

# NATIONAL CONFERENCE OFFICERS

## NATIONAL CONFERENCE SECRETARY

The National Conference Secretary's Report to this 2022 session of National Conference includes the minutes of the fall 2021 and spring 2022 National Ministry Team meetings (omitting the documents listed as "attached" to the minutes) and a summary of the National Executive Committee's work in this past conference year. The full minutes of all National Executive Committee and National Ministry Team meetings, including all of the supporting documents, are kept in the official National Conference Secretary files.

### **Summary of National Executive Committee Work**

In accordance with responsibilities assigned to it by the *Discipline* and the National Conference Rules, the Executive Committee of the National Conference continues to meet at the Bishop's call to monitor situations between Conference and National Ministry Team sessions and take action on emergency situations. The National Executive Committee (NEC) is made up of the Bishop, the Vice-Chair of Conference, the National Conference Secretary, and the National Conference Treasurer. The Executive Director often attends these meetings as a non-voting member.

Over the last conference year, the National Executive Committee dealt with the following matters:

- The NEC received the (favorable) report of the auditors for National Conference financial records for 2020.
- The NEC approved the general plans and financing for the Church Center renovations.
- The NEC approved the transfer of the property deeds. These included transferring the deed for Lancaster Faith Church from the National Conference to the church to correct an old oversight, and the transfer of the deed for the St. James Dixon, III church property to the National Conference.
- The NEC approved items needed for the officers' transition including the changing of designated signers for our bank accounts and the purchase of a car for the new Bishop's use.

### **Summary of National Ministry Team Actions**

The National Ministry Team met for its regular meetings on October 21, 2021 and March 17, 2022 (minutes attached). In summary, at those sessions, in addition to receiving its regular reporting, the NMT took the following actions:

- The NMT approved the Global Ministries and Kingdom Extension Communities' budgets for 2022.
- The NMT approved housing allowance designations for various National Conference employees.
- The NMT affirmed the episcopal appointments of several District Field Directors, new Conference officers, and a new Kingdom Extension Associate.

**Minutes of the National Ministry Team Meeting  
Zinn Commons of Evangelical Theological Seminary**

**Thursday, October 21, 2021**

**9:00 AM**

**Opening**

The National Ministry Team met for its fall 2021 session on the above date at the above venue. The meeting was also attended by several members on the Zoom platform. Bishop Bruce D. Hill opened the meeting by welcoming the delegates and introducing the new members of the Team.

**Attendance**

Rev. Kirk R. Marks, National Conference Secretary, called the roll (attached). A quorum of voting members was virtually present and business was able to be conducted.

**Word & Prayer**

Rev. John Friedlund, pastoral representative to the NMT from the Allegheny District, presented a message from Psalm 145, noting that servanthood is not a stage of life, but a posture of the heart. He also offered the opening prayer.

**Minutes**

Rev. Kirk R. Marks, National Conference Secretary, presented the minutes from the March 18, 2021 NMT meeting (attached). **On motion**, the minutes were approved as distributed.

**Bishop's Report**

Bishop Hill vacated the chair and the Rev. Dr. Gary Brown, National Conference Vice-Chairman, assumed the chair of the meeting. Bishop Hill presented his report. A written copy of this report was distributed both by paper hand-out and email (attached). **On motion**, the report was adopted. Bishop Hill reassumed the chair.

**Secretary's Report**

Rev. Kirk R. Marks, National Conference Secretary, presented the Secretary's report which comprised the minutes of the May 3, 2021 National Executive Committee. **On motion**, the report was adopted.

**Treasurer's Report**

Mrs. Debra Patterson, National Conference Treasurer, presented the treasurer's report (attached) and highlighted some items from the report. **On motion**, the report was adopted.

**Housing Allowance**

Mrs. Debra Patterson, National Conference Treasurer, presented 2022 Housing Allowances for National Conference and affiliate employees and church planters:

Rick Christman	Church Planter	\$15,000
Bruce Hill	Bishop	\$19,000
Timothy King	Church Planter	\$ 9,000
Gary Kuehner	Associate	\$12,500
Gordy Lewis	DFD	\$14,000
Dana Logan	Chaplain – StoneRidge	\$ 8,000
Keith Miller	DFD	\$10,000
Ralph Owens	DFD	\$ 7,200

Sterling Trimmer	DFD	\$12,000
John Smith*	DFD	\$ 9,090

\*conditional upon his approval as DFD for the Schuylkill District

**On motion**, the housing allowances were approved.

**Conference Network Team** Bishop Hill presented the CNT report (attached). He highlighted the item in the report that describes the DFD transitions which will be taking place in this year. Bishop Hill is working with Bishop-elect Sizemore to plan to fill those arising vacancies. **On motion**, the report was adopted.

**Conference Support Team** Mr. Kevin Henry, Executive Director, presented the Conference Support Team report (attached). **On motion**, the report was adopted.

**L & I Committee** Mr. Kevin Henry presented the report of the Loan and Investment Committee (attached). **On motion**, the report was adopted.

**Church Health Community** Rev. Dr. Gary Kuehner, Church Health Associate, presented the Church Health Community's report (attached). He highlighted the discipleship resources the Church Health Community makes available to churches. **On motion**, the report was adopted.

The National Ministry Team stood at recess for fifteen minutes.

**Global Ministries Community** Rev. Ted Rathman, Global Ministries Associate, presented this report (attached). Ted highlighted the progress that has been made in forming missionary care teams and plans for this going forward. Ted shared work that is being done and plans that are being formulated to strengthen our relationships with and promotion of our international churches. In response to a question, Ted gave an update on and description of the initiative to have districts partnering with international churches and "point people" to coordinate/promote relationships with international fields.

**GMC Budget** Bishop Hill presented the GMC budget as recommended by the GMC (attached). Ted provided some narrative to explain the changes from the 2020 budget to the 2021 budget. **On motion**, the budget and the narrative report were adopted.

**Kingdom Extension Community** Rev. Les Cool, Kingdom Extension Associate, presented the Kingdom Extension Community's report and 2021 budget (attached). Les described the new work of Addison Roberts, who has come on board as a denominational employee as Digital Ministries Consultant. He also described the new partnership between our Conestoga Church and Grace Community Church in Willow Street, and the KEC's role in supporting this partnership. The Team discussed this model and its place in the greater context of church planting. **On motion**, the KEC narrative report and budget as presented was adopted.

**On motion**, the National Ministry Team stood at recess for lunch.

- ETS** Dr. Tony Blair, president of Evangelical Seminary, brought greetings and an update from the seminary. He gave an update on the Seminary's work to complete its merger with the Kairos Network through a pandemic, and gave some highlights of developments that will come together in the next year. **On motion**, the report was adopted.
- Ministerial Development Community** Rev. Jeffrey Byerly, Ministerial Development Associate, presented his community's report (attached). Jeff described the various ways that the MDC helps develop leaders to build healthy communities. He described how the "Profile of an EC Pastor" document is used as the guiding document for our MDC process. **On motion**, the report was adopted.
- Missional Alignment Community** Bishop Hill presented the Missional Alignment Community's report (attached) which outlines the constituent groups of this community and each group's work. Bishop Hill gave some highlights of the educational work of the Faith and Doctrine Committee, the ongoing work on relocating the archives under the Heritage Committee, and the work of the Prayer Mobilization Team. **On motion**, the Missional Alignment Community's report was adopted.
- Amendments** Rev. Joel Kime, Chair of the Amendments Committee, presented this committee's report (attached). **On motion**, the report was adopted.
- Benefits Corporation** Mr. Kevin Henry, Executive Director of the EC Church, gave a verbal report from the Benefits Corporation. He reported on the work and complexity of providing health insurance and special challenges faced this year. Our coverage will be changing to Highmark Blue Shield Nov 1. **On motion**, the report was adopted.
- District Field Director** Bishop Hill reported that he is recommending that Rev. Dr. John Smith be affirmed as District Field Director for the Schuylkill District. This vacancy was created by the retirement of Rev. Jim Price. **On motion**, the recommendation was approved and the appointment was affirmed.
- District News** Bishop Hill invited district representatives to share news, events, ideas, or prayer requests from their districts and a number of items were shared.
- Episcopal Transition** Bishop Hill asked the Team to pray for the episcopal transition. He described some of the cooperative work that is being done now to facilitate this transition. A consecration service for the new Bishop will be held at the beginning of National Conference 2022, and Bishop Sizemore's first official act will be leading the Conference Communion service.
- Adjournment** Rev. Gary Brown closed the National Ministry Team meeting with a word of prayer. **On motion**, the meeting was adjourned.
- Upcoming Meetings** The next meeting of the National Ministry Team is scheduled for March 17<sup>th</sup>, 2022.

Respectfully submitted,

**Rev. Kirk Marks, Secretary**

**Minutes of the National Ministry Team Meeting  
Zinn Commons of Evangelical Theological Seminary**

Thursday, March 17, 2022

9:00 AM

- Opening** The National Ministry Team met for its spring 2022 session on the above date at the above venue. Bishop Bruce D. Hill called the meeting to order and welcomed the delegates.
- Attendance** Rev. Kirk R. Marks, National Conference Secretary, called the roll (attached). A quorum of voting members was present and business was able to be conducted.
- Word & Prayer** Rev. Les Cool, Kingdom Extension Associate, presented a message on Jesus' call to follow him, be in relationship with him, and his commission to make disciples.
- Minutes** Rev. Kirk R. Marks, National Conference Secretary, presented the minutes from the October 21, 2021 NMT meeting (attached). **On motion**, the minutes were approved with an editorial correction.
- Bishop's Report** Bishop Hill vacated the chair and the Rev. Dr. Gary Brown, National Conference Vice-Chairman, assumed the chair of the meeting. Bishop Hill presented his report. The NMT received Bishop Hill's final report with a standing ovation. A written copy of this report was distributed (attached). **On motion**, the report was adopted. Bishop Hill reassumed the chair.
- Secretary's Report** Rev. Kirk R. Marks, National Conference Secretary, presented the Secretary's report which comprised the minutes of the November 10<sup>th</sup>, 2021 National Executive Committee. **On motion**, the report was adopted.
- Treasurer's Report** Mrs. Debra Patterson, National Conference Treasurer, presented the treasurer's report (attached) and highlighted some items from the report including the note that the Ministry Funds rate included in the proposed budget for 2023 is unchanged from the 2022 rate.  
**On motion**, the report was adopted.
- Housing Allowance** Mrs. Patterson requested approval of two additional housing allowance designations for Conference personnel for 2022:
- |                         |          |
|-------------------------|----------|
| Bishop Randall Sizemore | \$18,000 |
| MDA Jeffrey Byerly      | \$ 9,200 |
- On motion**, the designations were approved.
- Conference Network Team** Bishop Hill presented the CNT report (attached). Bishop Hill noted that some changes that will affect the membership of the CNT will be handled later in this meeting. **On motion**, the report was adopted.

**Conference Support Team**

Mr. Kevin Henry, Executive Director, presented the Conference Support Team report (attached). Kevin gave some updates on registration for National Conference. **On motion**, the report was adopted.

**Amendments**

Bishop Hill presented the Amendments Committee report (attached) and described the way the changes will affect the *Discipline* and its format. Because this is the second year of the amendment process, the voting at Conference for these amendments will be only “up-or-down” – there can be no changes or amendments to these items.

**On motion**, the report was adopted.

**L and I Committee**

Mr. Kevin Henry presented the report of the Loan and Investment Committee (attached). **On motion**, the report was adopted.

The National Ministry Team stood at recess for fifteen minutes.

**Church Health Community**

Rev. Dr. Gary Kuehner, Church Health Associate, presented the Church Health Community's report (attached). He highlighted the many resources the Church Health Community makes available to churches. Gary highlighted the partnership between the EC Church and Christian Endeavor for youth ministry resourcing, and approximately 12 churches are working with this partnership. Drew Parry is the new CHC's point-person for this partnership and Josh Good will be representing CE at National Conference this year. The CHC has begun to address bi-vocational ministry needs in the EC Church and has added people into the community to help in this area. Gary invited anyone who would like to speak into any area of the CHC's work and to contact him. **On motion**, the report was adopted.

**Global Ministries Community**

Rev. Ted Rathman, Global Ministries Associate, presented this report (attached). Ted highlighted three items from the report:

- 1) the current efforts to raise funds for a new vehicle for India.
- 2) the GMC is working to increase funding for our international churches. Local US churches are being asked to designate funds in their budgets for our international EC churches.
- 3) Ted makes himself available to any EC church who would like his help to ignite or reignite its missions efforts.

Ted also reported that Dan and Kim Blank are coming onto the GMC to serve as liaisons between the GMC and Operation Christmas Child to enhance our denominational partnership with that ministry. **On motion**, the report was adopted.

**Kingdom Extension Community**

Rev. Les Cool, Kingdom Extension Associate, presented the Kingdom Extension Community's report (attached). Les noted that this is his last report as he is leaving the KEA responsibility. He highlighted some items from the report. **On motion**, the report was adopted.

**On motion**, the National Ministry Team stood at recess for lunch.

<b>Ministerial Development Community</b>	Rev. Jeffrey Byerly, Ministerial Development Associate, presented his community's report (attached). Jeff described the various ways that the MDC helps develop leaders to build healthy communities. Jeff noted that when moral failure issues among our credentialed personnel arise, the MDA must be notified quickly – not to respond punitively, but to be a resource to people in difficult situations. Gary Brown shared about some efforts being made to do “member care” for our pastors through the MDC. <b>On motion</b> , the report was adopted.
<b>Ministerial Alignment Community</b>	Bishop Hill presented the Missional Alignment Community's report (attached) which outlines the constituent groups of this community and each group's work. Bishop Hill gave some highlights of the work of the Faith and Doctrine Committee. The Heritage Committee oversees the archives, and submissions to the archives must be approved through Jonathan Brown. Bruce also highlighted some of the work of the Prayer Mobilization Team. <b>On motion</b> , the Missional Alignment Community's report was adopted.
<b>Benefits Corporation</b>	Mr. Kevin Henry, Executive Director of the EC Church, gave a verbal report from the Benefits Corporation. Our retirement program is still in transition as Prudential has sold its retirement business to Empower Retirement. The Benefits Corporation is working with our retirement advisor to explore other options for our retirement fund. <b>On motion</b> , the report was adopted.
<b>District Field Director</b>	<p>Bishop Hill reported that he and Bishop-elect Randall Sizemore are appointing two new District Field Directors and seeking the NMT's affirmation of these appointments:</p> <ul style="list-style-type: none"> <li>• Rev. Michael Knapp as District Field Director for the Capital/Lebanon District <b>On motion</b>, the appointment was affirmed and effective January 1, 2022.</li> <li>• Rev. Wayne Houck as District Field Director for the Penn/Jersey District <b>On motion</b>, the appointment was affirmed and will be effective at National Conference May 25, 2022.</li> </ul>
<b>National Conference Officers</b>	<p>Rev. Randall Sizemore, Bishop-elect of the EC Church, presented the following appointments for affirmation of the NMT for Conference Officers:</p> <ul style="list-style-type: none"> <li>• Rev. Jeffrey Schell as Vice Chairman of Conference. <b>On motion</b>, the appointment was affirmed and will be effective at National Conference, May 25, 2022.</li> <li>• Rev. Adam Roberts as National Conference Secretary. <b>On motion</b>, the appointment was affirmed and will be effective at National Conference, May 25, 2022.</li> <li>• Mr. Carl Butler as National Conference Treasurer. <b>On motion</b>, the appointment was affirmed and will be effective at National Conference, May 25, 2022.</li> </ul>
<b>Kingdom Extension Associate</b>	Rev. Randall Sizemore, Bishop-elect of the EC Church, presented the name of Rev. Michael Snedeker as his appointee for the position of Kingdom Extension Associate. <b>On motion</b> , the appointment was affirmed and will be effective at National Conference, May 25, 2022.

<b>National Conference</b>	Rev. Randall Sizemore, Bishop-elect of the EC Church, gave a brief description of his plans for the theme, program, and equipping experience for National Conference. The Team also discussed Conference registration procedures and details about the educational/equipping experience.
<b>District News</b>	Bishop Hill invited district representatives to share news, events, ideas, or prayer requests from their districts and a number of items were shared.
<b>Adjournment</b>	Rev. Gary Brown closed the National Ministry Team meeting with a word of prayer. <b>On motion</b> , the meeting was adjourned.
<b>Upcoming Meetings</b>	The next meeting of the National Ministry Team is scheduled for October 20, 2022.

Respectfully submitted,

**Rev. Kirk Marks, Secretary**

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## NATIONAL CONFERENCE TREASURER

The National Conference ended calendar year 2021 with a positive return in net assets of \$237,000 mostly on positive budget variances in investment income and expenses. We recorded a healthy 10.3% return in investment income and the ongoing pandemic continued to minimize operating expenses. The increase in net assets resulted in an increase in cash and investments of \$246,000. 2021 Ministry Funds were less than 1% lower than 2020, albeit with a slightly higher Ministry Fund rate, but \$9,000 over budget at \$908,000. National Conference was held in 2021 which added \$34,000 in revenue and \$39,000 in expenses. In summary, the National Conference has financially weathered the two years of the pandemic.

Ministry Funds received in 2021 are \$7,000 lower than Ministry Funds received in 2020 even with an increase in the Ministry Fund rate to 5.65% from 5.60%. There are no significant trends in the decrease of Ministry Funds that would cause alarm. Fifty-four churches paid less in Ministry Funds from 2020 to 2021 and sixty churches paid more in Ministry Funds in 2021. Three churches paid no Ministry Funds in 2021 that paid Ministry Funds in 2020 and one church paid Ministry Funds in 2021 that did not pay Ministry Funds in 2020. We completed the renovations to the Church Center main entrance in 2021. The total cost of the project was \$110,400. Renovations to the second floor of the Church Center to create an administrative office suite for the Bishop and spruce up the second floor restrooms began in late December 2021 and scheduled to be completed by mid-May 2022 at a budgeted cost of \$120,000.

The overall positive financial results have maintained the strength of our balance sheet. Cash and investment on December 31, 2021 are \$246,000 over December 31, 2020. Cash and investments are bolstered by \$94,000 in investment income, expense savings and receipt of the remaining receivable from Evangelical Seminary. An increase in the amount of funds held on behalf of the districts testifies to the activity level and improved relevance of the districts.

Thanks for the church treasurers who remit timely and accurate payments, to the Church Center staff that processes and records the payments and the members of the EC Finance Committee. The position of treasurer is easier due to the commitment and skill level from the denomination wide volunteers and staff but the member EC churches also benefit from skilled volunteers, so don't forget to thank your church treasurer.

Respectfully submitted,

***Debra Patterson, Treasurer***

National Conference of the Evangelical  
 Congregational Church  
 Balance Sheet  
 Twelve Months Ended December 31, 2021 (unaudited)

	<u>12/31/2021</u>	<u>Audited</u> <u>12/31/2020</u>
<b>Assets</b>		
Cash and Investments	1,543,836	1,298,113
Accounts Receivable	162,760	241,851
Prepaid Expenses	21,825	13,773
Inventory	4,871	4,871
Property Held for Resale	38,496	35,000
Property, Plant & Equipment, net	<u>417,530</u>	<u>361,247</u>
Total Assets	<u><u>2,189,318</u></u>	<u><u>1,954,855</u></u>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable and Accrued Expenses	37,897	42,378
Salary Related Payables	23,535	25,323
District Liabilities	10,668	7,262
Pension Liability	<u>311,632</u>	<u>311,632</u>
Total Liabilities	383,732	386,595
<b>Net Assets</b>		
Unrestricted	1,805,586	1,568,260
Temporarily Restricted	<u>-</u>	<u>-</u>
	1,805,586	1,568,260
Total Liabilities and Net Assets	<u><u>2,189,318</u></u>	<u><u>1,954,855</u></u>

National Conference of the Evangelical  
 Congregational Church  
 Statement of Activities  
 Twelve Months Ended December 31, 2021 (unaudited)

	12/31/2021			Audited
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	<u>12/31/2020</u>
<b>Revenues</b>				
Ministry Funds	907,706	898,350	9,356	914,894
National Conference Registrations	33,756	-	33,756	-
Student Aid Offering	12,940	-	12,940	13,135
Investment Income	93,647	9,045	84,602	21,260
Copier/Postage	16,218	24,500	(8,282)	14,214
Interfund Transfers	23,000	57,402	(34,402)	149,976
PPP Loan Forgiveness	-	-	-	64,952
All Other	<u>15,461</u>	<u>23,055</u>	<u>(7,594)</u>	<u>54,168</u>
Total Revenues	1,102,728	1,012,352	90,376	1,232,599
<b>Expenses</b>				
Ministry Development Community	44,176	46,626	2,450	113,740
Church Health	23,344	40,626	17,282	24,777
Missional Alignment Community	302,884	384,421	81,537	287,193
Conference Support Team	456,431	483,679	27,248	403,822
Agencies & Institutions	<u>38,586</u>	<u>57,000</u>	<u>18,414</u>	<u>55,564</u>
	865,421	1,012,352	146,931	885,096
Revenues Over/(Under) Expenses	<u><u>237,307</u></u>	<u><u>-</u></u>	<u><u>237,307</u></u>	<u><u>347,503</u></u>

# NATIONAL CONFERENCE COMMUNITIES

## CHURCH HEALTH

Greetings in the precious name of Jesus! And greetings from the Church Health Community (CHC)! What a joy it is to be on a team of servant leaders who are committed to helping local churches and individual Christ followers to be spiritually healthy. As I compose this report, the CHC team members are: Gary Kuehner, Ken Ogden, Wayne Houck, Ken Kalisz, Jonathan Brown, Janor Bestwick, Annette Campbell, Lewie Bennett, and Drew Parry. We are still in the process of adding a few more individuals to our team.

As I have stated in previous reports, the CHC offers help to EC churches/pastors in the following areas: evangelism, discipleship, inner circle discipleship, refocus, revitalization, and church health assessment. These resources are offered free of charge to our E.C. churches. The following are brief explanations of the resources we offer.

**EVANGELISM (A Story Worth Telling: How God Uses Your Story to Tell His Story).** This training event, focusing on the importance of your story (how you came to know Jesus and how he has impacted your life), equips people to share their faith in a friendly, respectful way. This is a 6-8 hour training event offered in person only.

**DISCIPLESHIP (4TD – Four Tier Discipleship).** This template or model, based on the teaching approach of Jesus, encourages people to engage in four tiers or levels of discipleship: the crowd (congregational); the twelve (small groups); the inner circle (discipleship triads/quads); and the beloved disciple (one-on-one mentoring/coaching). This 2-3 hour training is offered in person or via Zoom.

**INNER CIRCLE DISCIPLESHIP (Men and Women) –** This model focuses on the inner circle tier (level) of the 4TD approach mentioned above. This discipleship model can be used in any size church to help men and women become better disciples of Jesus. Each inner circle group (a leader/facilitator and 2 or 3 others) meets weekly for 8 weeks (a semester) using suggested curriculum. There are semester breaks between semesters. The length of these breaks and the number of semesters per year can vary. Each inner circle leader/group determines when and how the group will meet (in person or Zoom). This 2-3 hour training on how to start and maintain an inner circle discipleship ministry is offered in person or via Zoom.

**REFOCUS (How to Be a 1<sup>st</sup> Century Church in the 21<sup>st</sup> Century).** This training event, based on Acts 2:42-47, is designed to help people focus/refocus on the Great Command (Matthew 22:36-39) and the Great Mission (Matthew 28:19,20). Six topics are considered: discipleship, fellowship, prayer, ministry, worship, and evangelism. This is a 6-8 hour training event and is offered in person only.

I also use a condensed version of this material to help local churches transition from an official board structure to a ministry council structure. This 2-3 hour training is offered in person or via Zoom.

**REVITALIZATION (The 7 Re's of Church Revitalization).** Using biblical principles and real life experiences, this training event considers seven topics: restoring hope; refocusing on the mission; re-educating your people; restructuring to accomplish the mission; rejoicing in your success; reflecting on what you've done; and resolving to stay the course. This 2-3 hour training is offered in person or via Zoom.

Small groups focusing on revitalization continue to meet in many of our Districts. These groups use various resources (books, videos, etc.) to stimulate discussion. If you are interested in starting a revitalization group in your District and would like some guidance, please contact me at your convenience.

CHURCH HEALTH ASSESSMENT (Natural Church Development). Natural Church Development (NCD) is a process that measures (using a survey) eight quality characteristics that are essential to local church health: empowering leadership; gift-based ministry; passionate spirituality; effective structures; inspiring worship services; holistic small groups; need-oriented evangelism; and loving relationships.

Follow-up coaching with credentialed NCD coaches (Gary Kuehner and Ken Ogden) is provided to assist in analyzing survey results.

We also have a shorter less intense assessment tool (Show-Me Health) that we can use to assess the health of your church in the six areas we address (discipleship, fellowship, prayer, ministry, worship, and evangelism) in the above mentioned REFOCUS training.

A relatively new addition to our CHC resources is titled THAT'S THE BOOK FOR ME. This three-hour training is offered in person or via Zoom. Three questions are considered during this presentation: "Why should I trust the Bible?" "Why should I study the Bible?" and "How can I develop a biblical perspective?"

The most recent addition to our CHC resources is titled I'M GLAD YOU ASKED. This three hour training, offered in person or via Zoom, deals with life's basic questions: Where did I come from?; Why am I here?; and Where am I going? Everyone considers these three questions, at one time or another, and only the Bible offers the true answers.

The CHC oversees the work of the Christian Education and Youth Network Leadership Team. The new point person for this aspect of our work is Drew Parry. Drew is an approved candidate and is serving as the youth director at Hope Community Church in Fogelsville. Drew will also work with Josh Good in the youth ministry partnership mentioned in the next paragraph.

The CHC is working with Dave Coryell, the Executive Director of Christian Endeavor (CE), to provide youth ministry help to our local EC churches. Nine EC churches are currently involved – five second year churches and 4 first year churches. Six additional churches have expressed interest and will meet with Josh Good (C.E. Director of Ministry) who is directly involved with our churches. The CHC would like to see more churches jump on board and take advantage of this great opportunity. We are planning to have Josh say a few words about this youth ministry partnership at National Conference 2022. CE is also planning to have a table/booth at NC 2022.

We are also working on some adult Christian Education resources for our churches. Our plan is to put together a list of recommended resources on six topics: evangelism, discipleship, fellowship, prayer, ministry, and worship. This list could be used to select/purchase material for Sunday school classes, small groups, Bible study groups, etc.

With the help/input of Jonathan Brown, the CHC has been addressing/discussing the work of bi-vocational pastoral ministry. More and more of our churches are becoming what we typically call "part-time" and these churches and pastors have unique needs/issues. We are talking about these needs/issues as a team and hope to have some ideas/suggestions in the near future.

The CHC also oversees the EC Men's Ministry, led by Wayne Houck. The tentative date for our 2022 regional men's gather is Saturday, October 15<sup>th</sup>. This event will take place at Lighthouse Church in Royersford, PA. Lewie Bennett has agreed to keep us informed about men's ministry in the Great Lakes Region.

The CHC is making good progress developing an E.C. Women's Ministry, led by Annette Campbell. Annette has had several Zoom meetings with women throughout the denomination and has scheduled some in person gatherings as well.

A CHC in person team meeting is scheduled for September 21, 2022. Our 2023 meetings are scheduled for February 22 (Zoom) and September 20 (in person at Myerstown).

If you are interested in utilizing any of the resources mentioned in this report or you would like to discuss what you can do to bring spiritual health and growth to your church, please contact me at your convenience, cell phone number: 610-914-2983, email address: [gkuehner@eccenter.com](mailto:gkuehner@eccenter.com).

A Servant of the Savior,

**Dr. Gary Kuehner, Church Health Associate**

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## GLOBAL MINISTRIES

### Facilitating Mission Workers:

I'm not saying anything you don't already know when I make the statement that the past two years has presented many challenges and difficulties in life and in ministry. I only begin with that statement to continue to emphasize the importance of community and relationships as a critical and vital guard against burnout, anxiety, and depression. It is with this in mind that the GMC has sought to infuse community and relationships within the care that we provide our missionaries. As was mentioned in the previous report, we have created and leaned on heavily our Member Care Team to help provide the genuine meaningful relationship needed to care holistically for our missionaries. The most recent MCT meeting focused on the annual report we ask our missionaries to provide, and



as we discussed the content of those reports the recurring theme pertained to the extreme stress that has been felt on a variety of levels in our missionaries' lives. Thus, we have continued to hold our Zoom Missionary Prayer Meetings with the sole purpose of offering our missionaries a venue to share with other missionaries what is happening in their lives along with an intentional time of prayer for them. We conduct these prayer meetings on a quarterly basis, and they have been received well by our missionaries. This year the GMC also provided its first ever Budgeting Zoom Meeting for any missionaries seeking help with budgeting and financial questions. It also gave me an opportunity

to review the GMC's practices and procedures of how we manage the finances and financial reports for our missionaries. The added benefit to utilizing Zoom for these types of meetings involves the recording feature on Zoom that has allowed other missionaries who have missed any of these types of informational meetings to view them at a later date.

The GMC praises God that all of our missionaries are fully funded at this point for what they need on a monthly basis. We have received phone calls from churches asking if any missionary is in need and they have generously sought to make up any difference in their accounts.

Thank you for your generosity in providing for the work that is being done in and through our missionaries around the globe. The GMC continues to work on providing up to date information about our missionaries and their work at the GMC website. In the future we will be working on providing short videos from our missionaries that could be utilized in morning worship services or at mission's committee meetings that would provide information on the missionary and ways in which churches and individuals can be praying for their families and ministry. Providing new formats to access information like websites, Facebook posts, videos continues to be the direction the GMC is moving. However, this new form of content takes a lot of time in generating webpages, posts, video editing, not to mention coordinating times with all our missionaries to meet. The GMC is looking for any volunteer that would like to provide some time and expertise in these areas to help get this content up at our website in a timely manner. For those interested please email or direct them to [ecglobal@ecccenter.com](mailto:ecglobal@ecccenter.com) to begin the conversation of how they can help the GMC nurture a global vision in and among our churches.



### **Empowering International Churches:**

The GMC continues to seek to enable our international churches to be self-governing, self-sustaining, and self-propagating through the leadership we provide and the support of the local EC Church in the USA. This mission demands a strong connected relationship between the EC Church USA and our international partners and I'm thankful that this past November I was able to travel to Mexico for the first time to strengthen these bonds as EC family, and hopefully encourage the churches in Mexico. Fortunately, after a long hiatus in international travel my ability to once again visit EC Churches around the globe has resumed. I was reminded after spending a week with Rev. Juan Morales and the EC Church of Mexico just how meaningful these trips are and I look forward to the returning to a more regular travel schedule.

One of the major goals I will be working on with the GMC pertains to how we generate more of an awareness in our local churches about the work being done in our international churches as well as encouraging every church in our denomination to build into their annual budget a line item for the international churches. The work of the GMC does not happen without the generous and sacrificial giving of the EC Church USA and much of the denominational work that happens in our global churches is funded by the USA. While all of these churches are led and governed by the nationals of each respective country many of our churches are in poorer regions of the world, and their ability to fund denominational wide efforts could not happen without the support of the EC Church USA. Thus, as I'm given opportunity to share in churches, at mission committee or fellowship meetings, and in settings of denominational life I'm encouraging churches to look at how they can build a line item of any amount into their yearly budget for the international churches.

### **Japan**

One of the outcomes of my inability to travel these past 18 months or so, has been the increased use of Zoom for communication. This increase has led to the establishment of quarterly meetings with some of our international churches that have the capability and blessing of reliable internet services. I have enjoyed the opportunities to "meet" with Rev. Nobuo Abe and Yoriyoshi Abe from our Japan EC Churches for fellowship, discussion, and prayer. Lord willing, I plan to travel to Japan in October 2022 for my first trip to visit the Japanese EC Churches.

The churches in Japan continue to have to manage and deal with various government restrictions and lockdowns. While ECCJ had returned to in person meetings again late last year, the government of Japan instituted another State of Emergency on Jan 23<sup>rd</sup>, and that emergency was due to end on February 13<sup>th</sup>. This has led to complete online services for all the churches and all of their other activities which, as one can imagine, makes it quite difficult to do effective relational ministry. This reality has frustrated the leaders of the churches as they cannot conduct their normal evangelism events or even meet with non-Christians over fellowship meals.



One of the major challenges the Church of Japan faces in the coming years pertains to the age of many of their pastors. The church trends in Japan reveal that by 2030, 80% of pastors will be able to retire. The average age of the pastors in Japan is 70 years old. Therefore, ECCJ continues to develop strategies for raising up the next generation of leaders. Currently ECCJ is using material from the mission agency OMS to help equip and train people in the church. The Train & Multiply curriculum, from OMS, is being used by six different groups in the EC Churches of Japan and this training has already led to a few members getting involved in a homeless ministry in the Tokyo area.

### **Greatest Difficulties:**

Kyodo:

- Raising the next generation, because members are aging.

Sagamihara:

- Lack of opportunities to have fellowship with non-Christians over meal.

Ebina:

- Need childcare volunteers and a space for them.
- Lack of a room for pastoral care/counseling.

### **Joys and blessings:**

Kyodo:

- Some members have started exercising their faith through homeless ministry.

Sagamihara:

- Members are enjoying T&M discipleship training.
- They have started reaching out non-Christians by T&M.

Ebina:

- Many children and younger families are gathering, including non-Christian family.
- Non-Christians have started understanding and responding to the gospel.
- Some members have taken their family to our church.

### **India:**

One of these days I'm going to make it to India, and I'm hoping and praying that "these days" will be April 19<sup>th</sup> through April 26<sup>th</sup>, 2022. ECCI has once again extended an invitation to Bishop Bruce Hill and myself to participate in their Annual General Leaders Conference. A trip to India has been in the works since April of 2020 and we're praying that the unrest being experienced in Eastern Europe will not thwart these plans again.

The EC Church of India has continued to engage in missionary efforts in the midst of all the challenges that Covid has presented. Recently, a regional missionary training and fellowship program was conducted at Naodakhong, Manipur. This is one of the mission fields of the Evangelical Assembly Church (EAC), one of the presbyteries under ECCI. About 40 Missionaries and 135 Church members came along to attend the program. Rev. Singson reported that it was a successful and uplifting time for all who attended and said *“All those Missionaries who came along shared their spiritual burdens and ministry experiences. It was really great to know what the Lord has done in the Mission field through our Missionaries. Opposition and difficulties are there but the Lord enables them to overcome them all and blesses them with many new souls coming to the Lord.”* Rev. Singson also shared that the good news is that the number of Christians is growing among the Meitei people in Manipur in Northeast India.

One of the major obstacles to the work required of the General Director in India (the term used rather than Bishop for ECCI) involves his ability to travel to some of the remote mission stations in Northeast India and the



*Current vehicle of General Director*

surrounding region. The locations where many of our churches and missions' outposts reside is considered the hill country and the roads are not great, thus travel is not easy. The vehicle pictured on left is the current form of transportation for these trips. You can imagine how difficult it would be to take this car on rough roads and into hilly terrain throughout Northeast India. As noted in the previous report, the leadership of ECCI has requested the help of the GMC to raise enough funds for the purchase of a new 4WD truck that can manage the trips the

General Director must take to perform his duties. The GMC is partnering with ECCI this Spring to help raise \$25,000 for a vehicle that will be able to withstand these long treks to the hill country to support the work that is being done. As I noted

previously, this work is not just in Northeast India, but in locations that actually reach into places like Bhutan, Bangladesh, and Myanmar. The GMC already has a donor who is willing to match funds up to \$12,500. Therefore, if we're able to raise another \$12,500 from our EC Churches this donor will match this gift and we will be able to bless our leaders of ECCI and the church as a whole by providing for the General Director's ability to visit, encourage, equip, and train the leaders of the EC Church of India. Please consider whether you or your church have the ability to participate in this effort.

*ECCI New 4-WD VEHICLE (EX)*



## **Evangelical College of Theology**

I am thankful for the great leadership of Rev. Dr. Lalrosiem Songate at ECT as they resumed in-person classes once again for the Fall Semester. This was a great joy to both staff and students to be back in the classroom for their course studies and to be interacting and conversing as was done prior to the pandemic. The college also faced an unexpected challenge in which the GMC was able to respond to and provide some assistance to ECT and her students.

*“One major setback we faced during this year is the unexpected depletion of water levels in our wells in October. Well-water depletion is a common thing and it usually starts in March and is quickly resolved as the monsoon season begins. But this time, the depletion of water levels started in early October which is very uncommon. It could be due to less rainfall and it could also be caused by the growing number of wells around the neighborhood. We are thankful to Rev. Ted Rathman, the GMC Associate, for financial assistance to construct a water purification plant that helps us make use of impure water from our bore-well to meet our water needs. We have to purchase water for several weeks and it has been very expensive when you buy water for many people to use.”*



When Lalrosiem is not running things at ECT, he participates in church inaugurations, graduations, and baptism with ECCN. I was grateful that although I could not be present in Nepal for these ministry events, the global EC Church was represented as Rev. Songate participated on behalf of ECCI. We truly are a global family.

**Nepal:**

In terms of where global Christianity is growing the fastest, Nepal remains at the top of the list. The ECCN continues to experience this growth, and so one of the key areas of focus for ECCN remains their Evangelical Leadership Training Center. As more churches are planted and new people begin following Jesus it is important of have leaders trained to help these new believers, primarily coming from a Hindu background, to learn and grow as disciples. The ELTC was created to train and equip these leaders to serve in the churches in Nepal and to help plant new churches as well. We praise God for the ability to purchase land directly next to EC Center in Nepal last year and now we begin dreaming, planning, and preparing to pray for the funds necessary to eventually construct a building that will be able to handle the work being done with ELTC, provide a training center for youth ministry and other church related activities, as well as facilities to accommodate the students when ELTC is in session.



As the Church in Nepal expands and grows many of the people in the villages desire to have a place to gather to worship. One of the most frequent requests from our international churches to the GMC are funds to build churches. Once a church in formed in the village the new Christians do not have the resources necessary to

construct a place where they can join together for worship. The GMC seeks to fund some of these efforts, but simply cannot respond to all the requests. The resourcefulness of the local people enables them to create places of worship, but it is always a huge blessing to them when they are able to construct a building that provides shelter from the elements and a church building they can call their own. When ECCN is able to help provide these funds to a newly formed EC Church it cultivates the bonds of



brotherhood that brings cohesiveness to the denomination as these new believers not only seek to understand what it means to follow Jesus, but also strive to understand what it means to belong to the EC denomination of Nepal. The construction of church buildings provides a tangible and meaningful way for ECCN to bless the people of the denomination in their villages by creating a beautiful place for them to worship.

## 2021:

- New Converts – 76
- New Baptisms – 52
- New Churches – 2

## Mexico:

In November of this past year, I had the privilege of visiting our churches in Mexico with Pastor Carlos Kelly from our York EC Churches who traveled with me as my translator. On November 16<sup>th</sup> we flew to Monterrey, Mexico and for the next week visited pastors, families, and churches as they were beginning to resume in person worship and other pastoral gatherings. During our 1<sup>st</sup> evening there we gathered at the church of the EC Church of Mexico's Superintendent (their version of Bishop) Rev. Juan Morales for a time of worship and fellowship. Following the worship service, we shared a meal together with the gathered pastors and their wives which was a special treat as this was the first time the pastors had been together for worship and around the table to break bread together since Covid began. Our trip to Mexico really served as the restarting of denominational life for EC Church of Mexico as we traveled to pastor's homes to visit them with their families and organized community meetings with pastors in their respective districts.



One of the key conclusions we reached from this most recent trip centers on the need for pastoral training and equipping in how to lead churches. We have many young pastors who would really benefit from some training sessions provided by the EC Church USA on leadership, congregational ministry, discipleship training, and how to handle conflict within the church. The GMC would like to move towards restarting the teams that used to travel to Mexico on a regular basis. The Great Lakes Region at one time would send work teams to Mexico periodically and the GMC would love to see this happen again with the purpose of providing training/equipping, resources, and

possibly equipment to help pastors in their churches, but also to connect with one another in denominational life. I really enjoyed having the opportunity to visit most of our pastors in their location and spend time with their family. Due to the fact that we did not travel for their National Conference we had a week to visit each pastor in the place they do ministry daily and fellowship with their family. We also participated in a couple denominational gatherings that brought the pastors and their wives together from the region of Monterrey and Rio Bravo, and once again created the opportunity to enjoy denominational life that had been non-existent for the past two years.



## Liberia:

One of the statements I remember well from my time in Liberia came from Abraham Powell's (Bishop of ECCOL) wife Olive, she said "Liberia is a small country, but the roads make it big." Of all the places I've traveled in the US Navy and now as the director of GMC, Liberia takes the prize as one having the worst roads I've ever seen. It is amazing how the Liberians are able to keep vehicles running and capable of navigating the terrain of the country. In 2021, it became abundantly clear that in order for Rev. Abraham Powell to properly perform his duties as Bishop and visit the various stations throughout Liberia he was going to need a vehicle. Rev. Rick Sergi, the chairperson for the Liberia Committee, put together some information about the challenges Rev. Powell faced and began reaching out to churches and individuals to help the Bishop of ECCOL obtain the 4WD truck he so desperately needed. We are praising God that, as the pictures reveal, the GMC was able to wire the necessary funds to purchase this new vehicle for the ministry and work of the office of the Bishop in Liberia. I appreciate the effort, love, and leadership that Rev. Rick Sergi provides as the chair of the Liberia committee and the support he provides to me as I seek to provide leadership to the partnership we have with our international churches.



Knowing firsthand the difficulty that simply traveling from one town to the next presents I know that Abraham will be blessed by having this vehicle to enable him to do what he has been called to do in leading ECCOL. On behalf of Bishop Abraham Powell and the leadership of ECCOL, I wanted to extend a big thank you to the people and churches that made this possible. Praise God!

On March 31<sup>st</sup>, 2022, Rev. Rick Sergi, his wife Joan, and Mr. Phil Miller the principal of the Christian Covenant Academy (a Christian school at Rick's church) will all travel to Liberia to spend a week doing various trainings, but with specific emphasis on training the teachers and leaders of the Christian School that is run by St. Paul's EC Church in Monrovia. Christian Covenant Academy and St. Paul's Christian school have developed a relationship over the years by writing to one another, sending pictures back and forth, even participating in joint chapel services. Rick, Joan, and Phil will spend some time equipping pastors, leaders, and teachers and continuing to cultivate the relationship between the two schools. Christian education is an important ministry that the ECCOL utilizes to evangelize and share the gospel as well as help children break the cycle of poverty within their families by providing them with an opportunity of a solid education. Please be in prayer for Rick, Joan, and Phil as they prepare for this upcoming trip.



## Engaging the Church in the Great Commission:

The mission of the GMC remains clear; to cultivate and engender a missional heart within the EC Church. The roots of this denomination derive from a German tiler turned missionary in Pennsylvania who mounted a horse to preach the gospel to his own people living down the street from him and across the borders of a very young United States. The legacy Jacob Albright has left behind now reaches across the globe and it is because of his missional heart that I'm thankful to say that the DNA of the EC Church has always been about mission. As a pastor I pray that this remains true of Grace EC Church in Schuylkill Haven and of the EC Church USA, and as the Global Ministries Associate my goal is to continue to inspire churches to get involved in God's redemptive story that crosses the globe. One way all of our EC Churches can participate and restore a heart for missions in their local church is by sacrificially giving to the work of the GMC by, as I mentioned previously, building into your budgets a line item for the international churches. This simple act, combined with talking and praying about the work being done in our

churches globally can have a big impact on how your church views mission, and I believe restore a heart and excitement to be on mission with God in your own church as well.

I would also like to invite myself to your next Missionary Fellowship/ Commission/ Committee/ or whatever you call it meeting so that I can share with you all the amazing things God is doing through our missionaries and churches. I have created a two-hour training session entitled *Being Missional: from outside my backdoor to the ends of earth* that I would love to take a group through at your church to help cultivate, engender, and reignite a passion for missions that actually begins in your own neighborhood. I recently told the people of Grace Church that my prayer is that when Jesus returns the Evangelical Congregational Church is here to welcome Him as Lord and King. The only way I see this happening is if we restore our local churches to the mission God has called us to, which is to proclaim to His world the redemptive story He has written through His Son Jesus, and the reality is this mission starts right outside your door and extends to the very ends of this earth.

Respectfully submitted by,

**Rev. Ted Rathman, Global Ministries Associate**

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## KINGDOM EXTENSION

Three passages of scripture caught my attention early in my Jesus adventure and significantly influenced my life – relationships, activities, education, ministry career. These same three scriptures prove to be fundamental to Kingdom life with Jesus, Kingdom Extension Community conversations and activities, and the many ministries of the EC Church.

- Matthew 28:18 – 20 (NIV) . . . [Jesus said], “All authority in heaven and on earth has been given to me. <sup>19</sup> Therefore **go and make disciples** of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, <sup>20</sup> and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.”
- Mark 12:29 – 31 (NIV) . . . [Jesus replied], “Hear, O Israel: The Lord our God, the Lord is one. <sup>30</sup> Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ <sup>31</sup> The second is this: ‘**Love your neighbor** as yourself.’ There is no commandment greater than these.”
- Acts 1:8 (NIV) . . . [Jesus] said to them: “But you will **receive power** when the Holy Spirit comes on you; and **you will be my witnesses** in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

The Kingdom Extension Community was launched, in part, to begin conversations that might become ministry initiatives for the Kingdom wherever we find ourselves. Yes, at our churches. But more so wherever we go in daily life. Work or school. Vacation or on the cul-de-sac. Hairdresser or grocery store. Or wherever that new hobby takes place.

Some of these conversations have yielded the fruit of new missional ministries. Church plants, fresh expressions of church, district revitalization efforts, dinner churches, and a wide assortment of community connections around Jesus. And though God doesn’t really need help creating churches, he does invite us to partner with him in what he is already doing around us. “Go and I will meet you here, there and everywhere.”

As a ministry community, we listen, ask questions, try to inspire thinking outside of the box. That is, thinking outside the church box. Jesus told his disciples and, through them, each of us to “go and make disciples.” As we read that, it means leaving the building (the box) as church, or at least as people who make up the church.

## **Kingdom Extension Community Members**

(We are all listed in the National Conference Journal. Drop us an email or text, give us a call. As time allows – we all have day jobs – we will chat with you, brainstorm with you. Together, we can learn from each other, and then go and make disciples.)

Rev. Leslie Cool, Associate & Chair; Bishop Rev. Bruce Hill; Rev. Ron Anderson; Rev. Matt Hill; Rev. Carlos Kelly; Mrs. Lynda Miller; Rev. Adam Roberts; Mrs. Michelle Roberts; Rev. Tim Seiger; Rev. Mike Snedeker; Rev. BJ Whitaker.

## **Training Events and Conversations**

A National Conference educational experience in 2018 birthed an interactive workshop now repeated in various formats for individual churches, EC districts, the 2020 Everence Stewardship University, and the Barnabas Initiatives. Representatives from at least five denominations have been directly involved, and conversations have spilled over into a wider network of contacts as I have shared principles with people in other local, not-so-local, and international networks. I will continue to provide this workshop as possible to schedule.

Other teaching-learning experiences have been provided (social media, media tech issues, how to start conversations, Zoom ministry and imagining conversations, witnessing 101, etc.). We refer pastors and churches to our own Church Health Associate for other training resources. And we continue to invite our EC family to take advantage of training events sponsored by our ministry partners: Fresh Expressions (Dinner Church), Missio Alliance, 3DM, etc.

The KEC continues to discuss and develop ways to engage our pastors, church leaders, and congregations in ongoing conversations. Attention to intentional, gift-oriented ministry will become more important as we imagine forward, as we develop new ministry models for our ever-changing world. Together we can create a movement that could birth the next generations of missional ministries.

## **EC Partners Newsletter**

The most recent issue of the EC Partners Newsletter included introductory information regarding our various ministry partners . . . Fresh Expressions, Dinner Church Movement, and Exponential, including their new “HUB,” a recently launched FREE digital platform offering exclusive web events including Webinars and Forums. These resource providers offer ways any one of us might interact with thought leaders shaping the national conversation on church ministries, including church planting and multiplication. These ministry shapers also enable us to engage with trusted resources designed to help us advance our Kingdom mission.

## **Supporting Church Online Presence and Ministry**

Addison Roberts continues to serve with the Kingdom Extension Community and the larger EC Church community as our Digital Ministries Consultant. The first learning cohort is now up and running. Similar cohorts will follow as interested churches are identified. DFDs have been encouraged to forward names and contact info to Addison (addison@gccws.net) as they hear of churches looking to do more, better, or other with their social media.

Occasional encouragement and teaching videos have been posted and FAQ videos are in various stages of production. The first of these should have been posted by the time you read this report. The goal is to scratch where our social media users are itching. We continue to encourage our churches to seriously look at the shift we will need to make from merely being present on social media to using social media to minister to people not yet in their buildings. “Go and make disciples” includes social media.

## **Financial Support for New Missional Ministry**

One of our more recent initiatives is to encourage and assist our churches make the most of missional ministry training. The KEC continues to leverage learning into doing by providing scholarships for “up to six months of coaching” to pastors and/or church groups who have attended a recent training event. The proven theory is that coaching increases the likelihood of “doing” after “attending.” Our goal is to encourage our pastors and churches to chase new ideas and attempt new ministries to reach the unreached.

## **Potential New Ministry Projects**

The KEC is currently enjoying a number of conversations with pastors and churches regarding new ministry adventures. Minimal details are available to share until we know more and/or have commitments for public announcement. Proposals are in various stages of development. We are considering a from-scratch church plant, a potential gaming community church, and church-sponsored community ministries based in an off-campus facility. Please pray with us as we research the proposals and how we might partner with these churches. We will keep you posted on their progress.

## **Thank You**

As I come to the end of my final ministry report to National Conference as the EC Kingdom Extension Associate, I want to thank you for allowing me to serve in this capacity. Besides the actual work, some time-sensitive and demanding, it has been a joy to walk with and assist pastors, church leaders, and church families realize a more effective way to engage their communities with the Good News about Jesus, the Cross, and a life ONLY found in a vital relationship with Jesus.

I am pleased to hand off my ministry roles to Rev. Mike Snedeker, our new Kingdom Extension Associate. As a charter member of the KEC team and a Fresh Expressions enthusiast, Mike “knows stuff” and is poised to make the most of what he has been part of, as well as lead us in new directions. I pray his fresh voice, new perspective, and skill set, will lead us to imagine and make use of new ways to “Go!”

My prayer for my EC faith family is that we would continue to faithfully chase the Great Commission Jesus has entrusted to us . . . “Go and make disciples.” I invite you to join me in welcoming Mike to our EC leadership team.

For the privilege and opportunity we have to serve Christ’s Kingdom, our churches, and our missional adventurers, we thank you.

## **CURRENT PROJECTS:**

- **Churches and Church Plants**

- Ephrata, PA . . . Christ House Church (Tim King)
- Ephrata, PA . . . House of Blessings (Abe Montanez)
- Lehigh Valley, PA . . . Horizon (Bud Daneker)
- Pottstown area, PA . . . Journey53 (Rick Christman)
- Slatington, PA . . . Trinity (Brian Kern)
- Willow Street, PA . . . Virtual Church (Addison Roberts)
- York, PA . . . Iglesia Cristiana (Carlos Kelly)
- York, PA . . . The Next Step (Carlos Kelly)

- **Partnerships**

- Lancaster, PA . . . Iglesia De Dios Ven A El (Luis Ramirez)
- Mohnton, PA . . . Dinner Church (Robert Shuey)
- Palmerton, PA . . . Gaming Grotto (Chris Bronico)
- Sinking Spring, PA . . . Fresh Expression Launches
- Slatington, PA . . . Dinner Church (Brian Kern)

Submitted,

**Rev. Leslie Cool, KEC Associate**  
**for the Kingdom Extension Community**

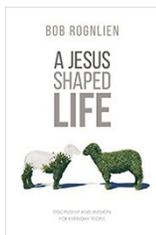
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# MINISTERIAL DEVELOPMENT

The Ministerial Development Community (MDC) consists of several teams of pastors, counselors, coaches, and educators working together to develop ministerial personnel toward maturity. As the MDC interacts with each ministerial candidate, we not only guide them in their next steps toward their terminal credentials, but we also equip, serve, coach, support, and motivate them.

In a typical year, the MDC helps dozens of pastors and ministerial personnel advance toward their intended terminal credentials. I, as the Ministerial Development Associate, am available for these individuals to bring questions, ask for clarification or resources in their pursuits, and to help resolve issues or negotiate new directions. In the following report, I provide some insights into how some facets of the MDC work.

## A Jesus Shaped Life



Applicants who apply for pastoral ministry, first register for the Pastoral Assessment Center held each January. Prior to their participation, Rev. Cameron Smith meets with them to help them understand discipleship language, their callings, and ways of understanding and expressing their identity in Christ. Cam uses the book *A Jesus Shaped Life* by Bob Rognlien to lead them in personal spiritual formation and help them to discover ways for discipling others in the life of Christ.

## Take a Bow, Maestro

For the last two decades, the Pastoral Assessment Center (PAC) has operated without any major complications. Every year, we gather to help pastoral applicants and their wives discern their pastoral callings. Yes, they receive traffic light outcomes (green, red, and yellow), however, they receive much more than that—they receive a healthy nudge into their newly developing ministry roles. They receive outcomes involving their own self-discovery through many online tools, such as the Grip Birkman Assessment survey. They are provided with materials and given a project to begin utilizing these tools. And lastly, they are immersed in EC culture, as several assessors surround them in loving and supportive guidance. It is this process that not only helps an applicant to realize their calling, but how their calling works in relation to our 21<sup>st</sup> century context and within the EC Church.

This year, we have regretfully accepted the resignation of Rev. Kirk Marks as the director of PAC. As we say goodbye to Kirk, we are grateful for everything that he has done with this intensive week in so many EC pastoral couples' lives. I wish I could provide an accurate number, but I do know that over 100 applicants have moved through PAC during Kirk's tenure. The influence and direction provided by our Pastoral Assessment Center process is something that other denominations only wish that they can achieve. Today, the EC Church stands on much healthier ground because pastors have been effectively provided with support early in their calling as they launch out into their assigned ministries. We gratefully acknowledge the many contributions that Kirk has made in not only conducting PAC, but also through improving the process over the years. We say, "Take a bow, Maestro!"

As Kirk steps away, we realize the need for new leadership and direction for PAC as well. As Rev. Les Cool assumes the position as interim director, we are confident that PAC will continue to passionately move forward in his very capable hands.

## Kairos University & ICL Education



As many of you know, Evangelical Seminary has merged with some other seminaries to form Kairos University. The beauty of partnerships is that each contributing partner brings strengths to the table. As we encourage our applicants for ministry to enlist in seminary education, we are well served by many significant advantages within the Kairos University model. First, the whole organization is accredited. The costs are significantly less expensive than before. The outcome-based philosophy is designed to form better graduates. And lastly, we still have the same familiar educators and connection within the network.

As the merger becomes final this summer, Rev. Joel Kime and I are working on ways to bring our EC influence into the mentoring process. We are also technically working on the possible advantages of bringing our educational system for non-degree students under the Institute for Church Leadership (ICL) onto the Kairos platform as a collaborative partner. Currently, ICL is a twelve-course certificate program that takes place over three years. Joel serves in the vital role as ICL director, helping to track each students' progress, oversee course content, and select professors in each course.

## Coaching Training

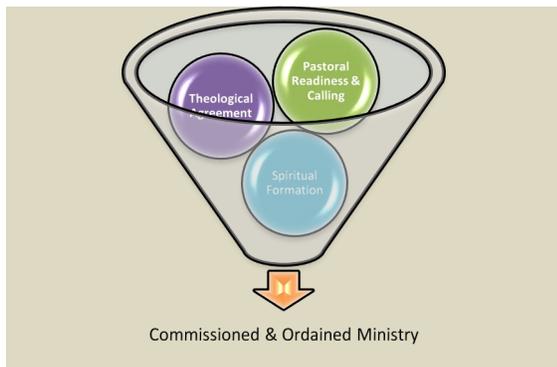
Rev. Matt Hill oversees the process for coaching in the EC Church. Matt has been working hard to assist the success of our coaching process by providing clear expectations for coaches and their proteges. Most recently, we provided a training event for coaches, DFDs, and other denominational leadership to be trained to better handle the intricacies of the coaching process with Dr. Tim Roehl.

The beauty of this system involves the opportunity for every newly assigned pastor to receive a coach who will walk with them in their development. With the growing struggles involved in pastoral ministry, we are also beginning to consider ways to serve our pastors-at-large. We are only now beginning to tackle this important topic, but we are considering ways that coaching can be made available to any pastor who may need such support.

## Direction and Philosophy

As we consider the work of the MDC, we must answer an important question: What kind of pastors do we wish to develop? In his book *Resident Aliens*, Stanley Hauerwas answers this question with a broader challenge: "The greatest challenge facing the church in any age is the creation of a living, breathing, witnessing colony of truth, and because of this, we must have pastors and leaders with training and gifts to help form a community ..." This is primarily the very thing that we are seeking within the work of the MDC.

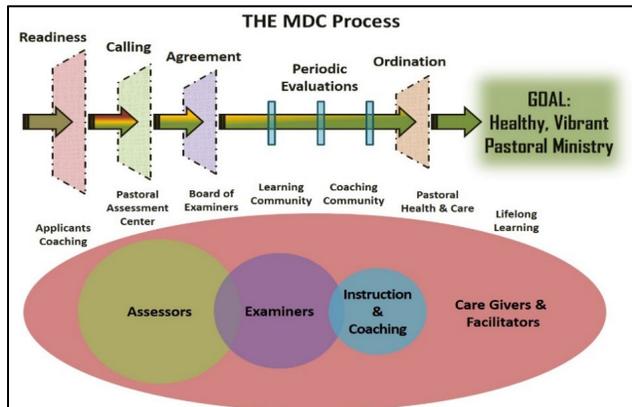
The important work of ministerial development takes shape as we work with three basic ingredients. *Pastoral*



*Readiness and Calling* includes the preparatory stages for ministry in the EC Church. We provide online huddle training for pastoral applicants to discuss, explore, and debrief disciple-making exercises. Once this process is completed, applicants are sent to the annual Pastoral Assessment Center in January, where they are assessed concerning their calling for pastoral ministry with green, yellow, or red lights. We accept only green and yellow light responses to move forward into pastoral ministry. Because every person is gifted for ministry in God's kingdom, even individuals receiving a red light are guided toward ministry opportunities based on their spiritual gifts and passions.

The second ingredient in our MDC process focuses on *Theological Agreement*. As applicants come for the interview stage, they provide us with answers to several questions focused on theology and practice. The Board of Examiners look for theological compatibility and hospitality – for applicants who are able to work within the parameters of our theological boundaries.

## The Integrated Process



Once an applicant is approved through the examination process, they enter the *Spiritual Formation* phase and are provided with a coach and an education plan for fulfilling their credentialing requirements. All of these things work together to provide a pastor with a clearly defined path toward commissioned and ordained ministry in the EC Church. Ultimately the goal of this process directs applicants for ministry toward healthy, vibrant pastoral ministry.

Additionally, the MDC provides opportunities for lifelong learning and attempts to address relevant issues for achieving pastoral health. All of these

features of the MDC connect cooperatively to create a community—the Ministerial Development Community.

## Developing Leaders in the EC Church

Early in the development of the MDC, we defined what healthy pastoral ministry looks like in terms of what pastors need to know, reveal in terms of their character, be able to do, and be able to see. This exercise produced the document known as the Profile of an EC Pastor/Leader.

### EC PASTORAL PROFILE

***This profile defines our expectations and goals for those called to pastoral ministry. We are interested in shaping each pastoral candidate's pursuit of God's calling in the following ways. After a pastoral candidate has completed his experiential and educational requirements for ministry, our expectation would be that he would be able to flourish within his God-given calling.***

***Pastors in the EC Church must understand their own identity in Christ, as well as their calling and gifts in relation to the body of believers so that the church is engaged for the work of ministry in the 21<sup>st</sup> century. They must understand how to interpret their cultural setting and properly communicate kingdom values and instructions from God's Word in order to form and lead a healthy community of believers.***

***They must be shaped by a character that reflects God's love in their lives through authenticity, patience, compassion, integrity, and spiritual fervor. They must participate in a disciplined life that reveals teachability, hospitality, forgiveness, and most of all, how to disciple others into these same Christ-like character traits.***

***They must be able to effectively communicate the faith—what it looks like and how it works—within and beyond their community of believers. They must demonstrate a disciple's life through their own ways of living the faith—serving, directing, giving, listening, and laughing with others in order to cultivate and empower flourishing among the community of believers and impact the greater community.***

***They must see God at work around them, enabling others to grasp hold of God's intentional love for them, and each person's own individual potential for ministry. They must not neglect the opportunities and threats in their midst, but rather reveal how God's kingdom intersects with the life of the church and their surrounding community.***

Along with the profile and the processes mentioned above, the community works together to direct these applicants toward the following goal:

**When a pastor is commissioned or ordained, he will be able to stand before the members of the National Conference and state: "I am a contributor to God's mission through the Evangelical Congregation Church, because I have felt the loving, supportive, accountable touch throughout the MDC process—shaping me into one prepared to minister with my EC brothers and sisters for God's kingdom in our generation and the ones to follow."**

### **HOT OFF THE PRESS: A Vision for Member Care**

We are gaining some momentum in providing a vision for pastoral health initiatives. We hope to provide some initiatives that will assist our pastors in finding a healthier way to conduct ministry in our current cultural context. Here are some of the concepts from initial discussions from the pastoral care team.

*The goal of the pastoral health arm of the Ministerial Development Community is to develop and implement member care strategies which equip EC pastors toward caring for themselves, spiritually, physically, and emotionally.*

The term "member care" is borrowed from the world of global missions. The following definition, although broader in scope, expresses the values of member-care by the National Conference of the EC church for its pastors. The Evangelical Alliance Mission (TEAM) definition of member-care is "the ongoing investment of resources by mission agencies, churches and other mission organizations for the nurture and development of missionary personnel."

Seeing as the itinerancy is defined by the Evangelical Congregational Church as a "self-disciplining body of ordained elders" (2016 EC Discipline paragraph 514), we see pastors (such as DFDs) helping local pastors to help themselves. Member-care encourages self-care. District Field Directors can be effective in this way by developing strategies that deliver member care services. The outcome of producing a culture of pastors, healthy enough and supported enough to care for themselves in their ministries is a connective biproduct of member/self-care.

As always, I thank you for your support of the MDC team as we seek to provide the outcome of a more vibrant ministerial community of pastors and specialized ministry personnel. This leads to a more vibrant expression of our churches and ultimately God's kingdom to the world!

Blessings,

**Rev. Jeffrey Byerly, Ministerial Development Associate**

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# MISSIONAL ALIGNMENT

The Missional Alignment Community is currently made up of three active committees:

## **Faith & Doctrine**

The Faith and Doctrine Committee exists to provide clear, concise, and contemporary doctrinal statements that accurately reflect the EC Articles of Faith and our theological ethos. It is also available to review, restate, and (through recommendation to the National Conference) expand the spiritual, moral, and social standards of the denomination. This committee has not formally met recently due to COVID and numerous transitions, but it continues to serve as a resource to many denominational entities and looks forward to working with the new Bishop to move our denominational theology forward. The work of developing new doctrinal statements has moved forward over the last two years through the Bishop's office and the *Discipline* amendment process and the Faith and Doctrine Committee supports and applauds this good work.

The Church History & Polity Class and the Theological Ethos of the EC Church Class continue to be offered for credentialed individuals. We have now moved to a regular schedule of the Ethos course being offered in the Fall over two week-end intensive sessions and the History & Polity course offered in the Spring. The Faith and Doctrine Committee also continues to work in partnership with our seminary to offer classes through the Institute for Christian Leadership. These ICL classes are open to the public and serve to fulfill educational requirements for some seeking credentials with us.

## **Heritage Committee**

Rev. Jonathan Brown, Committee Chairman, continues to work on the transfer and reorganization of our denominational archives from the third floor of Church Center and in their new home on the lower level. Individual boxes have been purchased for storage of our special collections books.

We have sold out our supply of the book *Evangelical from the Beginning*. This is one of the required books in the History & Polity course. Fortunately, the committee has been able to order additional copies from the publisher.

Jonathan Brown is also working on the task of reviewing the English translation of Karl Heinz Vogt's German-language book *Jacob Albrecht: Ein Ziegelbrenner wird Bischoff*.

## **Prayer Mobilization Team**

The Prayer Mobilization Team (PMT), chaired by Rev. Dale Kramer meets monthly not only to talk about how they can encourage and resource prayer in our congregations, but to spend significant time in prayer for the needs of our pastors, church, and conference. We are open for new members or even visitors who want to find out more about what we do.

The committee has compiled a list of individuals who are primarily responsible for prayer ministries in our congregations. The committee now reaches out to them through a postcard about once a month to encourage them in their work. The committee is currently calling the local mobilizers to encouragement them and gather feedback. It is amazing what different churches are doing. The committee is now planning a time of encouragement and prayer for congregational prayer leaders via Zoom. This event will be announced later in the year.

Please remember, the members of the PMT continue to be willing to visit congregations who request a prayer event as part of the Team's SWAT emphasis. SWAT stands for Spiritual Warfare Advance Teams and consists of volunteer pastors and lay people who are willing to go to a church that is dealing with spiritual warfare issues to pray for and with them.

Respectfully submitted,

***Bishop Bruce D. Hill***

# NATIONAL CONFERENCE TEAMS

## CONFERENCE NETWORK

The Conference Network Team (CNT) is made up of the Bishop (chair), Executive Director, National Conference Secretary, Associates (4), and District Field Directors (13). They are:

- Bishop Hill, Chair
- Kirk Marks, Secretary
- Lewie Bennett
- Jeff Byerly
- Chuck Campbell
- David Carr
- Les Cool
- Brad Hatter
- Kevin Henry
- Mike Knapp
- Gary Kuehner
- Marlin Lafferty
- Keith Miller
- Paul Miller
- Ralph Owens
- Ted Rathman
- Robert Santucci
- Jeff Schell
- John Smith
- Sterling Trimmer
- 

We continue to experience personnel changes in the make-up of our Conference Network Team. Following the retirement of Rev. Jim Price, Rev. Dr. John Smith was affirmed by the National Ministry Team in October 2021 to serve as the Schuylkill District Field Director. Rev. Dr. Gordy Lewis retired as Capital-Lebanon District Field Director and Rev. Mike Knapp, Pastor of Clark's Valley Zion EC Church, was affirmed by the NMT in Spring 2022. Rev. Dr. Ralph Owens will retire as Penn-Jersey District Field Director effective June 30, 2022. During the Spring National Ministry Team meeting, the members affirmed Rev. Wayne Houck as Penn-Jersey DFD.

I deeply appreciate, and I know their districts are thankful to the Lord for the ministries of Jim Price, Gordy Lewis, and Ralph Owens. I am also thankful that Bishop-elect Sizemore and I have been able to work together to fill these DFD positions.

The Conference Network Team continues to meet regularly to fulfill its responsibilities of resourcing local congregations, making connections and encouraging pastors and local leaders. Bishop-elect Randy joined in these meetings starting in January.

- A tactical meeting is held via conference call at least once a month. Prior to each call the members submit "conversation points" to Jodi Earhart, Assistant to the Bishop, and the bishop then selects various "points" for discussion during the meeting. The members share up-to-date information of trends, questions, and solutions that can be a resource for the various districts. This meeting also provides a significant opportunity for District Field Directors to provide prayer requests and updates from their district.
- The entire Conference Network Team then meets in person twice a year for a strategic meeting. This meeting provides an extended time for our Associates, Bishop, and Executive Director to spend time in conversation with the District Field Directors about the ministries of our Communities and Teams. The bishop also uses this strategic meeting to discuss issues that could have a more long-term impact on the work of the denomination.
- The third meeting under the heading of Conference Network Team is the BEDAS+ group. This group is comprised of the Bishop, Executive Director, Associates, Secretary of Conference and the Bishop-elect met for two hours, once a month. During the past year, this group has settled into a new rhythm of meetings: one a quarter in-person meetings and Zoom the other months.

The District Field Directors (DFDs) continue to be the vital connecting link between the National Conference and our pastors and lay leaders. Our DFDs also provide help and advice to the Stationing Committee by providing insights

into local congregations and the needs of the district. Additionally, they are a great help to the bishop in working with pastors and local leaders when difficulties arise in congregations.

While there are still pastors who do not take advantage of their membership in a district, I am pleased to see the camaraderie and concern shared by the pastors and churches who participate in district meetings, prayer times, and events. The sense of community the DFDs are cultivating is important for encouragement and a sense of accountability between pastors and ministries. The DFDs and Associates continue to work together facilitating conversations and providing opportunities for the Associates and communities to consult with local congregations.

The various meetings held by the Conference Network Team help to break down “silos” and fosters greater sense of community and cooperation within district and across district and regional boundaries. I pray these heart conversations will result in even greater Kingdom ministry all around the Evangelical Congregational Church.

It has been my joy to chair the Conference Network Team. We, as a denomination are blessed to have these men lead our denomination as they follow Christ.

Respectfully submitted,

***Bishop Bruce D. Hill***  
***For the Conference Network Team***

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## CONFERENCE SUPPORT

I am happy to report the new EC website is live. Same web address [www.eccenter.com](http://www.eccenter.com). Thanks to the EC Church Center staff for their hard work and to our web developer Quarter Note Systems for their efforts. We have two websites; one is a public facing webpage and a second members only website, <https://members.eccenter.com>, that will require a username and password to access. The members only website will house all the forms, documents and resources available to our pastors and lay leaders. After reviewing the structure and usage of the previous website it made more sense to have a separate website. We hope that the structure of the new website will allow for finding information easier and it will be easier for the Church Center staff to keep the information current. You may navigate directly to <https://members.eccenter.com> or reach the site through the main site, [www.eccenter.com](http://www.eccenter.com). All username and passwords that were valid on the previous members only section have been transferred to the new site.

There are two main pages or places to look for information. On the main website, [www.eccenter.com](http://www.eccenter.com), is a Publications page which is the repository for all denominational publications such as EC Leader, National News, Global Prayer Guide, Church Planting Partners, Window on the World and others. These publications will be sorted by year then by publication title. The website will serve as the archive for all publications. We have loaded as many publications we could from 2003 to current and will continue to upload older publications as we find them.

The second place for information is on the members only website, <https://members.eccenter.com>, Forms and Resources. On Forms and Resources you can find links for any and all forms to complete (statistical reports, pastoral compensation, ministerial development, stationing and others), information on benefit plans for pastors and information for church treasurer.

The best reasoning for information placement was determined by audience. Information intended for distribution to a wide audience is found on the Publications page on the main website and information prepared for a smaller audience or information not for the general public is on the Forms and Resources page of the members only website. Some information will be available on both sites but in different channels. For example, the new health insurance rates are announced in the EC Leader which is posted on the Publications page, but the health insurance rates are also on a dedicated page that can be accessed through the Forms and Resources page and more information on health insurance rates can be found on the members only webpage then in the EC Leader article.

Also, new sub domains were created for each of the communities:

Ministerial Development	mdc.eccenter.com
Global Ministries	gmc.eccenter.com
Church Health	chc.eccenter.com
Kingdom Extension	kec.eccenter.com

The subdomains allow each community to design and package the information and content that their constituencies need. Each of the sub domain sites are different as each community has different needs. It became too difficult to have one effective website for all the denomination's activities. The subdomains can be accessed via [www.eccenter.com](http://www.eccenter.com) or directly using the web address.

The other area of IT focus for the CST is cyber security. Two new products were purchased to assist with network cyber security. One is Proofpoint Essentials – an email spam filter and secure email process for sending secure emails and knowBe4 – a security training awareness platform. Cyber security events are increasing, and churches are not exempt from a cyber-attack, albeit churches are not a high reward target and have a low risk of an attack. Church liability insurance policies should include a line item for cyber security but much like sexual misconduct coverage the amount offered in a base church liability policy is minimal and may not be much help if a cyber security event would occur. For example, the National Conference liability insurance policy includes \$25,000 for breach response services and \$50,000 aggregate limit of liability. Much like any liability incident where professional services, such as attorneys, accountants, other professionals, are needed, \$25,000 will not go far. Add the possibility of a ransom payment and \$50,000 in total coverage will not be enough. Like sexual misconduct coverage additional cyber liability insurance can be purchased with additional security conditions required for the policy and it is not inexpensive. The best option for any organization is actively practicing processes and procedures to limit exposure. Bad actors most often gain access to a company's computer system through an email that tricks a user to download malware or a virus. Being email aware is one of the best security measures to prevent a cyber security incident.

Most EC Churches do not need extensive cyber security practices or products. As a church grows and the number of users of a corporate or shared email service grows beyond the pastor and an administrative assistant so should the cyber security concerns. A simple process such as routine password updates is a no cost, effective method of cyber security. The pastor and church staff (paid and volunteer) should be email aware and not click on every link included in an email or respond to every email. An additional low-cost step is the purchase of a PC security software package such as McAfee or Norton for around \$100/yr. There are many providers of PC security software, but McAfee and Norton are a couple of the most well-known software providers. If the pastor uses his own laptop for church work, consider allowing him to use some of his professional development funds for a computer security software package. Something else to consider, IT hardware, laptops, desktops, internet routers and modems, should be replaced every so often. Technology is always changing, and hardware can become obsolete and prone to security breaches.

Churches that use a web-based software provider to process online giving or payroll or a cloud storage service will lessen some cyber risk but not eliminate all risk. If it is determined that a staff member's password was used to fraudulently enter a software provider your church can be held responsible for the breach. These services do not eliminate all cyber risk or remove the need to practice basic cyber security procedures.

Many members of the denomination have received fraudulent emails claiming to be from Bishop Hill. In due time, Bishop Sizemore's email address will be used in these types of emails. These cyber events are referred to as "email spoofing" or "spoofing" which is using what appears to be the senders email address in the from line of the email. Then the email normally ask for something from the receiver of the email. This is not an email hacking incident. An email hack is much more serious. The National Conference email accounts have not been hacked. Email spoofing is a type of email phishing incident which happens 3.1 billion times a day according to the cyber security firm Proofpoint. It is impossible to stop the spoofing of email addresses. Please maintain vigilance when responding to emails. The National Conference is going to modify some email procedures and email formats to hopefully slow down the incidents of spoofing denominational email addresses.

Basic cyber security procedures and maintaining awareness that bad stuff can happen is sufficiently satisfactory security procedures for most churches. While the risk is low walking into church on a Sunday morning and not be able to load the PowerPoint for the praise songs or sermon because your data is controlled by a bad actor could cause a little unneeded stress. Please do not respond in fear and loathing of all things IT.

There is a long-standing policy that superannuated/retired pastors currently not serving a church or in the employment of the National Conference and their spouses may attend National Conference with a no charge registration fee. Unfortunately, that policy is changing. Beginning with the May 2023 National Conference superannuated/retired pastors that have superannuated/retired after July 1, 2021, and currently not serving a church or employed by the National Conference will pay a \$20 registration fee (subject to increase in future years) to attend conference. The fee will also apply to their spouses. The date of a pastor's superannuated/retired designation will be the date recorded in the denominational records as approved by the Ministerial Development Community. Superannuated/retired pastors that are currently serving a church are required to pay the current registration fee. Bishop Emeriti are excluded from the change in policy. Bishop Emeriti will continue to receive a no cost conference attendance including meals (excluding special meals) and lodging.

In addition, beginning with the May 2023 National Conference, spouses of currently serving pastors will begin paying a \$20 registration fee.

### Property Committee

#### Properties Owned by the National Conference

EC Church Center, 100 W Park Ave, Myerstown, PA 17067

Salem EC, 401 East Center St., Mahanoy City, PA 17948

Grace EC Church, 6067 Carpenter St, East Petersburg, PA 17520

St James EC Church, 1552 US Route 52, Dixon, IL

The renovations to the second floor of the EC Church Center are continuing. The renovations are creating an administrative office suite for the Bishop, storage space, a small conference room and cosmetic upgrades to the second floor restrooms. The renovations are scheduled to be completed by mid-May 2022.

The paving and repair of the lower half of the parking lot remains an outstanding project.

### Publishing Committee

The second and final approval of the amendments to the 2016 ed. of the EC Discipline are scheduled for a vote at the May 2022 National Conference. After approval of the amendments we hope to have the printed copy of the EC Discipline available by late in calendar year 2022.

In every CST report I acknowledge the outstanding efforts regularly displayed by the EC Church Center staff of Shirley, Abi, Dave, Dee, and Jodi supporting the EC churches (international and domestic) and missionaries. Please contact me if there is anything that the Conference Support Team can provide to a local EC Church.

Serving Faithfully,

***Kevin Henry, Executive Director***

# NATIONAL CONFERENCE STANDING COMMITTEES

## AMENDMENTS

*The complete Amendments are in a separate packet from the reports.*

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**Members of the Amendments Committee:** Rev. David Carr, Rev. George Custer, Mrs. Jodi Earhart, Rev. Bruce Hill, Mr. Ed Hocker, Rev. Joel Kime, and Rev. Brett Kindig

Since our report to National Ministry Team in October 2021, the Amendments Committee has not met. Included in your report packet is the proposed 2022 edition of *The Discipline*, as amended by National Conference 2021. **The red text reflects all the amendments that were approved during the National Conference 2021.** As per Disciplinary rules National Conference will vote on all amendments in May 2022, this time without any possibility for further amendment. Proposed amendments which receive a two-thirds majority Yes vote will become final, and the 2022 edition of Discipline will reflect those changes. We are aware that there are some formatting issues. They will be addressed in the final version once the Amendments are all adopted.

I would like to thank Bishop Bruce Hill and Mrs. Jodi Earhart for their significant amount of work to compile the amendments from National Conference 2021 and present them to us, as you will read in the separate packet. I would also like to thank the members of the Amendments Committee for their work from 2019 through 2022 on the committee. Finally, thank you, the delegates to National Conference 2021 and 2022 for the investment you have made, personally, and on the floor of conference. We hope and pray that the amendments are not only faithful to the word and heart of God, but also that they fuel the mission of his Kingdom in 2022 and beyond.

Respectfully submitted,

***Joel Kime, Chair***

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## EPISCOPACY

First the purpose statement of our committee: According to the "Rules of Conference" section 402 *The Episcopacy Committee shall counsel, confer, and consult with the Bishop concerning his relationship with the Church and its leaders, and matters related to the personal and family needs of the Bishop. They may also assist the Bishop in formulating performance standards.*

Our Committee consists of the following members: Bishop Bruce Hill, Keith Blank (secretary), Cam Smith, Brenda Custer, Dave Jordan, Bob Shuey, and Marlin Lafferty. Our objective might be compared to the function of your local church PRC committee. It's a confidential meeting where one's heart and concerns can be expressed.

The duties and objectives of the Bishop are too numerous to include in this report. But to mention a few there is the regular prayer, devotional time and weekly Church Center Administrative staff meetings, the by-weekly Conference Network Team and BEDAS meetings and meetings with StoneRidge, and Loan & Investment, etc.

Through the years we have witnessed this man's heart and concern not only for the church as a whole but for the pastors and leadership team as well. Certainly this past year has been different not only with the continued concern over the effects of Covid on local ministries but also the need to spend much time dealing with the Episcopal transition. The mystery of transferring a heart from successor to successor in the Episcopal Office is something only our God can accomplish. This Committee believes God has done that, as the Bishop & Bishop-elect have spent much time together.

It has been our privilege as an Episcopacy Committee to come alongside Bishop Bruce to assist any way we could to encourage and stimulate him onward to greater things for the cause of Christ and His Church.

Respectfully submitted,

**Rev. Marlin Lafferty, Chairman**

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## **FINANCE/COMPENSATION/2023 BUDGET**

### National Conference 2023 Budget Narrative

On the following pages is the proposed National Conference operating budget. In summary National Conference operating expenses are increasing from \$1,005,000 to \$1,008,000 with the Ministry Fund rate remaining consistent at 5.65%. Budget 2023 expenses increased slightly from budget 2022. There were multiple budget expense increases and decreases that mostly offset one another resulting in the small budget increase. The most significant expense budget decrease is removal of the Episcopal transition expenses tempering the increases in salaries and health insurance. The EC Church Center staff are receiving 5.9% salary increase.

Respectfully submitted,

***Debra Patterson, Treasurer/Finance Committee, Chair***

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<b>2022</b>	<b>2023 Proposed</b>	<b>Inc/(decr)</b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>over 2022</u></b>
Ministerial Development Community			
MDC Salaries & Wages	12,500	12,500	-
MDC FICA Taxes	956	956	-
MDC Pension	-	2,160	-
MDC Workers Comp	70	70	-
MDC Disability Insurance	100	100	-
MDC Continuing Ed/Prof Development	1,000	1,000	-
MDC Teleconference	50	50	-
MDC Travel/Meals/Housing	2,300	2,300	-
MDC Seminars/Training	500	500	-
MDC Miscellaneous Expense	<u>100</u>	<u>100</u>	<u>-</u>
Totals MDC	17,576	19,736	-
Board of Examiners			
Board of Exam Teleconference	50	50	-
Board of Exam Travel/Meals/Housing	1,000	1,000	-
Board of Exam Miscellaneous Expense	<u>500</u>	<u>500</u>	<u>-</u>
Totals for BOE	1,550	1,550	-
Pastoral Assessment Center			
Travel/Meals/Housing	<u>17,000</u>	<u>15,000</u>	<u>(2,000)</u>
Totals for PAC	17,000	15,000	(2,000)
Student Aid Leadership Team			
Student Aid Promotional Materials	500	500	-
Student Aid Miscellaneous Expense	<u>100</u>	<u>100</u>	<u>-</u>
Totals for SAL	600	600	-
Institute for Church Leadership			
Inst. for Church Leadership-Course Subsidy	5,000	5,000	-
Inst for Church Leadership Travel/Meals/Housing	<u>700</u>	<u>700</u>	<u>-</u>
Totals for ICL	5,700	5,700	-
Pastoral Care			
Pastoral Care Coaching/Care	3,200	3,200	-
Healthy Pastors Task Force	1,000	1,000	-
Pastoral Care Retreats/Events	<u>1,500</u>	<u>1,500</u>	<u>-</u>
Totals for Pastoral Care	5,700	5,700	-
<b>Total MDC Expenses</b>	<b><u><u>48,126</u></u></b>	<b><u><u>48,286</u></u></b>	<b><u><u>(2,000)</u></u></b>

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<u>2022 Budget</u>	<u>2023 Proposed Budget</u>	<u>Inc/(decr) Over 2022</u>
Church Health Community			
CHC Salaries & Wages	12,500	12,500	-
CHC FICA Taxes	956	956	-
CHC ER Pension Contribution	2,040	2,160	120
CHC Workers Comp	50	50	-
CHC Disability Insurance	100	100	-
CHC EC Benefits Corp Service Fee	-	125	-
CHC Continuing Ed/Prof Development	1,000	1,000	-
CHC Resources	1,000	1,000	-
CHC Travel/Meals/Housing	3,250	3,250	-
CHC Seminars/Training	2,500	2,500	-
CHC Assessment	2,500	2,500	-
CHC Local Church Surveys/Coaching	1,500	1,500	-
CHC Retreats/Events	5,500	5,500	-
CHC Miscellaneous Expense	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CHC	33,896	34,141	120
Christian Education			
Christian Ed Resources	500	500	-
Christian Ed Travel/Meals/Housing	100	100	-
Christian Ed Seminars/Training	<u>2,500</u>	<u>2,500</u>	<u>-</u>
Totals for Christian Ed	3,100	3,100	-
Evangelism and Discipleship			
Evang & Discp Seminars/Training	3,500	3,500	-
Evang & Discp Miscellaneous Expense	<u>250</u>	<u>250</u>	<u>-</u>
Totals for E & D	3,750	3,750	-
Total CHC	<u>40,746</u>	<u>40,911</u>	<u>120</u>
Missional Alignment Community			
MAC Salaries & Wages	96,771	102,451	5,680
MAC Transition Compensation	15,507	-	(15,507)
MAC FICA Taxes	7,317	7,665	348
Hospitalization	11,149	20,299	9,149
MAC ER Pension Contribution	4,080	4,320	240
MAC Workers Comp	500	500	-
MAC Disability Insurance	100	100	-
MAC EC Benefits Corp Service Fee	125	125	-
MAC Continuing Ed/Prof Development	1,200	1,200	-
MAC Executive Coaching	3,000	3,000	-
MAC Life Insurance	1,000	1,000	-

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<b>2022</b>	<b>2023 Proposed</b>	<b>Inc/(decr)</b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>over 2022</u></b>
MAC Cell Phone Reimb	725	725	-
MAC Cell Phone Reimb	725	725	-
MAC Auto Insurance	1,500	1,500	-
MAC Auto Maintenance	1,500	1,500	-
MAC Travel/Meals/Housing	7,000	10,000	3,000
MAC Travel International Missions	3,000	3,000	-
MAC Seminars/Training	1,000	1,000	-
MAC Dues & Subscriptions	3,000	1,500	(1,500)
MAC Vehicle	3,000	3,000	-
MAC Miscellaneous Expense	500	<u>500</u>	<u>-</u>
Totals for MAC	162,225	163,635	1,410
<b>District Field Directors</b>			
DFD Salaries & Wages	126,250	126,250	-
DFD FICA Taxes	9,658	9,658	-
DFD ER Pension Contribution	9,600	14,040	4,440
DFD Workers Comp	900	900	-
DFD Disability Insurance	1,300	1,300	-
DFD EC Benefits Corp Service Fee	375	500	125
DFD Resources	2,000	2,000	-
DFD Travel/Meals/Housing	<u>6,000</u>	<u>6,000</u>	<u>-</u>
Totals for DFD	156,083	160,648	4,565
<b>Conference Network Team</b>			
CNT Teleconference	300	300	-
CNT Travel/Meals/Housing	6,000	500	(5,500)
CNT Appropriations Made	6,250	-	(6,250)
CNT Retirement Gifts	2,000	2,000	-
CNT Retiree Luncheon	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CNT	15,550	3,800	(11,750)
<b>National Ministry Team</b>			
NMT Travel/Meals/Housing	6,400	5,000	(1,400)
NMT Miscellaneous Expense	<u>500</u>	<u>500</u>	<u>-</u>
Totals for NMT	6,900	5,500	(1,400)
<b>National Executive Committee</b>			
NEC Resources	100	100	-
NEC Miscellaneous Expense	<u>-</u>	<u>-</u>	<u>-</u>
Totals for NEC	100	100	-

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<u>2022</u> <u>Budget</u>	<u>2023 Proposed</u> <u>Budget</u>	<u>Inc/(decr)</u> <u>over 2022</u>
Faith & Doctrine Committee			
Faith & Doc Resources	500	500	-
Faith & Doc Teleconference	50	50	-
Faith & Doc Travel/Meals/Housing	550	550	-
Faith & Doctrine Miscellaneous Expense	50	50	-
Totals for Faith & Doc	1,150	1,150	-
Stationing Elders			
Stationing Elders Salaries & Wages	5,250	5,250	-
Stationing Elders FICA Taxes	402	402	-
Stationing Elders Resources	750	750	-
Stationing Elders Teleconference	500	500	-
Stationing Elders Travel/Meals/Housing	3,000	3,000	-
Stationing Moving	30,000	30,000	-
Stationing Elders Miscellaneous Expense	250	250	-
Totals for Stationing Elders	40,152	40,152	-
Episcopacy Committee			
Episcopacy Travel/Meals/Housing	50	50	-
Episcopacy Miscellaneous Expense	100	100	-
Totals for Episcopacy	150	150	-
Nexus Committee			
Nexus Promotional Materials	1,000	1,000	-
Totals for Nexus	1,000	1,000	-
Prayer Mobilization			
Prayer Mob Resources	500	500	-
Prayer Mob Teleconference	-	-	-
Prayer Mob Travel/Meals/Housing	500	500	-
Prayer Mob Miscellaneous Expense	500	500	-
Totals for Prayer Mob	1,500	1,500	-
Heritage Committee			
Heritage Comm Travel/Meals/Housing	50	50	-
Heritage Comm Miscellaneous Expense	4,000	4,000	-
Totals for Heritage	4,050	4,050	-
Total MAC	<u>388,860</u>	<u>381,685</u>	<u>(7,175)</u>
Conference Support Team			
Salaries & Wages	223,551	224,519	968

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<b>2022</b>	<b>2023 Proposed</b>	<b>Inc/(decr)</b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>over 2022</u></b>
FICA Taxes	18,853	17,521	(1,332)
Health Insurance	10,055	19,732	9,677
Workers Comp	1,350	1,475	125
Disability Insurance	700	700	-
EC Benefits Corp Service Fee	875	875	-
Continuing Ed/Prof Development	500	500	-
Journal Printing/Expenses	1,000	1,000	-
Planbooks	800	800	-
Resources	1,000	1,000	-
Minor Equipment	750	750	-
B&W Copier Rental & Supplies	6,500	5,700	(800)
Color Copier Rental & Supplies	22,500	20,500	(2,000)
Computer Hardware-Peripherals	4,000	4,000	-
Computer Software	15,250	20,000	4,750
Postage	15,000	13,000	(2,000)
Postage Machine Rental & Supplies	6,500	6,000	(500)
Paper & Envelopes	2,000	2,500	500
Office Supplies	1,500	2,500	1,000
Natl Conf Newsletters	1,000	-	(1,000)
Janitorial/Supplies	4,500	7,446	2,946
Other Supplies	500	500	-
Water Coolers	1,000	1,000	-
Natural Gas	750	1,100	350
Electric	10,500	9,000	(1,500)
Water/Sewer	1,500	1,500	-
Trash Removal	1,200	1,300	100
Telephone/Internet	12,000	12,500	500
Corp Liability Insurance	7,000	9,000	2,000
Property Maintenance	9,500	9,500	-
Travel/Meals/Housing	1,000	1,000	-
Website	2,500	2,500	-
Photography	100	100	-
Legal Fees	15,000	10,000	(5,000)
Audit Fees	19,000	18,000	(1,000)
Purchased Services - Payroll	3,825	4,550	725
Purchased Services - IT	10,080	11,340	1,260
Other Purchased Services	250	250	-
Bank Fees	3,250	3,250	-
Credit Card Fees	2,750	4,300	1,550
PILOT-Taxes	500	500	-
Donations (Fire Co., etc.)	700	700	-

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<b>2022</b>	<b>2023 Proposed</b>	<b>Inc/(decr)</b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>over 2022</u></b>
Gift Annuity Payments	1,140	1,140	-
Depreciation Expense	10,000	10,000	-
Miscellaneous Expense	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CST	471,589	485,668	14,079
Finance Committee			
Finance Comm Teleconference	45	45	-
Finance Comm Travel/Meals/Housing	<u>800</u>	<u>800</u>	<u>-</u>
Totals for Fin Committee	845	845	-
Property Committee			
Property Comm Teleconference	50	50	-
Property Comm Property Repairs	<u>5,000</u>	<u>5,000</u>	<u>-</u>
Totals for Property Committee	5,050	5,050	-
National Conference Celebration			
National Conf Registration/Expenses	<u>2,000</u>	<u>2,000</u>	<u>-</u>
Totals for Nat Conf	2,000	2,000	-
Agencies & Institutions			
Pension - Defined Benefits	<u>48,000</u>	<u>43,200</u>	<u>(4,800)</u>
Totals for Agencies & Inst	48,000	43,200	(4,800)
<b>Total CST Expenses</b>	<b><u>527,484</u></b>	<b><u>536,763</u></b>	<b><u>9,279</u></b>
Revenue			
MDC Seminar/Event Registration	1,500	1,500	-
CHC Seminar/Event Registration	6,000	6,000	-
CHC Endowment Fund Transfer	34,746	34,991	245
10-400-4040 MAC Honorariums	4,000	4,000	-
10-500-4010 Ministry Funds	892,700	898,350	5,650
10-500-4310 Investment Income	5,125	9,539	4,414
10-500-4360 Interest-Certificates of Indebtedness	3,045	3,045	-
10-500-4410 Endowment Fund Transfer	4,400	4,400	-
10-500-4415 L&I Fund Transfer	20,000	20,000	-
10-500-4420 Rental Income - Church Center	7,200	7,200	-
10-500-4510 Sale of Conference Journal	1,800	1,000	(800)
10-500-4530 Sale of Other Denominational Items	1,200	1,200	-
10-500-4570 B&W Copier	500	500	-
10-500-4575 Color Copier	11,000	7,000	(4,000)
10-500-4580 Postage	<u>12,000</u>	<u>9,000</u>	<u>(3,000)</u>
	1,005,216	1,007,725	2,509

Evangelical Congregational Church  
2023 Proposed Operating Budget

	<u>2022 Budget</u>	<u>2023 Proposed Budget</u>	<u>Inc/(decr) Over 2022</u>
Expenses			
Ministerial Development Community	48,126	48,286	160
Church Health Community	40,746	40,991	245
Missional Alignment Community	388,860	381,685	(7,175)
Conference Support Team	<u>527,484</u>	<u>536,763</u>	<u>9,279</u>
	1,005,216	1,007,725	2,509
Revenue Over/(Under) Expenses	<u>0</u>	<u>0</u>	<u>0</u>
Ministry Fund %	5.65%	5.65%	

Pastoral Compensation

**By the acceptance and approval of the Pastoral Compensation Report by the duly elected and voting lay delegates and pastors of the National Conference, the items within this report become mandates for the local churches to enact as they are approved by the National Conference.**

**A. Items to be approved:**

1. Each year the Social Security Administration uses the Cost of Living Adjustment (COLA) percentage to set the annual Social Security recipient's increase. The Compensation Committee has used the COLA as its basis for salary increase, but we are always one year behind the Social Security increase. Therefore, the 2013 National Conference approved that beginning in 2014 the COLA will always be the minimum recommendation for the salary increase for pastors. The COLA will be available on the denominational website along with the salary forms sometime between October and November. Churches that plan to grant less than the increase approved in this report, must receive approval of their District Field Director prior to any official action taken to set the pastors salary for the upcoming year.

Churches that are financially able are encouraged to give either a larger percentage increase or to consider an additional increase as a merit raise in salary for each pastor. This merit raise would be in addition to the approved percentage salary increase.

Churches served by a part-time pastor are encouraged to give an annual salary increase.

2. Total Compensation
  - a. Total Compensation for a pastor that owns his own house is defined as the total amount of salary received by the pastor before the Social Security & Medicare reimbursement and any deductions, Rule 1002.1.

- b. Total Compensation for a pastor that lives in a church provided parsonage is defined as the total amount of salary received by the pastor before Social Security & Medicare reimbursement and any deductions, Rule 1003.1.
- 3. National Conference Administrators Compensation for 2023 is recommended by the Finance Committee.
 

Bishop	\$101,951
Executive Director	\$ 88,943

  - a. National Conference Associates positions: \$12,500 per year, except for the Global Ministries Associate whose salary is set by the Global Ministries Community and approved by the National Ministry Team. Salary will be reviewed every four (4) years. Last increase was January 1, 2021. Next review will be 2025.
  - b. District Field Directors at \$1,010 per church in the district they are serving. Salary will be reviewed every four (4) years. Last increase was January 1, 2021. Next review will be 2024.
- 4. Continuing Education Allowance – we recommend the following minimums:  
 Bishop: \$1,200 and \$1,000 for full time pastors and \$500 for part-time pastors as referenced in Rule 1013.0.
- 5. Stationing Elders’ Remuneration: We recommend \$18.00 per hour plus expenses including standard IRS mileage rates. Hourly rate will be reviewed every four (4) years. Last increase was January 1, 2022. Next review will be 2025.
- 6. Natural Church Development Coach Remuneration: We recommend \$20.00 per hour plus expenses including the standard IRS mileage rates. Hourly rate will be reviewed every four (4) years. Next review will be 2023.
- 7. Honorariums for National Conference Positions: we recommend the following for 2022 National Conference. All Honorariums will be reviewed every four (4) years, next review in 2026. National Conference Secretary honorarium increased on January 1, 2021.
 

National Conference Secretary	\$3,100
National Conference Assistant Secretaries	\$250 each
National Conference Services Coordinator	\$750 plus travel expenses at IRS Standard mileage rate
- 8. Church Contribution to their Pastor’s 403(b) Pension Account: We recommend a monthly contribution of \$360 (full-time pastors) and \$180 (part-time pastors), effective January 2023. The monthly church contribution paid towards the Pastor’s 403(b) Pension Account will increase by twenty dollars per year for full-time and ten dollars per year for part-time pastors.

**B. Items presented for information and/or Review from previous National Conference action or reports:**

- 1. Moving Expense Reimbursement: per Rule (910) Churches shall be granted a moving subsidy as established by National Conference.
  - a. As of January 1, 2019, all employers (National Conference or local EC church) paid or reimbursed moves are taxable income. Pastors whose moves are paid or reimbursed by the National Conference will receive form 1099-NEC by January 31 of the next calendar year with total cost of the move included in box 1 (non-employee compensation). The National Conference will also reimburse the affected pastor up to 25% of the cost of the move to offset Federal, State and Local

income taxes, if applicable. The tax payment will also be reported in Box 1 of form 1099-NEC as taxable income.

2. A housing allowance is an allowable method for a member of clergy to shelter a portion of their gross compensation from federal and in some cases local income tax. It is not extra income. The pastor should determine the amount of the housing allowance with the church's leadership approving the housing allowance before January 1 of each calendar year or before the pastor begins an assignment at a new church. By approving the housing allowance, the church is confirming the amount is reasonable compared to the local housing market, the pastor is employed by the church performing traditional clergy duties and is licensed, ordained or commissioned by a religious body. The approved housing allowance is only an estimate. It is the responsibility of the pastor to properly record their housing costs per the current U.S. Treasury regulations upon filing of their personal income tax return. Pastors are encouraged to seek professional tax assistance with questions on the proper recording of their housing allowance.
3. Parsonage provided by the Church: Annually a member of the PRC should determine the market rental value of the parsonage. The market rental value is defined as what an unbiased individual would pay in monthly rent for the parsonage. Normally an internet search of available similar homes for rent in the community or a search of classified ads will yield the market rental value of the parsonage. In certain situations, a parsonage is a unique property that may not attract top dollar rental and a reasonable adjustment to the market value may be required, Rule (1010).
  - a. A fair rental value of the parsonage in the community where the home is located is necessary not only for the calculation of employer Social Security/Medicare tax but also is used as part of the disability income calculation should the pastor become disabled. Denominational leadership is available for consultation and questions.
  - b. Parsonage Requirements: For churches providing a parsonage, a list of items required to be provided is found in Rule (1003.4).
4. Pulpit Supply Honorarium—suggested guideline for churches:  
\$150 for the 1<sup>st</sup> message/sermon and \$50 for each additional service, such as Sunday school or multiple worship services, plus travel reimbursement at the standard IRS mileage rate. To be reviewed annually.
5. Housing Equity Account: We continue to suggest that each church providing a parsonage, support a Housing Equity Program that would be established by the pastor to allow him to accrue monies toward the purchase of a home upon either an eventual assignment to a church where no housing is provided, or upon retirement. The pastor would own this account. The Lay Delegate from the church should present this proposal annually to their Board or Ministry Council for consideration either to support the establishment of the account or to continue to make contributions to an already existing account. The Executive Director will be available for consultation with churches interested in supporting their pastor in his establishment of such an account. The Benefits Corporation will administer these accounts.
6. Pastoral Vacation Schedule: Full-time and part-time pastors shall be granted vacation based on NC Rule 1014.

0-9 years of service	3 weeks
10-19 years of service	4 weeks
20-29 years of service	5 weeks
30+ years of service	At least 5 weeks
7. Ministry Leave: Based on NC Rule 1015 all pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global

experience. This leave requires prior scheduling approved by the local church Board or Ministry Council and accountability to that body.

8. Pastor's Day off: We expect our pastors to avail themselves to one day off per week. This is to exemplify wise stewardship of life to avoid burnout and to obey the biblical injunction of Sabbath.
9. We encourage churches to support their pastor(s) during times of extended time away for personal or family illness or injury by continuing their salary and benefit payments. Short term disability is available to pastors beginning with the 61<sup>st</sup> day of disability. Each illness situation is different and will require a different response from the employing church. Churches should consult with the District Field Director for further direction.
10. Sabbatical/Renewal Leave: Understanding the stress of pastoral ministry and being "on-call" 365/24/7, we recommend that congregations consider offering their pastor(s) a Sabbatical/Renewal Leave. A Sabbatical/Renewal Leave is a period of time devoted to rest, restoration, hope and peace. Its origin is found in the Old Testament sabbatical year in which every seventh year the crops were not planted so as to allow the land a chance to rest. It is a time of release from normal duties in order for the pastor to devote time to rest and renewal. For churches considering such a Sabbatical/Renewal Leave, guidelines are available through contacting E.C. Church Center or please refer to "Sabbatical Guidelines" document posted on the website for guidance, <http://www.eccenter.com/ecc/media/Compensation-Forms/Sabbatical-Guidelines.pdf>.
11. 2023 Salary forms and the COLA percentage will be available on the EC Church website between Oct-Nov.
12. Effective January 2014 based on the healthcare reform law contributions to a Flexible Spending Account (FSA) will be adjusted annually and that amount will be available on the Pastors FSA Agreement form which is part of the Pastoral Compensation reporting forms.

Respectfully submitted,

***Debra Patterson, Treasurer/Finance Committee, Chair***

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## STATIONING

The 2022 Stationing Committee had eleven members: Rev. Lewis Bennett, Rev. Dan Blank, Rev. Dave Carr, Rev. Chuck Campbell, Bishop Bruce Hill, Bishop-elect Randy Sizemore, Rev. Gary Kuehner, Rev. Brad Hatter, Rev. Kevin Roberts, Rev. Jeff Schell and Rev. Marlin Lafferty. The committee work started with a two-day retreat in January. We reviewed the list of pastors and churches that requested a change and considered potential candidates for each assignment. The committee has met several times and corresponded via email to work the process of stationing.

Through this season of stationing the committee has seen the Lord work in many ways in answers to prayer. Whether it was in congregations seeking unity with other congregations or pastors who were willing to step out in faith in attempt to answer the call of God upon their life, the Lord has been faithful throughout the process. The committee continues to work to assign pastors to congregations.

The work of stationing is always challenging. The goal of stationing is a phrase that we, as a National Conference, have heard many times over. We want to help pastors and congregations fit and flourish. It is when there is a fit between the pastor and the congregation that both can flourish and engage in fruitful ministry, reaching various communities for the cause of Christ. Obviously, as human beings, we are utterly dependent on the working and leading of the Holy Spirit in this process and we trust that the Lord has a plan in all of it. We are incredibly grateful for the way God has been faithful and supplied. We encourage our pastors and churches to be on the lookout for young men, second career men and others who God may be calling to pastoral ministry. The committee is very grateful for the cooperation and patience that church leadership teams have extended during the process of stationing. We're also thankful for retired pastors and others who have helped to fill pulpits when a gap in pastoral ministry has occurred.

Respectfully submitted,

***Rev. Brad Hatter, Secretary***

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## RULES OF CONFERENCE

**105 Disposition of Closed Church Assets.** If there is no direction from the closed church as to the distribution of funds, the following distribution will apply after repayment of appropriations, ~~and~~ ministry funds, **and any obligation owed to the EC Benefits Corporation:** up to a maximum of 10% of proceeds contributed to the National Conference to offset the building costs assumed by NC during its ownership and disposition period. National Conference finance staff will calculate expenses incurred less any revenue received during the building ownership period and only the net loss, up to 10% of the sales proceeds, will be distributed to National Conference. 10% of proceeds after repayment of appropriations and ministry funds contributed to the three camping ministries (Twin Pines, Rock River & Camp ECCO) equally. Remaining proceeds to be divided equally between the Church Health Community and the Kingdom Extension Community.

~~108.3. **Membership List for the National Conference.** Congregations shall annually present a current list of names and addresses of all members to the National Conference for the exclusive use of denominational agencies. This request is included in the National Conference survey distributed by the Church Center Office through the National Conference reports packet.~~

~~112.1 **Quarterly Statistical Reports.** The quarterly Semi-annual statistical reports shall be collected by the pastor and a summary entered into the *Official Board / Ministry Council Record Book*. Copies of the quarterly semi-annual report shall be sent mailed to the District Field Director and E.C. Church Center by the deadline specified on the report. within 30 days following the end of each quarter.~~

~~112.1. **Report Forms.** While the Church Center Office staff will send the statistical report forms to every pastor in the fall, they may also be downloaded from the E.C. web site or received on disk from the Church Center Office. Report forms are found on the denomination's website.~~

~~206.3. **Secretary.** Elected by the National Ministry Team from a ballot provided by the Nominating Committee Conference Network Team, the secretary's term shall be concurrent with the term of the presiding Bishop.~~

~~206.4. **Treasurer.** Elected by the National Ministry Team from a ballot provided by the Nominating Committee Conference Network Team, the treasurer's term shall be concurrent with the term of the presiding Bishop.~~

~~214 **TEACH Representatives.** The Evangelical Alliance of Churches International (TEACH) is the organization of E.C. Conference worldwide.~~

#### **601.4. Other items related to the transition**

Other items that relate to the transition, such as the date the bishop-elect shall assume office, provision for interim Episcopal leadership if needed, and items related to the retiring Bishop, will be cared for by the National Ministry Team. ~~at a meeting to be held as soon as possible after the election.~~

#### **904 Stationing Procedures.**

**904.1. Deadlines.** January 1 is the deadline for both churches and pastors to submit written requests for a ~~change along with a completed Pastor Information Profile (PIP)~~ to the Bishop. Lay delegates and pastors shall be notified of pending changes at least one month prior to the opening date of the National Conference, if possible.

### **BENEFITS CORPORATION**

The last two reports to National Conference we reported on a change in health insurers and that trend continues into 2022. On November 1, 2021, the health insurance for the active pastors moved from Missio Benefits and CIGNA to a Highmark BlueShield plan with Guidestone. Guidestone is the benefit organization for the Southern Baptist Convention. In the summer of 2021, Missio Benefits announced that their health insurance model was not financially feasible, and they were suspending operation of the health insurance plan. Guidestone stepped in with a comparable health insurance plan and guaranteed a premium price freeze through December 2022. So far, comments from participants have been mostly positive toward Guidestone in terms of plan coverage and customer service. One negative of the change to Guidestone was the change in the health insurance year, which is also the third change in three years, from the most recent plan year of July - June to January – December. A change in plan years resets the deductibles and coinsurance more frequently than once a year. A resetting of the deductibles and coinsurance requires plan participants to potentially pay more out of pocket on an annual basis. Unfortunately, that could not be helped.

The EC Benefits Trustees are very aware of the tension caused by the cost of health insurance and they are committed to serving the pastors and the local EC church. The US health insurance market is constantly in flux. The circumstances surrounding the annual plan renewal are different every year. However, the trend to push responsibility for healthcare and lifestyle decision onto the individual is continuing with your pocketbook feeling the most pain. Planning for your long term health is just as important as planning for your retirement. Accidents and illnesses are going to happen but many healthcare conditions are preventable and manageable with healthy lifestyle choices.

The health plan census (plan participants) decreased by 5 during 2021 to 36.

The premium for the Highmark Medicare Advantage PPO (Freedom Blue) increased \$6/mon to \$255/mon with no changes to benefit levels. This plan provides additional coverage beyond the basic Medicare coverage for retired pastors, spouses, and widows. There is no requirement that Medicare eligible pastors must join the denomination sponsored Freedom Blue plan and many lower premium plans are available. Beginning in January 2020, 100% of the cost of the Freedom Blue Medicare Advantage plan is being paid by the retiree.

The 403(b) Defined Contribution pension plan had a positive investment return in 2021 of about \$2,693,000 or 12.1%. The financial markets also ended the year with a positive annual return. Contributions are slightly down from last year at \$526,891. The total number of active participants in the plan decreased to 158, down 5 from last year. Of the total participants in the plan, six 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.

As of the writing of this report, Prudential's sale of their retirement business to Empower Retirement has not received the necessary regulatory approvals. The plan of the ECBC Trustees is to review a few other pension plan providers

to determine the best pension plan provider for our group. The Trustees hope to have a decision on a pension plan provider by late fall 2022.

The housing equity account had a positive investment return of 6.4% in 2021. 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, 2021 is over \$65,000, and there was one retiree received assistance in 2021 totaling \$3,000. The retiree received assistance due to the increased cost sharing from the Highmark Freedom Blue plan. The Manna Fund received \$4,692 in 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 \$25,760 for individuals, and \$34,840 for two member households. 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 \$696,000 at the end of the year, an increase of about \$77,000 from 2020. There was one death benefit claim paid during 2021.

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 2021 there were 22 pastors and surviving spouses receiving monthly pensions of approximately \$4,000.

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.

No trustees are up for election this year.

The EC Benefits Board has three open lay trustee positions and one open pastor 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.

Respectfully submitted,

**Frank Schock, President**  
**EC Benefits Corporation**

**Kevin Henry, Executive Director**

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## CAMP ECCO

No report was given at time of request.

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## EVANGELICAL THEOLOGICAL SEMINARY

In January, 1864, at the height of the Civil War, John Wesley Evans, an 18-year-old Southern boy, volunteered to fight... for the Union! He joined one of many units of Southern men who risked their lives to fight against their own state, and even their own neighbors. After the war, John Evans couldn't go back home, so he settled in West Virginia, got married, and quickly had four sons. Then 10 years later, he disappeared. I wasn't sure for a long time what had happened to him but earlier this spring I finally found him. He simply went back home, to Danville, Virginia. It must have been safe for him to do so by then. He apparently just abandoned his wife and kids, and left. He lived in Danville the rest of his life, and with a new wife birthed and raised another nine children.

His second son, Joseph, waited a long time to start a family, perhaps because of his father's poor example. Joe was 46 when his first son was born; three other children followed. But he died just before Christmas, 1929, and, like his father, left behind a wife and four children to fend for themselves. Forty-three years later, the oldest of those, Dexter, abandoned his own wife and four children and moved to another state to begin a second life with another woman.

That's three generations in a row of a wife and four children being left behind when a husband and father disappeared from their lives! I find this story fascinating for a number of reasons—the Civil War connection, the pattern of generational trauma, and the fact that this is my family. John Wesley Evans was my great-great-grandfather, Joseph my great-grandfather, and Dexter my grandfather.

Knowing my family's history explains a lot! I am actually surprised that my mother's generation and my own have turned out to be relatively stable, given the trauma of abandonment that was passed down over the decades. I am determined to take responsibility, through the grace of God, to heal any of that trauma still within me so that it doesn't get passed along to my children and (now) grandchildren. I hope to give my descendants a better legacy than the one handed down to me.

Institutions have genealogies too. Ours at Evangelical is not nearly so traumatic as that of my family. We were birthed in a good time and place, and have been able to stay "at home" throughout our entire existence of 69 years and counting. We have had good parents in the Evangelical Congregational Church, parents so wise and good that when we reached adolescence, decades ago now, we were released to serve a larger population of the kingdom of God than just "our own family." And, more recently, we were released to find a life partner—another institution, if one would have us, with whom we could be one. We did so in Sioux Falls Seminary a few years ago.

And now we have birthed a baby! We've been using the word "Kairos" since joining Sioux Falls, because they had dubbed their experimental learning platform "the Kairos project" and had called the collection of schools partnering with them "the Kairos network." But last fall we and they, and three other institutions (which is where my marriage metaphor breaks down!) came together to create something new: Kairos University. That's the name that we are now using to describe the entity in which over 1000 students are learning on four continents in five languages in nine time zones. Kairos University offers associates, bachelors, masters, and doctoral degrees, all rooted in Scripture, all centered on Christ, and all giving opportunity for growth in discipleship.

And yet, just as John Wesley Evans did not cease to exist when his son Joseph was born, and the EC Church continued its own identity and mission after giving birth to the Evangelical Congregational School of Theology in 1953, so Evangelical Seminary has not disappeared with the birth of Kairos. We are transitioning legally from a stand-alone educational enterprise to a dba ("doing business as") for our continuing work in the Midatlantic region, but that's behind the scenes. What you and others will see after July 1, when that legal process wraps up, will be Evangelical Seminary of Kairos University, still operating in Myerstown, still doing what we've always done—preparing servant leaders for transformational ministry in a broken and complex world. We'll just be doing it within the context of a larger institution, which means that we will be able to give students an even better learning experience at a significantly reduced cost.

It occurred to me this spring that with this move Evangelical has sort of come full circle. In the earliest years of our existence, we had also partnered with a larger institution! After a year at Evangelical, students transferred to the Temple University School of Theology for the rest of their studies, which culminated in a Bachelor of Divinity. Then, after a while, things changed: Evangelical grew and the relationship with Temple was no longer needed; Temple eventually discontinued their School of Theology, and the BDiv eventually became an MDiv. But that early partnership allowed Evangelical to serve our students better than we could have done on our own. Now, decades later, we honor that early wisdom by returning to that model, for the sake of the kingdom of God. And in doing so, we honor our genealogy, and bring forward to the next generation, to our "baby" named Kairos, the best wisdom we have learned through the years.

So in this report, at this juncture in the life of your seminary, I want to say thank you for not having ever abandoned the educational ministry you birthed so many years ago, particularly in the times (more than once) when things were tight and tough. Every person who has led this seminary over the past seven decades has his stories of trials... times when it seemed that the bottom was about to fall out... and triumphs... moments of grace when, somehow, we had what we needed to keep going, to even do more and better than we had in the past.

One of those moments of trial was about five years ago, and the grace that triumphed for us then was our Doctor of Theology (ThD) program. We inherited that program from another institution—LaSalle University, located, like Temple, in Philadelphia. I had chaired a team from the Pennsylvania Department of Education to review that program when they first proposed it in 2009 and loved what I saw. We approved it and wished them well. I even recommended it to numerous people. When we found out that LaSalle was discontinuing it, we asked if we could have it, and they so very graciously, even eagerly, gave us everything. And so we became the second generation of stewards of that program.

We made it our own, and put it out there to see if there was interest, and the interest was far greater than anything we had imagined. To my knowledge, Evangelical Seminary now hosts the largest research doctoral program of all 350 ATS-accredited institutions in North America. We are influencing the Church at large beyond our dreams. This ThD program was a primary attraction when Sioux Falls began talking with us four years ago. And now, this summer, we

are passing it along to Kairos, just as LaSalle gave it to us. Kairos is refashioning it a bit, in light of the learning philosophy we now employ, and it will become better still—more affordable, accessible, relevant, and faithful, to use the language of the Kairos core values. And in so doing, we are passing to the next generation what had been given us to steward. This is the way of the Church.

And so I ask you, as the leaders and representatives of the EC movement in the United States, is to allow Evangelical Seminary, serving within the larger community called Kairos University, to continue stewarding the academic and spiritual journeys of your pastors, your missionaries, your denominational leaders, your theologians, your therapists, and everyone else whom God has called into a specialized journey of discipleship. We are better able to serve this generation than we have ever been—a wider network of faculty, a deeper commitment to mentoring, a lower cost for learning, a broader context in which to learn, and a more accessible offering than ever before.

I know that sounds like marketing talk, and perhaps some of it is. But it's also mission talk. My passion for the 11 years that I've been in this role has been to find ways to make what we do more helpful to the Church—to remove obstacles blocking access, to listen to you well, to do whatever we can do to help you, collectively and individually, be and do what God has called you to. We didn't let go of that passion or objective through all of the ups and downs of the battle toward financial sustainability, and the challenges of accreditation, and the rapid changes in the external landscape. And now we are, better than ever before, poised to be able to do that for you and with you in ways that we've wanted to all along. You are our home. And we trust that will continue to be so—that we will always have a home among the EC church, even though we've gotten married and started a family of our own. And, of course, you will always have a home with Evangelical!

Finally, a last word about trauma. Our culture has been in trauma for at least 20 years, since 9/11, a trauma that was expressed and escalated to a crescendo of political polarization, and that has been made excruciatingly evident through two and more years of pandemic. Our experience has not been quite that of the Civil War, but has had devastating consequences nonetheless, and likely not only on our own generation. These trends and consequences have deeply affected the Church, to the point that a Barna study last year revealed that 38% of pastors were considering leaving ministry.

And it is yet the single most exciting opportunity for the transformation of American Christianity that we've had in 50 years. This dismantling experience will either crush us in the long term or give us the courage and imagination to see all over again what God is up to in our world, and to make the necessary changes within ourselves and our churches to participate in it. We do not have to inflict upon those who come after us our old, tired fights, our own polarizing instincts, and our outdated anxieties. God is always doing something new. My passion for the Church in this period of our history is that we will be transformed through our trauma by the grace and power of the Holy Spirit, and thus leave a stronger, better, more passionate Church for the next generation, and the next, all the way to the "fourth generation" of which Scripture speaks so much. May it be so.

Gratefully,

***Dr. Tony Blair, President***

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## **ROCK RIVER BIBLE CAMP**

No report was given at time of request.

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## **STONERIDGE RETIREMENT LIVING**

No report was given at time of request.

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## **TWIN PINES CAMP**

In 2021 Twin Pines was able to host a limited number of retreats. The limiting factor was once again the COVID-19 pandemic. The camp was open and had appropriate protocols in place, but many groups who typically come were apprehensive about going away for a retreat.

Summer camp 2021 saw an increase in campers over the much reduced 2020 summer. There was a sense that parents were looking for something to give their kids a sense of normalcy. Campers who attended Twin Pines were able to enjoy a week of programming with far fewer restrictions than in 2020. We saw a strong interest from summer campers looking to draw closer to Jesus that resulted in several campers making the decision to accept Jesus as Lord and Savior.

In the summer of 2021, Twin Pines had the opportunity once again to reach out to campers through Prison Fellowship's Angel Tree Camping program. There were several campers who received scholarships through this program to attend a week of summer camp. These campers all have a parent or guardian who is incarcerated. Through this program, they can attend summer camp and enjoy a week of fun and hearing the gospel message. This program continues to expand, and in 2022, Twin Pines will be inviting over 450 campers to come to camp through the Angel Tree Camping program. Not all those campers will attend, but it is exciting to have the opportunity to reach out to this group of children and youth and minister to them through the work of Twin Pines.

With the easing of pandemic restrictions, we are looking to the future of Christian camping at Twin Pines. The future of Twin Pines is bright but different. So much has changed as a result of the pandemic. As much as Twin Pines plans ahead, people increasingly do not. Last minute and late registrations have become the norm rather than the exception.

People have grown tired of having events or plans cancelled, and this has led to a lack of planning future activities. Twin Pines is striving to be as flexible as possible in accommodating this trend. Another change is the expectation for improved accommodations, more ways to be entertained, and an increase in the use of technology. Twin Pines has been in the process of updating technology at the camp, beginning with a move from digital projectors to large flat screen TVs capable of wireless connections. This move requires broader wireless internet access. While advancing technologies can enhance the camp and retreat experience, they also require a balancing act between what guests want and providing a place where they can unplug from screens and experience God through the natural beauty of Twin Pines.

Other improved technology will assist in the management of Twin Pines. An updated management software is being implemented for a much more robust online registration process for summer camp as well as many other programs Twin Pines offers. This new system will increase communication opportunities, update online giving experiences, and provide the opportunity to do more than ever before with online platforms. Along with updated technology, we are also making improvements to guest rooms, meeting spaces, amenities, and menus as we are able. Our desire is to provide retreat guests and summer campers with a more comfortable and enjoyable experience.

The ministry of Twin Pines is continually seeking ways to partner in ministry with other organizations. Over the last year, we have been hosting a group from Northeast Pennsylvania Youth for Christ. The Pocono chapter of YFC's Campus Life program meets at Twin Pines every Monday evening. These high school students meet to study the Bible, grow in their faith, and enjoy the fellowship of other youth. There has also been a local indoor field hockey team, local Little League teams, and a local Scout troop using the facilities on a regular basis. Greater Ecclesia Church has been meeting at camp on Sunday mornings for nearly two years. Twin Pines wants to find ways to increase ministry partnerships. These partnerships benefit both sides and help the camp fulfill its purpose of making Christ known as the author of His Word and His World.

Twin Pines still desires to serve the Evangelical Congregational Church even as we reach out to other churches looking for a place to hold retreats and be renewed and refreshed. Retreats should be a vital part of a church's year-long plan for growth and stability. Some EC churches use the facilities of Twin Pines and participate in the ministry opportunities. However, there are still many EC churches, youth groups, and other EC organizations that are not using Twin Pines. Twin Pines may not meet the needs of all those groups, but if the group never inquires about programs, facilities, or opportunities, they will never know if Twin Pines is a good fit or not.

Twin Pines would like the opportunity to discuss the possibility of your church participating in a retreat or event at Twin Pines, or perhaps bringing an event to you! Many times the reasons we hear for not using this ministry can often be overcome with a phone call; price and availability can be negotiated for your church family to use the facility. Twin Pines' ties to the EC Church are extraordinarily strong, and Twin Pines was and still is an asset to be used to further the growth of individuals, the local church, and the Kingdom.

The future of Christian camping may look different in many ways with changing options, more technology, and greater flexibility, but one thing still remains the same, Twin Pines still exists to share the Gospel message to a hurting world and assist the local church to make Christ-like disciples for growing His Kingdom.

Twin Pines is thankful for those EC churches that faithfully support the ministry and provide funding for the camp on a regular basis. These churches also send campers to Twin Pines for summer camp and retreats. There are many ways to support the ministry of Twin Pines. Your church can send donations, send campers, adopt a project, promote events, and most importantly, lift up the ministry in prayer. We need your support to provide quality programming and facilities for furthering the Kingdom!

## 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!

4 – Full-Time Employees	10+ - Retreat Hosts/Hostesses
10 – Part-Time Year 'Round Employees	20+ – Spring & Fall Work Retreat Volunteers
23 – Summer Staff	15+ – Committee & Task Force Members
26 – Summer Program Staff	9 – Twin Pines Board Members
6 – Week-long Nurses	100's – Financial and Prayer Supporters
2 – Sunday Afternoon Nurses	
3 – Summer Weekly Volunteers	

We want to say THANK YOU!!! THANK YOU!!! 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.

Respectfully submitted,

**Shawn Fetterhoff, Executive Director**  
For the 2021 Twin Pines Board of Directors

Rev. Jeff Merwine, President  
Mr. Nick Economopolous, Vice-President  
Mrs. Cindy Raezer, Secretary  
Mr. Garth Brown, Treasurer  
Rev. Jeffrey Berger

Mr. Tanner Cosgrave  
Mrs. Jill Kleinfelter  
Rev. Stewart MacDonald  
Mr. Thomas Shollenberger

Twin Pines Balance Sheet as of December 31, 2021

**ASSETS**

**Current Assets**

**Checking/Savings**

10100 · Cash on Hand (Cash On Hand)	39,876.14
10200 · Cash in Savings (Cash In Savings)	2,691.93
10300 · Cash in Payroll (Cash In Payroll)	300.00

**Total Checking/Savings** 42,868.07

**Other Current Assets**

12100 · Material Inventory (Costs of inventory)	20,000.00
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**Total Other Current Assets** 20,000.00

**Total Current Assets** 62,868.07

**Fixed Assets**

15100 · Fixed - Property (Fixed Assets)	615,000.00
15200 · Fixed - Buildings (Fixed Assets)	1,539,388.00
15300 · Fixed - Equipment (Fixed Assets)	125,000.00

**Total Fixed Assets** 2,279,388.00

**TOTAL ASSETS** 2,342,256.07

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Accounts Payable**

20000 · Accounts Payable (Unapplied vendor bills or credits)	2.38
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**Total Accounts Payable** 2.38

**Other Current Liabilities**

21000 · Cash Flow Loan (Current Liability)	119,788.03
24000 · Payroll Liabilities (Unpaid payroll liabilities. Amounts withheld or accrued, but not yet paid)	14,733.77

**Total Other Current Liabilities** 134,521.80

**Total Current Liabilities** 134,524.18

**Long Term Liabilities**

25100 · Notes - Investment Pool (Long Term Liability)	-15,424.75
25300 · Notes - Demand (Long Term Liability)	43,000.00

**Total Long Term Liabilities** 27,575.25

**Total Liabilities** 162,099.43

**Equity**

30100 · Gift Annuities (Long Term Equity)	38,441.94
30200 · Cash Reserve (Long Term Equity)	-50,737.89
30300 · Reserved Capital (Long Term Equity)	2,270,747.06
32000 · Retained Earnings (Unrestricted Net Assets (Fund Balance))	-115,990.14
Net Income	37,695.67

**Total Equity** 2,180,156.64

**TOTAL LIABILITIES & EQUITY** 2,342,256.07

