

# MINDFUL LEADERSHIP

3John1:2



2025 National Conference  
of the Evangelical Congregational Church

AGENDA & CAMPUS INFORMATION

MAY 21-23, 2025  
MESSIAH UNIVERSITY  
MECHANICSBURG, PA

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## **PURPOSE**

The Purpose of the Evangelical Congregational Church is to know Christ and to make Him known.

## **MISSION**

The mission of the Evangelical Congregational Church is to raise up healthy churches proclaiming Christ to a hurting world.

## **CORE VALUES**

### **Passion for Christ**

As demonstrated by our commitment to the authority of the Bible, the centrality of prayer, and the pursuit of holiness.

### **Compassion for the Lost**

As demonstrated by evangelism and acts of mercy on a local, national, and global scale.

### **Servant Leadership**

As demonstrated by the training and development of men and women for mission and ministry.

### **Healthy Ministries**

As demonstrated by changed lives through culturally sensitive churches and denominational institutions.

### **United in the Body of Christ**

As demonstrated by the networking of churches with the Evangelical Congregational Church and the larger Kingdom of God.

The Evangelical Congregational Church will be a dynamic movement of God that is led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost.

We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them.

Healthy churches will reproduce themselves by planting churches in least-reached communities. Interdependence will be the distinguishing mark of the Evangelical Congregational Church as local churches network with one another and ministries beyond the EC family to proclaim the Gospel to the world.



# MINDFUL LEADERSHIP

3 John 1:2

Dear Friends in Christ,

The theme for this year's National Conference Celebration is **Mindful Leadership**. You may ask, what does mindful leadership have to do with becoming a dynamic movement of God? My answer is, "Everything!" We are not the first dynamic movement of God to understand the importance of health. The biblical writer John in his greeting to Gaius, a church leader in the provinces of Asia facing controversies and challenges in ministry, highlights the importance of spiritual, physical and emotional health in the lives of church leaders. He writes,

***"Dear friend, I pray that you may enjoy good health and that all may go well with you even as your soul is getting along well." (3 John 1:2)***

Like Gaius and all who come after him, church leaders must be **mindful**, that is they must be intentionally aware of their physical, spiritual and emotional health and how that health impacts their ability to lead. As church leaders, we are beginning to understand how important *Emotionally Healthy Spirituality* is, as Peter Scazzero says repeatedly in books with that name:

You cannot give what you do not have.  
You can only give what you possess.  
The state you are in is the state you give others.  
Who you are is more important than what you do.

A dynamic movement of God built on healthy, disciple-making churches requires healthy, mindful leaders! Why is this focus on pastoral health so important? Bill Gaultiere in his article, "*Pastor Stress Statistics*" at [Soulshepherding.org](http://Soulshepherding.org) says, ***"Pastors and other ministry leaders are often under so much stress that they may find themselves just hanging on by a thread, about to burn out from exhaustion or blow out morally. Pastor stress statistics paint a stark picture."***

During our time together at National Conference 2025, the messages and equipping experiences will help us intentionally focus on how we can enjoy good health in our emotional and spiritual selves so that we can practice mindful leadership in our walk with Jesus, our relationships and our ministries. My prayer for all of us is that God's Holy Spirit will use the formal and informal, the scheduled and unscheduled, the planned and unplanned experiences of our gathering to challenge, encourage and empower us in mindful leadership as we join with Jesus in his discipleship multiplication movement.

Expectantly in Christ's service,





To Know Christ and  
Make Him Known



National Conference of the  
**EVANGELICAL  
CONGREGATIONAL  
CHURCH**

## NATIONAL CONFERENCE LEADERSHIP

Bishop

Executive Director

Church Health Associate

Global Ministries Associate

Kingdom Extension Associate

Ministerial Development Associate

Missional Alignment Associate

Rev. Randall Sizemore (Chairman)

Mr. Kevin Henry

Rev. Wayne Houck

Rev. J. Ted Rathman

Rev. Michael Snedeker

Rev. Matthew Hill

Rev. Randall Sizemore

## TELLERS

Chairman

Vice-Chairman

Secretary

Jesse Bills

Charles Walker

Joel Kime

**"DEAR FRIEND, I PRAY THAT YOU  
MAY ENJOY GOOD HEALTH AND  
THAT ALL MAY GO WELL WITH YOU  
EVEN AS YOUR SOUL IS GETTING  
ALONG WELL."**

**3 JOHN 1:2**

# MINDFUL LEADERSHIP

3 John 1:2

## AGENDA

(Subject to Change)

### TUESDAY, MAY 20

7:00 - 9:00 PM

Registration *Eisenhower Campus Center*

### WEDNESDAY, MAY 21

7:00 AM

Breakfast *Lottie Nelson Dining Hall*

9:00 AM

Registration *Eisenhower Campus Center*

10:30 AM

Lay Delegate Orientation *Sollenberger 165*

12:00 PM

Lunch *Lottie Nelson Dining Hall*

1:30 PM

Worship & Holy Communion Service *Hostetter Chapel*

3:00 PM

Afternoon Business Session *Eisenhower Campus Center*

- Opening of NC Sessions / Opening Motions
- Episcopal Address
- Business Session - NC Secretary, Treasurer, Episcopacy, CNT and CST reports

5:00 PM

Dinner *Lottie Nelson Dining Hall*

6:30 PM

Worship *Eisenhower Campus Center*

- Speaker: Rev. Will Lockhart, Kutztown - Grace EC

7:45 PM

Adjourn & Ice Cream Fellowship *Eisenhower Campus Center*

### THURSDAY, MAY 22

7:00 AM

Breakfast *Lottie Nelson Dining Hall*

8:00 AM

Registration *Eisenhower Campus Center*

8:30 AM

Worship *Eisenhower Campus Center*

- Speaker: Rev. Will Lockhart, Kutztown - Grace EC

9:30 AM

Morning Business Session *Eisenhower Campus Center*

- Benefits Corporation
- Finance Committee
  - 2026 National Conference Budget

10:30 AM

Break

# AGENDA (cont.)

(Subject to Change)

## THURSDAY, MAY 22 (cont.)

- |          |  |
|----------|--|
| 10:45 AM | Community Updates / Reports <i>Eisenhower Campus Center</i> <ul style="list-style-type: none"><li>• Global Ministries</li><li>• Kingdom Extension</li><li>• Church Health</li><li>• Recognition of Chaplains</li></ul> |
| 12:00 PM | Lunch <i>Lottie Nelson Dining Hall</i> <ul style="list-style-type: none"><li>• GMC Lunchtime Presentation <i>Martin Commons adjacent to Dining Hall</i></li></ul>  |
| 1:30 PM  | Equipping Experience: Emotional Health <i>Eisenhower Campus Center</i>   |
| 5:00 PM  | Dinner <i>Lottie Nelson Dining Hall</i>  |
| 6:30 PM  | Worship <i>Eisenhower Campus Center</i> <ul style="list-style-type: none"><li>• Speaker: Rev. Will Lockhart, Kutztown - Grace EC</li></ul>   |
| 7:45 PM  | Announcements & Adjourn  |

## FRIDAY, MAY 23

- |          |  |
|----------|--|
| 7:00 AM  | Breakfast <i>Lottie Nelson Dining Hall</i> <ul style="list-style-type: none"><li>• Women's Breakfast <i>Martin Commons adjacent to Dining Hall</i></li></ul>   |
| 8:30 AM  | Morning Session <i>Eisenhower Campus Center</i> <ul style="list-style-type: none"><li>• MDC Report / Updates</li><li>• Credentialing Report</li></ul>  |
| 10:00 AM | Worship <i>Eisenhower Campus Center</i> <ul style="list-style-type: none"><li>• Songs of Praise</li><li>• Andrew Fund Offering</li></ul> Concluding Business <i>Eisenhower Campus Center</i> <ul style="list-style-type: none"><li>• Memorial Report</li><li>• Honoring Retirees</li><li>• Unfinished Business</li><li>• Closing Message by Bishop</li></ul> Closing of Conference <i>Eisenhower Campus Center</i> |
| 12:00 PM | Lunch <i>Lottie Nelson Dining Hall</i>   |

## IMPORTANT NOTES:

- ⇒ **ALL ANNOUNCEMENTS SHOULD BE WRITTEN ON A NOTE AND HANDED TO SECRETARY BRAD HATTER!**
- ⇒ **Please be considerate of others and SILENCE your cell phones.**
- ⇒ **The Messiah University campus is a "walking campus." Lottie Nelson Dining Hall is on the second floor of Eisenhower Campus Center, and Hostetter Chapel is a short walk from Eisenhower. Please be prepared to do some walking to these locations.**
- ⇒ **The Andrew Fund Offering will be taken on Friday morning. If you would like to contribute electronically, please scan the QR code to do so.**



## CONFERENCE PREACHER

### REV. WILL LOCKHART



Will Lockhart is the Lead Pastor for Grace EC in Kutztown. He has been involved in ministry for over 25 years while also working in the field of Social Work and Criminal Justice after serving in the U.S. Army. He received his Bachelor's Degree in Social Work from Kutztown University and a Master's Degree from Shippensburg University. With the love and support of his wife of eighteen years, Emily, and two children, he is currently a student at LBC / Capital Seminary in the Masters of Ministry program. Will loves to grill and smoke food including ribs, brisket, chicken and mac & cheese. He enjoys bringing good physical food together with good, sound Biblical sustenance.

## LAY DELEGATE ORIENTATION

Wednesday, May 21  
10:30 AM / Sollenberger 165

The position of the lay delegate has been one of the most important in the Evangelical Congregational Church, and as such it is not a responsibility to be taken lightly. This short orientation will help you to develop a better knowledge of the history and work of the EC Church. The orientation will be held on Wednesday morning in Sollenberger 165. Check with the EC Courtesy Desk upon registration for more information and / or directions to the room.

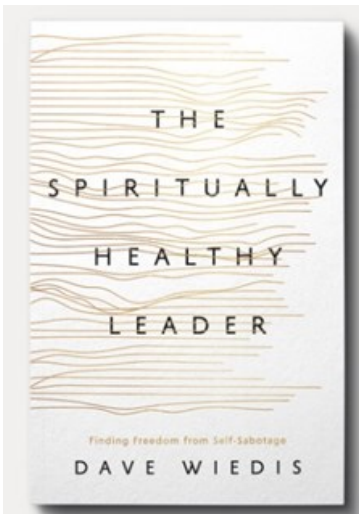


# EQUIPPING EXPERIENCE

Thursday, May 22

1:30 PM / Eisenhower Campus Center

The theme for this year's National Conference Celebration is **Mindful Leadership**. You may ask, what does mindful leadership have to do with becoming a dynamic movement of God? A dynamic movement of God built on healthy, disciple-making churches requires healthy, mindful leaders! Church leaders must be **mindful**, that is they must be intentionally aware of how their physical, spiritual and emotional health impacts their ability to lead. During our plenary Equipping Experience on Thursday afternoon, Dave Wiedis, founder of ServingLeaders and author of *The Spiritually Healthy Leader*, will help us explore how to be mindful leaders.



***The Spiritually Healthy Leader* uncovers the core commitments that threaten to sabotage your relationships and ministry.**

Most ministry leaders don't usually implode from outside pressures; rather, they are most often incapacitated from their inner struggles. Dave Wiedis, the Founder of ServingLeaders Ministries, helps pastors, counselors and teachers uncover what is functionally most important to them; to understand how their core commitments, or "ruling passions," can hijack their lives, marriages and ministries; and gently guides them to grow in their passion for God. *The Spiritually Healthy Leader* exposes these root causes and offers the path to deep life transformation, freedom in Christ and deliverance from self-sabotage. With Christ as the true center of their lives and ministry, leaders can walk vibrantly with God, live free from self-sabotage of the heart, experience the ripple effect of spiritual flourishing and see that effect positively impact close relationships, families, churches and the next generation.

**Dave Wiedis**, J.D., M.S.C.C., is the Founder and Executive Director of ServingLeaders Ministries, a counselor and an attorney. He is also the Director of Counseling at Providence Church, West Chester, and has served as an adjunct professor in the graduate counseling department at Cairn University for over two decades. Dave is the author of *The Spiritually Healthy Leader: Finding Freedom from Self-Sabotage*. He is married to Miho Kahn, a performing and visual artist. Together they have performed Miho's show, *Clean Sheets*, around the world. Dave and Miho have two adult children and live in West Chester, PA.



# ON CAMPUS INFO

## REGISTRATION at the Eisenhower Campus Center

- Tuesday, May 20 - 7:00 - 9:00 PM (*for those staying on campus Tuesday evening*)
- Wednesday, May 21 - 9:00 AM
- Thursday, May 22 - 8:00 AM
- **The conference sessions officially begin on Wednesday afternoon at 1:30 PM with Worship and Holy Communion in Hostetter Chapel.**

## ON CAMPUS

- You will receive an ID access card in your EC Registration packet for use to access the entrance to each dormitory / apartment building. For those who have purchased meal plans or pre-paid individual meals, this ID access / meal card is also your “ticket” to gain entrance to the Dining Room. The Lottie Nelson Dining Hall is located on the upper floor of the Eisenhower Campus Center.
- Individual meals may be purchased at the EC Courtesy Desk for \$17.25 each. Cash, check and credit card accepted.
- Room assignments are on the label on your registration packet. Keys to individual dorm rooms / apartments are distributed at the Messiah Guest Relations desk. Room keys must be returned to the desk when your stay is completed. You will be charged a **\$75.00** replacement fee for keys not returned.
- An elevator for access to the upper floor of the Eisenhower Campus Center is located just off the hallway outside the Brubaker Auditorium. Check with the EC Courtesy Desk if you need assistance locating the elevator.
- Business sessions will be held in the Brubaker Auditorium in the Eisenhower Campus Center.
- Wireless internet is available campus wide. A password is available at the Messiah Guest Relations desk.
- Dress policy is “business casual.” We suggest you bring a sweater or light jacket to assure comfort in varying temperatures in the Brubaker Auditorium where business sessions are held.
- The Messiah University Campus is a “walking campus.” Please be prepared to walk from the Eisenhower Campus Center to other buildings on the campus.
- **LINENS** - Linens are **NOT** provided in your dorm room / apartment. You will need to provide your own bed linens, pillows and towels. To assist the University with your check-out, please place your trash in the brown paper bag and leave at the door; take all your personal linens and towels with you. Do not remove mattresses from the room.
- Please respect quiet time from 10:00 PM to 8:00 AM.
- Pets are not permitted on campus.
- Messiah University’s policy prohibits its guests from participating in the use of tobacco, alcohol, drugs (other than for a medically prescribed purpose) and gambling. Additionally, guests may not carry / possess firearms or other weapons on University grounds, on person or in vehicles. The University reserves the right to remove from its premise any person failing to comply.
- **In case of emergency call: 9-911 from any campus phone.**



## 2025 CURRENT PASTORS, LAY DELEGATES, AND ALTERNATE DELEGATES

Pastors: A-Associates (full-time); At-Assistant (part-time); Pt-Part-time; PIC-Preacher in Charge  
AP-Approved Pastor; AE-Approved Elder; DFD-District Field Director; IP-Interim Pastor

### DELAWARE REGION

#### **BERKS DISTRICT**

**Rev. Charles A. Walker, DFD**

Adamstown, Immanuel

Kutztown, Grace

Rev. William T. Lockhart

Joe Reign, Lay Delegate

Leesport, Bethany

Rev. Charles A. Walker

George Eckert, Lay Delegate

Sarah Baer, Alternate

Lenhartsville, Salem

Rev. David L. Long

June Weiskircher, Lay Delegate

Deborah Rice, Alternate

Mohnton, Zion

Rev. Robert W. Shuey

Jean Mays, Lay Delegate

Phyllis Shuey, Alternate

Pleasantville, Bethany

Rev. Brian P. Garner

Richard Magners, Lay Delegate

Shillington, New Life of Shillington

Rev. Richard M. Reilly

Robert Reese, Jr., Lay Delegate

Sinking Spring, Community

Rev. Michael C. Snedeker

Rev. Timothy T. Sanger (A)

Rev. Douglas R. Shuey (A)

Harold Killinger, Lay Delegate

Gary Klemmer, Alternate

Temple, Faith

Rev. Brett A. Kindig

Ruth Aquiline, Lay Delegate

David Hunsberger, Alternate

Allentown, New Bethany

Rev. Ghosoub J. Al-Khal

Don Cook, Lay Delegate

Allentown, St. John's

Rev. Thaddaeus T. Hughes

Jill Hughes, Lay Delegate

Allentown, Zion

Rev. Gary J. Morrell

Hadley Utswanga, Lay Delegate

Bangor, First United

Rev. Ronald W. Shipman

Mary Ann Repsher, Lay Delegate

Bethlehem, Arabic Living

Rev. Ghosoub J. Al-Khal

Joseph Shadid, Lay Delegate

Bethlehem, Emmanuel

Rev. Eric Johnson

Trent Stehr, Lay Delegate

Emmaus, St. Matthew's

Rev. Donald L. Kerns

Kathy Canfield, Lay Delegate

Fogelsville, Hope Community

Rev. Vincent T. Jones

Rev. Brandon R. Segal (At)

Brian Wiersch, Lay Delegate

Joseph Beblavy, Alternate

Hosensack, Grace

Rev. Robert F. Klersy

James Hoffman, Alternate

Lehigh Valley, Horizon (Church Partner)

Rev. Robert M. Daneker, Jr.

Vera Cruz

Rev. Robert F. Klersy

James Fry, Lay Delegate

Williams Township, Christ

Rev. Walter "Les" L. Alpaugh

#### **LEHIGH VALLEY DISTRICT**

**Rev. Richard Sergi, DFD**

Allentown, Christ

Rev. Thaddaeus T. Hughes

Mary Wagner, Lay Delegate

#### **NORTH EAST DISTRICT**

**Rev. Kevin Roberts, DFD**

Bartonsville, St. John's

Rev. Paul J. Miller

Berlinsville, Trinity

Rev. Kenneth M. Schira

Marion Bonser, Lay Delegate

Bushkill, Community  
 Rev. Paul J. Miller  
 Jason Parsons, Lay Delegate  
 East Weissport, People's  
 Rev. Michael S. Coulson  
 Paul VanOsten, Lay Delegate  
 Ralph Hindmarch, Alternate  
 Jim Thorpe, Ebenezer  
 Rev. Nathanael J. Kennedy  
 Connie Hoffman, Lay Delegate  
 Lehighton, Bethany  
 Rev. Dale R. Oplinger  
 Frances Oplinger, Lay Delegate  
 Palmerton, Living Hope Lighthouse  
 Rev. Keith L. House  
 Lisa House, Lay Delegate  
 Stacey Arthur, Alternate  
 Slatington, Trinity (Church Restart)  
 Rev. Brian J. Kern  
 Julius Lenhart, Delegate  
 Tamaqua, Bethany  
 Rev. Kevin P. Roberts  
 John Petro, Lay Delegate  
 Danette Roberts, Alternate

Whiting, NJ, Christ  
 Rev. Paul L. Barber  
 John Hawkins, Lay Delegate  
 Zieglerville, Christ  
 Rev. Marlin S. Miller, Jr.  
 Rebecca Haney, Lay Delegate  
 Faith Geiger, Alternate

#### **PENN JERSEY DISTRICT**

##### ***Rev. Dr. Robert Santucci, DFD***

Boyertown, Trinity  
 Rev. Leslie D. Cool, Jr.  
 Rev. Gary K. Bosler (At)  
 Shawn McGlinchey, Lay Delegate  
 Clayton, Bethany  
 Rev. Robert C. Santucci  
 Ross Campbell, Lay Delegate  
 Linda Campbell, Alternate  
 Hatfield, Emmanuel  
 Rev. Adam P. Roberts  
 Janet Hague, Lay Delegate  
 Plymouth Meeting  
 Rev. Cameron L. Smith  
 Deborah Moore, Lay Delegate  
 William Kelley, Alternate  
 Pottstown Area, Journey 53 (KEC)  
 Rev. Richard F. Christman, II  
 Royersford, Trinity  
 Rev. Wayne T. Houck  
 Janet Watt, Lay Delegate  
 Linde Rude, Alternate  
 Linda Wells, Alternate

#### **SCHUYLKILL DISTRICT**

##### ***Rev. John Smith, DFD***

Ashland, Bethany  
 Rev. Dennis W. Snyder  
 Karen Snyder, Lay Delegate  
 Leona Rowe, Alternate  
 Cressona, Bethany Fellowship  
 Rev. Dennis W. Snyder  
 Megan Snyder, Lay Delegate  
 Samantha Barnes, Alternate  
 Dreherstown, Immanuel  
 Rev. Kenneth M. Schira  
 Frackville, Trinity  
 Rev. Jeffrey W. Merwine  
 Barbara Karr, Lay Delegate  
 Kayla Merwine, Alternate  
 Hazleton, Buenas Nuevas  
 Rev. Edwin E. Mises  
 Celeste Tejada, Delegate  
 Lavelle, Christ  
 Rev. Jeffrey W. Merwine  
 Barbara Hepler, Lay Delegate  
 Reedsville, Bethesda  
 Rev. Mark D. Brooks  
 Curt Behler, Lay Delegate  
 Susan Killian, Alternate  
 Rock, Manbeck's Zion  
 Rev. Kyle R. Roth  
 Cathy Nagle, Lay Delegate  
 Deborah Reiter, Alternate  
 Schuylkill Haven, Grace  
 Rev. John "Ted" T. Rathman  
 Jill Kulbitsky, Lay Delegate  
 Davis Horst, Alternate



## **GREAT LAKES REGION**

### **ALLEGHENY DISTRICT**

#### ***Rev. Lewie Bennett, DFD***

Clarion, Riverhill  
Rev. Chris Braun  
Clarks Mills, Countryside  
Rev. Donald W. Howell  
Crossroads, Bethany  
Rev. Mark A. Weaver (AP)  
Emlenton, New Zion  
Rev. Lewie S. Bennett  
Robert McGinnis, Lay Delegate  
Craig Ashbaugh, Alternate  
Fern, Trinity  
Rev. Shawn E. Morgan (AE)  
Dale Kaber, Lay Delegate  
Knox, Grace  
Rev. John W. Friedlund  
Joseph Plummer, Lay Delegate  
Seneca  
Rev. Terry L. Jacobs  
Bob Whitling, Lay Delegate  
Transfer, Lakeside  
Rev. James "Janor" A. Bestwick  
Jon Snyder, Lay Delegate

### **BUCKEYE DISTRICT**

#### ***Rev. Charles Campbell, DFD***

Akron, Cottage Grove  
Rev. Andrew D. Carr  
Kristina Estright, Lay Delegate  
A. Rick Glauthier, Alternate  
Akron, First  
Rev. Michael E. Lewis (AP)  
Donavon Voegeli, Lay Delegate  
James Beltz, Alternate  
Canton, First  
Rev. William D. White  
William Shott, Lay Delegate  
Canyon Falls, KY  
Rev. Paul "Buddy" D. Johnson  
Tina Kidd-Johnson, Lay Delegate  
Southington, Delightful  
Rev. Charles J. Campbell  
Janet McCormick, Lay Delegate  
Donald Kellett, Alternate  
Youngstown, Wedgewood Park  
Rev. James H. Hansen (IP)  
Lee Bennett, Lay Delegate

## **MIDWEST DISTRICT**

#### ***Rev. Robert Dunbar, DFD***

Afolkey, Grace  
Rev. David G. Carr  
David Jordan, Lay Delegate  
Davenport, The Axios Community Outpost (Church Plant)  
Rev. Zachary Van Dyke  
Dixon, Bethel  
Rev. Ronald S. West (IP)  
Scott Kullerstrand, Lay Delegate  
Hooppole, Calvary  
TBD  
Laura Gerber, Lay Delegate

## **SUSQUEHANNA REGION**

### **ANTHRACITE DISTRICT**

#### ***Rev. Todd Wolfe, DFD***

Gratz, Good Shepherd  
Rev. Bradley D. Hatter  
Dwayne Lahr, Lay Delegate  
Herndon, New Life  
Rev. Bradley D. Hatter  
James Carl, Lay Delegate  
David Sweppenhiser, Alternate  
Jackson Wetzel, Alternate  
Pitman, St. Paul's  
Rev. Todd W. Wolfe  
Garry Harring, Lay Delegate  
Pitman, Zion  
Rev. Todd W. Wolfe  
Dale Rothermel, Lay Delegate  
Kathleen Rothermel, Alternate  
Sunbury, Bethany  
Rev. Joshua L. Notestine  
Wendy Lloyd, Lay Delegate  
David Lloyd, Alternate  
Trevorton, Emmanuel  
Rev. Joshua L. Notestine  
Nadine Novotny, Alternate  
Williams Valley, Faith  
Rev. Robert A. Stoner  
Joseph Ferron, Lay Delegate  
Gail Waters, Alternate

**CAPITAL/LEBANON DISTRICT****Rev. Michael Knapp, DFD**

Annville, Zion  
Rev. Bryan K. Dever  
Sally Holubec, Lay Delegate  
Joyce Dresch, Alternate

Bunker Hill  
Rev. Harold L. Easter, Jr.  
Carl Peiffer, Lay Delegate  
Ethel Peiffer, Alternate

Clark's Valley, Zion  
Rev. Michael G. Knapp  
Ashley Fagan, Lay Delegate

Fishing Creek, Trinity  
Rev. Dale A. Kramer

Harrisburg, Faith  
Rev. Gordon R. Lewis  
John Allen, Lay Delegate

Harrisburg, Trinity  
Rev. Terence J. Brosius  
George Billow, Lay Delegate  
Ronald Atticks, Alternate

Lawn  
Rev. Kenneth J. Gimmi  
Sally Specht, Lay Delegate  
Donna Spittle, Alternate

Lebanon County, Christ Community  
Rev. Timothy R. Valentino  
Shawn Garman, Lay Delegate  
Sonya Valentino, Alternate

Lewisberry, Wyndamere Heights  
Rev. Timothy K. Seiger  
Dan Allen, Lay Delegate

Palmyra, First  
Rev. Jeff S. Stansbury  
Robert Klaczak, Lay Delegate  
Judith Gordon, Alternate

Rexmont  
Rev. Daniel E. Dixon  
Richard Pankake, Lay Delegate

Steelstown, St. John's  
Rev. Jeffrey S. Berger  
Brenda Custer, Lay Delegate  
Vikki DeLong, Alternate  
Robert Sheetz, Jr., Alternate

**CONESTOGA DISTRICT****Rev. Keith Miller, DFD**

Akron, Grace  
Rev. Robert A. Valentine  
Rev. Daniel P. Meyers (A)  
Barry Heckman, Lay Delegate

Bridgeville, Zion  
TBD  
Ray Gehman, Lay Delegate

Ephrata Christ House (Church Plant)  
Rev. Timothy L. King

Ephrata, Grace  
Rev. Abimael Montanez

Mohn's Hill, Mohn's Memorial  
Rev. Kenneth B. Ogden  
Terry Ventresca, Lay Delegate

Morgantown, California  
Rev. Tanner P. Cosgrave  
Meredith Saluzzi, Lay Delegate  
R. Edward Ream, Alternate

Mount Airy  
Rev. Philip S. Walck  
Dorothy Enck, Lay Delegate

Mount Culmen  
Rev. Jonathan J. Brown  
Kenneth Bannon, Lay Delegate  
Rebekah Brown, Alternate

Pequea  
Rev. Jesse R. Bills  
Wilmer Stoltzfus, Lay Delegate

Reamstown, St. Paul's  
Rev. Matthew A. Hill  
Rev. Andrew L. Brubaker (A)  
Bonnie Rathman, Lay Delegate  
Kenneth Rathman, Alternate

Rothsville, St. Paul's  
Rev. Timothy L. King  
Justin Weidman, Lay Delegate

Terre Hill, Trinity  
Rev. Neal E. Martin  
Jeff Swartz, Lay Delegate

**RED ROSE DISTRICT****Rev. Michael Sigman, DFD**

Brownstown, Ebenezer  
Rev. Jeffrey L. Martin  
Cathy Ressler, Lay Delegate

Conestoga, Bethel  
     Rev. Jacob I. Farnham  
     Debra Patterson, Lay Delegate  
     Darrell Minnich, Alternate  
 Creswell, Bethany  
     Rev. Robert L. Haslam  
     Rev. Nelson Shertzer (At)  
     Donald Fry, Lay Delegate  
     Gail Moore, Alternate  
 East Petersburg, Grace  
     Rev. Mark R. Ammerman  
     Michael Shaffer, Lay Delegate  
     Jet Rivera, Alternate  
 Lancaster, El Shaddai (Church Plant)  
     Rev. Chezaire Dominique  
     Martial Pierre David  
 Lancaster, Faith  
     Rev. Joel A. Kime  
     Ron Seiger, Lay Delegate  
     Chris Lehigh, Alternate  
 Lancaster, Trinity  
     Rev. Bruce E. Sellers  
 Lititz, Trinity  
     Rev. Nathan F. Fry  
     Rev. Ryan E. Taylor (A)  
     Jason Carzola, Lay Delegate  
     Lesley Brouse, Alternate  
 Manheim, Trinity  
     Rev. Jeffrey C. Schell  
     Frank Stellar, Lay Delegate  
 Willow Street, Grace Community  
     Rev. Michael W. Sigman  
     Rev. Kevin S. Kumher (A)  
     Rev. Addison M. Roberts (A)  
     Rev. Jacob "Paul" P. Weitzel (A)  
     Rev. Jared D. Yordy (A)  
     Jason Grier, Lay Delegate

## **SUSQUEHANNA DISTRICT**

***Rev. Ralph Owens, DFD***

Bair, Faith  
     Rev. Frank Miller  
     Patrick Harrington, Lay Delegate  
 Columbia, Grace  
     Rev. Richard J. Fischl  
     John Peiffer, Lay Delegate  
     Tom Mimmall, Alternate  
 Kinderhook  
     Rev. John R. Baker  
     Martha Kemmick, Lay Delegate  
     Darla Klinger, Alternate  
 Red Lion, Arlington  
     Rev. Douglas D. Evans  
     JoAnn Miller, Lay Delegate  
 Reichs  
     Rev. Daniel T. Blank  
     Thelma Mowrer, Lay Delegate  
     Derek Risser, Alternate  
 Weigelstown, St. David's  
     Rev. N. Patrick Teaford  
     Andrew Mansberger, Lay Delegate  
     Jeff Starnier, Alternate  
 York, Iglesia Cristiana  
     Rev. Carlos A. Kelly  
     Luigi Ocampo, Lay Delegate  
 York, St. Paul  
     Rev. Carlos A. Kelly  
     David Boose, Lay Delegate  
 York, The Next Step  
     Rev. Carlos A. Kelly

Lexington, Casa de Amor (Church Plant)  
     Rev. Manuel W. Arias

## **AGENCY PASTORS**

Rev. Dana M. Logan, StoneRidge Retirement Living

## **ITINERANT ELDER/ACTIVE RELATED FIELDS**

K. Noel Blancaflor, Chaplain, US Air Force  
Evan J. Clelan, Chaplain, Lebanon VA Medical Center  
Robert W. Gockley, II, Counselor, Huntingdon Valley, PA  
Philip T. Guistwite, Counselor  
Stephen P. Kosylo, Suicide Prevention Program Manager  
Nicholas E. Lakatos, Education  
Glenn R. Lambert, Chaplain, St. Luke's Hospice & Home Health  
Christopher A. Lewis, Pastor, Non-EC congregation  
Kirk R. Marks, Unassigned  
Joshua A. Metz, Chaplain, US Army  
Andrew D. Miller, Pastor, Non-EC congregation  
Raymond J. Newlin, Jr., Unassigned  
Douglas W. O'Brien, Unassigned  
Kenneth M. Sears, Missionary  
Gene L. Stevenson, Missionary

## **SUPERNUMERARY PASTORS**

Christopher D. Bronico  
Mark R. Brownson  
Joel R. Christman  
Stephen L. Holubec  
Kenneth J. Kuhns  
Richard L. Magness  
David E. Mennig  
Steven M. Minnich  
Brian K. Parker  
Gregory L. Stefan

David E. Dick  
Norman W. Dixon  
Harry T. Dow  
Michael S. Eck  
Jan R. Fryer  
Michael R. Garrison  
L. Allen Giles  
Kurtis M. Graff  
Robert H. Gresh  
David C. Greulich  
John P. Haag  
Glenn H. Hansen  
James H. Hansen  
David R. Heffner  
Ronald C. Heim  
Bruce D. Hill  
David G. Hornberger, Jr.  
Donald W. Howell  
Kenneth R. Kalisz  
Kirby N. Keller  
Layman L. Kennedy  
Allen L. Kline  
Gary L. Kuehner  
Gordon R. Lewis  
Gary C. Luckenbill  
Charles H. Markley  
Jeffrey L. Martin  
Wilmer R. Martin

## **SUPERANNUATED PASTORS**

Robert L. Bast  
Gerald E. Baum  
Keith A. Blank  
James F. Bound  
Gary M. Brown  
Dennis L. Brubacher  
Jeffrey G. Byerly  
Charles J. Campbell  
Timothy F. Christman  
Glenn L. Compton  
W. Joel Copeland, Jr.  
Richard F. Cummings, Jr.  
George T. Custer  
David R. Dennis



Robert S. Mavis  
Donald W. Metz  
Mark E. Micklos  
Glenn A. Miller  
Keith R. Miller  
Kenneth H. Miller  
Ronald D. Miller  
Frederick J. Moury, Jr.  
Richard T. Nahodil  
Robert L. Nissly  
Richard L. Osberg, Jr.  
Ralph W. Owens  
John P. Phillippi  
James F. Price  
Richard D. Reigle  
Nelson R. Reppert  
Daniel A. Rohrbaugh  
Robert C. Santucci  
Harold P. Scanlin  
Kenneth A. Schmoyer  
Franklin H. Schock  
Richard J. Sergi  
Scott L. Shay  
John S. Smith  
Thomas G. Souders  
Robert J. Stahl  
David A. Swift

Sterling I. Trimmer, Jr.  
Edward J. Vondran  
B. Bruce Wagner  
Philip S. Walck  
Don H. Wert  
Kenneth P. Wiest  
Timothy J. Wolcott  
Kirk B. Wolfe  
Lloyd S. Yeager

#### **RETIRED**

Barry Becker  
Donald M. Both  
Gregory C. DeLong  
James E. Griel  
Alton A. Hoffman  
Donald L. Kerns  
Richard D. Kuhn  
Donald E. Kunkel  
Marlin P. Lafferty  
William E. Stoffel  
Patricia M. Strain  
John V. Tornfelt  
William D. White  
Wayne L. Yarnall

# MINDFUL LEADERSHIP

**"DEAR FRIEND, I PRAY THAT YOU  
MAY ENJOY GOOD HEALTH AND  
THAT ALL MAY GO WELL WITH  
YOU EVEN AS YOUR SOUL IS  
GETTING ALONG WELL."**

**3 JOHN 1:2**



**2025 National  
Conference**





# Parking Map

## LOCATIONS

1. The Agapé Center for Service and Learning
2. Alumni Plaza
3. Bittner Residence
4. Boyer Hall
5. Calvin and Janet High Center for Worship and Performing Arts
6. Climenhaga Building
7. Climenhaga Homestead and McBeth Advancement Center
8. Commuter Lounge
9. Covered Bridge
10. Department of Safety
11. Eisenhower Campus Center
12. Engle Center for Counseling and Health Services
13. Falcon Fitness Center
14. Falcon Hut
15. Fitness Trail
16. Frey Hall
17. Fry Residence
18. Grantham Residence
19. Hess Residence
20. Hostetter Chapel
21. Jordan Science Center
22. Kelly Residence
23. Kim S. Phipps Admissions and Welcome Center
24. Kline Hall of Science
25. Larsen Student Union
26. Legacy Park
27. The Loft
28. Lenhart Building
29. Mellinger Residence
30. Messiah Press (Boumansdale Building)
31. Miller Residence
32. Mountain View Residence
33. Murray Library
34. Naugle Residence
35. Old Main
36. Orchard Hill (President's Residence)
37. Rafiki House
38. Rec Sports Fields
39. Smith Residence
40. Sollenberger Residence
41. Sollenberger Sports Center
42. Starry Athletic Complex
43. Swinging Bridge
44. Witmer Residence
45. Woodland

Resident Parking: A, B, C, D, F, G, H, J, TR
Commuter Parking: P, PI
Employee Parking Only: TT, UU, WW, XX, YY, ZZ
Visitor Parking: VV
Disability Parking
No Parking
Emergency Phone

- Questions about campus? Call 717-766-2511
- In an emergency, call 717-691-6005 to reach the Department of Safety.
- To view an interactive map online, visit [messiah.edu/map](http://messiah.edu/map).



# **RULES OF CONFERENCE**

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## **STANDING BUSINESS RULES**

### **A. PURPOSE**

The National Conference shall meet annually to review the Evangelical Congregational Church's purpose, mission and vision; receive Church and Committee reports; discuss Church business; and act on ministerial certification and leadership selection so as to formulate and implement unity of purpose and mission.

### **B. ORDER OF BUSINESS**

The Order of Business shall include: Devotions, Reading of the Church *Discipline*, Minutes, Address by the Chair, Orders of the Day, Officers' Reports, Standing and Special Committee Reports, Reports from the National Ministry Team, Resolutions, Elections, Unfinished, Miscellaneous and New Business Items.

### **C. MEMBERSHIP**

Ministers and duly elected local church lay delegates shall be considered members of the National Conference. Members shall choose their seats at the opening session and shall retain the same during the entire session. Members are expected to be in attendance at each of the daily sessions unless excused by the Bishop.

Duly elected alternate lay delegates may make motions, speak in debate, and cast the lay delegate's vote only with the authorization of the lay delegate. This authorization can be given only when the lay delegate is to be permanently or temporarily absent from the National Conference business session. The National Conference Secretary will prepare an official roll of voting members of the National Conference for each National Conference session.

### **D. CONFERENCE BOUNDARY**

A Conference Boundary shall be fixed to accommodate seating for all delegates. Members desiring to speak and/or vote on any motion must do so within the Boundary.

The following will be granted the privilege to sit within the Conference Boundary as Advisory Members of Conference: former lay delegates; members of Evangelical Congregational Church Affiliates/Boards (Stoneridge Retirement Living, Benefits Corporation, Twin Pines Camp, Rock River Bible Camp, and Camp ECCO) and Communities and the National Ministry Team; National Conference Committee members; Mission Conference Representatives; missionaries not in the itinerancy; The Chief Executive Officer of Stoneridge Retirement Living; full time administrators of Evangelical Congregational camps; ministerial candidates that will come before the National Conference; ministerial candidates not yet in the itinerancy; representatives of church planting churches; ministry staff persons employed by local E.C. churches; persons employed by the National Conference; National Conference Treasurer; and the Conference Solicitor.

### **E. ADDRESSING THE CHAIR**

Any member desiring to speak on any motion must do so by rising and respectfully addressing the Chair. In case one or more persons should address the Chair simultaneously, the Chair shall decide who is entitled to the floor, which decision shall be subject to appeal to the National Conference.

# **RULES OF CONFERENCE**

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## **F. INTERRUPTIONS**

No one shall be interrupted while speaking except when the subject is misunderstood, or the introduction of anything out of order is spoken, and then only when so decided by the Chair, or by a majority of the members of the National Conference present.

## **G. SPEAKING MORE THAN ONCE**

No one shall be permitted to speak more than once on the same motion, until all who wish to speak shall have had opportunity, unless by special permission from the Chair.

## **H. MOTIONS**

All motions/resolutions shall be reduced to writing before being voted upon, when requested by the Chair, the Secretary, or any two (2) members of the Conference. When a motion/resolution is under debate, no other motion shall be received excepting those: to adjourn, to lay on the table, request for the previous question, to postpone to a certain day, to refer, to amend, to postpone indefinitely, which shall have precedence in the order in which they are arranged. When a motion/resolution is made and seconded, or a report presented and is in hand with the Secretary, and stated by the Chair, it shall be deemed in the possession of the National Conference, but any such motion/resolution may be withdrawn by the mover at any time before decision by the consent of the National Conference.

## **I. QUORUM**

A majority of the voting ministers and duly elected lay delegates shall constitute a quorum for the transaction of business.

## **J. VOTING**

Every member of the National Conference seated within the Boundary shall give his vote at the time the question is put, except when the Chair, at his discretion, may permit abstentions. If the Chair is unable to determine which of the “ayes” or “no’s” prevails, a standing vote shall be taken, or when five (5) members of the National Conference shall demand the count, in which case the roll shall be called by the Secretary, and each member declare, without debate, his assent or dissent to the question.

## **K. PROTEST**

If at any time, one or more members of the National Conference shall protest against any action of the National Conference, their names shall be subscribed thereto, and the protest shall be entered into the *Journal*. They may also declare the reason for their protest in the *Journal* by consent of one-third of the National Conference membership.

## **L. CHAIR DEBATE**

The Chair shall not debate any subject while in the chair, but may be requested by the National Conference to express his opinion and/or answer questions on any subject.

## **M. MINORITY REPORT**

A minority report of a Committee may be offered as an amendment to a majority report, and if so offered, shall be disposed of first.

# RULES OF CONFERENCE

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## **N. QUESTION OF CONDUCT**

No member shall be convicted of any moral offense or of any official misconduct by less than a two thirds vote of the National Conference.

## **O. MINUTES/REPORTS**

The National Conference Secretary shall keep the minutes of all Conference sessions. The Assistant Secretaries shall read and correct the minutes during the sessions of Conference. A final and full report of a Conference sessions minutes shall be given to the next meeting of the National Executive Committee for approval. Reports to the National Conference by Committees, Communities, Associates, and Affiliate Boards shall be distributed to the National Conference membership prior to the opening of the annual session. Representatives of these ministries shall be available to answer questions and/or receive recommendations from the National Conference.

## **P. BINDING ACTIONS**

Actions recommended for consideration by the National Conference and approved by the members as recorded in the minutes shall be considered binding upon the local church.

## **Q. ROBERT'S RULES**

In all cases not provided for in these rules, the most recent edition of Robert's Rules of Order shall serve as the authority.

## **200 National Conference - Annual Meeting**

**201 Date/Location.** The National Conference dates and location shall be set by the Conference Services Committee.

**202 Program.** The program shall be planned by the Conference Network Team. The observance of the Lord's Supper shall take place at an appropriate time during the Conference sessions and shall be conducted by the presiding Bishop.

**203 Expenses.** The Conference Services Committee shall establish the budget for program, meals, and all pertinent expenses. Local churches will pay a registration fee for their pastor(s) and lay delegate to cover the cost of lodging, meals, and the program expenses. Alternate delegates may attend at the expense of the local church. Any additional persons attending conference shall pay a per diem amount. The Conference Finance Office shall collect all fees and pay all expenses. Ministry Funds will pay for subsidies provided to churches requesting assistance for delegate travel expense. These subsidies may be requested through the Conference Services Committee.

**204 Conference Offerings.** In matters relating to finances during the sessions of National Conference, the following shall apply:

**204.1. Andrew Fund.** An offering for the Andrew Fund will be received. The Andrew Fund shall be used to meet the genuine financial needs of our pastoral families at the discretion of the Bishop, Executive Director and appropriate District Field Director.



# RULES OF CONFERENCE

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## 205 Conference Membership Roll

**205.1. Definition.** The membership of the National Conference is defined in the *Discipline* as follows:

“The ministerial membership of the National Conference shall consist of the Elders who are in the itinerancy. Voting privileges shall be granted to those holding Local Pastor, Local Elder, or Licensed Pastor credentials and are assigned by the Stationing Committee to a charge. par. 401.1. “The lay membership of the National Conference shall consist of one lay delegate from each congregation in the Conference...” par. 401.2.

**205.2. Alternate Lay Delegates.** A congregation may elect an alternate delegate who would take the place of the delegate as a voting member of the Conference in the event the lay delegate is unable to attend the sessions. The alternate delegate may attend the annual meeting at the expense of the local church. If a lay delegate is absent for a session, the alternate delegate may be seated in his/her place for that session.

**205.3. Advisory Members.** Any person whom the National Conference chooses to appoint as an advisory member may serve in that capacity without the privilege of voting.

**205.4. Establishing the Lay Delegate Roll.** It shall be the responsibility of the pastor to report the name(s) of his lay delegate(s) to the Church Center Office using a form provided for that purpose. A lay delegate membership roll shall be prepared and included in the program booklet for approval by the Conference at its opening session. Changes to this roll shall be reported to the Church Center Office. The National Conference Secretary shall report these changes at the opening session.

**205.5. National Executive Committee Members.** National Executive Committee members will all be afforded voting rights at National Conference and National Ministry Team.

## 206 Conference Officers

The officers of the National Conference shall be as provided for in par. 403 of the *Discipline*.

**206.1. Chairman.** The presiding Bishop shall serve as the chairman and president.

**206.2. Vice Chairman.** Elected by and from the Conference Network Team, the Vice Chairman’s term shall be concurrent with the term of the presiding Bishop. He shall serve as the vice chairman and vice president.

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

**206.3.1. National Conference Journal.** The Secretary shall oversee the editing of the rules of the National Conference as directed by the Conference and coordinate the publication of the *Conference Journal*.

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

**206.5. Executive Committee.** The chairman, vice chairman, secretary and treasurer shall constitute the National Executive Committee. The Executive Director shall be an advisory member without vote. The committee shall have the power between meetings of the National Ministry Team to take actions on behalf of the National Ministry Team in emergency circumstances which require immediate action. The National Ministry Team may direct the committee to take other specific actions.

**206.6. Assistant Secretaries.** It shall be the prerogative of the secretary to appoint up to four assistant secretaries to carry out the administrative work at the National Conference sessions. One of the assistants shall function as the Conference Reporter.

## 207 Executive Sessions

# RULES OF CONFERENCE

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**207.1. Definition.** The National Conference may adjourn an open session and enter into an Executive Session during which time only the lay and pastoral members of the Conference may be present. In this sense it is a closed session. Ministers, not members of the itinerancy, who have served appointments during the year preceding the meeting of the National Conference, shall be permitted to sit in the Executive Sessions of the Conference. The minutes are not published.

**207.2. Agenda.** The following items will be considered in Executive Session: examination of ministers and lay delegates as to their moral and official conduct; consideration of candidates for Licensed Pastor, Local Pastor's license, Elder's Orders, and Itinerancy; transfer of credentials from other E.C. Conferences or other denominations; requests for Approved Elder credential; and other such ministerial credentialing and classification actions that the Ministerial Development Community or Bishop deems necessary for an Executive Session.

**207.3. Ballots.** The results of ballots taken in an Executive Session shall be announced in an open session.

**208 Implementation of Approved Motions.** The Conference Secretary or a named assistant shall be responsible to record and forward all approved motions of the National Conference to the appropriate person or body for implementation.

**209 Conference Journal.** Copies of the **Conference Journal** shall be printed and made available to the churches at cost. A copy shall be made available on the denominational web site.

**210 Conference Records.** A certified copy of the **Conference Journal**, proofread and corrected by the Conference Secretary, shall become the Official Record of the Conference. The Secretary shall copy the minutes of the Executive Sessions into the Official Record. A certified copy shall also be supplied to the Heritage Committee for inclusion in the archives.

**211 Conference Statistician.** The Bishop shall appoint a Conference Statistician. He shall prepare statistical analysis reports to be used in long range strategic planning. The staff of the finance office will have the responsibility of gathering statistics. The value of all denominational property shall be included in the statistical report of the National Conference. The statistical report shall also include the value of bequests received by denominational boards, agencies and communities.

**212 Conference Parliamentarian.** The Bishop shall appoint a Conference Parliamentarian. He shall be a resource to the chair responsible for making sure that the National Conference follows the correct procedures when discussing and enacting on the business of the Conference according to the Rule of Conference and Roberts Rules of Order.

**213 Memorial Secretary.** The Conference Secretary shall appoint a Memorial Secretary. He shall gather information during the conference year concerning the deaths of our ministers, ministers' wives or widows, and lay delegates. The Memorial Secretary shall present the necrology to the National Conference session at a time determined by the Chairman and shall give the Conference Secretary a complete copy of the report.

**214 Resolutions.** Congregations wishing to propose a change to the denominational program or polity must present the proposal to their district. If a majority of the District Ministry Team agrees with the proposal, the district may bring a resolution to the National Conference for consideration and adoption.



# RULES OF CONFERENCE

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**214.1.** Resolutions which could result in changes to the Standing or Special Rules of Conference, or resolutions which could influence the work of the denomination without impacting the rules would be presented by the district directly to the National Conference and require a majority vote for approval. These resolutions must be submitted to the Church Center Office two months prior to the Conference sessions.

**214.2.** Resolutions which would result in changes to the *Discipline* will be processed as amendments and must be submitted to the Amendments Committee in accordance with the *Discipline*.

## **215 Indemnification of Officers**

**PENNSYLVANIA'S NEW DIRECTORS' LIABILITY ACT**, January 27, 1987 as it relates to our denomination.

The Directors of the Corporation shall not be personally liable for monetary damages as a result of any action taken, or failure to act, unless such action or inaction constitutes both:

(a) a breach of or failure to perform his duties in compliance with the standards of fiduciary care described in the Directors' Liability Act (i.e., in good faith, in a manner he reasonably believes to be in the best interest of the corporation, and with such care, including reasonable inquiry, skill and diligence, as a person of ordinary prudence would use under similar circumstances) and

(b) self-dealing, willful misconduct or recklessness, subject to exceptions provided by said Act for his responsibility or liability under any criminal statute and his liability for payment of taxes.

Every director and every officer of the Corporation shall be indemnified by the Corporation against all expenses and liability, including counsel fees, reasonably incurred by or imposed upon him in connection with any proceeding to which he may be made a party, or in which he becomes involved, by reason of his being or having been a director or officer of the Corporation, or any settlement thereof, whether or not he is a director or officer at the time that such expenses are incurred, except in such cases wherein the director or officer is adjudged by a court guilty of willful misconduct or recklessness in the performance of his duties, provided however, that such indemnification shall be given in any case wherein the act or failure to act was authorized or later approved by the Board of Directors. In the event of a settlement, the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement is deemed for the best interest of the Corporation.

In the event that a director or officer is adjudged guilty of willful misconduct or recklessness, the Board of Directors may, in specific cases, apply the foregoing indemnification.

In a proceeding brought as a derivative action on behalf of the Corporation, the above indemnification shall apply only to expenses and counsel fees unless otherwise specifically authorized by the Board of Directors.

The foregoing right of indemnification shall be in addition to and non-exclusive of all other rights to which such director or officer may be entitled.

The Corporation may on an individual basis, in specific cases, apply the above indemnification to an employee of the Corporation.

## **300 National Conference - Communities**

### **301 Church Health Community**

#### **301.1. Purpose:**

**301.1.1.** To communicate and encourage a health mindset and strategy for advocating healthier church ministries.

**301.1.2.** To assess local church health-related needs and potential within their contexts (based on eight essential qualities).

# RULES OF CONFERENCE

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**301.1.3.** To deliver up-to-date resources and workshops that provide creative church health solutions.

**301.1.4.** To assist churches in adopting concepts that will ultimately produce health within their contexts.

**301.2. The Community will:**

**301.2.1.** Discuss the latest church health concepts—stirring the team’s thinking through reading books and exploring web-related resources together.

**301.2.2.** Discuss opportunities and solutions for church health concepts in our cultural setting.

**301.2.3.** Discuss issues derived from district cohorts concerning church health concepts.

**301.2.4.** Explore together church health concepts for congregations in our cultural setting.

**301.2.5.** Focus a segment of the National Conference gathering to church health—providing a district or national level speaker as requested.

**301.3. The Scope:**

**301.3.1.** Empowering leadership

**301.3.2.** Gift-oriented ministry

**301.3.3.** Passionate spirituality

**301.3.4.** Functional structures

**301.3.5.** Inspiring worship

**301.3.6.** Holistic small groups

**301.3.7.** Need-oriented evangelism

**301.3.8.** Loving relationships

**301.4. Membership:**

**301.4.1.** The Church Health Associate shall be the chairperson.

**301.4.2.** The Bishop and the chairman shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

**302 Global Ministries Community**

**302.1. Purpose:**

**302.1.1.** To serve the local church by providing resources for fulfilling the Great Commission to the ends of the earth.

**302.1.2.** To assist in identifying those whom God is calling to this specialized form of ministry.

**302.1.3.** To help to develop a prayer support network.

**302.1.4.** Partner with and assist in the development of national (self-governing, self-directing, self-supporting, and self-propagating) churches.

**302.1.5.** To cooperate with inter-denominational mission boards, so as to develop channels, through the provision of personnel and resources, toward the effective communication of the gospel, without necessarily exporting the name of the Evangelical Congregational Church, nor its form of government.

**302.2. The Scope:**

**302.2.1. Field Committees:**

**302.2.1.1.** Japan

**302.2.1.2.** India

**302.2.1.3.** Nepal

**302.2.1.4.** Latin America

# RULES OF CONFERENCE

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## **302.2.1.5. Liberia**

### **302.2.2. Function Committees:**

#### **302.2.2.1. Executive Committee**

#### **302.2.2.2. Finance Committee**

### **302.2.3. Member Care Team**

### **302.3. Membership:**

**302.3.1.** The Global Ministries Associate shall be the chairperson.

**302.3.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **303 Kingdom Extension Community**

### **303.1. Purpose:**

**303.1.1.** To communicate and encourage a kingdom mindset and strategy for extending the kingdom.

**303.1.2.** To assess local church potential for extending the kingdom within their contexts.

**303.1.3.** To deliver up-to-date resources and workshops that provide creative solutions for extending the kingdom.

**303.1.4.** To assist local churches in adopting concepts that will ultimately extend the kingdom within their contexts.

**303.1.5.** To facilitate discussions among pastors and church leaders in district cohorts about kingdom extension within our cultural setting.

### **303.2. The Community will:**

**303.2.1.** Discuss the latest kingdom extension concepts—stirring the team’s thinking through reading books and exploring web-related resources together.

**303.2.2.** Discuss opportunities and solutions for kingdom extension in our cultural setting.

**303.2.3.** Discuss issues derived from district cohorts concerning kingdom extension.

**303.2.4.** Explore together kingdom extension for congregations in our cultural setting.

**303.2.5.** Focus a segment of the National Conference gathering to kingdom extension— providing a district or national level speaker as requested.

### **303.3. The Scope:**

**303.3.1.** Apostolic Training (recruitment, assessment, & coaching)

**303.3.2.** Local Church/Context Facilitation

**303.3.3.** Publicity & Partnering

### **303.4. Membership:**

**303.4.1.** The Kingdom Extension Associate shall be the chairperson.

**303.4.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

# RULES OF CONFERENCE

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## **304 Ministerial Development Community**

### **304.1. Purpose:**

- 304.1.1.** To serve and support the denomination's mission for ministerial leadership.
- 304.1.2.** To oversee and maintain an integrated process for credentialing.
- 304.1.3.** To deliver up-to-date resources and workshops that provide lifelong learning opportunities for our ministerial leadership.
- 304.1.4.** To oversee the administration of the credentialing process when needed.
- 304.1.5.** To resource local churches and pastors for proper sponsoring of candidates.
- 304.1.6.** To direct the Pastoral Assessment Center.
- 304.1.7.** To identify, recruit, train, and support itinerants for the work of interviewing and screening candidates.
- 304.1.8.** To maintain the relationship between the denomination and the seminary programs.
- 304.1.9.** To coordinate the field training and coaching of candidates.
- 304.1.10.** To help to provide lifelong learning opportunities for active pastors.
- 304.1.11.** To provide resources for those involved with transitional ministry situations.

### **304.2. The Scope:**

- 304.2.1.** Pastoral Assessment Center
- 304.2.2.** Board of Examiners
- 304.2.3.** Seminary Relations (Church Partnership/Student Aid)
- 304.2.4.** Pastoral Coaching & Personal Health
- 304.2.5.** Lifelong Learning
- 304.2.6.** Chaplaincy

### **304.3. Membership**

- 304.3.1.** The Ministerial Development Associate shall be the chairperson.
- 304.3.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **305 Missional Alignment Community**

### **305.1. Purpose**

- 305.1.1.** To assist the Bishop to cast the vision for the denomination in keeping with God's mission for his church.
- 305.1.2.** To assess local church needs and potential for missional alignment within our current cultural setting.
- 305.1.3.** To deliver up-to-date theological approaches in order to provide missional alignment for our churches.
- 305.1.4.** To assist churches in staying the course that will ultimately translate missional alignment to our current cultural setting.
- 305.1.5.** To facilitate discussions among pastors and church leaders in district cohorts about missional alignment within our cultural setting.
- 305.1.6.** Discuss the latest missional alignment concepts—stirring the team's thinking through reading books and exploring web-related resources together.

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- 305.1.7. Discuss opportunities and solutions for missional alignment in our cultural setting.
- 305.1.8. Discuss issues derived from district cohorts concerning missional alignment.
- 305.1.9. Explore together missional alignment for congregations in our cultural setting.
- 305.1.10. Focus a segment of the National Conference gathering to missional alignment— providing a district or national level speaker as requested.

## **305.2. The Scope:**

- 305.2.1. Faith & Doctrine
- 305.2.2. Denominational Heritage
- 305.2.3. Changes to the Rules of Conference
- 305.2.4. Social Response and Action
- 305.2.5. Prayer Mobilization

## **305.3. Membership:**

- 305.3.1. The Bishop shall be the chairperson.
- 305.3.2. The Bishop shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **400 National Conference - Committees**

*The standing committees of the National Conference have a continuing existence and are appointed to give a task more attention than is possible in a larger body. The special committees are assigned a specific task which does not fall within the assigned function of a standing committee. The special committee ceases to exist when the task is complete. Unless otherwise noted, all committees and their chairpersons and secretaries are appointed by the Bishop in consultation with the Conference Network Team with no limitations placed on membership. The Bishop shall serve as an ex-officio member of standing committees. The standing committees are as follows:*

**401 Amendments** - The committee receives and prepares amendment proposals which will be presented to the National Ministry Team for consideration according to the amendment process set forth in the *Discipline* (See par. 800.)

**402 Episcopacy** - The committee shall counsel, confer and consult with the Bishop concerning his relationships 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. Its members are appointed by the Bishop in consultation with the Conference Network Team. There are no limitations on membership but the NMT may direct that certain persons are appointed by virtue of their position.

**403 Finance** - The committee receives budgetary requests and prepares a budget that provides for the overall ministry of the National Conference. The budget and annual ministry funds rate are recommended to the National Conference by this committee. It quarterly reviews all financial functions of all National Conference Funds and recommends policies to the National Conference. The committee recommends compensation and benefits packages for pastors, the Bishop, the Executive Director, Associates, District

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Field Directors, and the Stationing Elders. The membership shall include the treasurer who shall serve as chair. The Executive Director shall serve as an advisory member.

**403.1.** The Finance Committee shall serve as the Audit Committee. The committee receives and reviews the audit of the National Conference financial records as well as the audit reports of all affiliated agencies and institutions.

**404 Nominating** - The committee secures nominations for Conference officers and other elected positions as directed by the National Conference. The bishop shall serve as an ex-officio member.

**405 Stationing** - The committee appoints pastors to the congregations of the Evangelical Congregational Church following the procedures set forth in section 900. Chaired by the Bishop, the membership includes two Stationing Elders elected from and by each region of the denomination, and one District Field Director from each region elected by the Conference Network Team. The term is five (5) years with no term limit.

**406 Assignment Privilege** - The Bishop and the National Conference may assign such other duties to a committee as either deems appropriate.

## 600 National Conference – Elections and Evaluations

### 601 Election of a Bishop

#### 601.1. Composition of the Election Body

The National Conference shall elect the Bishop.

#### 601.2. The Meeting of the Election Body

The election body shall meet to elect a bishop every five years. The Bishop will chair the sessions of the election body. In the absence of the Bishop, the conference shall elect a Presiding Officer from among the Itinerant Elders (*Discipline*, Par. 403.1)

#### 601.3. The Process of Election

The balloting will be preceded by an extensive period of prayer to seek the guidance of the Holy Spirit. The election will be conducted by secret ballot and the ballots will be counted in open session. Balloting will continue until one person secures a majority of the votes cast.

Prior to the meeting of the election body, the National Ministry Team will appoint a Special Nominating Committee to secure the names of qualified candidates and prepare a ballot of the nominees. This committee will interview candidates and decide on the persons to be placed on the ballot. The ballot will be distributed to the electors at least one month prior to the election. The slate of nominees will contain a sufficient number of candidates (preferably more than two) to insure a range of styles, visions, etc. Included with the name of each candidate will be a biographical sketch, a description of the candidate's leadership style, comments from each candidate on his view of the current state of the Evangelical Congregational Church, and his vision of her future.

Individual electors may submit the names of additional qualified persons for inclusion on the ballot provided the elector secures the permission of the candidate, the necessary documentation (see above), and the support of at least seven other electors. These additional nominations must be submitted in writing to the Church Center Office at least two weeks prior to the election.

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## **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.

## **602 Election of Stationing Elders**

### **602.1. Meeting of the Election Body**

The pastors and lay delegates of the respective regions of the Evangelical Congregational Church will elect their Stationing Elders at a designated meeting during the sessions of the National Conference of the entire Church.

### **602.2. The Process of Election**

When Stationing Elders need to be elected, the elders from the respective regions shall be notified and invited to apply. The resumes of the men who apply shall be distributed to the Conference delegates and a secret ballot shall be taken with all pastoral and lay delegates from the respective regions voting.

**602.2.1.** Due to the geographical size of the Great Lakes Region, there shall be one Stationing Elder elected from among the Elders of the Midwest District. The second Stationing Elder shall be elected from among the Elders of the Buckeye and Allegheny Districts.

## **603 Vacancies**

When a vacancy occurs among the employed leaders of the Evangelical Congregational Church because of death, resignation, retirement or suspension, the vacancy will be filled by the Executive Committee of the elections body which will appoint a person or persons to assume the responsibilities of the office until the next meeting of the electing/affirming body at which time a successor will be elected/affirmed. If the position has a term limit, the person elected/affirmed would begin his first five-year term.

The appointment of a person to fill a vacancy in the office of Bishop will take place according to the provisions of par. 406.1.1.3. of the *Discipline*.

## **604 Evaluations**

The performance of each of the persons holding these positions will be evaluated every three years. The National Ministry Team will be responsible for the evaluation of the Bishop. The Bishop shall not be involved in the appointment of his own evaluation team. In each case there shall be input in the final appraisal by members of the constituencies being served by the position holder. It is assumed that each leader will also make a self-evaluation. The results of evaluations should be presented to the subsequent session of the National Conference by the National Ministry Team for all positions.



## Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Main		I move that the Technical Activities Board ...note specific action	Yes	Yes	Yes	Majority*
Amendment		I move to amend the pending Motion by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	Yes	Majority*
Amendment to an Amendment		I move to amend the pending Amendment by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	No	Majority*
Substitute		I move to substitute the following for the Motion pending	Yes	Yes	Yes	Majority*
Postpone to a Definite Time	Should be used to readdress Motion at a specific time	I move that the pending Motion be postponed until (note time)	Yes	Yes	Yes	Majority*
Postpone Indefinitely	Can be used to "kill" a Motion	I move to postpone indefinitely	Yes	Yes	No	Majority*
Refer to a Committee	Standing or Ad Hoc (can be appointed at any time)	I move to refer the issue to a committee	Yes	Yes	Yes	Majority*
Leave to Withdraw	Only used by maker of Motion	I ask permission to withdraw the Motion	Yes	No	No	Majority*
Division of Question	Used to consider multiple aspects of a Motion one at a time or in serialim	I call for a division of the question	Yes	No	Yes	Majority*
Division of Assembly	Request for verification of a voting result	I call for a Division	No	No	No	None required
Secret Ballot		I move we take this vote by secret ballot	Yes	No	Yes	Majority*
Lay on the Table (Table)	When used to "kill" a Motion, Chair can rule it out of order. As part of Motion, maker may state time he/she intends to take item from the table during remainder of the meeting or the next meeting	I move to table the Motion	Yes	No	No	Majority*

## Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Take from the Table	At current or next meeting only	I move to take from the table the Motion relating to...	Yes	No	No	Majority*
Call the Question or Previous Question	Used to stop debate	I call the question or I move to previous question	Yes	No	No	Two-thirds
Parliamentary Inquiry	Response from Chair or Parliamentarian	I rise for Parliamentary inquiry...note reason	No	No	No	None required
Point of Order	Used to remind or question Chair on Bylaws, rules of order, etc. Chair may seek advice	I rise to a point of order (await recognition from Chair, state reasoning)	Yes	No	No	Chair rules
Appeal	Chair should state reason for decision. Vote is to uphold Chair's decision	I appeal from the decision of the Chair	Yes	Yes	No	Majority* (of neg. votes to overturn decision)
Open/Close Nominations	Second is not required when nominations come from a committee	I move we open/close nominations. I nominate...note reason	Yes	No	Yes, in terms of time only	Majority*
Reconsider	At same meeting only	Having voted on the prevailing side, I move to reconsider...	Yes	Yes, if Motion is debatable	No	Majority*
Rescind	Used a subsequent meeting	Note reason... Therefore, I move to rescind the Motion	Yes	Yes	Yes	Two-thirds
Adjourn		Note reason...I move to adjourn	Yes	No	No	Majority*

\* Majority refers to those present

20-Oct-2004

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## NATIONAL CONFERENCE SECRETARY

### **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:

- Kevin Henry brought an offer to the Executive Committee to sell the former Countryside Fellowship EC Church building, 1214 Big Mount Road, Dover, PA to Power for Freedom Ministries for \$200,000. Transactions to be completed no later than May 31, 2024. Carl Butler made the motion to approve the sale and give permission to Kevin Henry to sign all necessary documents to complete the transaction. Jeff Schell seconded the motion. Motion passed.
- Kevin Henry brought an offer to the Executive Committee to sell the former Trinity EC Church – Mt. Joy property. Kevin has a buyer who will buy the property for \$200,000. The sale will be made final on January 8, 2025. Carl Butler made the motion to approve the sale and give permission to Kevin Henry to sign all necessary documents to complete the transaction. Jeff Schell seconded the motion. Motion passed.

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

The National Ministry Team met for its regular meetings on October 17, 2024, and March 20, 2025 (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 2025.
- The NMT approved housing allowance designations for various National Conference employees.
- The NMT affirmed the episcopal appointments of a new District Field Director.
- The NMT approved the adoption/affiliation request for St. Matthews to affiliate with the Evangelical Congregational Church.

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**The Evangelical Congregational Church  
National Ministry Team Minutes  
Zinn Commons of Christ Community Church of Lebanon County  
Thursday, October 17, 2024, at 9:00 a.m.**

- **Opening**

The National Ministry Team met in regular session on the above date and time. Bishop Randy Sizemore opened the meeting by welcoming the delegates and sharing various housekeeping items.

- **Roll Call**

Rev. Bradley D. Hatter, National Conference Secretary, recorded the attendance. The attendance is attached.

- **Word and Prayer**

Rev. Brett Kindig led the NMT in a time of Word and Prayer. Brett directed us to Luke 15 and the parable of the prodigal son. We tend to focus on the powerful response of the father who is filled with compassion running to greet his son. However, there are times when we as pastors take the role of the older brother and respond in jealousy and envy at what is happening around us. We need to sit in the presence of God as opposed to filling our days with accomplishing tasks. Tasks do not outweigh presence. The NMT entered into a time of prayer.

- **Introduction to the Agenda:**

Bishop Sizemore introduced the agenda and called attention to the back of the agenda which focused on the mission statement of the Evangelical Congregational Church.

- **Approval of Minutes**

Rev. Bradley D. Hatter presented the minutes from the March 24, 2024, NMT meeting which are attached. The minutes were moved and seconded. On motion, the minutes were approved.

- **Bishop's Report**

Bishop Sizemore vacated the chair, and Rev. Jeff Schell (Vice Chair of the National Conference) assumed the chair while Bishop Sizemore submitted the bishop's report with the National Ministry Team. Bishop Sizemore's report was moved and seconded. The report was accepted with appreciation. A copy of the report was distributed to the NMT members. Bishop Sizemore assumed the chair again.

- **Secretary's Report**

Rev. Bradley D. Hatter, National Conference Secretary, presented the National Executive Committee Minutes from Thursday, May 23, 2024. Approval of the minutes was moved and seconded. Minutes were approved.

- **Treasurer's Report**

Carl Butler, National Conference Treasurer, presented the Treasurer's Report which was included in the packet. The report was moved and seconded. With no further discussion, the report was approved. Carl also presented the 2025 Housing Allowance for National Conference Employees. The employees and their recommended housing allowance amounts are as follows:

Rick Christman – Church Planter: \$15,000

Randy Sizemore – Bishop: \$18,000

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Keith Miller – DFD: \$8,000

John Smith – DFD: \$9,090

Ralph Owens – DFD: \$8,040

Rick Sergi – DFD: \$8,040

Robert Dunbar – DFD: \$4,040

The report on the 2025 housing allowance was moved and seconded. The report was accepted.

- **Conference Network Team**

The CNT report was included in the packet and Bishop Sizemore, Chairman of the CNT, highlighted the report. The CNT meets monthly on a two-hour zoom call. Items are shared confidentially with Bishop Sizemore, and he then asks the team what is working in their districts. The CNT Strategic Meeting was held yesterday, October 16, 2024. We have been working with representatives from ServingLeaders. They were with us during the CNT Strategic Meeting to talk about Pastoral burnout. Bishop Sizemore also highlighted the role of the BEDAS team. The report was moved and seconded. The report was accepted.

- **Conference Support Team**

Kevin Henry, Executive Director, highlighted the Conference Support Team report which was included in the packet. One update is that we have \$2,500 available for the NAE Pastoral Financial Health Training. Kevin also highlighted updates to the denomination's website. The Conference Support Team was moved and seconded. The report was accepted.

- **L and I Committee**

Carl Butler, National Conference Treasurer, highlighted the Loan and Investment Committee report. The L and I Committee is recommending an increase in the Fund Policy Manual from \$500,000 to \$750,000. This recommendation was moved and seconded. The recommendation carried. The entire L and I report was moved and seconded. The report was accepted.

- **Church Health Community**

Rev. Wayne Houck, Church Health Associate, presented the Church Health Community Report as it is contained in the packet. Wayne shared some quotes that he has heard from pastors and lay delegates regarding Church Health. The report was moved and seconded. The report was accepted.

- **Global Ministries Community Report**

Ted Rathman, Global Ministries Associate, presented the Global Ministries Report as it is contained in the packet. Ted is leaving for Nepal Friday, October 18, 2024. The GMC is hosting mission trips to Honduras with a discipleship focus for those going in February and July 2025. The report was moved and seconded. The report was accepted.

Ted Rathman also presented the 2025 GMC Budget which is included in the packet. The budget was moved and seconded. The 2025 GMC Budget was approved.

- **Kingdom Extension Community**

Rev. Mike Snedeker, Kingdom Extension Associate, presented the Kingdom Extension Community report as it is contained in the packet. The report was moved and seconded. The report was accepted.

Mike also presented the Kingdom Extension Community budget for 2025. The Kingdom Extension Budget was moved and seconded. There was an adjustment to the money in the total expenses which will be corrected. The budget was approved.

- **Ministerial Development Community**

Rev. Matt Hill, Ministerial Development Associate, presented the report for the Ministerial Development Community as it is contained in the packet. He highlighted some proposed rule changes that will continue to be discussed and potentially brought up during the 2025 National Conference. The Ministerial Development Community Report was moved and seconded. The report was accepted.

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- **Missional Alignment Community**

Bishop Sizemore presented the report of the Missional Alignment Community as it was contained in the packet. There are three committees that fall under the supervision of the Missional Alignment Community. The three committees are Faith and Doctrine, Heritage Committee, and Prayer Mobilization Team.

- **Prayer Mobilization:** Continue to promote the EC Day of Prayer and Fasting on the first Wednesday of each month.
- **Faith and Doctrine:** They are working on the Book of Occasional Services. They are also starting to work on the issue of State Marriage versus Christian Marriage. Right now, EC Pastors are not allowed to marry anyone without a marriage license.
- **Heritage Committee:** Jonathan Brown is the chair of the Heritage Committee. He is taking Master level classes on maintaining archival records.

The report was moved and seconded. The report was accepted.

## **Affiliate Report**

- **Evangelical Seminary and Kairos University**

- The report was included in the packet. The report was moved and seconded. The report was accepted.
- There was discussion regarding our affiliation with Kairos.

## **Benefits Corporation**

No report given other than a reminder about health insurance.

## **New Business**

- Approval of Northeast District Field Director: Rev. Kevin Roberts
  - Approval of Kevin Roberts as the Northeast District Field Director was moved and seconded. Motion carried.
- Adoption/affiliation approval for St. Matthew's (UCC), Kunkletown, PA
  - Adoption/affiliation for St. Matthew's (UCC), Kunkletown, PA was moved and seconded. Motion carried.

## **District News/Prayer Concerns:**

- David Boose's father passed away.
- Brian Oplinger passed away.
- Tim King's brother passed away.
- Robert Kramer is on hospice.

## **Next Meeting of the National Ministry Team**

- **Thursday, March 20, 2025**

## **Adjournment and Prayer**

Motion to adjourn was moved and seconded. At, 2:50 PM the National Ministry Team was adjourned with prayer by Bishop Randy Sizemore.

Respectfully submitted,

Rev. Bradley D. Hatter, National Conference Secretary

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**The Evangelical Congregational Church  
National Ministry Team Minutes  
Zinn Commons of Christ Community Church of Lebanon County  
Thursday, March 20, 2025, at 9:00 a.m.**

- **Opening**

The National Ministry Team met in regular session on the above date and time. Bishop Randy Sizemore opened the meeting by welcoming the delegates and sharing various housekeeping items.

- **Roll Call**

Rev. Bradley D. Hatter, National Conference Secretary, recorded the attendance. Attendance is attached.

- **Word and Prayer**

Rev. Dan Blank led us in the Word and prayer with a reading from Acts 6:1-8. We see from the passage that the church was exploding but with that came more needs.

1. **See difficulties as a new opportunity for ministry:** There will be conflict and difficulties that will arise just as it did in the 1<sup>st</sup> century church. We must take them to the Lord.
  - a. Adopt a missional solution: Include other people in the ministry while the disciples devoted themselves to ministry of the Word and of prayer.
2. **Keep the Main Thing the Main Thing:** They understood that what was most important was the Word and prayer. The danger in ministry is that we can get caught up in other things that we lose sight of what is most important. The disciples also knew what their calling was. We must remember what our calling is.
3. **Ministry is Meant to be Shared:** No one person or congregation can do the work of ministry alone. We need each other.
4. **Growth Results from Shared Ministry:** The church continued to explode as they brought new people into the ministry. The Kingdom continued to grow.

Rev. Dan Blank led the National Ministry Team in a time of prayer.

- **Approval of Minutes**

Rev. Bradley D. Hatter presented the minutes from October 17, 2024, NMT meeting which are attached. The minutes were moved and seconded. On motion, the minutes were approved.

- **Bishop's Report**

Bishop Sizemore vacated the chair, and Rev. Jeff Schell (Vice Chair of the National Conference) assumed the chair while Bishop Sizemore submitted the Bishop's Report to the National Ministry Team. He referenced the book by Henri Nouwen, "In the Name of Jesus: Reflections on Christian Leadership." Nouwen realized that a leader must lead out of what God is doing in them right now.

Bishop Sizemore called us back to the vision statement of the EC Church which is a vision of health. A healthy movement of God is comprised of healthy congregations, led by healthy pastors, and healthy congregational leaders. Who you are is more important than what you do.



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We do not have to surrender to the trend of declining church attendance or dying congregations. We can begin to revitalize the church by making disciples who make disciples.

Planning for National Conference is underway, and this year's theme is "Mindful Leadership" with the theme verse being 3 John 1:2, "I pray that all may go well with you and that you may be in good health, as it goes well with your soul."

Bishop Sizemore is identifying 2025 as a pivotal year in the EC Church. He called us to covenant with one another in pursuing a deeper and fuller relationship with the Lord Jesus Christ.

Bishop Sizemore's report was moved and seconded. After questions and discussion the report was accepted with appreciation.

Bishop Sizemore assumed the chair again.

- **Secretary's Report**

Rev. Bradley D. Hatter, National Conference Secretary, presented the National Executive Committee Minutes from Monday, December 16, 2024. Approval of the minutes was moved and seconded. Minutes were approved.

- **Treasurer's Report**

Carl Butler, National Conference Treasurer, presented the Treasurer's Report which was included in the packet. The report was moved and seconded. With no further discussion the report was approved.

Carl presented an action item. Rick Sergi is asking for an increase in his housing allowance to \$12,571.

This action was moved and seconded. Motion carried.

**Conference Network Team**

The CNT report was included in the packet, and Bishop Sizemore highlighted the report. The CNT meets monthly on a two-hour Zoom call. Items are shared confidentially with Bishop Sizemore, and he then asks the team what is working in their districts. The CNT Strategic Meeting was held yesterday, March 19, 2025, via Zoom. The Bishop not only works with the CNT but also with the Executive Director, Associates, National Conference Secretary, and the Vice-Chair of the National Conference. This group is called BEDAs+ and meets monthly. The report was moved and seconded. The report was accepted.

- **Conference Support Team**

Kevin Henry, Executive Director, highlighted the Conference Support Team report which was included in the packet. Kevin Henry shared that the deadline to register for the National Conference is April 15 so that we can get numbers to Messiah University. After this date there will be a late fee charged and the absolute deadline to register is May 1, 2025. The Conference Support Team Report was moved and seconded. The report was accepted.

- **L and I Committee**

Carl Butler is the new chairman, and he highlighted the Loan and Investment Committee report which was included in the packet. The report was moved and seconded. The report was accepted.

- **Church Health Community**

Rev. Wayne Houck, Church Health Associate, highlighted his report which was included in the packet. In a few weeks the Church Revitalization Cohorts will start meeting.

Rev. Ken Gimmi is putting together a workshop on May 5 by Larry Moyer, "How to Build a Culture of Evangelism in Your Church."

Rev. Mike Coulson is putting a workshop together with Reggie McNeal entitled "Missional Renaissance: Changing the Score Card of the Church" on Saturday, July 12, at Mohn's Hill.

The Church Health Community report was moved and seconded. The report was accepted.

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- **Global Ministries Community Report**

Rev. Ted Rathman highlighted his report which is included in the packet. In addition to his printed report, Rev. Ted Rathman shared an update on Mission Discipleship. They did lead a team of ten to Honduras that went well. Dee Jaramillo will be leading a team back to Honduras in July.

The report was moved and seconded. The report was accepted.

- **Kingdom Extension Community**

In the absence of Rev. Mike Snedeker, Bishop Sizemore highlighted the Kingdom Extension Community report which was included in the packet.

The Kingdom Extension Community has been helping with the discipleship cohorts developing pathways to discipleship.

The report was moved and seconded. The report was accepted.

- **Ministerial Development Community**

Rev. Matt Hill presented the report for the Ministerial Development Community as it is contained in the packet.

Matt also highlighted page 27 through 32 of the report which focused on the rule changes that will be proposed at National Conference.

Matt highlighted a new course being offered in the Spring through ICL: "Developing a Contextual Missional Mindset" will be offered online and any congregational leadership team who would like to audit the course can do so for \$50. This will be done online and on Tuesday nights.

The Ministerial Development Community report was moved and seconded. The report was accepted.

- **Missional Alignment Community**

Bishop Sizemore presented the report of the Missional Alignment Community as it was contained in the packet. There are three committees that fall under the supervision of the Missional Alignment Community. The three committees are Faith and Doctrine, Heritage Committee, and Prayer Mobilization Team. The report was moved and seconded. The report was accepted.

**Prayer Mobilization:** Continues to be an emphasis on prayer. Rev. Dale Kramer stepped down as the Chair of the Prayer Mobilization Team. Rev. Brian Garner is the new Chair.

**Faith and Doctrine:** Rev. Jim Price is the lead of Faith and Doctrine. They are working on updating the "Book of Occasional Services."

**Heritage Committee:** Rev. Jonathan Brown is still working on moving some of the archives from the 3<sup>rd</sup> floor to their permanent home on the ground level at Church Center.

**Affiliate Reports:**

Rev. Jeff Merwine, who chairs the board at Twin Pines, shared an update on what is happening with the camp moving forward.

**Benefits Corporation**

There is a need for some additional people to serve on the Benefits Corporation. The report was moved and seconded. The report was accepted.

**New Business**

- There was no new business.

**District News**

- Other praises, prayer concerns, and district updates were shared.

**Next Meeting of the National Ministry Team**

- **Thursday, October 16, 2025**

# OFFICERS

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## Adjournment and Prayer

Motion to adjourn was moved and seconded. At 2:50 PM the National Ministry Team was adjourned with prayer by Bishop Randy Sizemore.

Respectfully submitted,

***Rev. Bradley D. Hatter, National Conference Secretary***

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## NATIONAL CONFERENCE TREASURER

The National Conference recorded an excess of revenue over expenses of \$241,000 as of December 31, 2024. Cash and investments increased by \$103,000, mostly from \$88,000 of Investment income. Ministry fund revenue exceeded budget expectations by \$71,000, representing a 7.8% increase over budget and a \$27,000 increase compared to 2023. However, total expenses were \$53,000 over budget, largely due to the unbudgeted National Conference meeting expenses of \$36,000. Additionally, appropriations were provided to two churches during 2024.

Unanticipated building repairs included the replacement of two exterior doors, an HVAC unit replacement, elevator repair, and the installation of a new water meter. These repairs contributed to the \$12,000 negative budget variance for building repairs and maintenance. The new ceiling and LED light project was mostly completed by the end of January 2025, and a few minor punch list items extended in early February. The total cost of the project was \$82,145, with \$70,000 paid in late December 2024.

Eighteen pastors successfully completed the National Association of Evangelicals (NAE) Pastoral Financial Health training. The pastors received a total of \$8,000 in cash gifts. A grant of \$4,000, representing one-half of the awarded amount, was received from the NAE to support this initiative. Unfortunately, we had \$2,000 in unawarded grant funds.

During 2024, three closed church property transactions were recorded. The three transactions were the removal of the 2023 Countryside Fellowship, East Berlin donated asset property that was sold for less than anticipated value. The removal of the donated asset transaction and recording of the sales transaction reduced net assets by \$113,000. The third transaction is adding the Mount Joy, Trinity EC property at \$200,000. The net of these transactions is a gain to net assets of \$87,000.

The year 2024 was the fourth consecutive year of ministry fund revenue growth. In 2024, 45 churches recorded a net decrease in ministry fund payments from 2023 to 2024 while 53 churches reported higher ministry fund payments. Also, eight churches did not pay ministry funds during 2024 that paid ministry

## OFFICERS

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funds in 2023. Of the 2024 eight no payment churches, three churches closed, one merged, and one disaffiliated.

Overall, the National Conference demonstrated financial resilience and growth throughout 2024, with strong ministry fund revenue and prudent financial management. Despite unanticipated expenses, we maintained a positive net asset position and provided key support to churches and pastors through training, grants, and financial appropriations.

Respectfully submitted,

***Carl J. Butler***  
***NC Treasurer***

# OFFICERS

National Conference of the Evangelical  
Congregational Church  
Balance Sheet  
Twelve Months Ended December 31, 2024 (unaudited)

	<u>12/31/2024</u>	Audited <u>12/31/2023</u>
<b>Assets</b>		
Cash and Investments	1,765,652	1,664,311
Accounts Receivable	238,573	77,433
Prepaid Expenses	11,155	20,853
Inventory	4,871	4,871
Property Held for Resale	238,496	338,496
Property, Plant & Equipment, net	<u>527,441</u>	<u>482,587</u>
<b>Total Assets</b>	<u><u>2,786,188</u></u>	<u><u>2,588,551</u></u>
 <b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable and Accrued Expenses	6,220	21,444
Salary Related Payables	7	28,010
District Liabilities	8,525	9,057
 Pension Liability	<u>189,089</u>	<u>190,242</u>
<b>Total Liabilities</b>	<u>203,841</u>	<u>248,753</u>
 <b>Net Assets</b>		
Unrestricted	2,582,347	2,339,798
Temporarily Restricted	<u>-</u>	<u>-</u>
	<u>2,582,347</u>	<u>2,339,798</u>
 <b>Total Liabilities and Net Assets</b>	<u><u>2,786,188</u></u>	<u><u>2,588,551</u></u>

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National Conference of the Evangelical  
Congregational Church  
Statement of Activities  
Twelve Months Ended December 31, 2024 (unaudited)

	12/31/2024			Audited
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	<u>12/31/2023</u>
Revenues				
Ministry Funds	974,515	904,000	70,515	947,292
National Conference Registrations	38,024	-	38,024	35,661
Student Aid Offering	12,551	-	12,551	10,901
Investment Income	87,623	12,584	75,039	75,252
Copier/Postage	6,103	14,500	(8,397)	8,186
Property Transactions	87,400	-	87,400	300,000
Interfund Transfers	48,785	-	48,785	45,878
All Other	46,708	76,431	(29,723)	97,038
Total Revenues	1,301,709	1,007,515	294,194	1,520,208
Expenses				
Ministry Development Community	54,644	46,126	(8,518)	57,994
Church Health Community	14,706	38,831	24,125	24,385
Missional Alignment Community	381,594	389,556	7,962	347,439
Conference Support Team	573,721	494,602	(79,119)	637,767
Agencies & Institutions	35,647	38,400	2,753	37,421
	1,060,312	1,007,515	(52,797)	1,105,006
Revenues Over/(Under) Expenses	<u>241,397</u>	<u>-</u>	<u>241,397</u>	<u>415,202</u>

# COMMUNITIES

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## CHURCH HEALTH

***“We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them.”***

I’m personally grateful to the Church Health Community team: Rev. Adam Roberts, Rev. Mike Coulson, Rev. Brandon Segan, Rev. Lewie Bennett, Rev. Janor Bestwick, Ralph Hindmarch, Rev. Jesse Bills and Bishop Randy Sizemore for their investment of time, energy, advice and expertise over the past year.

It has been our privilege to work with more than 15 of our churches, pastors, and lay leaders. The level of that interaction ranged from a few phone and Zoom calls to multiple on-site meetings. We’ve discussed recommendations for disciple-making, community outreach, small-group ministries, connection with the community in which the church is planted and implementing fresh approaches to grow churches numerically and spiritually.

Below are some details about what the Church Health Community offers to churches in our denomination:

### **Church Revitalization Cohorts:**

Revitalize: to give new life or vigor to (*Webster*)

The new Revitalization Cohorts are ongoing workshops designed to encourage and equip pastors and lay leaders to undertake the work of revitalizing the church. Each church is represented by the pastor and at least one other person who has agreed to participate for a sixteen-month period. Our goal is to develop an individual revitalization plan for each church which is practical and specific to your community and ministry. Participants will leverage the Church Health Checkup survey (available on the Church Health page of the EC website) and the MissionInsite report and work their way through *Comeback Churches: How 300 churches turned around and yours can too* (Stetzer and Dodson, B&H 2007).

Topics covered include: Why revitalization is necessary in the church, what kind of leadership will be needed, the three faith factors of revitalization, worship and preaching, intentional/strategic evangelism, spiritual maturity, connecting people through small groups and numerous examples of churches like yours that have made a “comeback.”

Pastors will also be working with us 1:1 as they work toward the revitalization of the church. We’re studying a book by Aubrey Malphurs and Gordon Penfold entitled *Re:Vision: The Key to Transforming Your Church* (2014). These meetings are confidential, and private coaching sessions are also held monthly.

There are currently a handful of churches participating in a single cohort, but we plan to launch others as the demand requires. Please let me know if you’d like to join us at the next opportunity.



# COMMUNITIES

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## **Youth Ministry (Christian Endeavor)**

The Church Health Community has long had an agreement with Christian Endeavor (CE) which “exists to INSPIRE, EQUIP and ENCOURAGE churches to Biblically develop youth as Christ-centered leaders.” ([www.ceworks.faith](http://www.ceworks.faith)) Their website also states “CE resources inspire churches toward Biblical discipleship, equip youth to live for Christ daily, and encourage youth workers with the tools they need. CE's practical digital discipleship resources are available in our shop. In addition to materials, CE provides one-on-one coaching, cohort learning, and regional training. Members of the CE team also regularly speak at youth conferences and other national events.”

Your church can connect with CE with a first-year scholarship from the Church Health Community. Brandon Segan is our liaison with CE and can be reached at [bsegan@hccfogelsville.com](mailto:bsegan@hccfogelsville.com).

## **Healthy Pastors and Marriages:**

It has often been said that “the healthier the pastor, the healthier the church.” Evidence suggests that assumption is true. We’re blessed to be part of a denomination that genuinely cares about the well-being of its pastors and congregations and provides significant pastoral care.

Counseling: Recently published statistics remind us that 75% of pastors report being “extremely stressed” or “highly stressed”, 91% have experienced some form of burnout in ministry and 18% say they are “fried to a crisp right now”, 70% constantly fight depression, and 90% feel fatigued and worn out every week (soulshelpherding.org). We are all aware of the emotional, physical and spiritual demands of pastoring a church in the 21<sup>st</sup> century. Thankfully, we’ve partnered with ServingLeaders (servingleaders.org) to provide counseling services to E.C. pastors through Zoom or in-person. Any E.C. pastor can receive counseling from ServingLeaders although there are some state licensing requirements that differ for those living outside of PA. Just contact them directly via the website or speak with your District Field Director if you have any questions. The Church Health Community can pay for up to six visits for any of our pastors who desire to visit a counselor. This applies to local, trusted Christian counselors in your community as well.

Marriage Weekend: We also have opportunity to attend the Weekend to Remember marriage retreat by Family Life. This retreat is available throughout the country. We still have a few scholarships available for pastors and their wives to attend. Visit <https://www.familylife.com/weekend-to-remember/> for the calendar and locations. While a specific promo code makes the conference registration free (contact me for the code), the Church Health Community will reimburse attendees for up to \$250 for out-of-pocket expenses. Just forward your receipts to me at [waynehouck@gmail.com](mailto:waynehouck@gmail.com), and we will process your reimbursement.

Sabbatical Support: 85% of pastors have never taken a sabbatical but as by Garrett Kell, lead pastor of Del Ray Baptist Church in Alexandria, Virginia states at 9marks.org, “Churches are served best by invigorated shepherds. When a pastor is rested and refreshed in Christ, his oversight will be infused with wisdom, forbearance, and compassion. But exhausted and burned-

# COMMUNITIES

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*out shepherds have little to give. Their patience runs short, and cynicism runs high. This manner of ministry isn't good for anyone (Heb. 13:7).*

*Wisely scheduled sabbaticals can prevent burnout by providing an opportunity to step away from regular routines. These sabbaticals are not glorified vacations. They may include vacation-like elements, but their aim is uniquely rest and rejuvenation for the soul. Sabbaticals allow pastors to cease normal duties, lay down taxing burdens, and reshape existing rhythms to press deeper into God's grace. In this way, sabbaticals serve both sheep and shepherd."*

The Church Health Community is assembling and revising the denominational sabbatical resources. Our intention is to help pastors, leadership teams and congregations better understand the purpose and process for pastoral sabbaticals. We hope that sabbaticals will be seen as great opportunities to bless the church and the pastor. We will be sharing more in the near future.

**District and Ministry Council/Church Board Meetings:** In the past year I've had the privilege of meeting with several districts at their regular meetings. If you would like to learn more about the resources of the Church Health Community or discuss specific revitalization steps, please let me know. I will do my best to be available and to encourage your teams to consider how to bring new life to the church. We can also meet with local church leadership teams to help grow your understanding of what the Church Health Community has to offer and to answer any questions you/they may have.

**Discipleship and Small Group Resources:** Newton's first law of motion states that "an object in motion tends to stay in motion, while an object at rest tends to stay at rest." In ministry we sometimes benefit from a gentle nudge to get things moving. The Church Health Community can help get your 1:1 discipleship and small group ministry started. We're happy to provide ideas for your 1:1 and small group discipleship and ideas on how to get started with trusted, reliable resources. A number of churches have contacted us and gotten things moving in the right direction, gaining new momentum in their ministry. We'd love to help others do the same.

**Social Media and websites:** It's often reported that 80-85% of people visit a church online before doing so in-person. No online presence or an outdated, poorly presented Facebook or web page can hinder your ability to connect with your community. We've helped several E.C. churches establish or improve their social media presence. While some congregations and leaders have suggested that they don't feel social media is beneficial, it can be a very effective tool for the church to expand its reach. It's always interesting to greet Sunday morning guests who've been watching your livestream or have checked out your profile online and then, based on what they've seen and heard, decided to visit for the first time. Let me know if you'd like some assistance or advice in getting your church online.

## COMMUNITIES

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Our team is here to help on your church's journey to wellness and vitality. Please feel free to reach out any time at [waynehouck@gmail.com](mailto:waynehouck@gmail.com) or 610-716-5603.

Be blessed today,

**Rev. Wayne Houck, Church Health Associate**

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## GLOBAL MINISTRIES

GMC 2.0 - 2025

Missional Discipleship

Evangelicals - People of the Good News

The GMC began 2025 with the same fervor for missional discipleship as we did when beginning 2024, and as last reported to the NMT this past October. In fact, these last 6 months have increased our resolve to continue in what we affectionately began calling “GMC 2.0” at the beginning of 2024. Because we firmly believe God has called us to a greater sense of focus on missional discipleship to the local EC Church USA, we will have, by the time this report is distributed, executed our first GMC sponsored short-term trip. In alignment with the Bishop’s vision for the Evangelical Congregational Church denomination to be a dynamic movement of God led by pastors and laity who have a burning passion for God and missionary zeal to reach the lost, our vision to truly nurture a *global* vision in the EC Church to be on mission with Christ to reach His world is imperative. A dynamic movement happens when people from local churches participate in God’s global movement and reignite their hearts, or maybe ignite their hearts for the first time, and experience a passionate love for God and a reinvigorated sense of urgency to reach the lost. We want to help more of our churches participate in this global movement of God in a greater way than we have before.

*And God has given us this task of reconciling people to Him. For God was in Christ,  
reconciling the world to Himself, no longer counting people’s sins against them.*

*And He gave us this wonderful message of reconciliation.*

*So we are Christ’s ambassadors; God is making appeal through us. We speak for Christ when we plead,  
“Come back to God!” For God made Christ who never sinned, to be the offering for our sin, so that we  
could be made right with God through Christ.*

*2 Corinthians 5:18b-21*

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As the GMA and Lead Pastor of Grace EC, Schuylkill Haven, I know that both myself and Dee Jaramillo, GMC Deputy Director and Executive Director of Community EC, Sinking Spring, are motivated and directed by Paul's exhortation from the passage above that we are Christ's Ambassador's and that He has given us a divine mandate/task. We are Evangelicals - people of the Good News, and by embracing that calling and mandate, we have adopted some core statements in our belief of being missional disciples:

- We are convinced that the Gospel of Jesus can change lives forever.
- We are convinced that it is our calling as disciples of Jesus Christ to live as His Ambassadors to the lost and dying who pass by our doors each and every day.
- We are convinced that the world needs the love of Christ and that the Lord is inviting us to join Him in that mission.

In February we were honored to commission and welcome two new missionaries to the EC missionary team who each have made these core statements deeply-rooted, Holy Spirit guided mandates for their own lives. Brittney Stover and Rachel K. (last name initial only for safety precautions) were commissioned in a service held at their home church, Grace Community Church, Willow Street. Rev. Michael Sigman provided the evening's message, and Rev. Kevin Kumher joined as the young women were commissioned and set forth in vocational missions.

This is the third commissioning of new missionaries to the EC denomination in two years and while it seems still too little, it is the direction in which the Lord is calling us as the GMC and the EC denomination.

Our charge continues to be to serve the *global* church by resourcing, equipping, and empowering the *local* church and its people to help fulfill the Great Commission. Along with the GMC Executive Board, we have continued (as reported in October) the intentional look at the sustainability of shared ministry of both the GMA and Deputy Director; the continued implementation of new initiatives, greater stewardship of funds, and establishing vision/mission alignment in operating as a denominational "Community."

Below is a brief list of some of the ways the GMC will continue to be focused in 2025:

1. Evaluation of the GMC financial status and determining the sustainability given its general income streams' inability to support the work of the GMC. The GMC does not receive funds from the denomination's Ministry Funds, and while we've been blessed to have received great returns on the investments made many years ago, we realize that we cannot continue to operate solely on our dependence upon investment income. I have met with the EC Finance Committee to begin the discussion of the GMC's financial status and operating as a true Community of the denomination.
2. Continuing to specifically use digital platforms for communication to the GMC family - missionaries, supporting churches, etc.
3. Continued discussions and implementations of strategies of lessening our financial commitment to the international churches and their dependence upon GMC financial support to a more reasonable and sustainable yearly covenant, and increasing the relational connection between the EC Church USA and our international locations whether international churches or missionaries.

# COMMUNITIES

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4. Increasing the number of opportunities for the local church to participate in short-term missions trips, pastoral training trips, and utilizing our EC missionaries' ministries, as well as our international locations, in providing these opportunities.

Both Dee and I, as well as other members of the GMC Speaking Team, are available to come to your church, district meeting, or missions meetings and events to speak about the GMC, world missions, and the call for all followers of Jesus to be on mission with God from outside our backdoor to the ends of the earth.

## GMC Missionary Goals for 2025:

- We will continue to monitor and assist our missionaries with financial stewardship (budgeting) and long-term strategies (retirement).
- We will continue to source opportunities to utilize our EC missionaries in developing and curating short-term trips to where they are already engaged in ministry, and to where our supporting churches can be engaged directly.

## GMC International Church Updates:

- Mexico – I had the privilege of having Rev. Juan Zuñiga (Superintendent of the EC Church of Mexico) and Rev. Flavio Ramirez join our team in Honduras during our mission trip from Feb. 11<sup>th</sup> – Feb. 18<sup>th</sup>. These two men did an excellent job working with our team and sharing from God's Word during some of the parent sessions organized by Casa de Luz in Zambrano and Tegucigalpa (the capital of Honduras). In April 2025 the EC Church of Mexico will hold their National Conference in which a new Superintendent will be elected for a four-year term.
- Nepal – On October 18<sup>th</sup>, 2024, an international team went to Nepal to inaugurate the newly constructed Evangelical Leadership Training Center. During this trip we also inaugurated a few new churches, conducted a graduation, and participated in baptisms. As I've shared previously, GMC 2.0 seeks to emphasize the importance of relationship and increasing our opportunities for mission discipleship between the international conferences. The trip to Nepal allowed four international conferences to join together for the work of ministry. I, along with my nephew Alex Diem from St. Paul's Church in Reamstown, traveled to Nepal and were joined by Rev. Khailalsiam Gangte (General Director of ECCI), Rev. Ken Sudo and Rev. Yoriyoshi Abe from ECCJ. I thoroughly enjoyed my time with these men and appreciated the interactions we had serving together and involving each of these international conferences in Asia for a momentous moment in the EC Church of Nepal.
- India – In April 2025, the EC Church of India will hold their National Conference and Rev. Khailalsiam Gangte (or as we call him, Siam) will have completed his 1<sup>st</sup> year serving as General Director. Rev. Gangte has a genuine love for the churches and a heart to see those churches join

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together in greater unity for the sake of the gospel. One of the ways the GMC seeks to support his leadership is by providing assistance for his continued education. I am looking forward to how the Lord will use his studies to enhance the already great work being done in India. Due to the inability to travel to India currently, we will continue to pursue opportunities to deepen our relationship as National Conferences through international trips.

- Liberia – In the month of January the EC Church of Liberia held its 56<sup>th</sup> Annual Conference in which 400 delegates were planning to attend. One of the added benefits of the school building, which Rev. Rick Sergi and others inaugurated last year, was the ability to use this facility to house many of the people attending Conference. Space always presents a problem for their conference and the use of the school building has lessened one of the burdens of the leadership of ECCOL when hosting in Monrovia. Additionally, on September 28<sup>th</sup>, 2024, Rev. Abraham Powell graduated from Teleo University in the USA, who partners with T-Net School of Theology in Liberia, with a Doctorate in Ministry.
- Japan – As mentioned above, we had the joy of ministering alongside Rev. Ken Sudo and Rev. Yoriyoshi Abe in Nepal this past October. Rev. Sudo had the privilege of sharing a message to those being ordained as deacons, elders, and pastors in ECCN, and Rev. Abe brought the message for those who graduated from ELTC as well as doing a number of baptisms at one of the churches I was blessed to inaugurate the last time I was in Nepal. ECCJ will host a team from Grace Community Willow Street this summer to do a Vacation Bible School program as an outreach to the community.

The vision of GMC 2.0 seeks to get the EC Church USA where God is already working around the world and join Him in what He is doing. We believe this will contribute to the overall vision of the EC Church to be led by people with a burning passion for God and a missionary zeal to reach the lost. As previously mentioned, in February we began to realize this vision by taking a team of 10 people to partner with Ed and Valarie Schubert in Honduras. This team was made up of two people from Grace EC Church in Schuylkill Haven, one person from Lakeside EC Church in Transfer, PA, five people from Grace EC Church in Kutztown, PA, and two people from the EC Church of Mexico.

The Lord confirmed for me on this trip that this is the direction He desires us to go and we will take another team to Honduras in July. We will continue to seek to provide these opportunities for EC Church USA and also look for ways to bring our international church leaders into these experiences as well.

-Respectfully submitted by:

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

[ecglobal@eccenter.com](mailto:ecglobal@eccenter.com)

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## KINGDOM EXTENSION

If I am completely honest, when I stepped into this role as the Kingdom Extension Associate, I struggled with what is commonly called “The Imposter Syndrome.” I would be lying if I said this is never the case anymore, but God has more than proven himself faithful! I would never have believed myself if I could have shared this report with myself three years ago. All glory to God! He is planting new churches, he is raising up new church planters, and he is giving us a clear vision of how to make this process intentional and allow him to multiply results in the future. I am excited about the next few years and the opportunity to participate and contribute to the unfolding of God’s work in the EC Church.

### **Kingdom Extension Community Members**

Rev. Mike Snedeker, Associate & Chair; Bishop Rev. Randy Sizemore; Rev. Ron Anderson; Rev. Carlos Kelly; Mrs. Lynda Miller; Rev. Mike Coulson; Rev. Tanner Cosgrave; Rev. Tim Ream; Rev. BJ Whitaker; Rev. Zachary VanDyke and Kelsey VanDyke

### **Discipleship Multiplication**

One initiative that has been so rewarding in the past six months is our discipleship multiplication cohorts. We currently have four different cohorts that meet once a month. There are 20 participants representing 17 different EC Churches. In the cohort, we walk through a definition of discipleship multiplication and the purpose of a discipleship pathway. From there we worked individually to clarify a definition of a disciple (to clearly identify our goal), then we helped each other evaluate and improve those definitions. With a clear definition, we work through the behaviors and pieces of knowledge that would help someone embody those definitions. Our last phase of these cohorts will include walking together to encourage, support, and challenge one another to see discipleship that results in disciples actively making disciples who are able to make disciples. We will look to add additional cohorts in the coming months.

### **New Church Plants**

It has been a joy to see God continue to move and grow our church plants. In my timing, I would love to see faster progress, but God is faithful and each of these ministries continue to grow and advance the kingdom. Please keep them in your prayers. While it is too early to announce details, we just connected a new couple to the church planter assessment process. I am excited that God continues to stir within our churches a desire to see new churches start for the purpose of reaching lost people with the good news of the gospel.

### *Updates*

*El Shaddai* – The Dominiques and Martial Pierre are well into actively planting a Haitian church in Lancaster, PA. El Shaddai Community has been meeting on Sunday evenings for worship service at Trinity EC Church in Lancaster, PA. They are seeing new families every week and seeing people come to know Christ and follow Him. They had another Haitian Church that made the decision to meld into and become a part of this church. Please pray especially for Martial and his family. His wife and children remain in Haiti and are seeking to gain asylum to the US.

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*Manuel and Luz Arias* - In Lexington, South Carolina the Arias family is starting a new EC Church. Manuel and Luz continue to develop a team for ministry, as well as strategizing ways to share the gospel in tangible ways. They are currently developing Men's and Women's ministries at the church. Please pray that God would provide a location for this church to use for worship gatherings. Pray also for wisdom, strength, and renewed energy for this couple. Manuel and Luz have especially asked for prayer for their family. They are considering potential changes that would allow them to devote more time to the church. Pray for wisdom for them and their family.

*Tim and Pam Ream* – The Reams moved to Thorn Hill, Tennessee. They are pursuing the opportunity to engage in planting an EC Church in their new community. Pray that God would begin preparing that community to be receptive to His glorious presence. Pray also for the Reams as they begin building relationships and engaging in discipleship relationships through inviting people into their home and engaging individuals in their community.

*Mike Coulson and People's EC Church* – Echo, the name of this church that is meeting in the Virtual Space, is reaching people with the gospel and making disciples. Pray that the team will continue to develop and grow. People's is also beginning a micro-church that will meet at Confessions Bar in Nesquehoning. Pray for this open door to be a gospel presence where people who need Jesus hang out! There is also a "micro-church" that has been meeting in the community center owned by the church.

*Zach and Kelsey VanDyke* – Zach and Kelsey have begun planting a network of house churches in and around Davenport, Iowa. They are currently meeting with a group in their own home weekly and seeking God's plan for their future. They are developing a vision for raising up house church shepherds and developing a discipleship and multiplication strategy. Please pray for Zach and Kelsey as they adjust to full focus on TACO (The Axios Community Outpost). Also pray for wisdom as they are developing discipleship pathways and vision and mission statements.

## **Learning and Growing**

Once again, the KEC sponsored a group of EC Church pastors and leaders walking through the Exponential Multipliers Learning Community. This cohort-based training walks participants through practical training in how to multiply disciples, how to mobilize people for mission, and how to build capacity in our lives and churches to sustain multiplication.

## **What's Coming?**

With discipleship multiplication beginning to take root in the EC Church, I believe the next thing we can help our churches learn is how to mobilize members for mission. I believe every Christ follower has a unique calling to be a kingdom ambassador where they live, learn, work, and play. When we know how to make disciples, a disciple is then equipped to reach the sphere of influence where God has planted them. They are also uniquely suited to disciple those who God uses them to reach with the gospel. Eventually, when churches are faithfully making disciples who can uniquely reach their community, we will see God raise up new pastors, missionaries, and church planters. Then we will tangibly see the EC Church as a dynamic movement of God.

## **MissionInsite**

Tanner Cosgrave continues to teach churches how to utilize the MissionInsite tool to dig into the demographics and needs of their communities. This valuable tool can be a great asset to every EC Church



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if we could just utilize it. The KEC will again sponsor MissionInsite for all EC Churches in 2025 as well as training and coaching on how to utilize this resource. Please encourage churches in your district to utilize this valuable information that is completely free to them. Tanner works individually with any interested church leadership team or pastor to help them develop specific strategies and plans to more effectively connect with people in their context.

### **Growing the KEC Team**

I would love to have at least one representative from each district who can give input to the work of KEC as well as serve as a catalyst within their churches and districts. Please email me, [msnedeker@eccenter.com](mailto:msnedeker@eccenter.com), if you would be interest in helping to support and guide this exciting work in the EC Church by being a part of the KEC.

### **Conclusion**

Thank you so much for the privilege of serving at the Kingdom Extension Community. I wish I had 100 more hours in a week to accomplish more, but God continues to use our efforts to expand his Kingdom and to change and transform lives. Your ongoing prayers and support are so needed as we trust God for continued effectiveness.

Submitted,

***Rev. Mike Snedeker, Kingdom Extension Associate***

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## MINISTERIAL DEVELOPMENT

“The Ministerial Development Community (MDC) assists the Evangelical Congregational Church to provide qualified leaders for ministry in our various contexts in order to engage the world and accomplish the mission that God has for his followers in the 21st century.” It is to this mission, to be a dynamic movement of God, that we as the MDC continue to strive toward. To see the pastors and laity of the EC denomination burn for the Lord, equipped with practical training and spiritual depth, go into the world and declare the Gospel. Each committee of the MDC works together that we might accomplish this mission. I am incredibly grateful for the committee chairs and directors of the MDC. Their diligence and hard work have helped us in our effort to become the movement of God we long to be. The following paragraphs summarize the work of the community.

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## **Board of Examiners**

With spring approaching, the Board of Examiners interview schedule is filling up. Because of the number of potential interviews (19), the Board of Examiners will once again work in a team approach. Examiners will be divided into teams of three to conduct assigned interviews for credentialing and ordinations. Pat Teaford and Paul Weitzel are working together in the development of teams and interview assignments. Each team will work from a common approach, utilizing the candidate's application, Profile of an EC Pastor, and our Essential Qualities of an EC pastor documents. Minutes of each interview will be reviewed by the entire Board, and recommendations for the credentialing report will be made by the entire Board.

In addition, the Board gathered in January to meet with Kairos President Greg Henson to discuss concerns about Kairos's statement of faith, position on Biblical inerrancy, and our ability to speak into the training of EC students. President Henson reiterated Kairos's commitment to historic orthodox Christianity, including the view of scripture being inerrant, infallible, and authoritative in the life of believers and the church. Moving forward, the MDC will work with Rev. Dr. Tim Valentino as our denominational faculty mentor. Tim will serve as the faculty mentor for all future EC students enrolled at Kairos, helping to ensure the biblical integrity and course of study for each student. Along with Tim, the MDC will require EC students mentor teams consist of two EC mentors. The Board was very comfortable with President Henson's commitment to Biblical authority. In the future, President Henson will be the Board's point with Kairos.

Finally, the Board of Examiners continues to change and grow. In January, John Friedlund joined the Board. Chair Pat Teaford has informed us of his desire to step down from the Board following our National Conference gathering in May 2025. Pat has faithfully served on the Board of Examiners for many years, as a regular member and chair. We are grateful to the Lord for Pat's commitment and service to our denomination and pray that God will bless Pat as he moves into a new phase of service as a part of the EC denomination. As Pat transitions off the Board, Paul Weitzel will work closely with Pat, as Paul assumes the role of Chair on the Board of Examiners.

Currently, the Board of Examiners has one pastor under restorative care, with a committee of concern.

## **Chaplaincy Committee**

Rev. Dr. Joel Copeland and the Chaplaincy Committee have experienced a renewed interest in the work of chaplains. Through the chaplaincy display at National Conference, the committee has received multiple requests for information about military and civilian chaplaincy. Joel has been working diligently to answer questions and help our pastors connect with opportunities in their communities. If you are currently serving as a community chaplain, in connection with your local police or fire department, etc., the committee would like to connect with you.

Beyond our community volunteer chaplains, the denomination is currently endorsing five professional chaplains. Noel Blancaflor and Josh Metz are both in the process for promotion in their respective branches of the Armed Forces. Evan Clelan has accepted a full-time position at the VA in Lebanon. Glenn Lambert

# COMMUNITIES

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continues to work as a full-time hospice chaplain. These are but a few examples of what God is accomplishing in the lives of our chaplains. If you are considering a community or military chaplaincy, the MDC encourages you to visit the Chaplaincy Committee booth at National Conference. In addition, you can also visit with a military recruiter at National Conference in May 2025. For further information on our chaplains, please see the monthly EC Leader spotlight.

Finally, Joel attended the annual endorsement gathering in the Washington D.C. area. This year's conference focused on the "Heart of a Chaplain."

## **Lifelong Learning & EC Studies**

The work of the Institute for Church Leadership (ICL) under the leadership of director Adam Roberts continues to focus on practical ministry education for our pastors and pastoral candidates. Beyond our pastoral candidates and current enrollees, the ICL has developed a class for the Spring of 2025 that we believe will help church leadership teams take a broader look at their current context and ministry surroundings.

Developing a Contextual Missional Mindset was specifically created with the goal to help our students and auditors understand how to reach the ever-changing culture with the unchanging truth of the Gospel. Led by a team of instructors, this course will speak to the use of social media, understanding the demographics of our communities, how to develop a mindset of multiplication, and more. Church leadership teams and districts are encouraged to audit this course together. The Spring semester will also include a course on the history of evangelicalism.

Looking forward to Fall 2025, the ICL is working toward a course focused on contextualization of ministry. Multiple instructors will work together to cast a vision for multiplication in the areas of evangelism and discipleship. Finally, the EC History and Polity class is scheduled for March 14, 2025.

The Board of Examiners continues to evaluate and approve the syllabi and instructors for our ICL courses.

## **Coaching**

Out of a desire to walk alongside of our pastors and leaders, Coaching Associate Dave Long continues to pair pastoral candidates with experienced mentors. Much of Dave's work in coaching consists of following up with current coaching relationships, and connecting those who have successfully completed PAC with a mentor. Since the Pastoral Assessment Center in January 2025, Dave has worked with seven candidates to supply coaches. In addition, Dave regularly conducts check-ins with our protégé and mentor pairings, making sure the relationships are fruitful. We are pleased to report that our coaching relationships are succeeding.

In October 2024, Dave attended multiple training sessions with Tim Roehl. The MDC, along with Dave, is considering how we might host training sessions to help resource our current coaches.

# COMMUNITIES

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## **Pastoral Assessment Center**

The Pastoral Assessment Center (PAC) met on January 7-9, 2025. PAC Director Cam Smith led the efforts as our team gathered to listen and help affirm the calling of God on seven candidates. Over the two and a half days, PAC assessors interviewed, observed, and prayed with candidates who believed they were called to pastoral ministry. Once again, we are pleased to report that the Pastoral Assessment Center continues to fulfill its purpose of affirming the call. Candidates continue to share they are being encouraged and challenged through the PAC process. For this, we are grateful to the Lord!

In addition to our regularly held Pastoral Assessment Center, Cam Smith continues to work with several individuals through the “PAC on the Road” process. Designed to help currently stationed pastors and pastoral couples thrive, “PAC on the Road” helps to affirm the call, recognize gifting and strengths, and point out potential liabilities. Currently, Cam is working with three individuals hoping to complete “PAC on the Road.” “PAC on the Road” is currently scheduled to meet in March 2025.

For those wishing to apply to the Pastoral Assessment Center class of January 2026, PAC applications and letters of recommendation are due June 1, 2025.

Respectfully submitted,

***Rev. Matthew Hill, Ministerial Development Associate***

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## **MISSIONAL ALIGNMENT**

Currently, the Missional Alignment Community involves three active committees:

### **Prayer Mobilization Team**

The focus of the Prayer Mobilization Team is to strategize ways of encouraging and resourcing prayer in our congregations. The PMT has welcomed a few new members and is open to welcoming more to the team. The PMT continues to encourage each congregation to have a Prayer Mobilizer who will serve as the point person, helping the congregation with strategies and opportunities to make prayer an important part of the congregation’s ministry. Once again, the PMT offered pre-breakfast prayer gatherings at our National Conference gathering at Messiah University. In 2024, we designated the EC Day of Prayer & Fasting, held on the first Wednesday of each month. In the second half of the year, I hosted a virtual noon prayer gathering via Zoom on the days of prayer with an average attendance of fourteen. We are pleased with the amount of participation throughout the conference and the creativity that local congregations and districts are using to join together in prayer. The EC Day of Prayer and Fasting will continue in 2025, and we encourage individuals, groups, congregations, and districts to find creative ways to incorporate this spiritual discipline into their schedules. We have produced and posted a few informational/instructional videos on the subject of prayer that can be accessed on the EC Church YouTube channel. One final reminder is that the PMT is available and willing to help any congregation or district begin or strengthen their prayer

# COMMUNITIES

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ministry. Rev. Brian Garner is the new chair of the Prayer Mobilization Team. We thank Rev. Dale Kramer for his years of service to the team as chair.

## **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 into their new home on the lower level. The Committee has recently made significant progress toward publishing an English translation of Karl Heinz Voigt's 1997 German-language biography of Jacob Albright. After several rounds of revisions, the Heritage Committee has secured a publication agreement with Emeth Press, for an expanded edition featuring never-before-published additional research.

## **Faith & Doctrine**

The Faith and Doctrine Committee, chaired by Rev. Jim Price, exists to provide clear, concise, and contemporary doctrinal statements that accurately reflect the EC Articles of Faith and our theological positions. The committee has defined its purpose in three roles. First, is the Guardian Role, addressing issues brought to the committee for doctrinal clarification and evaluation based on our theological heritage. Second, is the Pro-Active Role, addressing theological issues and concerns that flow from our culture and into our conference of churches, and third is the Educational Role, offering opportunities and resources to equip pastors and laity to think biblically and theologically.

Following a very busy year of preparing the study and report for the National Conference, the Faith and Doctrine Committee has resumed the work on updating and editing the *Book of Occasional Services* and is considering renaming it to the *Book of Essential Services*, updating only those regularly used service templates and liturgies. The committee researched the question of authorizing pastors to perform Christian marriage ceremonies that do not involve a state issued marriage license, inviting the input from our Ministerial Development Community and the Board of Examiners. The overwhelming agreement of the denominational leadership is that while there may be some positive advantages to not requiring a state issued license for couples, the negative aspects including, but not limited to the areas of child custody, property, legal, financial issues and the thorny subject of how to dissolve a Christian ceremony marriage, outweigh the positives. Finally, we believe biblical passages like Romans 13:1-7 encourage Christians to submit to the laws of the governing powers unless those laws specifically require Christians to denounce their loyalty to Christ. At this point, obtaining or requiring a state license for marriage does not force Christians to denounce their faith in Jesus Christ.

Respectfully submitted,

**Bishop Randy Sizemore**  
**Chair**

# TEAMS

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## CONFERENCE NETWORK

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

• Randy Sizemore, Chair	• Kevin Henry	• Robert Santucci
• Jeff Schell, V. Chair	• Matt Hill	• Rick Sergi
• Brad Hatter, Secretary	• Mike Knapp	• Mike Sigman
• Lewie Bennett	• Keith Miller	• John Smith
• Chuck Campbell	• Ralph Owens	• Mike Snedeker
• Robert Dunbar	• Ted Rathman	• Charles Walker
• Wayne Houck	• Kevin Roberts	• Todd Wolfe

Our District Field Directors serve as the vital connecting point between the National Conference and the pastors and laity of the local church. Without this strong and trustworthy connection, the best vision, plans, and dreams for our movement would go unrealized. The job description for DFD's simply says they are to educate, encourage, and equip the pastors, lay leaders, and congregations in their districts. However, because each pastor, congregation and district is unique, the breadth and scope of the ministry our DFDs carry out is extensive. I praise God for these men who are taking the time and care to learn the context of their districts in order to minister to them in the most effective way possible. We praise God for the positive direction in the morale, vision, ministries, attendance, finances, and effectiveness of our churches as a result of the careful work of our DFDs and districts.

The Conference Network Team has been working closely with local congregations and pastors to communicate and facilitate our vision of being a dynamic movement of God, specifically focusing on evangelism and discipleship multiplication. Our monthly meetings allow the District Field Directors and the Associates to collaborate their efforts providing alignment in the leadership of our conference. One of our ongoing priorities is the promotion of healthy pastors and families. We continue to communicate the importance of emotionally healthy spirituality and are actively connecting our pastors to resources and experiences that will help them achieve and maintain spiritual, emotional and physical health. We are helping churches and pastors who are considering, planning, or engaging in pastoral sabbaticals.

Another vital component of Conference Network Team is the BEDAS+ group. This group is comprised of the Bishop, Executive Director, Associates, Secretary of Conference and the Vice Chair of National Conference. This group meets monthly in person, usually for about two hours. During this meeting I share National Conference updates, including the challenges, victories, and issues in our midst as well as my vision for our forward movement. While each Associate shares what is happening in their area of responsibility, we are also intentionally exploring how what we do collectively contributes to our vision of

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growing as a dynamic movement of God. I utilize the BEDAS+ as my senior or executive leadership team, seeking their advice, input and counsel on matters impacting the conference.

The primary role of the Church Health, Kingdom Extension, Global Ministries and Ministerial Development Associates is to form and lead their respective communities to serve our conference. They not only focus on their specific areas of responsibility, but they intentionally focus on working together to facilitate our dynamic movement. Along with their roles as Associates of their communities, the members of the BEDAS+ are involved in helping me plan and execute the National Conference sessions at Messiah University. The BEDAS have helped me navigate the transition of Evangelical Seminary to our connection with Kairos University and the education of our pastoral candidates. The BEDAS+ have been helpful in advising and assisting me as I work with the Board of Twin Pines in the transition of their Executive Director and future trajectory of the camp. I am so thankful for this team of individuals who help me lead our denomination forward into God's future for us while understanding the importance of our history and heritage's formation of who we are.

Respectfully submitted,

***Bishop Randy Sizemore***  
***Chair***

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## CONFERENCE SUPPORT

Once again, the Conference Support Team (CST) is preparing for the May 2025 National Conference, and I am amazed and proud of the quality and volume of work Bethany, Jodi, Wendy & Shirley accomplish in a few months.

We have initiated a text messaging service for denominational leadership. Thank you to those who have already opted in. It is important to note that we will use text messaging judiciously to avoid overwhelming recipients. Although opting into text messaging may seem inconvenient, it is a growing industry standard and a proactive measure to protect against data breaches. We anticipate increasing data privacy regulations in the coming years, which will impact churches as well. By implementing text messaging with an opt-in system, we are taking steps to safeguard sensitive information.

Several churches have reported receiving excessive insurance renewal quotes. The denomination's policy increased almost 25% for 2025. While rate increases were expected, some deductibles have reached alarming levels. For example, certain conditions like wind or rain may carry a deductible of \$30,000 or more

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per event. It is important to carefully review renewal packages as these high deductibles essentially negate the reason behind insurance coverage. The best defense against high insurance deductibles is to proactively manage operations and property to minimize the chance of an insurance claim occurring. Spending church funds on a professional arborist or construction company to prevent a problem will be less costly than a \$30,000 deductible if building damage occurs.

The EC Center website was recently refreshed by Wendy Beard and Bethany White, and they did an outstanding job. The new website is significantly cleaner and better organized, enhancing the user experience. Their efforts have resulted in a more accessible and visually appealing platform for our community. A refreshed members section of the website will be released soon. This update is taking longer than initially anticipated due to more pages and an expanded amount of information on the site. The team is working diligently to ensure the best experience for our members, and we appreciate your patience as we finalize the details.

The lighting and ceiling project in the Church Center has been successfully completed. The updates have made the building brighter and more inviting, creating a more welcoming atmosphere for our staff and visitors.

The Group PA Sales Tax Exemption has been approved until March 15, 2030. Each Pennsylvania church should have received a hard copy and an electronic copy of the Sales Tax Exemption Certificate. For a church to make a sales tax exempt purchase, form PA Rev-1220 should be completed and given to the vendor or retail location as proof of a valid sales tax exemption. The Sales Tax Exemption certificate is a file copy, kept with the church's other important papers, and not to be given to a vendor or retail location to be exempted from PA sales tax. PA Rev-1220 can be downloaded from the PA Department of Revenue website.

Beginning in 2025 most business entities registered in Pennsylvania, including churches, must complete and file an Annual Report. The filing deadline is June 30 and a \$0 fee for non-profits. Most Pennsylvania EC churches should be incorporated in PA and are required to complete the Annual Report. The report is not overly burdensome; I completed the filing for the National Conference in about 10 minutes. However, please follow the instructions provided on the website, [How to File an Annual Report](#). These instructions are thorough and helpful. The application must be completed online, and if filed online, the application is automatically accepted. There are no financial penalties for not completing the annual report, however, your church's incorporation status could be canceled if the annual report is not filed.

Property Committee  
Properties Owned by the National Conference  
EC Church Center, 100 W Park Ave, Myerstown, PA 17067  
Grace EC Church, 6067 Carpenter St, East Petersburg, PA 17520

The former Mount Joy Trinity church building was sold on January 16, 2025. Per Rule of Conference 105, the net proceeds after the repayment of appropriations and EC Benefits obligations, are split between the



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three camping ministries, Church Health and Kingdom Extension. It is difficult when a church closes, however, due to the lack of unpaid financial obligations the leadership of Mount Joy, Trinity has left financial resources for Church Health and Kingdom Extension and the three EC camping ministries.

Respectfully submitted,

***Kevin Henry***  
***Executive Director***

# COMMITTEES

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## AMENDMENTS

The Amendments Committee is getting ready to begin its work. We will start in the fall of 2025, if you have something to submit to the committee, please email it to Jodi Earhart at [jearhart@eccenter.com](mailto:jearhart@eccenter.com).

Respectfully submitted,

***Rev. Brett Kindig, Chair.***

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## EPISCOPACY

**I. Committee Purpose:** According to the Rules of Conference, Section 402, the Episcopacy Committee is tasked with counseling, conferring, and consulting with the Bishop concerning his relationship with the church and its leaders, and matters related to his personal and family needs. They may also assist the Bishop in formulating performance standards. The Committee meets once per quarter or more, depending on the needs of the Bishop.

**II. Committee Membership:** In addition to the Bishop, the Committee is made up of the following three pastors and three lay people: Rev. Keith Blank, Chairman, Rev. Mark Brooks, Rev. Rick Sergi, Glenda Dunbar, Brenda Custer and Michele Roland.

We have had three Zoom/in person meetings thus far: April 26, 2024, September 20, 2024, and January 24, 2025. The next meeting is scheduled for April 24, 2025. Meetings last for approximately two hours.

**III. Topics Covered:** In general, each meeting covers the following: Devotions, National Conference concerns, Pastoral/church issues, Church Center issues, Bishop's regular duties and opportunities to serve, Bishop's spiritual formation and professional development, and his personal life.

**IV. Committee Observations:** As can be imagined, a Bishop encounters many issues during his tenure in office, some more challenging than others. We have found him to be more than up to every task placed before him and that he is able to maintain a posture of reverence, integrity, and humility while steadily moving forward in what God has set before him. He and Carla have adjusted well to the move east and maintain exemplary prayer and devotional practices, including meaningful interaction in their community.

# COMMITTEES

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## V. Bishop's Evaluation Year-Overview of the Process:

**Early winter 2025-** First meeting of the evaluation team: **Tasks include:** Explanation of process, preparation of the constituent evaluation form(s), preparation of the self-evaluation form, selection of persons/groups who will serve as constituent evaluators. **Mid Winter 2026** - Constituent evaluations are mailed with a two week deadline for return. Self-evaluation is given to the leader to complete. **Late winter 2026-** Second meeting of the evaluation team. **Tasks include:** Tabulating results, review comments and note comments that require follow-up, assign report writing. **Early March 2026-** Third meeting of the evaluation team (or a designated sub-committee) **Tasks include:** Review results with the Bishop, review results with the leader. **Mid-March 2026-** Final report completed for submission to the **National Ministry Team**. Reports are submitted through the Bishop's assistant, Jodi Earhart.

Our committee as a group is encouraged that God placed Bishop Sizemore in this position, and we are devoted to stand beside him in the effort, as God instructs us to do so. We appreciate your prayers for us as we continue God's call to this task.

Respectfully submitted,

**Rev. Keith A. Blank, Chairman**

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## FINANCE/COMPENSATION/2026 BUDGET

### 2026 Proposed National Conference Narrative

The 2026 Ministry Fund rate will remain at 5.65%, with an increase in Ministry Fund revenue of \$26,340 to \$936,340, around a 3% increase in revenue. A corresponding increase in total expenses of \$33,089, also a 3% increase over 2025 approved budget. Almost half of the budget increase is in support of Community Associates, \$15,000. The other half of the budget increase was mostly for the wage and benefit increases for the Bishop and Church Center staff.

Church Center staff are receiving the 2025 COLA increase of 2.5%.

## COMMITTEES

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2023 Conference Motion - *Recommendation that the Finance Committee formulate a definition as to why some people are paid, and some are volunteers.*

The Finance Committee has determined that Community Associates may submit proposals for compensation to the Finance Committee for consideration.

Respectfully submitted,

***Carl Butler, Jr., Treasurer/Finance Committee, Chair.***

# COMMITTEES

Evangelical Congregational Church

Proposed 2026 National Conference Budget

	Budget Approved <u>2025</u>	Budget Proposed <u>2026</u>	<u>Incr/(Decr)</u>
<u>Operating Revenues</u>			
MDC Seminar/Event Registration	8,000	8,000	-
Student Aid Contributions	4,000	4,000	-
CHC Endowment Fund Transfer	27,370	26,870	(500)
MAC Honorariums	4,000	4,000	-
Heritage Comm Interest-Certificates of Indebtedness	-	210	210
Ministry Funds	910,000	936,340	26,340
Investment Income	10,000	25,000	15,000
Interest-Certificates of Indebtedness	3,045	3,045	-
Endowment Fund Transfer	12,861	4,400	(8,461)
L&I Fund Transfer	20,000	20,000	-
Rental Income - Church Center	7,200	7,200	-
Sale of Conference Journal	500	500	-
Sale of Other Denominational Items	1,000	1,000	-
B&W Copier	-	500	500
Color Copier	2,000	2,000	-
Postage	5,000	5,000	-
Total Revenue	1,014,976	1,048,065	33,089
<u>Expenses</u>			
MDC Salaries & Wages	13,000	13,000	-
MDC FICA Taxes	995	995	-
MDC Workers Comp	70	70	-
MDC Disability Insurance	100	100	-
MDC Continuing Ed/Prof Development	1,000	1,000	-
MDC Travel/Meals/Housing	1,000	1,300	300
MDC Seminars/Training	500	500	-
MDC Miscellaneous Expense	100	100	-
Board of Exam Travel/Meals/Housing	1,000	750	(250)
Board of Exam Miscellaneous Expense	500	500	-
PAC Travel/Meals/Housing	15,000	15,000	-
ICL Salaries & Wages	3,000	3,000	-
ICL FICA Taxes	229	229	-
ICL ER Pension Contribution	2,400	2,520	120
ICL Workers Comp	55	55	-
ICL Disability Insurance	100	100	-
ICL EC Benefits Corp Service Fee	125	125	-
Inst. for Church Leadership-Course Subsidy	6,000	6,000	-

# COMMITTEES

## Evangelical Congregational Church

### Proposed 2026 National Conference Budget

	Budget Approved <u>2025</u>	Budget Proposed <u>2026</u>	<u>Incr/(Decr)</u>
Inst for Church Leadership Travel/Meals/Housing	500	500	-
Pastoral Care Coaching/Care	8,000	8,000	-
Healthy Pastors Task Force	2,000	1,000	(1,000)
Pastoral Care Retreats/Events	4,000	4,000	-
Chaplaincy Travel/Meals/Housing	-	500	500
Chaplaincy NCMAF Conference	-	1,000	1,000
Total Ministerial Development Community	59,674	60,344	670
CHC Salaries & Wages	13,000	13,000	-
CHC FICA Taxes	995	995	-
CHC Workers Comp	50	50	-
CHC Disability Insurance	100	100	-
CHC EC Benefits Corp Service Fee	125	125	-
CHC Continuing Ed/Prof Development	1,000	1,000	-
CHC Resources	500	500	-
CHC Travel/Meals/Housing	3,250	2,750	(500)
CHC Assessment	2,500	2,500	-
CHC Retreats/Events	-	500	500
CHC Miscellaneous Expense	1,000	500	(500)
Evang & Discp Seminars/Training	3,300	2,000	(1,300)
Evang & Discp Miscellaneous Expense	250	250	-
Christian Ed Resources	500	500	-
Christian Ed Travel/Meals/Housing	100	100	-
Christian Ed Seminars/Training	2,000	2,000	-
Total Church Health Community	28,670	26,870	(1,800)
MAC Salaries & Wages	114,867	117,976	3,109
MAC FICA Taxes	8,583	8,810	227
MAC Health Insurance	24,052	25,281	1,229
MAC ER Pension Contribution	4,800	5,040	240
MAC Workers Comp	125	125	-
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	650	650	-
MAC Cell Phone Reimb	600	600	-
MAC Auto Insurance	1,525	1,525	-

# COMMITTEES

Evangelical Congregational Church

Proposed 2026 National Conference Budget

	Budget Approved <u>2025</u>	Budget Proposed <u>2026</u>	<u>Incr/(Decr)</u>
MAC Auto Maintenance	1,800	500	(1,300)
MAC Travel/Meals/Housing	6,000	7,200	1,200
MAC Travel International Missions	3,000	6,000	3,000
MAC Seminars/Training	1,000	1,000	-
Community Resources	-	15,000	15,000
MAC Dues & Subscriptions	1,500	2,500	1,000
MAC Miscellaneous Expense	500	500	-
DFD Salaries & Wages	121,800	123,900	2,100
DFD FICA Taxes	9,318	9,478	160
DFD ER Pension Contribution	14,500	20,160	5,660
DFD Workers Comp	900	600	(300)
DFD Disability Insurance	1,300	1,300	-
DFD EC Benefits Corp Service Fee	1,625	1,000	(625)
Resources	2,000	500	(1,500)
DFD Travel/Meals/Housing	6,000	10,500	4,500
CNT Travel/Meals/Housing	500	500	-
CNT Seminars/Training	-	1,000	1,000
CNT Retirement Gifts	2,000	2,200	200
CNT Retiree Luncheon	2,000	2,200	200
NMT Travel/Meals/Housing	7,000	6,750	(250)
NMT Miscellaneous Expense	400	400	-
NEC Resources	100	100	-
Faith & Doc Resources	500	500	-
Faith & Doc Teleconference	50	50	-
Faith & Doc Travel/Meals/Housing	550	550	-
Faith & Doc Miscellaneous Expense	50	50	-
Stationing Elders Salaries & Wages	6,250	5,000	(1,250)
Stationing Elders FICA Taxes	478	478	-
Stationing Elders Travel/Meals/Housing	3,000	2,000	(1,000)
Stationing Moving	30,000	25,000	(5,000)
Stationing Elders Miscellaneous Expense	250	250	-
Episcopacy Travel/Meals/Housing	1,000	500	(500)
Episcopacy Miscellaneous Expense	100	100	-
Prayer Mob Resources	200	200	-
Prayer Mob Travel/Meals/Housing	200	200	-
Heritage Comm Travel/Meals/Housing	50	50	-
Heritage Comm Miscellaneous Expense	5,000	8,500	3,500
Total Missional Alignment Community	390,548	421,148	30,600

# COMMITTEES

Evangelical Congregational Church

Proposed 2026 National Conference Budget

	Budget Approved <u>2025</u>	Budget Proposed <u>2026</u>	<u>Incr/(Decr)</u>
Salaries & Wages	250,356	254,358	4,002
FICA Taxes	18,947	19,245	298
Health Insurance	32,379	35,171	2,792
ER Pension Contribution	16,800	17,640	840
Workers Comp	670	1,000	330
Disability Insurance	700	700	-
EC Benefits Corp Service Fee	875	500	(375)
Continuing Ed/Prof Development	500	500	-
Journal Printing/Expenses	1,000	1,000	-
Resources	500	500	-
Minor Equipment	750	750	-
B&W Copier Rental & Supplies	3,000	3,000	-
Color Copier Rental & Supplies	14,192	14,192	-
Computer Hardware-Peripherals	4,000	4,000	-
Computer Software	16,080	15,007	(1,073)
Postage	8,000	4,300	(3,700)
Postage Machine Rental & Supplies	6,200	5,750	(450)
Paper & Envelopes	1,250	1,000	(250)
Office Supplies	3,250	2,500	(750)
Janitorial/Supplies	500	500	-
Other Supplies	500	500	-
Water Coolers	1,300	1,000	(300)
Natural Gas	500	1,000	500
Electric	11,000	11,000	-
Water/Sewer	1,500	1,600	100
Trash Removal	1,920	1,920	-
Telephone/Internet	6,900	6,360	(540)
Corp Liability Insurance	10,500	10,500	-
Property Maintenance	10,000	10,000	-
Travel/Meals/Housing	1,000	1,000	-
Website	5,000	5,000	-
Photography	100	100	-
Legal Fees	7,000	8,000	1,000
Audit Fees	19,000	19,000	-
Purchased Services - Payroll	3,750	4,500	750
Purchased Services - IT	13,250	13,250	-
Other Purchased Services	100	2,200	2,100
Bank Fees	4,000	5,000	1,000
Credit Card Fees	4,300	5,500	1,200



# COMMITTEES

## Evangelical Congregational Church

### Proposed 2026 National Conference Budget

	Budget Approved <u>2025</u>	Budget Proposed <u>2026</u>	<u>Incr/(Decr)</u>
PILOT-Taxes	500	500	-
Donations (Fire Co., etc.)	700	700	-
Gift Annuity Payments	1,140	285	(855)
Depreciation Expense	13,000	13,000	-
Miscellaneous Expense	1,080	1,080	-
Finance Comm Teleconference	45	45	-
Finance Comm Travel/Meals/Housing	1,000	1,000	-
Property Comm Teleconference	50	50	-
Property Comm Property Repairs	5,000	5,000	-
National Conf Registration/Expenses	2,000	2,000	-
Pension - Defined Benefits	30,000	27,000	(3,000)
Total Expense Conference Support Team	536,084	539,703	3,619
Total Expense	1,014,976	1,048,065	33,089
Excess Revenue over (under) Expense	-	-	-

## 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:

- 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.

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## 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 2026 is recommended by the Finance Committee.

Bishop	\$117,226
Executive Director	\$105,109

- a. National Conference Associates positions: \$13,000 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, 2025. Next review will be 2029.
- b. District Field Directors at \$1,050 per church in the district they are serving. Salary will be reviewed every four (4) years. Last increase was January 1, 2025. Next review will be 2029.

## 4. Continuing Education Allowance – we recommend the following minimums:

Bishop: \$1,200 and \$1,000 pastors

## 5. Stationing Elders' Remuneration: We recommend \$20.00 per hour plus expenses including standard IRS mileage rates. Hourly rate will be reviewed every four (4) years. Last increase was January 1, 2024 (\$2.00/hr increase). Next review will be 2028.

## 6. Honorariums for National Conference Positions: we recommend the following for 2025 National Conference. All Honorariums will be reviewed every four (4) years, next review in 2026.

National Conference Assistant Secretaries	\$250 each
National Conference Services Coordinator	\$750 plus travel expenses at IRS Standard mileage rate

## 7. Church Contribution to their Pastor's 403(b) Pension Account: We recommend a monthly contribution of \$420 (full-time pastors) and \$210 (part-time pastors), effective January 2026. 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

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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 an additional 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. 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

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6. 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.
7. 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.
8. 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.
9. 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.
10. 2026 Salary forms and the COLA percentage will be available on the EC Church website between October – November 2025.

Respectfully submitted,

**Carl J. Butler, Jr.**  
**Treasurer/Finance Committee, Chair**

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## RULES OF CONFERENCE

### PROPOSED RULE CHANGES – NC 2025

*Additions in Green*

*Eliminations in Red*

## 200 National Conference - Annual Meeting

### 214 Rule Changes and Resolutions

**214.1.** Any proposed changes to the Standing Rules or Special Rules of Conference must be presented by an officially appointed and recognized conference Community, Committee, District or Congregation. Proposed Rule changes must be submitted to the Church Center Office two months prior to the National Conference sessions.

**214.2.** Congregations wishing to propose a resolution to change ~~to~~ the denominational program or polity must first obtain congregational approval to forward the resolution to their district with a majority vote at a duly announced congregational meeting for that purpose. Then the proposal must be presented to the district. ~~present the proposal to their district.~~ If a majority of the District Ministry Team agrees with the ~~proposal~~ proposed resolution, the district may bring ~~a~~ the resolution to the National Conference for consideration ~~and adoption.~~, requiring a two-third majority vote for adoption. Proposed resolutions must be submitted to the Church Center Office two months prior to the National Conference sessions.

**214.13.** Resolutions which could result in changes to the Standing or Special Rules of Conference, or resolutions which could influence the work of the denomination without impacting the rules ~~or~~ denominational polity would ~~be presented by the district directly to the National Conference and~~ require a majority vote for approval. These resolutions must be submitted to the Church Center Office two months prior to the Conference sessions.

**214.24.** Resolutions which would result in changes to the Discipline will be processed as amendments and must be submitted to the Amendments Committee in accordance with the Discipline.

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## 700 National Conference - Finances

**701 Ministry Funds.** Each congregation will pay a percentage, set by the National Conference, of their adjusted monthly income, for its budgetary needs. Requests will be received by the Finance Committee from Communities, Committees and other endorsed ministries of the National Conference. The Ministry Funds system will not be used to pay the costs of pastoral health insurance coverage. Churches will be billed separately for the payment of premiums. Medical premiums for pastors cannot be deducted as an item in the calculation of adjusted income. All churches are expected to contribute to the budget for all ministries, with the exception of our camping ministries, which will be supported by the churches in their given marketing area. Unpaid ministry funds shall constitute a noninterest-bearing obligation chargeable against the property of a congregation; such debt to become payable and collectible according to law from any congregation that shall separate from or dissolve its affiliation with the Evangelical Congregational Church.

### **701.1. Maximum Ministry Fund Payment**

**701.1.1.** Churches with annual ministry fund eligible income, as defined by Rule of Conference 701.3, up to \$1,000,000; the total annual payments for Ministry Funds to the National Conference will be the lower of \$60,000 or the ministry fund percentage as defined in the National Conference approved budget.

**701.1.2.** Annual ministry fund eligible income, as defined by Rule 701.3, between \$1,000,001 and \$1,500,000 total annual payments for Ministry Funds to the National Conference will be the lower of \$65,000 or the ministry fund percentage as defined in the National Conference approved budget.

**701.1.3.** Annual ministry fund eligible income, as defined by Rule 701.3, above \$1,500,001 total annual payments for Ministry Funds to the National Conference will be the lower of \$70,000 or the ministry fund percentage as defined in the National Conference approved budget.

**701.1.4.** Churches are encouraged to generously support Camp ECCO, Rock River Bible Camp, StoneRidge Retirement Living, and Twin Pines Camp through voluntary giving as their budgets allow.

### **701.2. Monies to be excluded.**

**701.2.1.** New construction, remodeling, sizable maintenance costs and property acquisition are valid building expenses that can pose financial challenges "over and above" regular giving. Therefore, the National Conference permits that a church may exempt building expenses in the following manner: 1) after being approved by the congregation, a brief description of the project, including a timeline, must be on file with the Executive Director at the E. C. Church Center. 2) If the project is more than 20% of the previous year's income, and is less than \$150,000, the exclusion is for three (3) years. 3) If the project is more than 20% of the previous year's income and is more than \$150,000 but less than 750,000, the exclusion is for 5 years. 4) If the project is more than 20% of the previous year's income and more than \$750,000 but less than \$1M the exclusion is for 10 years. 5) If the project is more than 20% of the previous year's income and more than \$1M but less than \$1.5M the exclusion is for 20 years. 6) If the project is more than 20% of the previous year's income and more than \$1.5M the exclusion is for 25 years.

**701.2.2.** ~~Churches are allowed to exclude monies set aside for church planting projects from Ministry Funds payments (significant fresh expressions, or traditional works, daughter congregations and/or satellite locations). The church requesting the ministry Funds Exemption must have a written and detailed plan for the proposed church planting projects including a formal ministry proposal including: board or council minutes and congregational meeting minutes approving the church planting project, target audience, potential location, possible style of worship, including a timeline, etc. A copy of this proposal is to be provided to the Kingdom Extension Community (KEC) and kept on file at E.C. Church Center. The church,~~

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~~working with the Kingdom Extension Associate, must seek and obtain the approval for the planting endeavor from the Kingdom Extension Community. For approved church planting projects, there will be a direct reduction in ministry funds paid by the sponsoring congregation of 50% of the total sponsoring church's annual expenses for the church planting project for the first two years of the project, followed by ministry fund reductions of 30% in the third year, a 20% reduction in the fourth year and a 10% reduction in the fifth year. No ministry fund reductions in the sixth year and beyond.~~

~~For example, a church that funds a church planting project for \$20,000 the first year of the project receives a \$10,000 deduction in ministry funds paid for that year. The same church has \$15,000 expenses for the church planting project in the second year and will have a \$7,500 reduction in ministry funds paid for that year. In the third through fifth years of the project the church funds \$8,000 of the church planting expenses and receives a ministry fund reduction of \$2,400 in the third year, \$1,600 in the fourth year in \$800 in the fifth year.~~ Churches are allowed to exclude monies set aside for church planting projects from Ministry Funds payments (significant fresh expressions, or traditional works, daughter congregations and/or satellite locations). The church requesting the Ministry Funds Exemption must have a written and detailed plan for the proposed church planting project(s) with formal ministry proposal which should include: board or council minutes and congregational meeting minutes approving the church planting project, target audience, potential location, possible style of worship, including a timeline, and other items as the Kingdom Extension Community deems relevant. A copy of this proposal is to be provided to the Kingdom Extension Community (KEC). The church, working with the Kingdom Extension Associate, must seek and obtain the approval for the planting endeavor from the Kingdom Extension Community. The proposal will then be submitted to the Finance Committee for the approval of the Ministry Fund reduction. If approved by the Finance Committee, there will be a direct reduction in the ministry funds paid by the sponsoring congregation of 25% of the total sponsoring church's annual expenses for the church planting project for the first two years of the project.

**701.2.3.** Money collected for the following required offerings are exempt: Church Planting, Global Giving, Mother's Day, Student Aid, Kingdom Extension and Christmas Missionary. In addition, money paid (not donated) for a specific purpose, where the church is simply acting as an agent to collect and disburse the funds may also be exempt.

## **701.3. Method of payment Chartered Churches**

**701.3.1.** Each organizational treasurer of the congregation shall report their income/~~profit~~ to the ~~church treasurer~~ EC Church Center before the 10<sup>th</sup> of the following month. (For example, January's ~~figures~~ income should be received by February 10; February's ~~figures~~ income should be received by March 10, etc.) Checks are due at the Church Center office by the 15<sup>th</sup> of the month. Final payment must be made by January 15 from the previous year.

**701.3.2.** The church treasurer shall add all the ~~monthly~~ incomes/~~profit~~ and multiply the sum by the percentage established by the National Conference for that year, ~~the result of that calculation is the amount of ministry funds due.~~ Make the check payable to: EC Church Center. Be sure to include the location (city, town, borough) of your church. Electronic payment options are available. ~~Since there are ministries relying upon the ministry funds for salaries, medical coverage in reimbursements as well as retirees needing their pension checks and medical coverage, please do not delay the monthly payment. If one of the treasurers fails to meet the deadline, be sure to include those figures the following month.~~

~~**701.3.3.** Make your check payable to: "E. C. Church Ministry Funds".~~

~~**701.3.4.** Be sure to include the location (city, town, borough) of your church. We have over 20 "Grace" churches.~~



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## 701.4. Method of payment for Church Plants

**701.4.1.** Church plants will be asked to make a ministry fund contribution to the National Conference. Beginning with the first full calendar year after the church plant starts; the church plant will pay 20% of the established ministry funds percentage. Each successive calendar year, the congregation will increase the amount by an additional 20% until the fifth full year when the church will be providing the full amount of ministry funds. Money received from the Kingdom Extension Community or sponsoring congregation(s) should not be included as income for the church plant's ministry fund calculation.

~~702 Computation of Benefits Corporation medical insurance for retirees/widows. The Benefits Corporation will advise the Budget Committee of the needs of the Corporation for medical insurance for the retirees and widows. Reserved for Future Use~~

**703 Payment of medical premiums to the Benefits Corporation for active ministers.** Medical premiums will be paid by the church being served by the active minister(s). The rate will be established by the Benefits Corporation. This figure will not be part of the ministry funds. Each congregation is to bear its full share of the medical costs. This check is to be made payable to the "Benefits Corporation" and sent to: Benefits Corporation, 100 W. Park Avenue, Myerstown, PA 17067-1235.

## 704 Denominational Offerings

**704.1. Required Offerings.** ~~The schedule for receiving and paying of the offerings approved by the National Conference shall be:~~ Connected by our vision, purpose and core values, we choose to partner financially, giving offerings beyond our monthly Ministry Funds to support the various aspects of our shared mission approved by the National Conference. Please identify on the check the purpose of the check and include the full name of the church for proper credit and receipt and send to EC Church Center: 100 West Park Avenue, Myerstown, PA 17067.

**704.1.1.** The **Church Planting** offering received the second Sunday in February and the first Sunday in October is for the support of U.S. church planting ministries. The Kingdom Extension Community may also request funds for specific church plants/projects at other times throughout the year.

**704.1.2.** The **Self-Denial** offering received the second Sunday in March and the Christmas Missionary offering received the Sunday preceding Christmas are for the support of the daily work of the Global Ministries Community. The Global Ministries Community may also request funds for specific needs/projects throughout the year.

~~704.1.3. The **Mother's Day** offering received the second Sunday in May for the support of the Benevolent Fund of the StoneRidge Retirement Living. Please send this offering to 440 East Lincoln Avenue, Myerstown, PA 17067.~~

~~704.1.4.3.~~ The **Student Aid** offering received the second Sunday in June for the support of E. C. ministerial students.

~~704.1.5. The **Kingdom Extension** offering received the first Sunday in October for the support of U.S. church planting ministries.~~

~~704.1.6. The **Christmas Missionary** offering received the Sunday preceding Christmas for the support of the daily work of the Global Ministries Community.~~

~~704.1.7. Identify on the check the purpose of the check and also include the full name of the church for proper credit and receipt. Denominational offerings are to be sent within six weeks after the date received. All but the Mother's Day and Twin Pines offerings should be sent to the Church Center Office, 100 W. Park Avenue, Myerstown, PA 17067-1235.~~

~~704.1.8. Churches on unified budgets shall include these offerings in their budgets.~~

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**704.2. Requested Offerings.** These are not required but congregations are asked to give consideration to additional opportunities to support E.C. ministries.

~~704.2.1. Church Planting Partners give \$100.00 per partner to support U.S. church planting ministries. You may designate the church plant that is to receive your support. Note "CP Partner" on your check and send it to Church Center Office.~~

~~704.2.2.1. The Episcopal Fund supports the ministry of the Office of Bishop. Honorariums received by the Bishop are deposited in this the Episcopal Fund fund and the proceeds which helps fund offset the denominational budget.~~

~~704.2.3.2. The Manna Fund supports E.C. ministerial retirees and widows whose pension income is not sufficient to meet daily living expenses. It is administered by the Benefits Corporation. Contributions may be sent to the Benefits Corporation, 100 W. Park Avenue, Myerstown, PA 17067-1235.~~

~~704.2.4. The Twin Pines offering is received the last Sunday in August for the support of Twin Pines. This offering is received by churches in the Twin Pines ministry area. Please send this offering to the camp at 3000 Twin Pines Road, Stroudsburg, PA 18360.~~

~~704.3. Global Ministries Special Offerings. These offerings support the missionaries and mission projects of the Global Ministries Community.~~

~~704.3.1. Stewardship Offering assists in funding field needs that are underfunded.~~

~~704.3.2. Thankoffering assists in funding the international conferences and ministries of the EC Church. It may also be used to help defray the cost of staffing.~~

**704.4. E.C. Partnerships: Approved Partners for International Relief and Emergencies**

~~704.4.1. National Association of Evangelicals applications for supporting membership and the appropriate amount of dues for the size of the congregation are to be sent to NAE, P.O. Box 23269, Washington D.C., 20026. Samaritan's Purse offers care for suffering people around the world. For information on specific ways to give, visit [www.samaritanspurse.org](http://www.samaritanspurse.org).~~

~~704.4.2.1. World Relief offerings for the offers care of for suffering people around the world. For information on specific ways to give, visit [worldrelief.org](http://worldrelief.org). may be sent to World Relief, 7 E. Baltimore Street, Baltimore, MD 21202. Please note the E.C. account number "52095" on your checks.~~

**705 Special Financial Needs.** All churches requiring financial assistance shall appeal to their District Field Director, who will relay the appeal to the churches in the district of the requesting church. If the churches of the district are unable to help, the District Field Director will make the need known to the Executive Director and Bishop who then may announce the need to churches in neighboring districts. These funds shall not be considered repayable. It is understood that the churches who receive financial assistance are to make every effort to become healthy and thus able to assume their full financial responsibility. Other churches in the district of the assisted church are to work with the church and keep her accountable for moving toward health.

## **706 Appropriations**

**706.1.** An Appropriation is money provided to a local congregation from the National Conference treasury to be used specifically to cover the short-fall in the pastor's salary. Appropriations are temporary and not intended to be a permanent solution to a local church's financial situation. Appropriations made by the National Conference of the Evangelical Congregational Church, or any of the agencies of such conferences, shall constitute a noninterest-bearing obligation chargeable against the property of a congregation; such debt to become payable and collectible according to law from any congregation that shall separate from or dissolve its affiliation with the Evangelical Congregational Church. (See *Discipline* 308.3.)

**706.2.** If a local congregation is struggling to pay their pastor, they shall appeal to their District Field Director. The Conference Network Team shall have the authority to grant Appropriations in consultation with the

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Finance Committee. The Executive Director shall have the privilege of requiring monthly ministry reports prior to and during the time of payment of Appropriations made to the church.

## **707 Miscellaneous**

**707.1. Workmen's Compensation Insurance.** Ministers and other church employees, such as janitors, organists, secretaries, etc., whose salaries are reported to the Conference on the statistical form, may claim compensation when injured while discharging their respective duties. The cost of the insurance is covered proportionately by each local congregation. Each church will be billed separately by the Benefits Corporation. Churches opting not to participate in the denominational plan must provide proof of coverage. Our insurance provides compensation for:

**707.1.1.** Wages or salaries lost because of the occupational injury.

**707.1.2.** Medical and hospital expenses incurred by said injury.

**707.1.3.** Dismemberment or death resulting from said injury.

**707.1.4.** Injuries should be reported within 48 hours of the accident by a leader at the local church whose employee suffered an injury to the ~~Executive Director who will send forms for a formal request.~~ Worker's Compensation Insurer. The Worker's Compensation insurer will provide the information needed to report an injury. Online reporting is the preferred reporting method.

**707.2. Disability Income Plan.** Provision has been made by the Benefits Corporation for a Disability Income Plan. Enrollment in this plan requires an annual premium payment for each minister (full or part time) assigned by the National Conference and for other individuals as approved and stated by the EC Benefits Corporation. When a disability occurs, the Executive Director should be notified, ~~and will provide the necessary forms to apply for a disability claim. He will send the appropriate forms.~~ Disability income will begin with the 61st day of disability according to the provisions of the plan set forth in the Benefits Corporation by-laws.

**708 Audit.** The financial records shall be audited annually. The audit shall be reviewed by the Treasurer and his/her staff as well as the Finance Committee which shall report on the audit to the National Ministry Team.

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## 800 Ministerial Credentialing and Classifications

### 805.4.2. Licensed Credentialed Deacon/ess

#### 805.4.2.1. Definition of Licensed Credentialed Deacon/esses

805.4.2.1.1. The Licensed Credentialed Deacon/ess status is a non-pastoral credential that identifies those men and women who are called and qualified to provide parachurch specialized ministries such as chaplaincy. ~~(but not limited to) discipleship, evangelism, Christian education, youth ministry, prison ministry, visitation ministry, counseling, nursing home, or any kind of chaplaincy.~~

~~805.4.2.1.2. The Licensed Deacon/ess is a provisional status within the specialized classification, which allows one to be recognized in his or her field of specialization and serve in a particular ministry context with some of the privileges given to pastors and elders.~~

#### 805.4.2.2. Procedure for Application

805.4.2.2.1. All Licensed Credentialed Deacon/ess applicants shall meet the requirements listed in section 804.1 and follow the procedure listed in sections 804.2.2., 804.2.3., 804.2.4., and 804.2.5.

805.4.2.2.2. All Licensed Credentialed Deacon/ess applicants shall secure a letter of reference from their pastor or elder regarding their calling, character, and competency.

805.4.2.2.3. Applicants for Credentialed Deacon shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to Church Center by March 1 in order to be considered for an interview with the Board of Examiners.

805.4.2.2.4. Applicants shall meet with the Board of Examiners to review their application and receive its recommendation to the National Conference. Applicants are expected to provide evidence of their necessary abilities and proven skills, articulate and defend the doctrinal positions of the Evangelical Congregational Church, and inform and satisfy the Board of Examiners regarding their ministry objectives and ministry work performance.

#### 805.4.2.3. Privileges

805.4.2.3.1. Licensed Credentialed Deacons/esses are permitted to officiate at weddings only on those occasions that their particular position requires them to do so and as approved by the Ministerial Development Associate.

#### 805.4.2.4. Restrictions and Additional Requirements

805.4.2.4.1. All applicants will be provided a required individualized educational plan based on an educational rubric established by the Board of Examiners.

805.4.2.4.2. He/She shall be required to take courses pertaining to Evangelical Congregational history and polity as well as EC doctrine. ~~The candidate and the denomination Student Aid Committee will cooperate in funding such courses.~~

805.4.2.4.3. Before approval by the National Conference, the Credentialed Deacon shall specify the organization where the credential will be used. The Board of Examiners will assign a member to meet with the leader/supervisor of the ministry to explain the nature, restrictions and privileges of this credential and to ensure that such a credential is necessary to execute the candidate's duties and responsibilities.

805.4.2.4.3.4. If a Licensed Credentialed Deacon/ness remains dormant in making progress toward his/her educational advancement ~~for (4) years or more~~, the Board of Examiners may take action with his/her status.

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**805.4.2.4.4.5.** The **Licensed Credentialed Deacon/ess** status is subject to annual renewal.

**805.4.2.4.4.5.1.** **Licensed Credentialed Deacons/esses** are required to complete and submit a renewal application annually. Deacons will be assigned a member of the Board of Examiners to maintain annual contact with them and their immediate supervisor.

~~**805.4.2.4.4.2.** Beginning in the third year after receiving their credentials, Deacons/esses shall appear before the Board of Examiners, and thereafter, every five years to provide updates.~~

**805.4.2.4.5.6.** Upon **Before approval** credentialing by the National Conference, the **Licensed Credentialed Deacon/ess** shall specify the **church or** organization where the **license credential** will be used to the **Ministerial Development Associate Board of Examiners** and thereafter must seek approval when changes are necessary. The **Licensed Credentialed Deacon/ess** shall inform the Ministerial Development Associate when changes occur in location, responsibilities or duties.

**805.4.2.4.6.7.** **Licensed Credentialed Deacons/esses** are not permitted to use of the written title of *Reverend* or the title of *Pastor*.

**805.4.2.4.7.8.** **Licensed Deacons/esses** do not possess any voting privileges at National Conference (see 205.1).

## **805.4.3. Ordained Deacon/ess**

### **805.4.3.1. Definition of Ordained Deacon/esses**

~~**805.4.3.1.1.** The Ordained Deacon/ess status identifies those men and women who have successfully served in specialized ministries such as (but not limited to) discipleship, evangelism, Christian education, youth ministry, prison ministry, visitation ministry, counseling, nursing home, or any kind of chaplaincy for at least three (3) years after becoming a Licensed Deacon/ess. A full year of service in a parttime assignment shall be counted as one-half (1/2) year of service (see 906.2).~~

~~**805.4.3.1.2.** The Ordained Deacon/ess is a permanent status within the specialized classification, which allows one to be recognized and ordained in his or her field of specialization and serve in a particular ministry context with some of the privileges given to pastors and elders.~~

### **805.4.3.2. Procedure for Application**

~~**805.4.3.2.1.** An applicant for ordination shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to Church Center by March 1 in order to be considered for an interview with the Board of Examiners.~~

~~**805.4.3.2.2.** Applicants for ordination shall secure a letter of reference from their pastor or elder or employing board or agency regarding their character and competency.~~

~~**805.4.3.2.3.** Applicants for ordination shall meet with the Board of Examiners to review their application and receive its recommendation to the National Conference. Applicants are expected to provide evidence of their necessary abilities and proven skills, articulate and defend the doctrinal positions of the Evangelical Congregational Church, and inform and satisfy the Board of Examiners regarding their ministry objectives and ministry work performance.~~

~~**805.4.3.2.4.** The examination of an applicant for ordination goes beyond merely completing the experiential requirement. The necessary abilities in all of the areas in the application for ordination must be demonstrated to the satisfaction of the Board of Examiners.~~

### **805.4.3.3. Steps toward Ordination**

~~**805.4.3.3.1.** Upon approval by the Board of Examiners, an applicant shall then receive the approval of two-thirds (2/3) of the ministerial and lay members present and voting by ballot at National Conference.~~

~~**805.4.3.3.2.** Upon approval at National Conference, ordinands shall be ordained by the Bishop on behalf of the whole church in an Evangelical Congregational location of the ordinand's choice, such as a church,~~

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~~seminary chapel, or on the mission field. Full consultation with the Bishop must be made prior to scheduling the ordination service.~~

## **~~805.4.3.4. Privileges~~**

~~805.4.3.4.1. Ordained Deacon/esses are permitted to officiate at weddings only on those occasions that their particular position requires them to do so and as approved by the Ministerial Development Associate.~~

~~805.4.3.4.2. The Ordained Deacon/ess status does not require annual renewal.~~

## **~~805.4.3.5. Restrictions~~**

~~805.4.3.5.1. The Ordained Deacon/ess shall inform the Ministerial Development Associate when changes occur in location, responsibilities or duties.~~

~~805.4.3.5.2. Ordained Deacon/esses are not permitted to use of the written title of *Reverend*.~~

~~805.4.3.5.3. Ordained Deacon/esses do not possess any voting privileges at National Conference (see 205.1).~~

~~805.4.3.5.4. Since the Ordained Deacon/ess credential is issued for a specific ministry, approval from the Ministerial Development Associate is necessary in order to transfer the credential to another field (E.g. from counseling to youth ministry or chaplaincy to discipleship).~~



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## 900 Stationing of Ministers

### 910 Moving of Ministers

**910.1.** The National Conference will only pay for moves that are required by Stationing.

**910.2.** ~~Pastors who are moving are expected to get two or more estimates from moving companies of their choice, prior to the start of National Conference. One of the estimates will be initiated by the Moving Coordinator working with a moving company provided by conference.~~ Pastors are responsible for obtaining a moving company or organizing a self-move.

**910.2.1.** ~~Moving estimates should be given to~~ Pastors will share the estimate with the Moving Coordinator.

**910.2.2.** ~~Basic insurance coverage is provided by moving companies for intra-state and interstate moves. The amount of basic coverage varies depending on weight. If a pastor feels that additional insurance is necessary for the move, the additional cost will be the pastor's responsibility. Also, pastors are responsible to do their own packing. If pastoral families find it necessary to obtain boxes from the moving company, this expense would be paid by National Conference. Some moving companies provide boxes free of charge or will rent boxes at a lesser charge.~~ Pastors are encouraged to purchase the insurance offered by the moving company. The purchase of moving insurance, moving boxes and rental of blankets or other necessary equipment are eligible reimbursable expenditures.

**910.2.3.** ~~Churches shall be granted a moving subsidy as established by National Conference. The subsidy will be given based on the distance of the move. The following shall be used as the schedule for moving expense given based on the distance of the move. The following shall be used as the schedule for moving expense reimbursement: for intra-state (within the state) moves from 0-40 miles, the allowance will be up to \$2500.00; for intra-state moves from 41-200 miles the allowance will be up to \$3000.00; for intra-state moves from 201-350 miles, the allowance will be up to \$4500.00; and for interstate (between states) moves, the allowance will be up to \$7500.00. If the amount exceeds the National Conference subsidy, the receiving church will be responsible for the remaining balance. The Finance Committee shall review these amounts annually. One hundred percent (100%) of the moving costs will be reimbursed to the pastor by the National Conference.~~

**910.2.4.** Retiring pastors are eligible for moving cost reimbursement. Reimbursement will only be made for moves to or within states in which a chartered EC Church exists.

**910.2.4.5.** ~~Effective January 1, 2018~~ The cost of moving a stationed or superannuated pastor who is required to move due to stationing is taxable income in all circumstances if paid by the National Conference or the local church. Pastors with a move paid for by the National Conference will receive a 1099-MISC NEC tax form by January 31 of the next calendar year. The National Conference will reimburse the pastor up to an additional 25% of the cost of the move to cover the additional federal income taxes due on the cost of the move.

**910.3.** ~~Moves should commence as soon as possible after the National Conference and need to be coordinated with the pastor currently occupying the parsonage, and the Moving Coordinator. Pastors and churches should do everything possible to expedite the moving schedule. Requests for a move prior to National Conference are to be made through the Moving Coordinator in consultation with the Bishop.~~

**910.4.3.** Pastors receiving a new assignment shall move within 12 months of the effective date of that assignment. Any move beyond the 12 month period at that assignment shall be at the pastor's own expense.

**910.5.** ~~Retiring pastors should move prior to the National Conference or immediately thereafter.~~

**910.6.4.** Problems coordinating moves should be reported to the Moving Coordinator.

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~~910.7. A form requesting information and an assessment of the move will be sent to the pastor. The completed form is to be forwarded to the Moving Coordinator.~~

**910.8-5.** The Bishop shall appoint a Moving Coordinator to oversee the moving schedule and other moving related responsibilities. The Moving Coordinator's term of office shall be one year, with no term limit.



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## 1000 Pastoral Compensation

**1001 Salary Year.** The salary year shall conform to the calendar year, January 1 through December 31. Changes in salary necessitated by a change in pastoral assignment shall be approved at a special meeting of the Official Board/Ministry Council.

**1001.1.** At the time of a Pastoral change due to reassignment or Superannuation, Supernumeration, or retirement the salary is to continue until ~~June 30~~ the last day of employment. At the time of a Pastoral change due to termination of ministry, except in the case of Under Disciplinary Care or Revoking of Credentials, the salary is to continue until ~~December 31~~ last day of employment.

**1001.2.** Salary for newly assigned Pastors shall begin on ~~July 1~~ first day of employment.

### 1002 Compensation for a pastor that does not reside in a church provided parsonage

**1002.1. Compensation** Total amount of salary received by the pastor before the Social Security & Medicare reimbursement and any deductions.

**1002.1.1. Housing Allowance** is the amount of the compensation that the pastor designates, not the church, to exempt from federal and in some locations, exempt from local tax as well. The housing allowance is not a separate amount but only a designated portion of the compensation. This amount is included in box 14 of the W-2.

**1002.1.2.** The housing allowance must be approved by the church governing body prior to January 1 each year or before ~~July 1~~ the first day of employment for a newly stationed pastor.

### 1003 Compensation for a pastor in a church provided parsonage

**1003.1. Compensation** is total amount of salary received by the pastor before Social Security & Medicare reimbursement and any deductions.

**1003.2. Parsonage Furnishings/Utilities Allowance Pastor Designated** is the amount from compensation a pastor may designate toward parsonage costs; utilities including electric, gas/oil, water/sewer, telephone, cable TV, internet, renter's insurance, maintenance, etc.; is not taxed for federal and in some locations, and is exempt from local tax as well. This is not additional salary paid to the pastor but only a designated portion of the compensation. This amount is included in box 14 of the W-2.

**1003.2.1.** A parsonage furnishings/utilities allowance designated by the pastor must be approved by the church governing body prior to January 1 each year or before July 1 for a newly stationed pastor.

**1003.3. Parsonage Rental Value and Utilities paid by the church.** These are parsonage costs such as utilities and maintenance that are paid directly by the church and are tax free (federal, state & local) for the pastor. These amounts are reported in box 14 of the W-2.

**1003.4. Parsonage Requirements.** For churches providing a parsonage, the following items should be included; utilities including electric, gas/oil, water/sewer, and house telephone, cooking range and refrigerator; smoke detectors and a fire escape ladder. A committee of lay leadership shall annually conduct a walk-thru of the parsonage at the time that the pastor's salary is set. This group shall complete the Annual Parsonage Review Form and provide signed copies to the Pastor, District Field Director, Executive Director and place a copy in the official minutes of the church. The walk-thru committee shall provide a synopsis of the parsonage review form, including the list of immediate needs and priorities, to the congregation at the annual congregational meeting. The National Conference Finance Committee is responsible for the distribution of the Annual Parsonage Review Form with the Pastors' Salary Forms.

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## 1004 Compensation

**1004.1.** Lay leaders, pastors and stationing elders should negotiate the pastor's compensation with good faith and a pure heart. See the current year's National Conference Journal, annual Pastoral Compensation Report, and Pastoral Compensation Forms for pastor employee benefit levels that must be adhered to for both part-time and full-time pastors.

**1005 Statement of Church's Compensation Package.** Churches are required to complete the Statement of Pastor's Salary and Benefits and provide copies to the Pastor, Official Board/Ministry Council Record Book, Local Church Treasurer, and Benefits-Compensation Administrator. A Statement of Church's Compensation Package must be completed by the church and signed by the pastor and representative of the local governing body prior to January 1 each year or before ~~July 1~~ the first day of employment for a newly stationed pastor and a copy sent to the Benefits-Compensation Administrator within 30 days after the end of the calendar year or 30 days after a change in pastoral assignment.

**1005.1.** The Executive Director will annually review the Statement of Church's Compensation Package, worksheets for Pastor's Salary, and makes them available to the churches.

**1005.2.** Statement of Pastor's Salary and Benefits is required for all credentialed pastors receiving compensation from an EC ministry. EC ministries employing non-credentialed pastor(s) may submit a Statement of Church's Compensation Package.

**1005.3.** Medical Premium Cost Sharing. After the pastor and Pastoral Relations Committee/Official Board/Ministry Council agree on the pastor's salary for the upcoming year, churches may choose to deduct a portion of the pastor's salary as payment for the medical premium according to the following schedule.

<u>Gross Compensation</u>	<u>Contribution</u>
\$0 - \$35,000	5.0%
\$35,001-\$50,000	7.5%
\$50,001-Unlimited	10.0%

**1005.4.** The following compensation items must be approved by the Official Board/Ministry Council before the pastor receives their first paycheck of the new calendar year or first paycheck after a change in pastoral assignment; Housing or Parsonage Allowance, FSA Agreement, Medical Premium Cost Sharing.

**1006 Mid-Year Change From Full-Time To Part-Time or Part-Time To Full-Time Pastoral Assignment.** Any church or assigned pastor contemplating a change of status from full-time to part-time or part-time to full-time during the course of the conference year must contact the District Field Director and Executive Director prior to any change in the pastor's status. The Executive Director and the Bishop, in consultation with the District Field Director, will review the request. If the change in assigned status is approved, the Executive Director, where appropriate, will negotiate a new compensation agreement. Due to legal issues of compliance the E.C. Benefits and Compensation Administrator must be informed of the pending change in status 30 days in advance of its effective date.

**1007 Leaders Serving in Shared Ministry.** When denominational leaders serve in a shared ministry position the denominationally funded portion of the total compensation shall not increase by more than ten percent (10%) in any year without approval by the Finance Committee and the National Ministry Team.

**1008 Change from Parsonage to Housing Allowance.** Pastors and congregations who are considering a change to a housing allowance from a parsonage allowance should in all cases advise the Executive Director and seek consultation regarding the pertinent details.

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**1009 Social Security Benefit.** Each church will reimburse to the pastor the employer's portion of the Social Security and Medicare Payroll tax per the annual rate as reported in Internal Revenue Service Publication 15 (Circular E, Employer's Tax Guide).

**1009.1.** For a pastor who does not reside in a church provided parsonage – The amount due each pastor is calculated by multiplying the annual rate (defined above) by the compensation, less allowable tax-exempt items. The reimbursement is taxable income for the calculation of federal, state and local payroll taxes.

**1009.2.** For a pastor living in a church provided parsonage – The amount due each pastor is calculated by multiplying the annual rate (defined above) by the compensation plus rental value and church provided utilities/maintenance for the parsonage, less allowable tax-exempt items. The reimbursement is taxable income for the calculation of federal, state and local payroll taxes.

**1010 Parsonage Rental Value.** 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 and a reasonable adjustment to the market value may be required.

**1011 Parsonage Utilities/Maintenance.** When a pastor receives something of value, e.g. utilities paid by the church, that is related to living in the parsonage the cost or value of those goods or services are taxable for Social Security and Medicare taxes.

**1012 Disability Coverage.** Local churches shall provide disability coverage for the pastors in accordance with the regulations of the Benefits Corporation in regards to annual premium and payment due date.

**1013 Continuing Education Benefit.** All Pastors are strongly encouraged to be life-long learners. It is understood that continuing education takes on many shapes and forms. Pastors are encouraged to earn C.E.U.'s from seminary courses, class audits, or seminars. Life-long learning also occurs through reading professional journals and books. The emphasis is to be a growth-oriented Pastor involved in activities which are meant to improve pastoral skills and provide personal enrichment. See the minimums listed in the annual Pastoral Compensation Report in the Conference Journal for full time and part time pastors.

**1013.1. Approval of continuing education expenditures.** The Pastoral Relations Committee Chair should review all continuing education expenditures. The Pastoral Relations Committee reserves the right to request a pastor to submit justification for any continuing education expenditure and decline a continuing education expense when warranted.

**1014 Vacation Schedule.** Full-time and part-time pastors serving up to nine years in the active ministry of the Evangelical Congregational Church shall receive a minimum of three weeks; pastors serving the tenth to nineteenth years, a minimum of four weeks; pastors serving the twentieth to twenty-ninth years, a minimum of five weeks; and pastors having completed thirty years, at least five weeks. Vacation time shall be counted on the basis of the year of pastoral assignment (July 1 – June 30), not the calendar year.

**1015 Ministry Leave.** 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 approval by the local church Board or Ministry Council and accountability to that body.

**1016 Sabbatical.** The National Conference urges that all churches consider a Sabbatical/Renewal leave for their Pastor, regardless of their pastoral status, after the Pastor has served a minimum of 7 years at one church or charge and be reconsidered after each subsequent 7-year period of time at the same church or

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charge. Sabbatical Leave is a carefully planned period of time in which the Pastor is granted leave away from his normal responsibilities in order to spend an extended period of time in rest, renewal and refreshment. It is to be a time to receive spiritual nourishment, a change of perspective, to deepen the Pastor's relationship with God, himself and his family. It is to be a time of rest and cessation of his regular pastoral duties and activities.

**1017 Release from Assignment.** If either a pastor is released from his assigned pastoral position by the National Conference, Conference Network Team, or if the pastor resigns his assigned pastoral position of his own volition before the end of the assignment year, effective immediately upon the date of departure of said pastor, the terms of the Statement for Pastor's Salary and Benefits, as had been approved for that pastor, are considered null and void.

**1017.1. Severance.** If the congregation agrees to a severance package for an involuntarily terminated pastor for a period longer than thirty days, the pastor ~~will~~ can be placed on the National Conference payroll with the pastor's former church(es) reimbursing the National Conference for the gross compensation and the employer portion of the FICA (social security and ~~Medicate~~ Medicare) payroll taxes.

**1017.2. Transitional Assistance.** To assist a pastor who is between pastoral assignments or seeking secular employment the National Conference may request financial assistance from churches. EC Benefits Corporation Manna Fund policies will be used to determine if a pastor has a bona fide financial need requiring assistance.

**1018 Expenses.** Local churches shall assume travel expenses for the pastor at the current IRS rate for mileage logged covering local pastoral care and administration.

**1019 Other Employment.** A full-time pastor desiring to seek employment outside his pastorate is required to first consult the District Field Director and the Bishop and then the local church's Pastoral Relations Committee before approval can be granted for the pastor to be so involved.

## **1020 Miscellaneous Benefits**

**1020.1. Death Benefits.** The EC Benefits Corporation will process a death benefit per EC Benefits Corporation by-law Article IX. Section B. Disability Plan. 11.

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## STATIONING

The 2025 Stationing Committee has nine members, and they are as follows: Bishop Randy Sizemore, Chair, Rev. Lewie Bennett, Rev. Dan Blank, Rev. Nathan Kennedy, Rev. Chuck Campbell, Rev. Brad Hatter, Rev. Jeff Schell, Rev. Robert Dunbar, Rev. Charles Walker, and Rev. Robert Shuey.

The committee work started with a one-day “retreat” held via Zoom 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 continue the work 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 has been working with ten congregations seeking pastors.

The work of stationing is always challenging. The goal of stationing is to help pastors and congregations fit and flourish. When there is a fit between the pastor and the congregation both can flourish and engage in fruitful ministry, reaching various communities for the cause of Christ. We seek and trust the working and leading of the Holy Spirit in this process, confident that the Lord has a plan in all of it. We are incredibly grateful for the way God has been faithful and has supplied shepherds for his flock. We encourage our pastors and churches to be on the lookout for young men, second career men and other men 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 are also thankful for retired pastors and others who have helped to fill pulpits when a gap in pastoral ministry has occurred.

Respectfully submitted,

***Rev. Bradley Hatter***  
***Secretary***

# AFFILIATES

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## BENEFITS CORPORATION

Highmark Blue Shield provided EC Benefits with a 2024 comprehensive health insurance plan utilization statistics and costs for the active pastor's 2025 health insurance renewal. The findings highlighted several financial concerns. For every \$1.00 paid in premiums, Highmark Blue Shield incurred \$2.87 in claims and total paid claims (medical and prescription) exceeded \$1.5M, whereas health insurance premiums paid during this period amounted to \$533,000. This level of plan activity resulted in Highmark Blue Shield losing almost \$1M on our active pastor's health insurance plan in 2024. As such, a significant renewal rate increase was presented to the EC Benefits Trustees. To provide relief to plan participants and churches, the EC Benefits Trustees approved the offering of two health insurance plans in 2025: the continued PPO plan, with the Flex Spending Account (FSA), with a slightly higher deductible, and a high deductible plan with a Health Savings Account (HSA). PPO plan rates increased by 25%, while high deductible plan rates increased by an average of 10%. To encourage enrollment in the high deductible plan, a two-year HSA funding plan was offered, providing a financial cushion for unexpected healthcare costs until the participant has the opportunity to build a healthy balance in their HSA. Enrollment was split evenly between the PPO and high deductible plans. Overall, these financial concerns emphasize the need for careful management of health insurance plans to balance costs, maintain coverage, and ensure the sustainability of the plans for both the organization and its participants.

The health insurance plan enrolled participants decreased by 8 to 18 participants at January 1, 2025.

The premium for the Highmark Medicare Advantage PPO (Freedom Blue) remained the same at \$277/month with no significant 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) pension plan balance exceeded \$23.1M at the end of calendar year 2024. The plan aggregate rate of return was about 17%. Please remember that this is a total plan return, and individual account returns may differ due to investment options. An encouraging sign is that participants age 39 and younger are saving at a higher rate than other age groups and that same age group has the second highest percentage of participation and the second highest salary deferral rate. The age 60 plus age group has the highest participation rate and highest deferral rate. Unfortunately, the middle age categories are not saving at the same rate. 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 Trustee Board.

The Manna Fund balance as of December 31, 2024, is over \$85,000, and there was one retiree receiving assistance in 2024 totaling \$3,000. In 2025, two additional beneficiaries will receive a monthly benefit from the Manna Fund for a total of three beneficiaries for 2025. In 2024, the Manna Fund received \$4,595 in contributions from individuals and churches. The income limits to qualify for a Manna Fund distribution have

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been set at 200% of the federal poverty level as defined by the US Department of Health and Human Services. The current limits are \$31,300 for individuals, and \$42,300 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 October. An application can also be requested from the Bethany White at the EC Church Center.

There were no disability fund claims paid during 2024. Between investment gains plus premiums received the disability fund balance increased by \$65,000 to \$769,000 at the end of the year. The last disability claim paid was in 2023.

The Benefits Corporation also administers the Defined Benefits Plan for the National Conference. This is an unfunded liability of the National Conference. At the end of 2024, there were 18 pastors and surviving spouses receiving monthly pensions of approximately \$2,809.

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.

Three trustees, one clergy and two lay trustees, are up for election this year. Please see the applications in your report packets.

The EC Benefits Board has five open lay trustee positions and no open pastor trustee positions, after the May 2025 election. 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.

Respectfully submitted,

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

***Kevin Henry, Executive Director***

# Evangelical Congregational Church



## Benefits Corporation By-Laws

Adopted by the 2008 National Conference  
May 29, 2008

Revised May 30, 2013, May 29, 2014, May 28, 2015 **and** May 25, 2017 **and** May 23, 2025



# AFFILIATES

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## ARTICLE IX. PLANS AND SPECIAL FUNDS OF THE CORPORATION

- A. The Pension Plan
- B. The Disability Income Plan
- C. The Health Insurance Plan
- D. The Manna Fund
- E. The Memorial Fund
- F. The General Fund
- G. The Defined Benefit Plan
- ~~H. The Housing Equity Accounts Program~~

### A. THE PENSION PLAN

The Pension Plan is a Defined Contributions Plan (hereinafter "Plan"), managed in compliance with Section 403 (b) of the Internal Revenue Code and/or its relevant amendments and/or referenced sections pertaining to pension plans. The fiscal year of the Pension Plan shall be the calendar year. The Summary of Plan Provisions, complied by the Plan adoption agreement, supersedes any provisions in these By-laws.

1. Participants
  - a. All Evangelical Congregational credentialed personnel employed by the National Conference, Church or affiliated entities of the denomination may immediately participate in the Plan, whether full-time or part-time, thus entitled to their employer contribution.
  - b. Ministers in other approved Classifications (as defined by National Conference Rule 801.2) or Career Missionaries (as defined by the Global Ministries Community) and approved for participation by their employer may immediately participate in the Plan.
  - c. Participants who become Supernumerary or inactive remain Participants in the Plan unless their status is otherwise provided for in these by-laws.
  - d. Each participant shall name a beneficiary or beneficiaries ~~on a form to be provided by the Corporation.~~
  - e. All W-2 employees who are employed by the National Conference or affiliated entities of the denomination may immediately participate in the Plan.

2. Contributions

- a. Churches

Each Church who employs an eligible Participant shall be required to make a contribution to the Plan by the 15th of the month at a rate to be established by the National Conference Finance Committee and approved by the National Conference. Each Church shall be required to remit their monthly employer contribution ~~to the Benefits Corporation to be distributed~~ to that Participant's 403(b) account.

- b. National Conference and affiliated entities

National Conferences or affiliated entities who employ an eligible participant, shall be required to make a contribution to the Plan by the 15th of the month at a rate to be established by the National Conference Finance Committee and approved by the National

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Conference. National Conference or affiliated entities shall be required to remit their monthly employer contribution to the Benefits Corporation to be distributed to that Participant's 403(b) account.

c. Participant Contributions

(1) Pre-Tax Participant Contribution

The annual contribution from each Participant who chooses to make a personal contribution to the Plan shall be ~~at any amount an amount not less than two hundred (\$200) dollars per year.~~ Personal Contributions are to be ~~sent to the Benefits Corporation deposited within two weeks of the regularly scheduled payday in the Participant's 403(b) account.~~ (Personal contributions are considered to be pre-tax contributions unless otherwise indicated. ~~A pre-tax contribution means your current year's income is reduced by the amount of your personal pre-tax contribution. Federal income tax on pre-tax contributions is postponed until distributions are made from your pension account.~~) A Participant may contribute up to a maximum permitted by the Internal Revenue Code rules and regulations and its relevant amendments prevailing at the time of the contribution.

(2) After-Tax Participant Contribution

Participants may contribute after tax funds to ~~a the~~ Roth 403(b) ~~pension-account option within the Plan.~~ These funds are to be ~~sent to the Benefits Corporation, but must be identified as an after tax contribution upon which income tax has been paid for the year of the contribution by the Participant so that the contribution can be properly recorded and distributed in accord with the Internal Revenue Code and Regulations. deposited in the Participant's 403 (b) account within two weeks of the regularly scheduled payday. The contributions will be identified as ROTH contributions at time of deposit.~~

(3) Documentation of ~~Pastor's~~ Participant's Contribution

~~The legal agreement for the tax deferment of the pastor's contribution shall be the annual Statement of Pastor's Compensation. For each New Year a copy of the Statement of Pastor's Compensation, signed by the pastor and an officer of the pastor's church, is due to the Benefits Corporation by January 15th of each year. Participant contributions should be provided in writing to payroll administrator at the local church. Personal contributions can be changed at any time by the Participant.~~

(4) The employee's contribution refers to the amount deposited to the account by the employee without any investment gains or losses.

d. ~~Participation in Supernumerary or Superannuated Inactive Status~~

Status notwithstanding any other provision in the Bylaws, a Participant in the Plan who assumes inactive status is ineligible to continue to make any contributions to his/~~her~~ account.

e. Rollovers

An eligible participant may roll-over ~~any amount to their 403 (b) account from that participant's funds~~ previously held ~~in~~ tax-qualified retirement plans; ~~403 (b), 401 (a)~~

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~~(including 401 (k) plan), eligible 457 (b) and IRAs, of previous employers. or funds transferred from Plan investment with another employer.~~

## 3. Transmission of Participant Contributions

The employer's treasurer shall deduct from each Participant's paycheck the amount (pro-rated for the year, based on the number of pay periods) to be contributed by the employee as his personal pension contribution. ~~This amount is to be remitted by the employer to the Benefits Corporation within three days of the date of the paycheck. The Participant's contribution is optional.~~

## ~~4. Crediting of Contributions~~

### ~~a. Participants~~

~~The contribution of each Participant shall be credited to his individual account. According to accepted accounting principles an administrative charge not to exceed two (2%) percent may be deducted from each contribution, at the discretion of the Board of Trustees, to be deposited in the General Fund. Participants are not permitted to borrow against their accounts.~~

### ~~b. Employer~~

~~The National Conference or affiliated entities shall remit the monthly employer contribution to the Benefits Corporation by the 15th of each month for as many eligible participants as they employ. The amount of the employer contribution to the 403(b) pension plan shall be annually recommended by the National Conference Finance Committee and approved by National Conference.~~

## 5. Vesting of Participant's Contribution

A Participant's ~~both~~ pre-tax and after-tax contributions and any earnings on those contributions, and any rollover contributions made to their 403(b) pension plan account are fully vested at 100% on the date the contribution is made.

## 6. Vesting of Employer's Contribution

The funds ~~assigned by the Board contributed~~ to a Participant's account as employer's contribution shall be vested ~~immediately on the date the contribution is made. according to the Evangelical Congregational Church 403(b) Plan Document:~~

- ~~\* at the end of the first year of participation, zero (0%) will be vested;~~
- ~~\* at the end of the second year of participation, twenty-five percent (25%) shall be vested;~~
- ~~\* at the end of the third year of participation, fifty percent (50) shall be vested;~~
- ~~\* at the end of the fourth year of participation, seventy-five percent (75%) percent shall be vested; and~~
- ~~\* at the end of the fifth year of participation, one hundred percent (100%) hall be vested.~~

## 7. Account Statements to Participants

The ~~403(b) Fund Manager Plan Record Keeper~~ shall ~~issue a statement, semi-annually or more frequently as required by federal regulations, to each Participant indicating any transactions recorded in that account for the intervening period. make online account access available to all participants, including electronic account activity statements and tax statements. A paper account activity~~

# AFFILIATES

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statement option will be available with the cost, if any, of issuing and mailing a paper statement, born by the Participant.

## 8. Withdrawal from Plan Account

### a. Hardship Withdrawal

Funds contributed by a Participant may be withdrawn from his account for reasons of "hardship." ~~Hardship is defined by the IRS Code section 721 and its relevant amendments prevailing at the time of said withdrawal, which could include an IRS penalty for early withdrawal and a federal income tax withholding on the distribution, which will reduce the amount of the distribution granted to the Participant. Such 'hardship' funds shall not include moneys paid into the account and identified as the employer's contribution, or any income earned by re-invested funds including those accrued with the Participant's contributions. Application for hardship withdrawal is to be made to the Benefits Corporation's 403(b) Fund Management Account Representative. Following a Hardship Withdrawal, all Participant contributions are suspended for at least six (6) months after the receipt of the hardship distribution. Employees should seek professional tax advice before making a withdrawal. Please see the Summary of Plan Provisions for details of situations eligible for hardship withdrawals and other conditions and restrictions.~~

### b. In-Service Withdrawals

~~Housing Equity Account Contributions may be withdrawn upon relocation from a parsonage to a private home. Individuals who hold credentials in the EC Church and/or have been stationed in an EC Church may have access to their vested funds in their Housing Equity Account at a minimum age of 59 1/2 and superannuated or retired as defined by the EC Rules of Conference regardless of future or continuing employment with the EC Church. Participants in a Housing Equity Account plan are immediately vested in all contributions made to this program. Application for in-service withdrawal is to be made to the Benefits Corporation's 403(b) Fund Management Representative. Employees should seek professional tax advice before making a withdrawal. In-Service withdrawals are not permitted save for the exceptions below:~~

#### 1.) Participant's contributions and Rollover ~~and Roth~~ Plan Withdrawals

Funds from a previous employer that were rolled over to the Participant's ~~403(b)~~ as administered by the Benefits Corporation account and/or a Participant's employee ~~After tax~~ contributions to a ~~Roth 403(b)~~ plan may be withdrawn at any time, ~~as defined by the IRS Code at the time of the said withdrawal. pursuant to the in-service withdrawal conditions as specified in the Summary Plan Provisions.~~

#### 2.) Superannuated/Retirement Withdrawals

Individuals who hold credentials in the Evangelical Congregational Church and/or have been assigned to an E.C. Church and have obtained superannuated or retired classification as defined in National Conference Rules regardless of future or continuing employment within the E.C. Church may access their 403(b) vested funds at the minimum age of 59 1/2 .

## 9. Termination of Employment

# AFFILIATES

If a Participant's employment terminates or is terminated for any reason and at any age (including retirement), the Participant will be entitled to a distribution within a reasonable time after the termination. ~~The distribution will follow the options as listed in 'Distribution of Participant's Plan Assets.' (See Section 10. c. that follows.)~~

## 10. Distribution of Benefits

### a. Participants

A Participant who has reached the age of sixty (60), or has a minimum of thirty (30) years of service and the Participant's classification is changed to 'retired or superannuated' or has become permanently disabled is eligible to apply for retirement benefits according to these By-laws. Receipt of retirement benefits is contingent upon the Participant's classification change to 'retired or superannuated' with the Evangelical Congregational Church denomination.

When a participant decides to retire, he/she is to notify the Benefits Corporation of his/her intention in writing within 30 days after notification has been given to the Ministerial Development Associate and the Bishop (as per National Conference Rule 801.1) or the employer. The Participant can be advised of his/her retirement options regarding any benefits administered by the Benefits Corporation that he/she is entitled to, including the legal rights of the spouse by the Benefits Administrator.

### ~~b. Surviving Spouse or Other Beneficiaries Benefit Distribution Upon Death of the Participant~~

If a participant dies while still employed by the Employer, then the vested account balance will be used to provide the beneficiary(ies) with a death benefit. Please see the Summary Plan Provision for details of spouse and beneficiary(ies) death benefit distribution. Upon the death of a Participant, the surviving spouse, if any, shall be notified as to the options available. Specifically the surviving spouse may take distribution of the Participant's account by any option that the Participant could have elected. To the extent that the Participant did not elect a beneficiary, then the resulting distribution would be made to the Participant's estate.

### c. Disposition of Participant's Plan Assets

The Participant shall receive the distribution of income as a pension benefits which shall be disbursed according to one of the following options as agreed to by the participant in writing and in agreement with the Summary Plan Provision. (notes follow the itemization)

1. Lump sum single payment of entire accumulation. ~~(Notes 1, 3)~~
2. Monthly, quarterly or annual installments over a period of not more than your assumed life expectancy (or your and your beneficiary's assumed life expectancy) or until Participants account is exhausted. ~~(Notes 1, 2, 3, 4)~~
3. Partial periodic withdrawals. ~~(Notes 1, 2, 3, 4)~~
4. Defer receiving income. ~~(Notes 2, 3, 4)~~ Required Minimum Distribution Rules may require a withdrawal when a participant is above a specified age. Please see Summary Plan Provision for details.

#### **Notes:**

- ~~1) This amount may be subject to taxation as ordinary income. Contact your own tax advisor.~~

# AFFILIATES

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- ~~2) Cumulative account values held with right of partial periodic withdrawals.~~
  - ~~3) At age seventy and one-half (70 ½) the Participant must comply with current IRS regulations regarding withdrawals.~~
  - ~~4) Distributions prior to 59 ½ years of age may be subject to an early withdraw penalty by the IRS.~~
  - d. All funds not distributed to a participant for any reason cited by this plan shall be returned to the general Pension Fund of the Evangelical Congregational Church Benefits Corporation.
  - e. The Corporation reserves the right to ~~change option selections for future retirees as federal or state regulations require or as determined by the Board of Trustees to preserve the financial integrity of the Pension Plan.~~ amend the plan at any time. In no event, however, will any amendment authorize or permit any part of the Plan assets to be used for purposes other than the exclusive benefit of Participants or their beneficiary(ies). Additionally, no amendment will cause any reduction in the amount credited to the Participant's account.
10. The By-laws of the Evangelical Congregational Church Benefits Corporation shall be amended by the addition of Appendix A.
11. The Plan Administrator will be the Evangelical Congregational Corporation Benefits Administrator.

## THE HEALTH INSURANCE PLAN

1. Eligibility to Participate
- a. All licensed or credentialed ministers of Evangelical Congregational Church, serving churches or in an ancillary capacity may participate in the Health Insurance Plan.
  - b. Term or Career Missionaries (as defined by the Global Ministries Community) may participate in the plan.
  - ~~c. Employees of the Evangelical Theological Seminary may participate in the plan.~~
  - d. Personnel substantially employed in a ministry, a minimum of thirty (30) hours may participate in the plan. The National Conference or affiliated entities shall determine the persons for whom coverage may be offered.
  - e. Minister's Widows and dependents, if enrolled at the time of the minister's death, may continue to participate in the health insurance plan. The local church where the deceased pastor served will continue to pay for the widow's and dependents health insurance for two (2) full months following the death, after which they must secure the health insurance coverage of their choice, at their own expense.
  - f. If a deceased pastor was eligible for pastoral, retirement coverage as outlined in the Retiree Phase-Out plan of 2005 and revised in the Retiree Health Insurance Plan of 2015, these, too, apply for his widow. All denominational subsidized retiree health insurance coverage is terminated as of 2020 as per the Retiree Health Insurance Plan of 2015.
2. Retired Pastors and spouses
- a. A church which is assigned a part-time retired pastor shall at the time of assignment negotiate with the pastor and in agreement determine if the church will pay or not pay for a percentage of the pastor's (and spouse's) retiree health insurance premiums.

# AFFILIATES

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- b. All Retired pastors and their spouses not eligible for denominational subsidized premiums (See Section C.1.f.) may participate in the Retiree Health Insurance Plan at their own expense and subject to approval by the Benefits Administrator, if they meet the insurance provider's eligibility requirements.
  - c. Retired, career missionaries may participate in the retiree health insurance plan at their own expense and at the recommendation of the Global Ministries Community and the approval of the Board of Trustees of the Benefits Corporation, if they meet the insurance provider's eligibility.
3. Operation of the Health Insurance Plan
- a. Selection of the Health Insurance Plan: The Board of Trustees of the Benefits Corporation shall select and implement the plan.
  - b. Payment of Premiums
    - 1) Employing Entities of full-time, licensed or credentialed Ministers serving an E.C. Church, the National Conference or an affiliated entities shall pay 100% of the Participant's and any eligible dependent's health insurance premium who are covered under the health insurance plan administered by the Benefits Corporation (as per National Conference Rule 1002.) unless the National Conference, Church or entity and the Participant agree to a Medical Salary deduction ( as per National Conference Rule 1002.1.)
    - 2) All other participants eligible to participate as listed in Section 1 of the Health Insurance Plan by-law shall decide with their governing body as to the percentage paid for the health insurance premiums to the Benefits Corporation by the employee and employer. (For guidance, see National Conference Rule 1002.1)
    - 3) Health Insurance premiums must be paid monthly, a month in advance, to the Benefits Corporation by the 15th of each month prior to the month for which the premium applies.
    - 4) National Conference, a church or affiliated entities who consistently do not pay or are late with their premiums, putting their health insurance account in arrears will be notified by the Benefits Administrator. Failure to comply may result in termination of health insurance coverage for the Participant(s) of that entity.

## THE MANNA FUND

### 1. Purpose

The purpose of the Fund is to provide supplemental income as funds are available for Pension Plan beneficiaries who qualify on the basis of need as determined by the Board of Trustees.

### 2. Managing the Fund

The Finance Committee of the Board shall be authorized to handle all details for implementation of the Fund. This includes publicity, ascertaining eligibility requirements among retirees, acknowledging contributions and awarding benefits.



# AFFILIATES

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The Fund shall consist of donations from individuals and congregations. Unneeded funds may be used at the discretion of the Board of Trustees. In the event there are insufficient funds received for the Manna Fund, the Board of Trustees may divert excess funds from other accounts that they administer to the Manna Fund.

3. Eligibility for Manna Fund Distribution

- a. The participant must have at least 10 years participation in the Pension Plan.
- b. Maximum annual income levels will be determined by the Board of Trustees
- c. The participant must complete the Manna Fund Financial Disclosure Form application

4. Application for Distribution

Retirees who desire to be considered for a Manna Fund application must complete and return the Manna Fund/Financial Disclosure Form application as provided by the Benefits Corporation.

5. Distribution of Funds

- a. Upon receipt of all the Manna Fund applications and Financial Disclosure Forms from those who wish to be considered for a distribution, the Finance Committee shall determine the amount needed for those who qualify to supplement their income.
- b. Distribution of funds will be based upon need. The amount of payment of funds shall be determined by evaluating current and potential income from all sources including personal assets owned by the Participant and his spouse (excluding the primary residence and furniture and furnishings therein.) The potential income of personal assets shall be determined by its fair market value multiplied by the third quarter rate of interest paid by the Guaranteed Income Fund of the 403(b) management company.
- c. If the Participant has withdrawn a lump sum from his pension fund, the value of said amount will be determined by multiplying the total of the sum or sums, withdrawn by its fair market value, multiplied by the third quarter rate of the Guaranteed Interest Fund of the 403(b) management company.
- d. If the Fund balance is not adequate to meet legitimate claims, each Participant will receive a pro rata amount. If the Fund balance exceeds the need, amounts being paid shall not be increased. Distribution shall be made ~~in December on the basis of the current year~~ at the discretion of the finance committee.
- e. When the Fund balance exceeds projected needs beyond two years, solicitation for funds shall be stopped.

## WORKER'S COMPENSATION

Coverage for worker's compensation for all employees of local churches and the National Conference

- 1. Purpose. To insure all employees of local churches and the National Conference for the loss of wages and medical expenses for work related injuries.
- 2. Participants.
  - a. All employees of the local churches and the National Conference including part-time employees shall be covered by worker's compensation insurance.



# AFFILIATES

- b. Persons employed by ~~Evangelical Theological Seminary~~, Global Ministries Community or affiliated agencies may participate.
- 3. Operation.
  - a. Coverage shall be administered through the Benefits Corporation in those states which mandate worker's compensation insurance coverage by employers and can be covered under the Benefits Corporation Worker's Compensation policy.
    - (1) The Benefits Corporation shall annually require each church or agency covered by its Workers' Compensation policy to complete and submit an employee-salary audit form, as required of the Corporation by its insurer.
      - i. Unreturned employee-salary audit forms are subject to a late fee up to \$100
    - (2) The Benefits Corporation shall annually bill each church or agency for their Worker's Compensation Insurance based on the employee-salary audit form.
  - b. Those churches located in states which cannot be covered by the denomination's worker's compensation insurance shall annually submit to the Benefits Corporation verification of individual church coverage. This verification is due by July 1 of each year.

The National Conference shall be named as an additional insured on all workers' compensation policies purchased by individual churches.

## HOUSING EQUITY ACCOUNTS

~~The Housing Equity Account Program (hereinafter "Program") administered in compliance with the section 403 (b) of the Internal Revenue Code. The Program is administered as a sub-plan of the Defined Contribution Plan detailed in Article IX, Section A of the Benefits Corporation By-Laws.~~

### ~~1. Participants~~

- ~~a. All ministers licensed or credentialed by the Evangelical Congregational Church who are employed by the National Conference, Church, or affiliated entities, and who reside in a parsonage, are eligible to participate in the program.~~
- ~~b. Since this is an optional program, participation in the — program will be determined by the Local Conference and appropriately recorded on the Annual Statement of Pastor's Compensation Form. As such, the contribution amount must be determined annually at the Local Conference.~~
- ~~c. Participant shall name a beneficiary or beneficiaries on a form to be provided by the Corporation.~~

### ~~2. Contributions~~

~~National Conference, Church, or affiliated entities shall be required to remit, at the minimum, quarterly payments (due March 15, June 15, September 15, December 15) equal to the total amount of the contribution to the program as indicated on the Annual Statement of Pastor's Compensation Form. The total contribution must be received by the Corporation no later than December 15 of the year.~~

### ~~3. Vesting of Employer Contributions~~

## AFFILIATES

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~~Participants in the plan are immediately vested in all contributions made to the program.~~

### ~~4. Account Statements to Participants~~

~~The 403(b) Fund Manager shall issue a statement semi-annually or more frequently as required by federal regulations, to each participant indicating fully the activity for the intervening period.~~

### ~~5. Benefit Distribution~~

~~a. A Participant may apply for benefits from the program up to the full account balance in the participant's individual account. Eligibility to withdraw funds is contingent upon the Participant's relocation from a parsonage, or the Participant's retirement from active service with the Evangelical Congregational Church denomination. (See Note below).~~

### ~~b. Surviving Spouse or Other Beneficiaries~~

~~Upon the death of a Participant prior to retirement or termination or prior to the distribution of any funds from the Program, the beneficiary may take a distribution of the Participant's account by any option that the participant could have elected. If there is no beneficiary designation, the entire balance of the Participant's account becomes part of the Participant's estate. (See Note below).~~

~~NOTE: This amount may be subject to taxation as ordinary income. Contact your own tax advisor~~

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## TWIN PINES CAMP

# MISCELLANEOUS

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## 2025 NATIONAL CONFERENCE RESOLUTIONS

### **Affiliation of St. Matthew's Church of Kunkletown, PA**

St. Matthew's United Church of Christ, located at 102 Church Road in Kunkletown, PA convened a congregational meeting on October 8, 2023, and voted in favor of entering a trial period with the Evangelical Congregational Church. From May 5, 2024, through June 2, 2024, the congregation's members cast votes to affiliate with the Evangelical Congregational Church. During that time 94 votes were cast with 85 percent in favor of joining the Evangelical Congregational Church.

THEREFORE BE IT RESOLVED: That the former St. Matthew's United Church of Christ of Kunkletown, PA has enthusiastically, with a Christ-like spirit met the requirements of affiliation with the Evangelical Congregational Church as outlined in section 306.4 of the *Discipline* and now presents itself before this National Conference body to receive the two-thirds majority vote of official affiliation as St. Matthew's Evangelical Congregational Church.

### **Closure of Trinity EC Church of Mount Joy, PA**

Mount Joy Trinity Evangelical Congregational Church Mount Joy, PA convened a congregational meeting July 2, 2024, to consider the dissolution of Trinity Evangelical Congregational Church, Mount Joy, PA. Following an appropriate motion and second, a vote was taken and those entitled to cast a ballot voted unanimously to approve the motion to close effective July 28, 2024, and be declared dissolved effective upon the adoption of a resolution of dissolution by the National Conference of the Evangelical Congregational Church no later than May 23, 2025. The congregation attested that it followed its by-laws when calling the congregational meeting on July 2 and making a proper motion and voting procedures.

THEREFORE BE IT RESOLVED: That the closure of Trinity Evangelical Congregational Church, Mount Joy, PA is hereby approved by the National Conference of the Evangelical Congregational Church, to be effective upon the repayment of any claims of the National Conference being adequately satisfied as remaining funds are available. Title of all property, both real and personal, of said congregation hereby reverts to the National Conference which becomes entitled to all rights of ownership thereto.

### **Disaffiliation of Wyndamere Heights EC Church of Lewisberry, PA**

Wyndamere Heights Evangelical Congregational Church, Lewisberry, PA convened a congregational meeting on April 13, 2025, to consider dissolution of affiliation from the National Conference of the Evangelical Congregational Church. Following an appropriate motion and second, a vote was taken and

## MISCELLANEOUS

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those entitled to cast a ballot voted to approve dissolution with the National Conference of the Evangelical Congregational Church on July 1, 2025. The congregation attested that it followed applicable sections of 308.3 of *The Creed, Ritual and Discipline of the Evangelical Congregational Church*, 2022 edition, and its own by-laws, when calling the congregational meeting and making a proper motion and voting procedures.

THEREFORE BE IT RESOLVED: That the disaffiliation of the Wyndamere Heights Evangelical Congregational Church, Lewisberry, PA from the National Conference of the Evangelical Congregational Church is hereby approved, to be effective upon the repayment of any claims of the National Conference of the Evangelical Congregational Church being adequately satisfied. Title of all property, both real and personal, of said congregation remains with Wyndamere Heights Evangelical Congregational Church and its successors.

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## RESUMES

### BENEFITS CORPORATION BOARD OF TRUSTEES LAY NOMINEE

#### INCUMBENT

Name: Bruce E. Leonard

Address: 214 Wolf Dr, Allentown, PA 18104

Christian Experience:

I accepted Jesus as my savior at Twin Pines when I was about 12 years old. Since then, I have continued to hold that Jesus died for me, and that I will have life everlasting. I must admit to a variety of times when my faith probably was not what it should have been, but I try to be a good Christian man and a witness to those around me.

Church Affiliation and Membership: Christ EC Church, Allentown, PA

## MISCELLANEOUS

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### Church Leadership:

I am a congregational representative on our Ministry Council and also serve as Chairman of our Financial Management Commission. I am a member of our Pastoral Relations Commission. I am the Church's contact person who interacts with the investment counselor for our investment account. I serve as an usher during worship service, and am a teller on our counting team.

### Educational Background:

Pennsylvania State University BS in Electrical Engineering 1978

BS level college courses in accounting, finance, marketing, etc., in preparation for obtaining an MBA (which was not achieved).

### Community Service:

I am a fundraiser and impromptu advisor to the Northeastern PA chapter of the Cystic Fibrosis Foundation.

### Professional Life:

I am a retired electrical engineer. My last position was as an engineering supervisor for PPL. I had responsibility for approving the design work associated with providing electric service to the 300,000 residential, commercial and industrial PPL customers in the Greater Lehigh Valley area. I supervised a group of engineers and technicians in two separate offices. In addition, I was responsible for managing storm restoration efforts in the Lehigh Valley when our customers lost power due to storms or other weather events.

Hobbies: Tennis, pickleball, golf, hunting, fishing, minor woodworking

# MISCELLANEOUS

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## BENEFITS CORPORATION BOARD OF TRUSTEE LAY APPLICATION

### INCUMBENT

Name: Brandi Wenger

Address: 3126 River Road, Conestoga, PA 17584

Christian Experience: I was blessed to grow up in a Christian home with two younger sisters. In 2000, my family moved to the Southern end of Lancaster County, and at the invitation of our next-door neighbor, we began attending Grace Community Church while it was meeting at Lancaster County Christian School.

I continued attending GCC through college while I wrestled with God's direction for my life. As a junior in college, I rededicated my life to Christ and earnestly pursued Him. I graduated with a degree in Human Development and Family Studies (Human Services) with a desire to help those in need. Through persistent and faithful prayer, God revealed his plan for me to join the staff at GCC in 2011. It has been the greatest joy of my life to serve Him while continuing to grow deeply in my faith and relationship with Him.

Church Affiliation and Membership: Grace Community Church of Willow Street – member since 2004.

Church Leadership: I currently serve as the Church Administrator of Grace Community Church overseeing the business, finance, operations and communications of GCC.

Educational Background: Graduate of Penn Manor High School in 2006 and Penn State University (York Campus) in 2010 with a Bachelor's of Science in Human Development and Family Studies.

Professional Life: I enjoy serving on GCC's Finance Commission, Operations Commission (Willow Street and Millersville), Capital Campaign Committee, non-voting member of the GCC Ministry Council, and assist in operational aspects of the second phase of our building expansion project. I am a member of GCC's Assimilation Team and am passionate about helping others discover their God-given gifts and how to apply them to new areas of church ministry and service. I also enjoy connecting with other church administrators to share information and encourage one another in prayer.

Hobbies: I love the outdoors and together my husband and I enjoy riding horses. I've been riding horses since the age of 10 and enjoy practicing, competing, and assisting with local equine associations for kids. We also enjoy vacationing in the mountains of Potter County, PA.

# MISCELLANEOUS

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## BENEFITS CORPORATION BOARD OF TRUSTEE LAY APPLICATION

Name: Shawn McGlinchey USCG, Ret.

Address: 231 Orchard Hills Drive, Boyertown, PA 19512-1425; 267-228-8536 (Cell)

E-mail: [shawnmcglinchey@gmail.com](mailto:shawnmcglinchey@gmail.com)

Christian Experience: Grew up in a Christian home/church in Southern New Jersey attending a Methodist Church, but truly experienced Christ at a Christian camp both as a camper as well as staff for five summers. Gave my life to Christ at the age of 23 and continue to grow in both the Word and love for Jesus Christ.

Church Affiliation and Membership: Member of Trinity EC Church of Boyertown along with my wife Jill.

Church Leadership: Currently serve on Trinity Leadership Team as the Chair of Trinity's PRC, and the Lay Delegate. Serve as the Penn-Jersey District Lay Delegate representative on the NMT as well.

Educational Background: Undergraduate degree from Stockton College, now a university, in Criminal Justice. Several insurance designations – associate in commercial insurance underwriting, risk management & business continuity. Graduate of United States Coast Guard Officer Candidate School (OCS).

Community Service: Through Trinity involved in some of our community outreach activities. I also served as the local Election Judge for 10 years.

Professional Life: Over 30 years in the risk management/insurance with the last 19 years in senior management/leadership roles for both public and private corporations. Most recent role is as Vice President of Risk Management for \$120 million, 3200 employee operations that operates 1730 school buses in 3 states moving approximately 175K students on a given day. I handle the selection and placement of all insurance coverages as well as selection of financial attachment points on the various coverages. Maintain professional insurance licenses for Health, Life as well as all property casualty coverages. Also maintain Pennsylvania Public Notary.

Hobbies: Camping, paddling and fishing.

# MISCELLANEOUS

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## BENEFITS CORPORATION BOARD OF TRUSTEE PASTORAL APPLICATION

### INCUMBENT

Name: Rev. Ryan Taylor

Address: 6 Rolling Hill Drive, Lititz, PA 17543

Christian Experience: I received Jesus as Lord and Savior as a child through the ministries of Grace EC Church, Knox, PA and Camp ECCO. I continue to serve Him in ministry as Associate Pastor at Trinity EC Church, Lititz.

Church Affiliation and Membership: Trinity EC Church, Lititz, PA

Church Leadership: Associate Pastor – share in preaching/teaching/leadership responsibilities; oversight to youth ministries, assist w/ pastoral care, lead annual missions trip for teens/adults, provide leadership for multi-church winter retreat at Twin Pines, Facilitator for Red Rose District, Trustee and VP for E.C.C Benefits Corporation, Member and Secretary of Evangelism and Discipleship Commission.

Educational Background:

Clarion University – 1997 B.S. Secondary Education

Evangelical School of Theology – 2002 – M.DIV

Community Service: Coach basketball for Lititz RecCenter Youth League; Substitute teacher for Released Time education - teaching 4/5<sup>th</sup> graders

Professional Life: Associate Pastor, Lititz PA

Hobbies: sports, reading, playing with my boys, board games



# MISCELLANEOUS

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## STATISTICIAN

A slight improvement on the annual report response rate in 2025, an increase in three reports to 90 completed and submitted forms, also increasing the response rate to 76%. Small improvements are welcome but missing almost ¼ of our churches is disappointing. Missing statistical reports hamper year-to-year comparative and trending analysis. Admittedly, church attendance statistics are inherently fuzzy and not always representative of the impact a church has on its community. However, the operation of a denomination, or any organization, requires the collection of some indicators of activity and the trend of those indicators can be an indicator of the health of an organization. I encourage all churches to complete and remit their annual statistical reports on a timely basis.

A review of the summary statistical report indicates there is much to be thankful for as increases are reported in multiple areas. Average Sunday morning worship increased by 3.2% as well as increases reported in Sunday School attendance, Baptisms and New Professions of Faith. In 2024, total giving increased by over \$2.9M to over \$23M and EC and Non-EC mission giving exceeded \$1M in both categories this year. Total monies sent to help others increased 18% from 2023. Praise God!

Thanks to all the churches that responded to the annual statistical survey. I hope in future years more participation can be encouraged. If anyone has a suggestion on what statistic(s) to gather and report on that would be beneficial to your church or ministry, please contact me.

**Kevin Henry**  
**Conference Statistician**

# MISCELLANEOUS

## NATIONAL CONFERENCE STATISTICAL REPORT

January 1, 2024 to December 31, 2024  
OF THE EVANGELICAL CONGREGATIONAL CHURCH

	2024 TOTAL	2023 TOTAL	2022 TOTAL
<b>CHARTERED/PLANTS/INSTITUTIONS</b>			
Total Membership this year	10,674	9,581	10,279
Ave. Attendance Primary Worship	7,037	6,820	6,468
Ave. Attendance Sunday School	1,751	1,711	1,582
New Professions of Faith/Baptisms	472	438	354
Number of employees, excuding pastor	233	235	206
Number of pastors	99	93	98
<b>MONEY RECEIVED</b>			
Income	23,200,115	20,308,738	18,695,292
<b>MONEY SENT TO HELP OTHERS</b>			
Kingdom Extension Offerings/Partners	28,912	23,381	29,788
GMC Offerings - Self-Denial, Missionary Christmas,			
Stewardship Offering, Thank Offering	39,953	45,973	50,257
Student Aid Offering	12,551	10,526	11,517
Episcopal Fund	0	3,724	2,381
Manna Fund	4,595	3,072	10,908
Global Missions (non EC)	1,024,883	924,404	798,745
Global Missions (EC)	1,142,463	869,736	865,916
World Emergency Fund	2,637	24,379	2,340
<b>TOTAL MONEY SENT TO HELP OTHERS</b>	<b>2,255,994</b>	<b>1,905,195</b>	<b>1,771,852</b>
Number of Annual Statistical Reports Returned	90	87	89

## MISCELLANEOUS

2024 STATISTICS		MEMBERSHIP STATISTICS								
CHURCH		Total Membership as of Dec 31 ,2024	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)
Adamstown - Immanuel EC	1	No Report for 2024								
Afolkey - Grace EC	2	86	37	21	1	9	4	6	1	1
Akron - Cottage Grove EC	3	61	41	0	10	38	1	10	2	1
Akron - First EC	4	83	40	20	9	0	0	0	2	1
Akron - Grace EC	5	119	104	6	13	7	9	0	16	2
Allentown - Christ EC	6	92	45	10	7	15	1	0	1	1
Allentown - New Bethany EC	7	No Report for 2024								
Allentown - St. John's EC	8	40	15	0	2	4	0	0	0	1
Allentown - Zion EC	9	43	25	0	0	0	0	0	0	1
Annvile - Zion EC	10	176	72	6	3	6	0	0	1	1
Ashland - Bethany EC	11	172	28	18	1	9	0	0	2	1
Bair - Faith EC	12	33	17	11	2	13	0	0	1	1
Bangor - First United EC	13	234	51	3	1	15	2	6	4	1
Bartonsville - St. John's EC	14	141	29	0	3	24	0	0	1	1
Berlinsville - Trinity EC	15	36	12	0	0	0	2	0	0	1
Bethlehem - Arabic Living EC	16	No Report for 2024								
Bethlehem - Emmanuel EC Church	17	73	40	15	5	60	5	0	1	1
Boyertown - Trinity EC	18	240	164	33	11	7	2	2	31	2
Bridgeville - Zion EC	19	No Report for 2024								
Brownstown - Ebenezer EC	20	124	55	25	3	18	5	0	3	1
Bunker Hill - Bunker Hill EC	21	66	41	29	1	6	5	1	2	1
Bushkill - Community EC	22	34	30	0	5	22	0	0	0	1
Canton - First EC	23	12	16	0	0	0	0	0	0	1
Canyon Falls, KY - Canyon Falls EC	24	38	29	12	0	0	0	2	0	1
Clarion - Riverhill EC	25	No Report for 2024								
Clarks Mills - Countryside EC	26	No Report for 2024								
Clark's Valley - Zion EC	27	173	120	35	5	70	13	8	3	1
Clayton - Bethany EC	28	3	4	0	0	0	1	0	0	1
Columbia - Grace EC	29	55	42	24	1	15	0	0	0	1

## MISCELLANEOUS

2024 STATISTICS			MEMBERSHIP STATISTICS								
	CHURCH		Total Membership as of Dec 31 ,2024	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)
	Conestoga - Bethel EC	30	49	55	8	2	8	1	2	0	1
	Cressona - Bethany Christian Fellowship EC	31	226	35	10	1	7	0	0	2	1
	Creswell - Bethany EC	32	91	115	75	7	20	1	8	2	2
*	Davenport - The Axios Community Outpost	33	No Report for 2024								
	Dixon - Bethel EC	34	156	167	0	10	12	4	1	8	0
	Dreherstown - Immanuel EC	35	31	8	0	0	0	3	0	0	1
	East Petersburg - Grace EC	36	58	23	10	3	22	0	0	1	1
	East Weissport - People's EC	37	No Report for 2024								
	Emlenton - Crossroads Bethany	38	11	26	10	1	12	1	0	0	1
	Emlenton - New Zion EC	39	22	30	9	0	0	0	0	1	1
	Emmaus - St. Matthew's EC	40	118	59	0	4	18	0	0	0	1
*	Ephrata - Christ House	41	No Report for 2024								
	Ephrata - Grace EC	42	45	40	0	4	9	0	9	1	1
	Fern - Trinity EC	43	No Report for 2024								
	Fishing Creek - Trinity EC	44	32	18	8	2	8	1	0	1	1
	Fogelsville - Hope Community EC	45	118	127	10	18	80	4	9	1	2
	Frackville - Trinity EC	46	80	27	17	1	5	0	2	1	1
	Gratz - Good Shepherd EC	47	No Report for 2024								
	Harrisburg - Faith EC	48	23	16	0	0	0	0	0	2	1
	Harrisburg - Trinity EC	49	152	59	41	2	25	0	2	4	1
	Hatfield - Emmanuel EC	50	89	24	0	1	15	8	0	1	1
	Hazleton - Buenas Nuevas EC	51	No Report for 2024								
	Herndon - New Life EC	52	64	43	12	2	10	0	0	0	1
	Hooppole - Calvary EC	53	58	17	0	0	0	0	0	0	0
	Hosensack - Grace EC	54	81	33	0	3	23	0	0	0	1

## MISCELLANEOUS

2024 STATISTICS			MEMBERSHIP STATISTICS								
	CHURCH		Total Membership as of Dec 31 ,2024	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)
	Jim Thorpe - Ebenezer EC	55	70	70	32	3	30	2	1	3	1
	Kinderhook - Kinderhook EC	56	76	52	0	4	40	3	2	1	1
	Knox - Grace EC	57	170	195	114	21	145	6	8	5	1
	Kutztown - Grace EC	58	74	101	8	6	12	1	3	4	1
*	Lancaster - El Shaddai	59	No Report for 2024								
	Lancaster - Faith EC	60	61	70	50	7	55	0	0	3	1
	Lancaster - Trinity EC	61	61	28	13	0	0	0	0	2	1
	Lavelle - Christ EC	62	No Report for 2024								
	Lawn - Lawn EC	63	101	27	20	0	0	0	0	1	1
	Lebanon County - Christ Community Church	64	105	86	41	3	25	2	0	5	1
	Leesport - Bethany EC	65	111	55	15	3	10	0	0	1	1
***	Lehigh Valley - Horizon EC	66	0	190	40	3	32	4	6	3	1
	Lehighon - Bethany EC	67	83	45	10	3	5	2	1	0	1
	Lenhartsville - Salem EC	68	222	125	64	6	10	5	1	2	1
	Lewisberry - Wyndamere Heights EC	69	No Report for 2024								
*	Lexington - Casa de Amor	70	No Report for 2024								
	Litz - Trinity EC	71	658	235	81	14	127	0	0	10	2
	Manheim - Trinity EC	72	183	49	35	5	42	1	2	1	1
	Mohn's Hill - Mohn's Memorial EC	73	No Report for 2024								
	Mohnton - Zion EC	74	169	75	48	1	5	3	1	3	1
	Morgantown - California EC	75	64	47	11	4	31	1	1	2	1
	Mount Airy - Mount Airy EC	76	24	19	5	0	0	0	0	0	1
	Mount Culmen - Mount Culmen EC	77	No Report for 2024								
	Mount Joy - Trinity EC	78	Closed July 28, 2024								
	Palmerton - The Living Hope Lighthouse	79	0	63	13	2	8	5	0	0	1

## MISCELLANEOUS

2024 STATISTICS			MEMBERSHIP STATISTICS								
	CHURCH		Total Membership as of Dec 31 ,2024	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)
	Palmyra - First EC	80	264	66	30	4	35	0	2	2	1
	Pequea - Pequea EC	81	38	25	8	2	8	0	0	0	1
	Pitman - St. Paul's EC	82	No Report for 2024								
	Pitman - Zion EC	83	No Report for 2024								
	Pleasantville - Bethany EC	84	63	39	22	2	20	2	1	4	1
	Plymouth Meeting - Plymouth Meeting EC	85	212	41	0	6	14	0	2	3	1
****	Pottstown Area - Journey53	86	No Report for 2024								
	Reamstown - St. Paul's EC	87	283	263	92	10	12	0	7	4	2
	Red Lion - Arlington EC	88	77	49	16	1	11	0	5	0	1
	Reedsville - Bethesda EC	89	316	162	71	13	56	3	4	10	1
	Reichs - Reich's EC	90	80	42	12	3	15	0	0	1	1
	Rexmont - Rexmont EC	91	No Report for 2024								
	Rock - Manbeck's Zion EC	92	98	51	16	2	13	3	5	0	1
	Rothsville - St. Paul's EC	93	No Report for 2024								
	Royersford - Trinity EC	94	140	156	62	12	1	6	18	6	1
	Schuylkill Haven - Grace EC	95	510	152	19	10	10	14	16	4	1
	Seneca - Seneca EC	96	45	35	11	2	26	2	6	1	1
	Shillington - New Life	97	104	31	28	3	15	5	0	0	1
	Sinking Spring - Community	98	320	198	97	21	109	56	9	5	3
**	Slatington - Trinity EC	99	17	13	0	2	18	0	0	0	1
	Southington - Delightful EC	100	38	22	12	0	0	3	2	0	1
	Steelstown - St. John's EC	101	117	64	25	1	8	0	0	2	1
	Sunbury - Bethany EC	102	No Report for 2024								
	Tamaqua - Bethany EC	103	421	92	43	8	13	34	0	1	1
	Temple - Faith EC	104	106	53	23	2	22	1	0	1	1

## MISCELLANEOUS

2024 STATISTICS		MEMBERSHIP STATISTICS								
CHURCH		Total Membership as of Dec 31, 2024	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)
Terre Hill - Trinity EC	105	No Report for 2024								
Transfer - Lakeside EC	106	123	70	0	0	0	0	0	0	1
Trevorton - Emmanuel EC	107	No Report for 2024								
Vera Cruz - Vera Cruz EC	108	38	12	0	0	0	0	0	0	1
Weigelstown - St. David's EC	109	140	99	52	5	12	2	0	4	1
Whiting - Christ EC	110	39	48	0	3	35	1	1	2	1
Williams Township - Christ EC	111	No Report for 2024								
Williams Valley - Faith EC	112	70	40	6	1	4	0	0	3	1
Willow Street - Grace Community Church	113	1058	1614	0	63	0	35	19	36	5
York - Iglesia Cristiana EC	114	0	36	15	6	5	0	3	0	1
York - St. Paul EC	115	0	9	0	1	5	0	0	2	0
* York - The Next Step	116	0	6	3	1	6	2	0	0	1
Youngstown - Wedgewood Park EC	117	71	32	7	3	7	1	0	0	1
Zieglerville - Christ EC	118	16	6	3	0	0	0	0	0	1
CONFERENCE TOTAL		10674	7037	1751	416	1669	278	194	233	99

\* Church Plant

\*\* Church Restart

\*\*\* Church Partners

\*\*\*\* Kingdom Extension Community (KEC)

## MISCELLANEOUS

2024 STATISTICS		Income				Expense				
CHURCH		Regular Tithes & Offerings	Missions (EC and non EC)	All Other Income	Total Income	Personnel (salaries & benefits)	EC Global Missions	Non-EC Missions	All Other Expenses	Total Expenses
Adamstown - Immanuel EC	1	No Report for 2024				No Report for 2024				
Afolkey - Grace EC	2	109,561	16,525	8,128	134,214	79,369	9,815	7,820	32,833	129,837
Akron - Cottage Grove EC	3	90,647	1,996	6,551	99,194	53,156	1,400	1,337	37,729	93,622
Akron - First EC	4	286,476	0	0	286,476	77,239	9,150	3,000	77,306	166,695
Akron - Grace EC	5	320,336	2,661	45,410	368,407	236,985	22,606	19,739	128,150	407,480
Allentown - Christ EC	6	149,138	0	11,011	160,149	64,224	38,242	5,998	83,058	191,522
Allentown - New Bethany EC	7	No Report for 2024				No Report for 2024				
Allentown - St. John's EC	8	39,436	0	16,254	55,690	25,276	0	0	25,911	51,187
Allentown - Zion EC	9	60,540	0	0	60,540	20,820	150	250	7,405	28,625
Anncville - Zion EC	10	205,010	27,137	63,971	296,118	100,572	28,000	394	167,152	296,118
Ashland - Bethany EC	11	66,287	0	1,584	67,871	34,002	0	0	34,606	68,608
Bair - Faith EC	12	45,033	3,188	0	48,221	32,109	3,505	2,466	21,214	59,294
Bangor - First United EC	13	95,691	2,922	13,137	111,750	86,849	3,500	3,250	45,739	139,338
Bartonsville - St. John's EC	14	50,338	0	28,395	78,733	34,078	3,780	0	57,675	95,533
Berlinsville - Trinity EC	15	71,590	0	0	71,590	28,037	50	0	12,219	40,306
Bethlehem - Arabic Living EC	16	No Report for 2024				No Report for 2024				
Bethlehem - Emmanuel EC Church	17	219	2,700	205,550	208,469	0	13,866	2,658	164,460	180,984
Boyertown - Trinity EC	18	510,300	116,170	241,876	868,346	461,039	110,665	16,101	343,699	931,504
Bridgeville - Zion EC	19	No Report for 2024				No Report for 2024				
Brownstown - Ebenezer EC	20	151,067	0	292,950	444,017	76,558	13,375	1,150	26,184	117,267
Bunker Hill - Bunker Hill EC	21	96,051	7,622	19,545	123,218	35,886	3,800	3,760	55,869	99,315
Bushkill - Community EC	22	46,652	0	5,659	52,311	17,827	0	0	29,606	47,433
Canton - First EC	23	32,648	0	885	33,533	12,300	120	0	23,783	36,203
Canyon Falls, KY - Canyon Falls EC	24	26,553	252	11,696	38,501	0	1,470	1,500	27,009	29,979
Clarion - Riverhill EC	25	No Report for 2024				No Report for 2024				
Clarks Mills - Countryside EC	26	No Report for 2024				No Report for 2024				
Clark's Valley - Zion EC	27	206,071	6,327	38,361	250,759	96,352	17,692	6,593	121,310	241,947
Clayton - Bethany EC	28	18,258	0	5,118	23,376	0	0	0	0	0
Columbia - Grace EC	29	103,483	1,254	21,371	126,107	32,452	7,473	7,049	50,902	97,876



## MISCELLANEOUS

2024 STATISTICS		Income				Expense				
CHURCH		Regular Tithes & Offerings	Missions (EC and non EC)	All Other Income	Total Income	Personnel (salaries & benefits)	EC Global Missions	Non-EC Missions	All Other Expenses	Total Expenses
Conestoga - Bethel EC	30	94,721	0	23,179	117,899	39,250	0	8,001	30,228	77,478
Cressona - Bethany Christian Fellowship EC	31	98,942	758	10,845	110,545	49,863	0	0	107,089	156,952
Creswell - Bethany EC	32	259,903	28,793	93,299	381,995	116,874	0	23,648	142,391	282,913
* Davenport - The Axios Community Outpost	33	No Report for 2024				No Report for 2024				
Dixon - Bethel EC	34	378,392	23,417	0	401,808	166,962	20,482	28,816	171,946	388,206
Drehersville - Immanuel EC	35	12,750	0	3,385	16,135	13,500	0	0	5,442	18,942
East Petersburg - Grace EC	36	31,096	0	14,596	45,692	44,850	1,800	300	30,156	77,106
East Weissport - People's EC	37	No Report for 2024				No Report for 2024				
Emlenton - Crossroads Bethany	38	39,379	0	0	39,379	10,400	0	0	16,404	26,804
Emlenton - New Zion EC	39	65,327	692	0	66,019	0	0	0	116,808	116,808
Emmaus - St. Matthew's EC	40	131,851	11,695	68,596	212,142	91,492	6,000	10,360	82,054	189,906
* Ephrata - Christ House	41	No Report for 2024				No Report for 2024				
Ephrata - Grace EC	42	62,888	0	11,558	74,446	19,824	1,500	300	62,838	84,463
Fern - Trinity EC	43	No Report for 2024				No Report for 2024				
Fishing Creek - Trinity EC	44	38,621	2,560	4,953	46,134	30,014	4,600	450	13,737	48,801
Fogelsville - Hope Community EC	45	270,709	0	57,139	327,848	121,234	11,420	21,230	110,651	264,535
Frackville - Trinity EC	46	56,281	2,121	44,437	102,839	39,515	2,270	0	72,499	114,283
Gratz - Good Shepherd EC	47	No Report for 2024				No Report for 2024				
Harrisburg - Faith EC	48	66,513	1,230	888	68,631	20,496	1,615	2,201	26,521	50,834
Harrisburg - Trinity EC	49	240,926	0	16,220	257,147	140,117	16,700	1,200	97,276	255,293
Hatfield - Emmanuel EC	50	44,143	0	47,508	91,651	50,047	0	4,300	47,710	102,057
Hazleton - Buenas Nuevas EC	51	No Report for 2024				No Report for 2024				
Hemdon - New Life EC	52	44,528	0	0	44,528	30,518	1,500	0	2,369	34,386
Hooppole - Calvary EC	53	77,447	0	0	77,447	15,725	1,200	0	56,361	73,286
Hosensack - Grace EC	54	64,372	1,430	6,160	71,962	47,495	1,430	0	33,608	82,533

## MISCELLANEOUS

2024 STATISTICS			Income				Expense				
	CHURCH		Regular Tithes & Offerings	Missions (EC and non EC)	All Other Income	Total Income	Personnel (salaries & benefits)	EC Global Missions	Non-EC Missions	All Other Expenses	Total Expenses
	Jim Thorpe - Ebenezer EC	55	128,186	0	80,968	209,154	94,206	3,420	4,576	123,219	225,421
	Kinderhook - Kinderhook EC	56	86,688	0	35,141	121,829	36,237	10,950	0	91,710	138,897
	Knox - Grace EC	57	442,299	56,602	24,520	523,421	246,230	101,913	86,253	148,644	583,040
	Kutztown - Grace EC	58	276,504	192	31,617	308,312	141,687	14,775	9,564	137,497	303,524
*	Lancaster - El Shaddai	59	No Report for 2024				No Report for 2024				
	Lancaster - Faith EC	60	176,531	5,370	83,988	265,889	152,278	19,000	1,500	47,222	220,000
	Lancaster - Trinity EC	61	92,800	8,250	16,770	117,820	66,482	8,250	0	35,257	109,989
	Lavelle - Christ EC	62	No Report for 2024				No Report for 2024				
	Lawn - Lawn EC	63	62,971	0	23,932	86,903	37,130	0	0	34,933	72,063
	Lebanon County - Christ Community Church	64	229,893	12,270	45,042	287,205	131,562	21,696	6,857	116,169	276,284
	Leesport - Bethany EC	65	138,862	367	5,536	144,765	77,641	8,400	2,206	63,195	151,442
***	Lehigh Valley - Horizon EC	66	390,500	0	8,100	398,600	219,000	0	72,500	107,100	398,600
	Lehigh Valley - Bethany EC	67	73,103	1,252	2,224	76,579	27,491	1,154	4,086	34,675	67,406
	Lenhartsville - Salem EC	68	258,849	4,811	25,204	288,864	146,192	13,095	15,784	76,392	251,463
	Lewisberry - Wyndamere Heights EC	69	No Report for 2024				No Report for 2024				
*	Lexington - Casa de Amor	70	No Report for 2024				No Report for 2024				
	Lititz - Trinity EC	71	850,603	0	798,345	1,648,948	390,594	78,950	38,145	1,560,936	2,068,625
	Manheim - Trinity EC	72	138,190	2,052	20,563	160,805	121,389	13,385	1,202	58,871	194,846
	Mohn's Hill - Mohn's Memorial EC	73	No Report for 2024				No Report for 2024				
	Mohnton - Zion EC	74	190,701	24,828	82,102	297,631	111,713	22,965	4,950	112,618	252,246
	Morgantown - California EC	75	94,798	0	0	94,798	49,200	8,100	1,907	7,031	66,238
	Mount Airy - Mount Airy EC	76	34,036	2,191	3,092	39,319	19,248	1,871	1,124	15,869	38,112
	Mount Culmen - Mount Culmen EC	77	No Report for 2024				No Report for 2024				
	Mount Joy - Trinity EC	78	Closed July 28, 2024				Closed July 28, 2024				
	Palmerston - The Living Hope Lighthouse	79	105,563	2,400	5,251	113,215	42,582	2,400	0	63,677	108,658

## MISCELLANEOUS

2024 STATISTICS		Income				Expense					
	CHURCH		Regular Tithes & Offerings	Missions (EC and non EC)	All Other Income	Total Income	Personnel (salaries & benefits)	EC Global Missions	Non-EC Missions	All Other Expenses	Total Expenses
	Palmyra - First EC	80	178,630	1,302	37,680	217,612	86,660	19,918	800	80,653	188,031
	Pequea - Pequea EC	81	97,365	0	23,675	121,040	36,730	6,965	8,850	44,938	97,483
	Pitman - St. Paul's EC	82	No Report for 2024				No Report for 2024				
	Pitman - Zion EC	83	No Report for 2024				No Report for 2024				
	Pleasantville - Bethany EC	84	50,687	9,419	41,162	101,268	28,009	3,450	9,040	58,340	98,839
	Plymouth Meeting - Plymouth Meeting EC	85	148,217	11,530	0	159,747	98,272	11,590	0	0	109,862
****	Pottstown Area - Journey 53	86	No Report for 2024				No Report for 2024				
	Reamstown - St. Paul's EC	87	562,127	3,353	3,279	568,759	216,481	35,638	0	33,770	285,889
	Red Lion - Arlington EC	88	96,134	14,471	6,319	116,924	54,586	6,600	0	43,771	104,957
	Reedsville - Bethesda EC	89	407,590	0	1,754,128	2,161,718	246,848	11,000	19,700	2,279,026	2,556,574
	Reichs - Reich's EC	90	150,770	14,595	1,172	166,537	92,430	14,100	4,000	63,501	174,031
	Rexmont - Rexmont EC	91	No Report for 2024				No Report for 2024				
	Rock - Manbeck's Zion EC	92	82,587	2,924	95,217	180,728	56,614	6,487	2,699	101,053	166,853
	Rothsville - St. Paul's EC	93	No Report for 2024				No Report for 2024				
	Royersford - Trinity EC	94	486,531	5,096	4,663	496,290	223,389	22,982	5,600	224,652	476,623
	Schuylkill Haven - Grace EC	95	247,150	22,786	75,755	345,691	95,160	21,450	1,336	160,300	278,246
	Seneca - Seneca EC	96	86,011	17,456	33,065	136,532	37,204	15,658	5,124	55,118	113,104
	Shillington - New Life	97	89,342	0	20,077	109,419	35,604	9,269	25	69,331	114,229
	Sinking Spring - Community	98	788,004	0	64,314	852,318	441,380	64,600	158,695	294,365	959,040
**	Slatington - Trinity EC	99	24,305	0	0	24,305	14,400	0	0	2,500	16,900
	Southington - Delightful EC	100	34,361	1,854	0	36,215	16,083	1,450	0	0	17,533
	Steelstown - St. John's EC	101	185,192	0	26,281	211,473	110,935	22,987	17,119	58,077	209,118
	Sunbury - Bethany EC	102	No Report for 2024				No Report for 2024				
	Tamaqua - Bethany EC	103	183,879	4,420	0	188,299	100,238	4,800	651	44,948	150,637
	Temple - Faith EC	104	147,102	50	0	147,152	96,482	3,600	720	54,005	154,807

## MISCELLANEOUS

2024 STATISTICS		Income				Expense				
CHURCH		Regular Tithes & Offerings	Missions (EC and non EC)	All Other Income	Total Income	Personnel (salaries & benefits)	EC Global Missions	Non-EC Missions	All Other Expenses	Total Expenses
Terre Hill - Trinity EC	105	No Report for 2024				No Report for 2024				
Transfer - Lakeside EC	106	217,122	24,986	1,612	243,720	122,354	49,066	0	62,207	233,627
Trevorton - Emmanuel EC	107	No Report for 2024				No Report for 2024				
Vera Cruz - Vera Cruz EC	108	30,124	0	1,568	31,692	10,153	1,709	0	13,611	25,473
Weigelstown - St. David's EC	109	255,312	2,570	2,494	260,376	116,246	17,250	16,340	119,998	269,834
Whiting - Christ EC	110	92,273	710	30,366	123,349	66,725	8,018	2,013	48,904	125,660
Williams Township - Christ EC	111	No Report for 2024				No Report for 2024				
Williams Valley - Faith EC	112	117,409	1,893	0	119,302	41,916	0	334	86,226	128,477
Willow Street - Grace Community Church	113	3,391,626	0	600,033	3,991,659	1,901,604	71,600	297,953	881,460	3,152,617
York - Iglesia Cristiana EC	114	53,706	0	0	53,706	24,000	1,200	1,859	29,478	56,537
York - St. Paul EC	115	34,474	15,000	46,780	96,254	84,756	4,000	27,334	24,954	141,043
* York - The Next Step	116	4,479	0	0	4,479	0	0	300	4,179	4,479
Youngstown - Wedgewood Park EC	117	82,406	30,120	56,093	168,618	7,394	16,076	9,864	70,600	103,934
Zieglerville - Christ EC	118	19,040	0	0	19,040	45,612	1,500	0	1,076	48,188
CONFERENCE TOTAL		16,975,205	566,569	5,658,341	23,200,115	9,272,431	1,142,463	1,024,883	10,645,959	22,085,736

\* Church Plant

\*\* Church Restart

\*\*\* Church Partners

\*\*\*\* Kingdom Extension Community (KEC)