliation with UPMC. We did experience that same challenge through the second half of 2017 in Myerstown as Good Samaritan was merging with WellSpan. Personal Care also tends to go in waves of demand, and we are faced with a lower census in that continuum of care as well.

The healthcare industry continues to change as government is concerned with the ever-increasing cost of health expenditures for our senior population. We are forced to change with it and have done so willingly even though it means working twice as hard. The trend of shorter nursing stays during a Medicare qualified stay continues, moving the desired average length of stay to under 20 days. This has put great pressure on admissions to keep beds full, and even more pressure on staff to rehabilitate a resident in a shorter period of time to discharge them back home.

We have decided to focus our efforts on partnering with a home health care provider rather than venture into it ourselves. We understand most retirement communities lose money when they develop and manage the program on their own, and with already tight margins, management felt it would be best not to enter into this service line at the present time. Ensuring our residents have a successful stay with positive outcomes has always been our primary focus, so having a strong partner to continue care at home achieves the ultimate goal of restoration. This has allowed for better dialogue with the hospitals to ensure we assist them in not having a re-admission for the same medical occurrence.

We continue to offer benevolent care at all communities, but have had to limit the number of residents who receive benefits from the program. We also limit the dollar amount we can provide to fund this program. The church plays a significant role in helping to keep this program alive by contributing to the Mother's Day offering. Additional contributions are always welcome and we encourage and ask you to share this need within your church.

We spent significant time at the end of 2017 developing a Wellness Program to support our team members with everyday life challenges. Our program was developed around five pillars: Physical, Emotional, Intellectual, Financial and Spiritual. We have made a concerted effort to open the spiritual conversation within the organization with the hope of reaching the lost. Team members have opportunities to meet with our Chaplains, attend prayer meetings and Bible studies. In April we rolled out the Grief Share program and we will be starting a Life Tree Café in the fall. We are opening both of these not only to team members and residents but also to the surrounding Myerstown Community. Fortunately, we are getting some support from the Myerstown Churches who did not have the resources to offer this program on their own or facilities conducive to this type of program.

Recruitment and retention continues to be our most difficult challenge. With unemployment at an all-time low, a generation that has been raised with an "IT'S ALL ABOUT ME ATTITUDE," and worrying about everything other than their job, we find ourselves with a multitude of frustrations and concerns on how to continue delivering quality care with a very limited, available and willing workforce. We are spending significant time educating on the core values and mission of StoneRidge to develop and build a culture of service within the organization. We are focusing on engaging our team members to create a work place where they want to be. We want our team members to be proud they work for a StoneRidge Retirement Living Community. We are working to re-invent ourselves to the "new" consumer, aka – the prospective team member, to build brand loyalty.

We have been fairly successful in creating a Christian atmosphere for residents to enjoy. We are ready to take the next step – a Christian atmosphere where team members feel appreciated and want to return that appreciation into satisfaction for our residents. Join us in this effort through your time by volunteering and being a positive presence. Join us in your continued financial support for both special contributions to projects and our on-going benevolent care program. Join us in prayer as we seek to let this Ministry be an example of our Father's love, grace, compassion and mercy.

***Steven J. Reiter***

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## TWIN PINES CAMP

Twin Pines Camp, Conference and Retreat Center has been blessed with many opportunities to serve the Kingdom. In 2017, Twin Pines had the opportunity to provide retreat accommodations for groups seeking a place to get away and experience God. We are fortunate that year to year many groups choose to rebook retreats. The challenge is always to get groups to Twin Pines for the first time. In 2017, we began a focused effort to seek more new groups and opportunities to provide quality accommodations and programming. We are continuing to seek new groups from all over Eastern Pennsylvania, New Jersey, and New York, as well as new ways to serve our local community. As we identify the needs of the families and organizations in our area, we strive to be a part of fulfilling those needs.

Twin Pines has been working to expand the retreat programs in which we provide the programming. The Winter Thaw weekends saw almost 200 participants in two weekends, and there is potential for those weekends to continue to grow. Another programmed retreat in 2017 was Spring Fling for retreat guests in third through fifth grade. The inaugural retreat had over 30 participants. More and more we hear that leaders are looking for opportunities to take groups to retreats and have the programming done for them. This was not the traditional retreat method at Twin Pines, but it has been beneficial to groups and we are excited to continue these retreats.

Our summer camp program grew by 5% in 2017, and we are excited to see this growth continue. We continue to brainstorm new ideas for summer programming in order to attract more campers. In the summer of 2017, there were 35 campers who made decisions during the 8 weeks of overnight camping. The day camp program in 2017 also continued to grow, and we believe this is one of those areas where we can fulfill a need in the local community.

Throughout 2017, the staff at Twin Pines continued to hear from people in EC churches that they did not know the denomination was phasing out funding for affiliates like Twin Pines. There are still EC church websites that list Twin Pines as being owned and operated by the EC denomination. This is concerning because if individuals assume that their church is supporting Twin Pines at the same level, they are not making the adjustment to support the affiliate directly. We are thankful for the churches and individuals that do continue to generously support Twin Pines. This year an important step was taken by the denomination to put the deed for the property of Twin Pines into the name of Twin Pines Camp rather than the name of the Christian Education Society of the Eastern Conference of the Evangelical Congregational Church.

The Twin Pines staff desire to serve the people who come to camp and beyond. In 2017, we brought Twin Pines to people by holding hymn sings in various EC churches. These events will continue in 2018. Please join us at a hymn sing in your area. If you would like to host a hymn sing at your church, please contact Sam in the camp office.

In 2017, some staffing changes were made when Nicole Stuart was hired as the Guest Services Coordinator. Nicole grew up coming to Twin Pines and was excited to be a part of the team. She has jumped in and used her gifts to bolster retreat numbers and create new events like the Twin Pines Christmas Craft Show and Flea Market. There has been a real cohesiveness amongst the staff throughout 2017. This was needed during the summer as Property Manager Steve Kirk was not able to work for most of the summer after suffering a motorcycle crash in which he suffered several broken ribs, a broken shoulder, road rash, and a collapsed lung. The staff all pitched in and did jobs outside of our normal duties. Along with volunteers, we were able to keep camp up and running.

As the facilities at Twin Pines age, we continue to see a need for renovations. In the fall of 2017, Hemlock Lodge was renovated, including new paint, mattresses, and linens. Blue Spruce Lodge is next on the list, including the exterior of the building, replacement windows, and updated bathrooms as funds are available.

Every year people share with us that they didn't know about an event or retreat that is going on at Twin Pines. We are asking for your help in passing along information about the ministry of Twin Pines to the people of your church. We know that there is only so much time and space available to share information about events, but we need your help to spread the word about all that Twin Pines has to offer. There are also individuals on staff and on the Board of Directors who are willing to come to your church

# AFFILIATES

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and share about Twin Pines. This does not need to be on a Sunday morning. We can come any time to share with a youth group, children's ministry, Bible study, or even your ministry council.

Twin Pines would also like to encourage you to hold a retreat or event at Twin Pines Camp. We hear year after year about events of the denomination and of local churches that could have been held at Twin Pines but are being held other places. Our roots are EC, and they are deep and strong. Twin Pines is incorporated and run by a board of directors, but it was founded by the people and churches of the Delaware and Susquehanna Regions. We know it may not always be possible to hold events at Twin Pines, but we would like the opportunity to discuss the possibility of holding the event at Twin Pines, or perhaps bringing an event to you! If you or your church have a retreat or send youth to summer camp, please consider Twin Pines. The reasons we hear for not using this ministry can often be overcome with a phone call; price and availability can be negotiated for you to use the facility.

If you have an idea, a question, or feedback, please share with the board of directors or give the camp a call and let us know how we can serve you!

## **WE WANT TO SEE YOU AT TWIN PINES!**

Twin Pines has been and is a people-driven ministry. It takes each and every one of the people involved to keep the ministry of Twin Pines moving forward. There is not enough time or space to thank everyone personally, but the list below provides a small glimpse of the number of people it takes to keep building the Kingdom!

3 – Full-Time Employees	30+ - Retreat Hosts/Hostesses
14 – Part-Time Year 'Round Employees	20+ – Spring & Fall Work Retreat Volunteers
28 – Summer Staff	15+ – Committee & Task Force Members
30-35 – Summer Program Staff	8 – Twin Pines Board Members
7 – Week-long Nurses	100's – Financial and Prayer Supporters
2 – Sunday Afternoon Nurses	
6 – Summer Weekly Volunteers	

We want to say THANK YOU to all of those people who continue to support Twin Pines. We thank the National Conference and the leadership for their support. We would especially like to thank our supporting regions, Delaware and Susquehanna regions.

Please pray for the ministry of Twin Pines and what it has to offer to a hurting world. We ask that you also look for ways to utilize the facilities for your church.

***Shawn Fetterhoff***

## **The 2017 Twin Pines Board of Directors**

Mrs. Lois Matarazzi, President  
Rev. Wayne Houck, Vice-President  
Mrs. Cindy Raezer, Secretary  
Mr. David Carpenter, Treasurer

Rev. Jeffrey Berger  
Mr. Cy Hilliard  
Rev. David Long  
Mr. Thomas Shollenberger

# AFFILIATES

## TWIN PINES BALANCE SHEET FOR THE PERIOD ENDING DECEMBER 31, 2017

		<b>ASSETS</b>		
<b>Current Assets:</b>				
	Cash on Hand	19,276.30		
	Petty Cash	300.00		
	Cash in Savings	1,358.11		
	Cash in Payroll Account	248.37		
	Accounts Receivable	0.00		
	Material Inventory	20,000.00		
		<b>TOTAL CURRENT ASSETS</b>	<b>41,182.78</b>	
<b>Fixed Assets:</b>				
	Fixed Assets-Property	615,000.00		
	Fixed Assets – Buildings	1,539,388.00		
	Fixed Assets – Equipment	125,000.00		
		<b>TOTAL FIXED ASSETS</b>	<b>2,279,388.00</b>	
<b>TOTAL ASSETS</b>				<b>2,320,388.00</b>
		<b>LIABILITIES &amp; EQUITY</b>		
<b>Current Liabilities:</b>				
	Taxes Withheld	2,871.03		
	Open Invoices	41,407.42		
	Notes Payable-Line of Credit	0.00		
		<b>TOTAL CURRENT LIABILITIES</b>	<b>44,278.45</b>	
<b>Long-Term Liabilities:</b>				
	Notes Payable – EC Investment Pool	0.00		
	Notes Payable-Board of Pensions	0.00		
	Notes Payable-Demand Notes	5,000.00		
		<b>TOTAL LONG-TERM LIABILITIES</b>	<b>5,000.00</b>	
<b>Owner's Equity:</b>				
	Retained Earnings	-109,373.19		
	Gift Annuities	38,441.94		
	Cash Reserve	-50,737.89		
	Unpaid Open Invoices	-41,407.42		
	Reserved Capital	2,428,212.20		
	Net Income	6,156.69		
		<b>TOTAL OWNER'S EQUITY</b>	<b>2,271,292.33</b>	
<b>TOTAL LIABILITIES &amp; EQUITY</b>				<b>2,320,570.78</b>