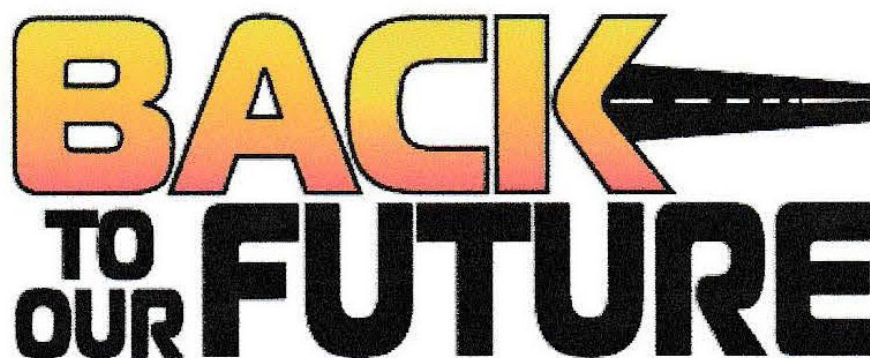


THE NORTHERN OHIO DISTRICT CHURCH OF THE BRETHREN

**Northern Ohio Church of the Brethren
District Conference 2023**



**LOOKING BACK TO OUR FUTURE
I Corinthians 3:10-11**

Conference Agenda 2023 District Conference

The 59th Conference of the Northern Ohio District
Maple Grove Church of the Brethren – Ashland, Ohio

August 11-12, 2023

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Northern Ohio District Conference

2023 Schedule

Friday, August 11 Schedule

11:00 a.m.	Exhibit & Peace Auction Set-up Begins
12:00 p.m.	Registration Begins
1:00 – 4:30 p.m.	Pre-Conference Workshop, Guest Speaker: Rev. Belita Mitchell
5:00 p.m.	Dinner (in Fellowship Hall)
6:30 p.m.	Opening Worship (in Sanctuary), Pastor James Washington preaching
8:00 p.m.	Ice Cream Social

Saturday, August 12 Schedule

8:30 a.m.	Worship Service (in Fellowship Hall)
9:00 – 11:45 a.m.	Business Session (in Fellowship Hall)
12:00 p.m.	Lunch (in Fellowship Hall)
1:10 – 2:10 p.m.	Insight Sessions
2:30 – 3:45 p.m.	Business Session (in Fellowship Hall)
4:00 -5:00 p.m.	Insight Sessions
5:15 p.m.	Dinner (in Fellowship Hall)
5:15 p.m.	Reorganization of the Board (For newly elected and continuing board members)
6:30 p.m.	Worship Service (in Sanctuary), Guest Speaker: Rev. Belita Mitchell
	Installation of Moderator
8:00 p.m.	Closing

Northern Ohio Church of the Brethren
District Conference 2023



“LOOKING BACK TO OUR FUTURE”
I Corinthians 3:10-11

Childcare (toddlers and preschoolers) is available during the Pre-Conference Workshop, Worship Services, Business Sessions, and Insight Sessions, located in the Childcare area.

Children’s Activities (K-5th grade) are provided during the Pre-Conference Workshop, Business Sessions, and Insight Sessions.

Jr. & Sr. High Activities are provided by Taylor Peterson, District Youth Coordinator. Youth registration begins at 4:00 p.m. Friday and activities continue overnight through Saturday evening.

Conference Activities Room Assignments 2023

Business Sessions (Saturday)	Fellowship Hall
Child Care:	Nursery/Preschool (Nursery/Preschoolers during worship, business, pre-conference, & Insight Sessions)
Children's Activities Grades K-5 during business, pre-conference & Insight Sessions)	Classroom 3
District Board Reorganization (Saturday)	Classroom 5/6
Exhibits (Friday – Saturday).....	Gathering Room
Ice Cream Social (Friday).....	Fellowship Hall
Jr. & Sr. High Activities	See Jr. & Sr. High Schedule. Will gather in the Basement
Meals.....	Fellowship Hall
Peace Auction (Friday & Saturday).....	Classrooms 8, 9, & 10
Pre-Conference Workshop: with Rev. Belita Mitchell (Friday)	Sanctuary “Back To the Future: Achieving the Vision of “Separate No More”
Registration/Information Desk	Narthex
Worship Services	Sanctuary

Insight Sessions

Saturday Early Afternoon 1:15-2:15

“Reflecting the Kingdom of God in our Worship Experience” with Rev. Belita Mitchell.....	Sanctuary
Connections Commission presents “Service: The Bridge between Me and We”	Fellowship Hall
“What is Happening at Inspiration Hills”	Classroom 5/6

Saturday Afternoon 4:00 – 5:00

“Reflecting the Kingdom of God in our Worship Experience” with Rev. Belita Mitchell.....	Sanctuary
Connections Commission presents “To Hear, Share, Learn, and Serve”	Fellowship Hall
Camp Strategic Planning Committee “What is the Future of Inspiration Hills?”	Classroom 5/6

Maple Grove Phone Number 419-289-9341

Message from the Moderator



Our theme for this year's District Conference is based on Paul's writing to the church in Corinth:

By the grace God has given me, I laid a foundation as a wise builder, and someone else is building on it. But each one should build with care. For no one can lay any foundation other than the one already laid, which is Jesus Christ. 1 Corinthians 3:10-11. Here, Paul lays out the blueprint, or gives us a sense of direction regarding how we are to continue to build on the foundation that has already been laid – how we are to move forward.

I am convinced, according to Paul's writing, that we cannot move forward without looking back, past how our grandmothers used to do church, to the Great Commission in Matthew 28:19 where Jesus said, "Therefore, go and make disciples **of all nations**, baptizing them in the

name of the Father and of the Son and of the Holy Spirit."

I believe that Jesus' Great Commission is connected to Revelations 7:9-10 where John writes, "after this I saw a vast crowd, too great to count, from **every nation and tribe and people and language** standing in front of the throne and before the Lamb. They were clothed in white robes and held palm branches in their hands, and they were shouting with a great roar, salvation comes from our God who sits on the throne and from the Lamb."

If we believe this is the way it should be, then we should be making a deliberate effort to create a multicultural church starting now. If we are to be the church for all people, we cannot minister to people in other countries and yet walk by people we see daily who are hurting and feeling the devastating impact of injustice here in this country. To me, this is like the story Jesus tells of the Good Samaritan. For far too long the church has been ministering in other countries, but at the same time neglecting to reach out to and invest in people of color in this country. If we are to be the church that God wants us to be, we must be willing to embrace people of all races, cultures, and from all countries. And we must be willing to learn to worship God together in new ways, as we look back to our future building on the foundation of Jesus Christ.

Northern Ohio Church of the Brethren District Conference 2023




LOOKING BACK TO OUR FUTURE

I Corinthians 3:10-11

Pastor James Washington, 2023 District Conference Moderator

Special Offerings and Service Project

		<p>Northern Ohio Church of the Brethren District Conference 2023</p>  <p>"LOOKING BACK TO OUR FUTURE" 1 Corinthians 3:10-11</p>
<p>Serving women and families in the Ashland County area since 1981, Ashland Pregnancy Center connects families to a greater community and gives support in adoptions, parenting support, pregnancy tests, ultrasounds, and offers material support with everything from diapers, clothing, and formula to car seats and paper products. The Pregnancy Center equips families with education on good parenting, financial planning, life skills, and mentorship, and wants their clients to feel empowered by finding hope, healing and identity through Christ.</p>	<p>A special offering will be taken for Inspiration Hills Camp during Saturday evening's worship. Our district camp needs the generous support of our churches and members to continue this vital ministry in our district.</p>	<p>District Conference expenses The District Conference Central Committee works to be frugal while providing a meaningful time of worship, business, and fellowship. The registration cost is low so there will be no financial barrier to those that want to attend – but that means this offering is needed to supplement registration to help cover the costs of printing, speaker travel/honorariums, etc...</p>

This year, in addition to the offerings taken during the worship service, there will also be offering boxes available for each of the above purposes outside the sanctuary. There will also be an offering box for the Peace Endowment Fund in the same location. That way, even if you cannot attend the worship service where the offering goes for a specific purpose, you will still have the opportunity to give. Thank you for your generosity.

Welcome Fourth Street Baptist Praise Team



The Fourth Street Praise Team from Lima will be sharing music with us during the Saturday evening worship service. We are grateful to them and to Pastor Nathan Matteson for facilitating this time together.

Ice Cream Social



Friday, 8:00 p.m. Come join the fun and fellowship Friday evening at 8:00 p.m. for an ice cream social at District Conference. Special thanks to Maple Grove Church for sponsoring this event!

Worship Times, Moderator & Guest Speaker

Friday Evening Worship – 6:30 p.m.

Speaker: Pastor James Washington



In 1959 at the age of 16, James Washington began a serious relationship with God. He was ordained as a deacon in 1966 and

ordained to the ministry in 1977. In the latter part of 1978, James founded the Bethel Temple Community Church in Pomona CA. He studied theology under Prof. Vernard Eller at LaVerne University, and studied pastoral counseling under Prof. Howard Clinebell. He is a singer, songwriter, and musician.

James served on the anti-racism training team for the Church of the Brethren from 2003 to 2007. He and Sandra founded *Best Friends Ministries*, sharing African American culture through music and plays as well as working with youth. James co-founded *Time Out Ministries (Today's Interaction May Encourage Our Unity Tomorrow)* focusing on finding ways to embrace our diversity as the people of God.

James currently serves as the Pastor of the Pleasant View and Elm Street Church of the Brethren congregations in the Lima area. He has served on the Pacific Southwest and the Northern Ohio District boards and is currently a member of the Allen County Mental Health Advisory Board.

James and his wife, Sandra, have been married for 18 years, have a blended family of nine children, and a truckload of grand and great-grandchildren. Throughout his life's journey, loving and enriching relationships were created with many people who have been blessings in his life.

Saturday Evening Worship – 6:30 pm

Guest Speaker: Rev. Belita Mitchell



Rev. Belita D. Mitchell concluded an 18yr pastorate as Lead Pastor at Harrisburg First Church of the Brethren in Harrisburg, PA in 2020. The Mother of 3 adult children (one deceased), she is married for 51 years to

husband Don V. Mitchell.

Known as a dynamic speaker, and powerful preacher, Rev. Mitchell has shared the gospel message in pulpits across the United States, Puerto Rico, and Nigeria, West Africa. She is a Revivalist, Retreat Leader, and Workshop Presenter. She demonstrates strong listening skills and is an accomplished facilitator with proficient administrative abilities.

Rev. Mitchell has been active in District and Denominational ministries for over 30 years in both PSWD (Pacific Southwest District) and ANED (Atlantic Northeast District). Her background and experience includes leadership in a vast amount of ecumenical connection and service.

She served as Annual Conference Moderator in 2007. Rev. Mitchell was Chair of the Harrisburg Chapter of Heeding Gods Call to End Gun Violence for 9 years from 2009, ending in 2018.

Her educational background includes the Bachelor of Arts degree, Southern Illinois University; Carbondale, IL (SIUC); Training in Ministry (TRIM) graduate; Bethany Seminary Brethren Academy of Ministerial Leadership; and attendance at Fuller Theological Seminary, Pasadena, CA.

She is passionate about church vitality and community development through social justice engagement and intercultural inclusion. Her dream is for The Church of the Brethren to become more Spiritually alive, more active in social justice and more intentional about intercultural inclusion.

Pre-Conference Workshop

Friday, August 11 From 1:00 pm – 4:30 pm

Open to all 0.3 CEUs for Clergy

Back To the Future: Achieving the Vision of “Separate No More”

Rev. Belita Mitchell

In this Session, we will explore what is necessary to become an intercultural congregation and what personal intercultural competencies are needed by pastors in ministering to those from different ethnic and cultural backgrounds. All participants are encouraged to bring their bibles and an open heart to experience a challenging and enlivened learning opportunity.



Insight Sessions

Saturday Early Afternoon 1:10 p.m.—2:10 p.m.

Reflecting the Kingdom of God in our Worship Experience / Presented by Belita Mitchell

In 1960 on a “Meet the Press” televised interview, Rev Dr. Martin Luther King Jr. is quoted as saying “It is one of the tragedies of our nation, one of the shameful tragedies of our nation, that 11 o’clock on Sunday morning is one of the most segregated hours if not the most segregated hour in Christian America.” He went on to say, “Any church that has a segregated body stands against the Spirit and teachings of Jesus Christ and fails to be a true witness.”

This Insight session will explore some ways we can more accurately reflect the kingdom of God in our Worship experience and become an intercultural community of faith.

Service: The Bridge between Me and We / Presented by Brethren Disaster Ministries Staff

Sponsored by the Connections Commission

Our world today is full of lots of people doing their own thing, focused on themselves. Service can bring people together as they step out of their comfort zone. Come learn about ways you can be involved with the greater Church of the Brethren to serve others through Brethren Disaster Ministries, Children’s Disaster Ministries, and the Global Missions as a whole. A chance to serve a week or two alongside other Brethren with the common goal of serving those in need. To be the Hands and Feet of Jesus to our neighbor.

Inspiration Hills Update: What’s been happening at camp?

Presented by Shannon Kahler, Staff, and Camp Administration Committee Members

Come and find out what’s been happening at the Northern Ohio District’s Camp, Inspiration Hills.

Saturday Afternoon 4:00 p.m.—5:00 p.m.

Reflecting the Kingdom of God in our Worship Experience / Presented by Belita Mitchell

(See above description)

What is the Future of Inspiration Hills? / Presented by Dave Bassett and Russ Matz

Sponsored by the Camp Strategic Planning Committee

Covid and inflation have presented the Camp with some unique challenges. How do we get past them and where do we go from here.

To Hear, Share, Learn, and Serve

Presented by Chris Kaake, Brethren Volunteer Service Alumni, sponsored by the Connections Commission

Sharing your stories of Service. Come hear about a journey through Brethren Volunteer Service. Come learn about long term service opportunities in the Church of the Brethren. Service connects us all by hearing the stories of people we share a meal with and learn how to grow in our faith through it all.

Item Start Time	Time Allowed	Agenda Item	Person Presenting
8:30 a.m.	30 min.	Worship	Jim Frado
9:00 a.m.	30 min.	Business Session Opens, Opening Prayer Greetings from Maple Grove Church of the Brethren Roll Call of Delegates Accept Business Agenda Consecration of Delegates Review Conference Rules Introduction of Conference Officers Introduction of Guests	James Washington Steve Keib Ashley Harris James Washington Tina Hunt Tina Hunt James Washington Tina Hunt
9:30 a.m.	10 min.	Table time connection	
9:40 a.m.	10 min.	New Business Item #1: Ballot	Tina Hunt
9:50 a.m.	10 min.	Stewardship & Finance Commission/District Financial Reports Treasurer's Reports / District Financial Secretary's Report	David Bassett Lisa Snyder / Cindy McNaull
10:00 a.m.	15 min.	New Business Item #2: 2024 District Budget /5 min Table Time	David Bassett / Lisa Snyder
10:15 a.m.	15 min.	Break	
10:30 a.m.	10 min.	Camp Strategic Planning Committee – interim report	Dave Bassett
10:40 a.m.	15 min.	Camp Reports / Camp Executive Director Camp Administration Committee / Camp Financial Reports	Shannon Kahler Linda Smith, Lisa Snyder
10:55 a.m.	20 min.	New Business Item #3: 2024 Inspiration Hills Budget /10 min. TT	Linda Smith, Lisa Snyder
11:15 a.m.	5 min.	Stretch Break	
11:20 a.m.	5 min.	District Board Report	Patrick Bailey
11:25 a.m.	10 min.	New Business Item #4: Ross CoB Closing	Patrick Bailey / Mark Pollock
11:35 a.m.	5 min.	Congregational Commission	Mark Pollock
11:40 a.m.	10 min.	New Business Item #5: Withdrawing Congregations	Patrick Bailey / Mark Pollock
11:50 a.m.	10 min.	Election Results	Tina Hunt
12:00 p.m.	70 min.	Lunch	
1:10 p.m.	60 min.	Insight Sessions	
2:15 p.m.	5 min.	Gathering Song	
2:20 p.m.	5 min.	Ministerial Commission / Buckeye Brethren Institute	Steve Simmons / Paul Bozman
2:25 p.m.	15 min.	ORDER OF THE DAY: Recognition of Ordained Ministers, BBI Graduates, Paul Bozman	Ministerial Commission
2:40 p.m.	10 min.	Connections Commission	Bruce Morckel
2:50 p.m.	10 min.	District Staff Reports / District Executive Minister Peace & Conciliation Advocate Youth Coordinator	Kris Hawk (also written) Linda Fry (also written) Taylor Peterson (written)
3:00 p.m.	10 min.	Standing Committee Delegate	Dawn Baldwin
3:10 p.m.	10 min.	Church of the Brethren Mission and Ministry Board	TBD
3:20 p.m.	15 min.	Church of the Brethren Agency Reports Eder Financial (Brethren Benefit Trust) Bethany Seminary On Earth Peace	Loyce Borgmann TBD (written only)
3:35 p.m.	8 min.	Brethren Homes: Good Shepherd Home West View Health Living	Chris Widman TBD
3:43 p.m.	7 min.	Ohio Council of Churches	Dr. Jack Sullivan, Jr.
3:50 p.m.	10 min.	Acceptance of Reports, Close of Business	James Washington
4:00 p.m.	60 min.	Insight Sessions	
5:15 p.m.	75 min.	Dinner	

Service of Consecration for District Conference Delegates

August 12, 2023 - Prayer of Commitment

O God, we thank You for each of these disciples who have answered Your call to serve in Your ministry through the Northern Ohio District Church of the Brethren. Each of these people come with gifts for specific tasks under the guidance of the Holy Spirit. Today we join in a service of consecration, commissioning these people to do Your work.

We are grateful for our brothers and sisters who express their faith and witness through specific ministries in the Northern Ohio District.

Grant us grace that we may all present our gifts and talents to be used for Your glory and our neighbor's good, because our faith is in the following. Amen.

Leader: Brothers and sisters in Christ, God has called you to this service. We thank God for each of you and for your willing response to this call. Now I invite you to make your commitment by responding to the questions of consecration as a delegate.

Do you willingly accept the responsibility to which you have been called, and do you promise to be faithful in fulfilling that responsibility?

Delegates: We do.

Leader: Will you seek to respond in a manner worthy of this trust, exemplifying Christian faith and spirit in all that you do and consider?

Delegates: We will.

Leader: Will you be cooperative as you work together in common tasks and decisions?

Delegates: We will.

Leader: May we as brothers and sisters in Christ, affirm one another as leaders called to serve the Church of the Brethren of Northern Ohio. Above all, may we seek to do God's will relying on His wisdom, strength, and love.

Delegates: By His grace and with the leading of His Spirit we will!

Unison Prayer:

O God, we thank you for our fellow delegates who have been entrusted with the responsibility of doing business for Your church. Be with us as we administer what You have entrusted to our hands. Help us to study, pray, and reflect before we make decisions. Make us alert to the needs of all Your people, in the Northern Ohio District and beyond, so that we can carry out ministries in Your name. May this conference reflect the light of Your truth. We pray in the precious name of Your Son, Christ Jesus. Amen.

Rules of District Conference

All matters of business shall be clearly presented to Conference, after which the Moderator shall declare the same to be the business of Conference.

No one shall speak more than twice on the same question. The first speech shall be limited to five minutes and the second, to three minutes.

The Moderator shall decide when a question shall be put on its passage, but anyone from the voting body may “move the previous question” which is a motion to close debate.

A two-thirds majority shall be necessary to pass answers to queries, matters of polity, and other items as determined by the Officers of the District Conference. A majority vote shall be the rule for all other motions.

A plurality vote shall be required for the election of all officers.

All appeals from the rulings of the Moderator shall be decided by the voting body.

These rules may be amended at any regular session of the conference.

Persons nominating from the floor may only name the nominee; the biographical information must be submitted in writing to the officers of the Conference who will later submit the information to the Conference Delegates.

Written or oral consent must be obtained from all nominees.

Robert’s Rules of Order Revised shall be the standard for any point not covered by these rules.

District Conference Central Committee Personnel and Appointments

James Washington, Moderator (Elm Street/Pleasant View)

Tina Hunt, Moderator-elect (Mansfield First)

Brian Layman, Past-Moderator (Ashland First)

Ashley Harris, Clerk (Freeburg)

Chrissy Harkless, Member (Elm Street)

Jane Matz, Member (Ashland Dickey)

Pam Hoffman, Member (Mansfield First)

Linda Fry, Conference Manager (Mansfield First)

Cindy Peel, Conference Registrar (Akron Springfield)

District Conference Personnel & Appointments

Worship Coordinator: Jim Frado (Richland)

Music: Jim Frado, Fourth Street Baptist Praise Team

Junior High / Youth Activities Coordinator: Taylor Peterson

Children’s Program Coordinators: Donna Kettering, Ronda Hinkle, Peggy Elchert (Maple Grove)

Display Coordinator: Kim Morckel (Akron Springfield)

Hospitality Coordinator: Jane Matz (Ashland Dickey)

Sound & Media Technician: Travis Kettering (Maple Grove)

Counting Supervisor: David Bassett (Pleasant View)

Tellers: Nominating Committee Members

Maple Grove Church On-Site Coordinator: Scott Freer (Maple Grove)

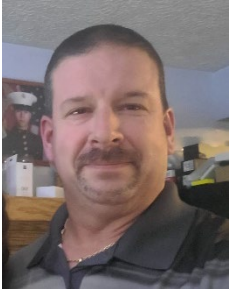
Meal Coordinator: Deb Callihan

Business Item #1, Ballot

2023 District Conference Ballot – Biographical Information

***Indicates Incumbent**

Moderator Elect – 3-year term (vote for one)



Mike Conner
(Painesville)

Current: Bi-Vocational Pastor, Sunday School teacher and Bible study leader. District Youth volunteer.

Former: Deacon, Witness, Trustee, Music and Worship Commissions. Youth Leader and Head Usher. Part of District Jr. High Cabinet for 12 years.

Personal: Married to Dawn. 2 children, Brandon 29 (wife Kayla) and Alex 27. Block truck driver at W.L. Tucker Supply Co. Commissioner and umpire of the Church Softball League in at least 5 different denominations.



Alice Ramser
(Brook Park)

Current: Treasurer and Deacon

Former: Head Deacon, Chair of Christian Education, District Conference and Annual Conference Delegate. Director of Audrey's Outreach (pantry and clothing in Brook Park)

Personal: Married to Mike Ramser for 55 years. 4 adult children: Dustin, Daniel (Maria), Darin (April), Dot (Sid) and 6 grandchildren.



Andrew Wenger
(Akron Springfield)

Current: Pastor at Akron Springfield CoB

Former: Youth Director at Hummelstown UCC and Mechanicsburg CoB in

Pennsylvania. Assisted planning and coordinating Akron-Canton Area Lenten Services since 2020. Interned at Homeland Hospice and worked 8 summers at Camp Blue Diamond.

Personal: Married for 9 years to Lauren, 3 children: Grace (5), Sophia (in Heaven), and Beckett (1 year in July).

District Board Western Area – 3-year term (vote for two)



Samantha Luginbill
(Dupont)

Current: Attends Dupont CoB

Former: Part of the Youth Board and Hospitality

Board

(More information will be available in the Delegate Packet for this position on the ballot)

Personal: Married to Allen and is a Team Leader at Wal-Mart.

District Board Central Area – 3-year term (vote for two)



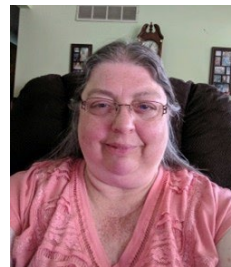
Stephen Keib
(Maple Grove)

Current: Pastor at Maple Grove CoB

Former: Former Pastor and Youth Pastor at Maine Coast Baptist then Crosspoint

Church.

Personal: Married to Sarah. Children: Austin, Brianna, Evan, JeiEl Phillips. Coach and foster parent.



Beverly Wengerd*
(Paradise)

Current: Church Board Chair, make slides to be projected on screen each week, help with whatever

needs done. On District Board's Congregational Commission.

Former: Ministry and Worship Committee, Family Life, Sunday School teacher, Evangelism Committee, Passing the Promise Co-Organizer.

Personal: Five Children ages 18-28, two stepsons, five grandchildren. Drive Amish and volunteered weekly at local elementary school until Covid. I deliver food boxes once a month for Matthew 25.

District Board Eastern Area – 3-year term (vote for two)



Agnes Hayhurst*
(Reading)

Current: Member of Nurture Commission, Finance Secretary-make deposits. Prepare weekly bulletin and send email. Currently

Congregational Commission Secretary for District Board.

Former: Representative for our church for The Alliance Area Habitat for Humanity – Apostle Build.

Personal: Husband passed away September 5, 2022. Daughter Jennifer is a Retired Air Force stay at home mother. Her husband will retire from the Air Force later in 2023. Son Patrick is a factory worker. Agnes is a scout leader for Sandy Beaver District, Buckeye Council in Canton, Ohio.



Crystal Zellers
(Freeburg)

Current: Deaconess, member of Church Board.

Former: Church Board, Bible study leader.

Personal: Married to Jeremiah for 15 years. We have 2 sons Gabe (14) and Eli (9) who keep us very busy. We love traveling, any time we can spend at church camp, and love swimming in the summer. This year I'm really excited to be helping plan the Chicken BBQ at Inspiration Hills!

District Conference Central Committee – 3-year term (vote for one)



Deb Rising
(Ashland First)

Current: Member of Ministry and Music Commission and Deacon. Currently on Shalom Team for the District.

Former: Church Board Chair and Ministry and Music Commission. Served in Janitorial capacity for our church and have been part of the Shalom Team.

Personal: Currently employed at Appleseed Community Mental Health Care Center as a case manager.

Nominating Committee, Central Area – 3-year term (vote for one)

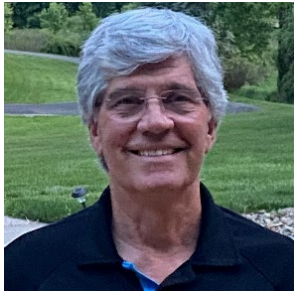


Pete Snyder
(Ashland First)

Current: Ministry and Music Commission, Deacon
Former: Ministry and Music Commission

Personal: Married to wife Lisa and volunteers at Inspiration Hills Camp as groundskeeper.

Camp Administration Committee – 3-year term (vote for three)



Mark Dickerhoof
(Freeburg)

Current: Young Adult Leader, Church Board President, Sunday School teacher.

Currently serving on CAC and Inspiration Hills Strategic Planning Committee.

Personal: Wife Rose. Children Dana, Loni, and Mark Jr. I spend a lot of time volunteering at Camp.



Terry Vaught
(Paradise)

Current: Pastor at Paradise CoB. Ordained Minister, teaching worship and Brethren History and Beliefs for BBI. Volunteer as a Chaplain at Inspiration Hills.

Northern Ohio Representative on the Faith and Order Commission for the Ohio Council of Churches.

Former: Since we are a small church we all do a little bit of everything. This past year I've added forestry to my church work since the pines haven't had a good trim in many years. I'm a Pastor with a chainsaw!

Personal: Wife Sherry Reese Vaught is an Ordained Minister and District Board Chair. Son Reese actively participated at Inspiration Hills Camp as a camper, counselor, and lifeguard. My favorite community work was volunteering at Richland County WorkAble, helping young people get their GED's. Many of them were re-entering the workforce.



Ashley Steiner
(East Chippewa)

Current: Camp Rep for East Chippewa. Currently filling an unexpired position on CAC and part of the Fall Festival

Committee for Inspiration Hills.

Former: Nursery, assisting with VBS, church picnic, and Christmas set up. Previous IH Camp counselor, kitchen staff, and camp volunteer.

Personal: Engaged. I'm a Physical Therapist Assistant and an active Inspiration Hills Camp volunteer. I assist with the swimming program at Echoing Ridge (ICF-MR), previous Cheer Coach.

2023 Stewardship and Finance Commission Report

2023 has been another year marked by inflation and volatility in the financial markets, but the Northern Ohio District continues to be in a sound financial position. We are thankful to all our churches that support the District's budget through self-allocations. This is the main source of funds for our general fund budget, and the work and ministry of the District would not be possible without your continued support.

As we have seen several churches initiate the process of withdrawal from the District, the Stewardship and Finance Commission has developed a checklist of legal and financial steps that should be taken to protect both the withdrawing church and the District during this process. Financial settlement funds that are generated from these withdrawing churches will be used to offset related legal fees, to support any members from the withdrawing churches who wish to remain Church of the Brethren through a time of transition, and to offset loss of future self-allocation funds to the District budget.

The District was the recipient of a bequest from the Darlene Bucher estate in the amount of \$24,594. Darlene was the wife of Gordon Bucher, the District Executive of the Northern Ohio District from 1958 until 1991. Half of these funds will be used to replenish the Excellence in Ministry Fund. The other half will be used as matching funds to encourage donations to renovate Pine Lodge at Inspiration Hills Camp. Making upgrades to Pine Lodge (new windows, exterior maintenance, etc.) will make the building more rent-able and help preserve the building for future generations. We thank the Bucher family for this generous gift and for the impact this gift will have on the ministry of the Northern Ohio District and Inspiration Hills Camp.

The Stewardship and Finance Commission has initiated the review of a Financial Policies document for Inspiration Hills Camp to bring their written policies and procedures more in line with those that have been adopted for the District by the District Board. The goal is to be able to audit the camp's financials quarterly as we are currently doing with the District's financials. We are fortunate to have Lisa Snyder serving as Treasurer for both the District and the camp, making this transition much easier.

We encourage your continued support for both the Northern Ohio District and Inspiration Hills Camp. You can be assured that there is proper accounting and oversight in place for all financial transactions through the Stewardship and Finance Commission, through the quarterly reviews by the accounting firm of Whitcomb and Hess, by Lisa Snyder as our District Treasurer, Cindy McNaul as our District Financial Secretary, and the District Office staff, all working as your "financial team". They are all doing excellent work on your behalf.

We look forward to what God has in store for us in the 2023-2024 year!

Respectfully submitted,

Dave Bassett, Commission Chair; David Hobbs, Vice Chair; Charlene Kuhn, Secretary; Ed Chase, Member

2023 District Treasurer's Report

2022-2023 has seen little changes in the job of the District Treasurer. I have served in this capacity since the fall of 2013 and with the help of Kris Hawk, Erin Beebe, and Cindy McNaul, the job has become a well-oiled machine.

The District finances are recorded in a QuickBooks desktop program. This provides accurate and timely reports at the touch of a button when requested. Board members are presented with current Statements of Financial Position (formerly called Balance Sheets), Statements of Activity (formerly called Profit and Loss Statements), and Budget vs Actual Statements, at each Executive and District Board meeting. Included in the financial reports is also a self-allocation report submitted by Financial Secretary, Cindy McNaul. She tracks all self-allocations and enters all deposits coming into the District Office. Each quarter, a copy of the QuickBooks program, along with bank statements and investment statements are sent to Whitcomb and Hess, an accounting firm in Ashland, for their inspection. Any questions/comments that they may have are forwarded to Kris Hawk, myself and the Chair of the Stewardship Commission.

Items of note this year:

Gift from Darlene Bucher Estate: this was evenly divided into Excellence in Ministry fund and a matching fund for Pine Lodge at Inspiration Hills. We received a total of \$14,173.79 in donations, \$12,297.40 of which was matched by this gift, providing a total of \$26,471.19 to the Pine Lodge renovation project.

Also, as churches withdrawal from the district, funds will be collected to help offset the loss of their gifts to the district. These funds have been/will be placed in CD's to be used for operating funds as needed in the future.

2023 Inspiration Hills Treasurer's Report

March 2022 also found me taking on the duties of the Camp Treasurer. I knew of the difficulties this position has presented in the past and the need for some consistency at the treasurer position and felt God leading me to help the camp ministry in this manner. I have been able to perform these duties from the District Office, which does make things easier. Last year, we implemented a new QuickBooks Online program, which will provide us with data and reports to more easily inform CAC, the District Board, and congregations about the camp finances. This has been a big project, and the accounting firm of Whitcomb and Hess was hired to help set up the program. This continues to be a work in progress. I would ask at this time that if anyone feels led to help as financial secretary, we could really use a person to help handle recording and making deposits for the camp. This would require someone coming to the camp weekly to receive monies, record them in QuickBooks (yes, you will be trained!) and take deposits to the bank. Reports and thank you notes would also be part of the job description. If this is something that you feel you might be able to do, please don't hesitate to ask!

The camp continues to struggle financially, and I hope that the financial reports will answer some of the questions that many of you have about both income and expenses for the camp. I hope that you take the time to review them and ask any questions that you may have.

As always, please feel free to reach out by phone or email (both contacts are below) if you have any questions or concerns about the District or Camp finances. I am usually in the office on Tuesdays and some Wednesdays.

Lisa Snyder 567-203-9739 lisa@nohcob.org

Northern Ohio District Church of the Brethren

Statement of Financial Position

As of December 31, 2022

	Dec 31, 22	Dec 31, 21
ASSETS		
Current Assets		
Checking/Savings		
1001 · Farmers - Checking Account	109,805.68	135,515.50
1002 · Farmers - District Conference	9,160.36	10,047.95
1003 · Farmers - Youth Sch Fund	7,072.08	17,021.51
1005 · EF- Church Extension Fund	261,678.52	327,607.64
1006 · EF- Hottle Memorial Fund	1,214,933.10	1,626,656.56
1007 · EF- Peace Endowment	31,368.57	43,519.23
1008 · EF- Student Ministers Fund	30,765.84	38,670.65
1009 · EF- District Disaster Ministry	45,346.99	54,539.29
1010 · EF-Sampson Endowment	133,655.23	163,494.42
1011 · Womens Fellowship Savings	1,400.51	1,400.39
1012 · EF-Church Improvement Loan F...	209,953.90	304,646.90
1013 · Edward Jones CD	61,000.00	1,000.00
1014 · EF-Congregational Growth	42,663.86	53,389.08
1015 · EF-Excellence in Ministry	17,810.07	25,170.56
Total Checking/Savings	2,176,614.71	2,802,679.68
Accounts Receivable		
1500 · Accounts Receivable	15.00	65.00
Total Accounts Receivable	15.00	65.00
Other Current Assets		
1605 · A/R IH Liability Ins.	0.00	4,531.75
1615 · Undeposited Funds	750.00	0.00
Total Other Current Assets	750.00	4,531.75
Total Current Assets	2,177,379.71	2,807,276.43
Other Assets		
1612.02 · SugarCreek West CILF Loan19-...	13,550.71	20,620.75
1612.03 · Painesville CILF 20-001	11,000.00	15,000.00
1612.04 · Center CoB CILF 20-002	2,903.56	6,907.28
1612.05 · Chippewa CILF 20-003	29,352.89	35,460.53
1612.06 · Inspiration Hills CILF 22-001	50,000.00	0.00
Total Other Assets	106,807.16	77,988.56
TOTAL ASSETS	2,284,186.87	2,885,264.99
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	0.00	468.35
Total Accounts Payable	0.00	468.35
Other Current Liabilities		
2117 · Ukraine Mission Trip	0.00	11,570.34
Total Other Current Liabilities	0.00	11,570.34
Total Current Liabilities	0.00	12,038.69
Total Liabilities	0.00	12,038.69
Equity		
2501 · Unrestricted Net Assets	2,873,226.30	2,665,529.85
Net Income	-589,039.43	207,696.45
Total Equity	2,284,186.87	2,873,226.30
TOTAL LIABILITIES & EQUITY	2,284,186.87	2,885,264.99

District Income vs Expense Year end 2022

(Budget and Actual)

EXPENSE	Actual 2020	2020 Budget	Actual 2021	Budget 2021	Actual 2022	Budget 2022
Stewardship	3,250.00	5,100.00	4,547.00	3,700.00	6,530.00	6,850.00
Connections	866.07	2,795.00	835.89	2,900.00	-746.60	2,900.00
Congregational	0.00	1,300.00	0.00	1,300.00	0.00	1,300.00
Ministerial	4,380.36	4,900.00	3,066.90	4,950.00	147.97	4,950.00
DE	76,581.82	84,936.00	77,186.14	84,936.00	80,235.94	83,936.00
Office	25,775.66	27,690.00	27,360.56	27,360.00	25,051.44	27,300.00
Admin Assistant	30,456.00	30,448.00	30,694.31	31,107.22	21,891.62	31,972.96
Youth Worker	17,604.03	22,814.00	10,606.25	21,371.25	6,625.65	21,455.00
Peace Worker	7,079.82	7,066.00	6,741.22	7,066.00	6,962.55	7,173.43
District Board	12,138.48	15,385.00	7,376.15	13,000.00	10,331.44	12,575.00
Total Expense	178,132.24	202,434.00	168,414.42	197,690.47	157,030.01	200,412.39
INCOME						
District SA	130,655.00	125,824.68	132,434.00	127,000.00	128,008.46	134,000.00
Hottle dispersements	63,783.96	63,783.96	60,771.96	60,771.96	47,424.92	47,424.92
Peace reimbursement	7,066.00	7,066.00	7,066.00	7,066.00	7,173.43	7,173.43
Emergency draw						
Total Income	201,504.96	196,674.64	200,271.96	194,837.96	182,606.81	188,598.35
Income minus expense	23,372.72		31,857.54		25,576.80	

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Accrual Basis

Northern Ohio District Church of the Brethren
Statement of Activity Dec 31 2022
January through December 2022

	Jan - Dec 22	Jan - Dec 21
Ordinary Income/Expense		
Income		
3000 · Self Allocations		
3010 · Church of the Brethren M&M	0.00	2,496.00
3013 · District Disaster Self Allocati	420.00	120.00
3015 · District Self Allocation	128,008.46	132,434.00
3020 · Good Shepherd Self Allocation	0.00	165.00
3025 · Inspiration Hills Self Allocati	737.00	1,545.00
3040 · Westview Healthy Living Alloc	0.00	200.00
Total 3000 · Self Allocations	129,165.46	136,960.00
3100 · Church Property Funds		
3115 · Church Extension self allocatio	0.00	215.00
Total 3100 · Church Property Funds	0.00	215.00
3200 · Other Income		
3205 · District Conference Income	6,261.99	3,799.99
3215 · Nondesignated donations	20.00	2,780.80
3230 · District peace work income	1,518.00	2,051.83
3240 · Student Minister's Fund Income	2,276.80	1,186.21
Total 3200 · Other Income	10,076.79	9,818.83
Total Income	139,242.25	146,993.83
Gross Profit	139,242.25	146,993.83
Expense		
5100 · Stewardship/Finance Commission		
5109 · Financial Secretary Honora	1,000.00	1,167.00
5110 · Treasurer Honorarium	3,000.00	2,000.00
5113 · Accounting Fees	2,530.00	1,380.00
Total 5100 · Stewardship/Finance Commis...	6,530.00	4,547.00
5200 · Connections Commission		
5204 · Youth Fellowship	118.83	283.61
5205 · Women's Fellowship	-165.43	256.28
5207 · Young Adult Ministry	-750.00	160.25
5210 · Child Protect/Background	0.00	85.75
5107 · VOAD dues	50.00	50.00
Total 5200 · Connections Commission	-746.60	835.89
5300 · Congregational Commission		
5303 · Spiritual Life Retreats	0.00	0.00
Total 5300 · Congregational Commission	0.00	0.00
5400 · Ministerial Commission		
5401 · Commission Expense	85.58	0.00
5402 · Pastor/Spouse Retreat	0.00	1,976.49
5410 · Pastoral Ed. Expense	62.39	275.41
5411 · Licensed Ministry Testing	0.00	800.00
5412 · Ministerial Background Check	0.00	15.00
Total 5400 · Ministerial Commission	147.97	3,066.90

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Accrual Basis

Northern Ohio District Church of the Brethren
Statement of Activity Dec 31 2022
January through December 2022

	Jan - Dec 22	Jan - Dec 21
5500 · District Executive		
5501 · D.E. Salary	48,799.92	48,799.92
5502 · Housing Expense	12,000.00	12,000.00
5504 · Health Insurance	0.00	0.00
5506 · Workers' Compensation	166.21	168.75
5507 · Travel & Expenses	10,029.97	7,872.59
5508 · Annual Conference	1,587.41	182.90
5510 · CODE Dues	0.00	480.00
5511 · Retirement expense	7,295.98	7,295.98
5512 · Professional Expenses	356.45	386.00
Total 5500 · District Executive	80,235.94	77,186.14
5600 · District Office		
5606 · Office Administrative Expenses	867.81	875.28
5607 · Office Equipment Repair	53.50	85.00
5608 · Office Equipment - Leased	3,864.81	3,772.33
5609 · Telephone	1,439.40	1,772.85
5610 · Computer on-line	779.40	754.55
5611 · Herald & Directories	1,129.41	4,084.96
5612 · Utilities	3,226.61	3,064.13
5613 · Groundskeeping	2,085.00	2,060.00
5614 · Facility Security	801.00	855.00
5615 · Facility Maintenance	2,640.42	1,868.55
5616 · Real Estate Taxes	2,945.70	2,859.38
5619 · Office Supplies	1,060.00	1,162.11
5620 · Dues & Subscriptions	3,307.05	3,089.45
5621 · Office Equipment - New	0.00	234.99
5622 · Congregational Background Check	0.00	0.00
5623 · Postage	851.33	821.97
Total 5600 · District Office	25,051.44	27,360.55
5650 · District Admin Secretary		
5601 · Secretary Wages	19,517.46	26,283.92
5602 · Health Insurance	80.58	319.20
5603 · SS/Medicare Taxes	1,476.66	2,010.72
5604 · Workers' Compensation	79.88	81.12
5605 · Prof Growth - Travel & Expenses	0.00	422.22
5618 · Retirement expense	737.04	1,577.13
Total 5650 · District Admin Secretary	21,891.62	30,694.31
5700 · District Youth Worker		
5701 · Salary	5,411.25	9,215.19
5702 · SS/Medicare Taxes	399.04	695.66
5704 · Workers' Compensation	28.47	55.16
5705 · Travel	786.89	565.24
5706 · Professional Growth	0.00	75.00
Total 5700 · District Youth Worker	6,625.65	10,606.25
5800 · District Peace Worker		
5801 · Salary	6,420.91	6,244.08
5802 · SS/Medicare/Taxes	522.56	477.67
5803 · Workers' Compensation	19.08	19.47
Total 5800 · District Peace Worker	6,962.55	6,741.22

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Accrual Basis

Northern Ohio District Church of the Brethren
Statement of Activity Dec 31 2022
January through December 2022

	Jan - Dec 22	Jan - Dec 21
5900 · District Board		
5901 · District Board Expense	3,144.24	1,245.07
5902 · Annual Conference Expenses	2,421.54	2,896.08
5903 · Ohio Council of Churches	1,400.00	1,380.00
5904 · Standing Committee Delegates	1,594.91	306.00
5905 · Historical Committee	128.32	0.00
5908 · District Liability Insurance	1,343.24	1,299.00
5910 · Financial Services Fee	0.00	50.00
5911 · Memorials	100.00	200.00
5914 · Executive Committee Expense	199.19	0.00
Total 5900 · District Board	10,331.44	7,376.15
6000 · Self-Allocation Payments		
6007 · Church of the Brethren M and M	0.00	2,996.00
6015 · Good Shepherd	0.00	165.00
6020 · Inspiration Hills Self Alloc.	737.00	1,545.00
6035 · Student Minister's Fund	8,912.10	4,350.00
6040 · Westview Healthy Living	0.00	200.00
Total 6000 · Self-Allocation Payments	9,649.10	9,256.00
6100 · Non-budget Church Expense		
6106 · Jonah's People Grant	10,000.00	10,000.00
Total 6100 · Non-budget Church Expense	10,000.00	10,000.00
6200 · Non-Budget Expenses		
5912 · Investment Admin Fees	12,232.35	13,749.70
6210 · District Conference Expenses	5,480.27	4,688.53
6211 · Non-Budget - Inspiration Hills	47,424.92	60,771.96
6220 · Hottle Grants paid out	47,424.92	59,821.00
6224 · Church Extension Fund Grants	10,381.31	772.00
6225 · Excellence in Ministry Expenses	5,990.93	0.00
6226 · Congregational Growth	2,062.94	0.00
6200 · Non-Budget Expenses - Other	0.00	1,737.21
Total 6200 · Non-Budget Expenses	130,997.64	141,540.40
Total Expense	307,676.75	329,210.81
Net Ordinary Income	-168,434.50	-182,216.98
Other Income/Expense		
Other Income		
8003 · Rounding Differences	0.18	0.24
8000 · Interest Income	75.67	70.54
8001 · Interest Income - EF Accounts	39,226.05	39,135.08
8002 · Gain/Loss (Mkt Fluc) - EF Acct	-460,029.86	350,707.57
8005 · Miscellaneous Income	123.03	0.00
Total Other Income	-420,604.93	389,913.43
Net Other Income	-420,604.93	389,913.43
Net Income	-589,039.43	207,696.45

Northern Ohio District Church of the Brethren

Profit & Loss Budget vs. Actual

January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
3000 · Self Allocations				
3010 · Church of the Brethren M&M	0.00	0.00	0.00	0.0%
3013 · District Disaster Self Allocati	420.00	120.00	300.00	350.0%
3015 · District Self Allocation	128,008.46	0.00	128,008.46	100.0%
3020 · Good Shepherd Self Allocation	0.00	0.00	0.00	0.0%
3025 · Inspiration Hills Self Allocati	737.00	0.00	737.00	100.0%
3040 · Westview Healthy Living Alloc	0.00	0.00	0.00	0.0%
Total 3000 · Self Allocations	129,165.46	120.00	129,045.46	107,637.9%
3100 · Church Property Funds				
3115 · Church Extension self allocatio	0.00	0.00	0.00	0.0%
Total 3100 · Church Property Funds	0.00	0.00	0.00	0.0%
3200 · Other Income				
3205 · District Conference Income	6,261.99	0.00	6,261.99	100.0%
3215 · Nondesignated donations	20.00	0.00	20.00	100.0%
3230 · District peace work income	1,518.00	0.00	1,518.00	100.0%
3240 · Student Minister's Fund Income	2,276.80	0.00	2,276.80	100.0%
Total 3200 · Other Income	10,076.79	0.00	10,076.79	100.0%
Total Income	139,242.25	120.00	139,122.25	116,035.2%
Gross Profit	139,242.25	120.00	139,122.25	116,035.2%
Expense				
5100 · Stewardship/Finance Commission				
5101 · Commission Expense	0.00	100.00	-100.00	0.0%
5109 · Financial Secretary Honora	1,000.00	1,000.00	0.00	100.0%
5110 · Treasurer Honorarium	3,000.00	3,000.00	0.00	100.0%
5113 · Accounting Fees	2,530.00	2,750.00	-220.00	92.0%
Total 5100 · Stewardship/Finance Commis...	6,530.00	6,850.00	-320.00	95.3%
5200 · Connections Commission				
5201 · Commission Expense	0.00	65.00	-65.00	0.0%
5202 · Education Training	0.00	380.00	-380.00	0.0%
5203 · Junior/Senior High Cabinet	0.00	525.00	-525.00	0.0%
5204 · Youth Fellowship	118.83	1,045.00	-926.17	11.4%
5205 · Women's Fellowship	-165.43	165.00	-330.43	-100.3%
5206 · Men's Fellowship	0.00	95.00	-95.00	0.0%
5207 · Young Adult Ministry	-750.00	200.00	-950.00	-375.0%
5210 · Child Protect/Background	0.00	140.00	-140.00	0.0%
5103 · Disaster Rep	0.00	95.00	-95.00	0.0%
5104 · Disaster Travel and Expenses	0.00	0.00	0.00	0.0%
5105 · BVS Representative	0.00	0.00	0.00	0.0%
5107 · VOAD dues	50.00	50.00	0.00	100.0%
5108 · PeaceTask Team	0.00	140.00	-140.00	0.0%
Total 5200 · Connections Commission	-746.60	2,900.00	-3,646.60	-25.7%
5300 · Congregational Commission				
5301 · Commission Expense	0.00	300.00	-300.00	0.0%
5302 · Leadership Training	0.00	0.00	0.00	0.0%
5303 · Spiritual Life Retreats	0.00	0.00	0.00	0.0%
5305 · New Church Development	0.00	1,000.00	-1,000.00	0.0%
Total 5300 · Congregational Commission	0.00	1,300.00	-1,300.00	0.0%

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Accrual Basis

Northern Ohio District Church of the Brethren

Profit & Loss Budget vs. Actual

January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
5400 · Ministerial Commission				
5401 · Commission Expense	85.58	0.00	85.58	100.0%
5402 · Pastor/Spouse Retreat	0.00	4,000.00	-4,000.00	0.0%
5403 · New Pastor's Expense	0.00	0.00	0.00	0.0%
5404 · Mentor Expenses	0.00	0.00	0.00	0.0%
5405 · TRIM Expenses	0.00	0.00	0.00	0.0%
5406 · Education Director Expenses	0.00	0.00	0.00	0.0%
5407 · License & Ord. Gifts	0.00	100.00	-100.00	0.0%
5410 · Pastoral Ed. Expense	62.39	250.00	-187.61	25.0%
5411 · Licensed Ministry Testing	0.00	600.00	-600.00	0.0%
5412 · Ministerial Background Check	0.00	0.00	0.00	0.0%
Total 5400 · Ministerial Commission	147.97	4,950.00	-4,802.03	3.0%
5500 · District Executive				
5501 · D.E. Salary	48,799.92	48,800.00	-0.08	100.0%
5502 · Housing Expense	12,000.00	12,000.00	0.00	100.0%
5503 · SS/Medicare Tax	0.00	0.00	0.00	0.0%
5504 · Health Insurance	0.00	0.00	0.00	0.0%
5505 · Health Savings Account	0.00	0.00	0.00	0.0%
5506 · Workers' Compensation	166.21	300.00	-133.79	55.4%
5507 · Travel & Expenses	10,029.97	12,500.00	-2,470.03	80.2%
5508 · Annual Conference	1,587.41	1,600.00	-12.59	99.2%
5509 · Professional Growth	0.00	500.00	-500.00	0.0%
5510 · CODE Dues	0.00	540.00	-540.00	0.0%
5511 · Retirement expense	7,295.98	7,296.00	-0.02	100.0%
5512 · Professional Expenses	356.45	400.00	-43.55	89.1%
Total 5500 · District Executive	80,235.94	83,936.00	-3,700.06	95.6%
5600 · District Office				
5606 · Office Administrative Expenses	867.81	950.00	-82.19	91.3%
5607 · Office Equipment Repair	53.50	200.00	-146.50	26.8%
5608 · Office Equipment - Leased	3,864.81	3,500.00	364.81	110.4%
5609 · Telephone	1,439.40	1,850.00	-410.60	77.8%
5610 · Computer on-line	779.40	800.00	-20.60	97.4%
5611 · Herald & Directories	1,129.41	3,500.00	-2,370.59	32.3%
5612 · Utilities	3,226.61	3,200.00	26.61	100.8%
5613 · Groundskeeping	2,085.00	1,800.00	285.00	115.8%
5614 · Facility Security	801.00	800.00	1.00	100.1%
5615 · Facility Maintenance	2,640.42	1,700.00	940.42	155.3%
5616 · Real Estate Taxes	2,945.70	2,900.00	45.70	101.6%
5619 · Office Supplies	1,060.00	1,200.00	-140.00	88.3%
5620 · Dues & Subscriptions	3,307.05	3,300.00	7.05	100.2%
5621 · Office Equipment - New	0.00	600.00	-600.00	0.0%
5622 · Congregational Background Check	0.00	0.00	0.00	0.0%
5623 · Postage	851.33	1,000.00	-148.67	85.1%
Total 5600 · District Office	25,051.44	27,300.00	-2,248.56	91.8%
5650 · District Admin Secretary				
5601 · Secretary Wages	19,517.46	27,125.40	-7,607.94	72.0%
5602 · Health Insurance	80.58	350.00	-269.42	23.0%
5603 · SS/Medicare Taxes	1,476.66	2,170.03	-693.37	68.0%
5604 · Workers' Compensation	79.88	100.00	-20.12	79.9%
5605 · Prof Growth - Travel & Expenses	0.00	600.00	-600.00	0.0%
5618 · Retirement expense	737.04	1,627.53	-890.49	45.3%
Total 5650 · District Admin Secretary	21,891.62	31,972.96	-10,081.34	68.5%

Northern Ohio District Church of the Brethren

01/17/23

Profit & Loss Budget vs. Actual

Accrual Basis

January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
5700 · District Youth Worker				
5701 · Salary	5,411.25	16,000.00	-10,588.75	33.8%
5702 · SS/Medicare Taxes	399.04	1,280.00	-880.96	31.2%
5703 · Health Insurance	0.00	0.00	0.00	0.0%
5704 · Workers' Compensation	28.47	75.00	-46.53	38.0%
5705 · Travel	786.89	3,800.00	-3,013.11	20.7%
5706 · Professional Growth	0.00	250.00	-250.00	0.0%
5707 · District Conference	0.00	50.00	-50.00	0.0%
Total 5700 · District Youth Worker	6,625.65	21,455.00	-14,829.35	30.9%
5800 · District Peace Worker				
5801 · Salary	6,420.91	6,202.25	218.66	103.5%
5802 · SS/Medicare/Taxes	522.56	496.18	26.38	105.3%
5803 · Workers' Compensation	19.08	25.00	-5.92	76.3%
5805 · Office Expenses	0.00	100.00	-100.00	0.0%
5806 · Continuing Ed. Expenses	0.00	100.00	-100.00	0.0%
5807 · Travel	0.00	200.00	-200.00	0.0%
5808 · District Conference	0.00	50.00	-50.00	0.0%
5809 · Health Insurance	0.00	0.00	0.00	0.0%
Total 5800 · District Peace Worker	6,962.55	7,173.43	-210.88	97.1%
5900 · District Board				
5901 · District Board Expense	3,144.24	2,000.00	1,144.24	157.2%
5902 · Annual Conference Expenses	2,421.54	2,900.00	-478.46	83.5%
5903 · Ohio Council of Churches	1,400.00	1,400.00	0.00	100.0%
5904 · Standing Committee Deleat	1,594.91	1,300.00	294.91	122.7%
5905 · Historical Committee	128.32	100.00	28.32	128.3%
5906 · Shalom Team	0.00	250.00	-250.00	0.0%
5907 · Legal Fees	0.00	2,000.00	-2,000.00	0.0%
5908 · District Liability Insuran	1,343.24	1,475.00	-131.76	91.1%
5909 · Ethics Committee	0.00	200.00	-200.00	0.0%
5910 · Financial Services Fee	0.00	0.00	0.00	0.0%
5911 · Memorials	100.00	500.00	-400.00	20.0%
5914 · Executive Committee Expense	199.19	450.00	-250.81	44.3%
Total 5900 · District Board	10,331.44	12,575.00	-2,243.56	82.2%
6000 · Self-Allocation Payments				
6007 · Church of the Brethren M and M	0.00	2,996.00	-2,996.00	0.0%
6015 · Good Shepherd	0.00	165.00	-165.00	0.0%
6020 · Inspiration Hills Self Alloc.	737.00	1,545.00	-808.00	47.7%
6035 · Student Minister's Fund	8,912.10	4,350.00	4,562.10	204.9%
6040 · Westview Healthy Living	0.00	200.00	-200.00	0.0%
Total 6000 · Self-Allocation Payments	9,649.10	9,256.00	393.10	104.2%
6100 · Non-budget Church Expense				
6106 · Jonah's People Grant	10,000.00	10,000.00	0.00	100.0%
Total 6100 · Non-budget Church Expense	10,000.00	10,000.00	0.00	100.0%
6200 · Non-Budget Expenses				
5912 · Investment Admin Fees	12,232.35	13,749.70	-1,517.35	89.0%
6210 · District Conference Expenses	5,480.27	4,688.53	791.74	116.9%
6211 · Non-Budget - Inspiration Hills	47,424.92	60,771.96	-13,347.04	78.0%
6220 · Hottle Grants paid out	47,424.92	59,821.00	-12,396.08	79.3%
6224 · Church Extension Fund Grants	10,381.31	772.00	9,609.31	1,344.7%
6225 · Excellence in Ministry Expenses	5,990.93			
6226 · Congregational Growth	2,062.94			
6200 · Non-Budget Expenses - Other	0.00	1,737.21	-1,737.21	0.0%
Total 6200 · Non-Budget Expenses	130,997.64	141,540.40	-10,542.76	92.6%
Total Expense	307,676.75	361,208.79	-53,532.04	85.2%
Net Ordinary Income	-168,434.50	-361,088.79	192,654.29	46.6%

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Northern Ohio District Church of the Brethren

Profit & Loss Budget vs. Actual

01/17/23

Accrual Basis

January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Other Income/Expense				
Other Income				
8003 · Rounding Differences	0.18	0.24	-0.06	75.0%
8000 · Interest Income	75.67	70.54	5.13	107.3%
8001 · Interest Income - EF Accounts	39,226.05	39,135.08	90.97	100.2%
8002 · Gain/Loss (Mkt Fluc) - EF Acct	-460,029.86	350,707.57	-810,737.43	-131.2%
8005 · Miscellaneous Income	123.03			
Total Other Income	-420,604.93	389,913.43	-810,518.36	-107.9%
Net Other Income	-420,604.93	389,913.43	-810,518.36	-107.9%
Net Income	-589,039.43	28,824.64	-617,864.07	-2,043.5%

District Self Allocations 2022

Church	Giving 2020	2021 Pledge	Giving 2021	2022 Pledge	Giving 2022
Adrian	0.00	0.00	0.00	0.00	0.00
Akron Eastwood	3,000.00	3,500.00	3,500.00	0.00	3,500.00
Akron First	0.00	500.00	0.00	500.00	0.00
Akron Springfield	6,000.00	6,000.00	6,000.00	6,000.00	5,500.00
Ashland Dickey	7,000.00	7,300.00	7,300.00	7,300.00	7,300.00
Ashland First	2,475.00	2,475.00	2,475.00	2,550.00	2,550.00
Bethel	225.00	225.00	225.00	225.00	225.00
Black River	0.00	0.00	500.00	0.00	100.00
Bristolville	3,500.00	3,800.00	3,800.00	3,800.00	3,800.00
Brook Park	770.00	0.00	1,330.00	0.00	2,036.00
Center	625.00	650.00	650.00	675.00	675.00
Chippewa	700.00	0.00	0.00	0.00	0.00
County Line	3,780.00	3,780.00	3,780.00	3,780.00	2,835.00
Defiance	0.00	0.00	0.00	0.00	0.00
Dupont	6,500.00	6,500.00	6,500.00	6,500.00	6,500.00
East Chippewa	13,100.00	13,100.00	13,100.00	0.00	13,100.00
East Nimishillen	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Eden	1,500.00	1,619.00	1,619.00	1,600.00	1,600.00
Elm Street	950.00	0.00	950.00	0.00	950.00
Faith in Action	1,000.00	0.00	0.00	0.00	1,900.00
Freeburg	2,000.00	0.00	0.00	0.00	0.00
Hartville	300.00	0.00	300.00	300.00	300.00
Jonah's People	600.00	300.00	300.00	0.00	0.00
Lake Breeze	100.00	100.00	100.00	100.00	100.00
Lakewood	2,500.00	2,500.00	2,500.00	0.00	2,500.00
Lick Creek	3,000.00	3,000.00	3,000.00	3,090.00	3,090.00
Mansfield	3,885.00	3,885.00	3,885.00	4,001.00	4,001.00
Maple Grove	6,180.00	6,180.00	6,180.00	6,180.00	6,180.00
Marion	200.00	200.00	200.00	200.00	200.00
Mohican	15,300.00	0.00	20,000.00	0.00	15,999.97
Mount Pleasant	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
New Philadelphia	2,400.00	1,400.00	1,900.00	0.00	1,400.00
North Bend	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
Owl Creek	1,400.00	0.00	1,400.00	1,400.00	1,400.00
Painesville	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00
Paradise	0.00	0.00	0.00	0.00	0.00
Pleasant View	1,225.00	1,200.00	1,225.00	1,250.00	1,300.00
Poplar Ridge	8,240.00	8,240.00	8,240.00	8,240.00	8,240.00
Reading	8,000.00	4,000.00	8,000.00	8,000.00	8,000.00
Richland	600.00	600.00	600.00	600.00	600.00
Ross	0.00	0.00	0.00	0.00	0.00
Silver Creek	1,000.00	1,000.00	1,000.00	1,500.00	1,500.00
Sugar Creek West	0.00	0.00	500.00	0.00	0.00
Sugarcreek East	500.00	0.00	0.00	0.00	500.00
Swan Creek	0.00	0.00	0.00	0.00	0.00
Woodworth	250.00	0.00	250.00	0.00	250.00
Zion Hill	1,600.00	0.00	1,200.00	0.00	0.00
Individual	2,750.00	0.00	2,175.00	0.00	2,395.00
CC fees					18.51
TOTAL	130,655.00	99,554.00	132,184.00	85,291.00	128,008.46

LTS 2022

Stewardship and Finance Commission	Budget 2022	Budget 2023	Proposed Budget 2024	Change from 2023	Comments
5101 Commission Expenses	100	0	0		
5109 Financial Secretary Honorarium	1,000	1,000	1,000		
5110 Treasurer Honorarium	3,000	3,000	3,000		
5113 Audit Fees (NOHCOB)	2,750	3,000	3,000		
5114 Audit Fees (Inspiration Hills)		3,000	3,000		
Total Discipleship	6,850	10,000	10,000	0	
Connections Commission					
5201 Commission Expenses	65	65	65		
5202 Education Training	380	380	380		
5203 Jr/Sr High Youth Cabinets	525	525	525		
5204 Youth Ministry	1,045	1,045	1,045		
5205 SISTERS Fellowship	165	165	165		
5206 Men's Fellowship	95	95	95		
5207 Young Adult Ministry	200	200	200		
5210 Child Protection/Background Checks	140	140	140		
5103 Disaster Representative	95	95	95		
5104 Disaster Travel*	0	0	0		
5105 BVS Representative*	0	0	0		
5107 VOAD/General Scholarship*	50	50	50		
5306 Peace Task Team*	140	140	140		
Total Fellowship	2,900	2,900	2,900	0	
Congregational Commission					
5301 Commission Expenses	300	300	300		
5302 Leadership Training	0	0	0		See* below
5303 Spiritual Life Retreats	0	0	0		
5305 New Church Development	1,000	0	0		See** below
Total Congregational	1,300	300	300	0	
Ministerial Commission					
5401 Commission Expenses	0	0	100	+100	
5402 Clergy/Spouse Retreat	4,000	0	0		See *** below
5403 New Pastor's Expenses	0	0	0		
5404 Mentor Expenses	0	0	0		
5405 TRIM Expenses	0	0	0		
5406 Trim Coordinator Expenses	0	0	0		
5407 License and Ordination Gifts	100	100	200	+100	
5410 Pastoral Education Expenses	250	250	0	-250	See *** below
5411 Licensed Ministry Testing	600	600	600		
5412 Ministerial Background Checks	0	0	50	+50	
Total Ministerial	4,950	950	950	0	

*Leadership Training/Spiritual Life Retreats are funded through the "Congregational Growth Fund"

**New Church Development is funded through the "Church Extension Fund"

***Clergy/Spouse Retreat and Pastoral Education Expenses are funded through the "Excellence in Ministry Fund"

	Budget 2022	Budget 2023	Proposed Budget 2024	Change from 2023	Comments
District Executive					
5501 Salary	48,800	48,800	48,800		
5502 Housing Expenses	12,000	12,000	12,000		
5503 Medicare/Taxes	0	0	0		
5504 Health Insurance	0	0	0		
5505 Health Savings Account	0	0	0		
5506 Workers Compensation	300	200	200		
5507 Travel and Expenses	12,500	12,500	12,500		
5508 Annual Conference	1,600	1,600	1,600		
5509 Professional Growth	500	500	500		
5510 CODE dues	540	540	540		
5511 Retirement Pension	7,296	7,296	7,296		
5512 Professional Expenses	400	400	400		
Total District Executive	83,936	83,836	83,836	0	
District Administrative Secretary					
5601 Salary	27,125.40	27,955	25,600	-2,355	
5602 Health Insurance	350.00	350	0	-350	
5603 SS/Medicare/Taxes	2,170.03	2,236	2,048	-188	
5604 Workers Compensation	100.00	100	100	0	
5605 Professional Growth, Travel, Expenses	600.00	600	600	0	
5618 Retirement Pension	1,627.53	1,677	0	-1,677	
Total District Administrative Secretary	31,972.96	32,918	28,348	-4,570	
District Office					
5606 Office Administrative Expenses	950	1,000	950	-50	
5607 Office Equipment Repair	200	200	200		
5608 Office Equipment Lease	3,500	3,800	3,900	+100	
5609 Telephone	1,850	1,200	1,450	+250	
5610 Computer On-Line	800	800	800		
5611 Herald and Directories	3,500	3,700	3,000	-700	
5612 Utilities (electric, gas, water, trash)	3,200	3,200	3,250	+50	
5613 Groundskeeping	1,800	1,900	2,000	+100	
5614 Facility Security	800	850	850		
5615 Facility Maintenance	1,700	1,700	1,700		
5616 Real Estate Taxes	2,900	2,950	2,950		
5619 Office Supplies	1,200	1,200	1,100	-100	
5620 Dues and Subscriptions	3,300	3,400	3,400		
5621 Office Equipment New	600	500	600	+100	
5622 Congregational Background checks	0	0	0		
5623 Postage	1,000	900	900		
Total District Office	27,300	27,300	27,050	-250	
District Youth Coordinator					
5701 Salary	16,000	16,500	16,500		
5702 SS/Medicare/Taxes	1,280	1,320	1,320		
5704 Workers Compensation	75	75	75		
5705 Travel	3,800	3,800	3,800		
5706 Professional Growth	250	250	250		
5707 District Conference	50	50	50		
Total District Youth Coordinator	21,455	21,995	21,995	0	

	Budget 2022	Budget 2023	Proposed Budget 2024	Change from 2023	Comments
District Peace & Conciliation Advocate					
5801 Salary	6,202.25	6,386	6,578	+192	
5802 SS/Medicare/Taxes	496.18	511	526	+15	
5803 Workers Compensation	25.00	25	25		
5805 Office Expenses	100.00	100	100		
5806 Continuing Ed Education	100.00	100	100		
5807 Travel	200.00	200	300	+100	
5808 District Conference	50.00	50	50		
5809 Health Insurance	0.00	0	0		
Total District Peace & Conciliation Advocate	7,173.43	7,372	7,679	+307	
District Board Expense					
5901 District Board Expenses	2,000	2,000	2,500	+500	
5902 Annual Conference Assess	2,900	2,500	1,900	-600	
5903 Ohio Council of Churches	1,400	1,450	1,450		
5904 Standing Com Delegates	1,300	1,300	1,300		
5905 Historical Committee	100	300	300		
5906 Shalom Team	250	250	250		
5907 Legal Fees	2,000	2,000	2,000		
5908 District Liability Insurance	1,475	1,475	1,375	-100	
5909 Ethics Committee	200	200	200		
5910 Financial Services Fee	0	0	0		
5911 Memorial Gifts	500	500	500		
5914 Executive Meetings Expense	450	400	400		
Total District Board Expense	12,575	12,375	12,175	-200	
Sub Totals					
Total Commission/Board Expenses	28,575.00	26,525	26,325	-200	
Total Staff/District Office Expenses	171,837.39	173,421	168,908	-4,513	
Total Budget	200,412.39	199,946	195,233	-4,713	
Income (* = estimates)	Actual 2022	Projected 2023		Change from 2023	
Self-Allocations	128,008.46	*134,000	*105,000	-19,000	
Hottle Endowment Disbursement	47,424.92	*46,000	*41,000	-5,000	
Peace Worker Endowment Disbursement	7,174.00	7,372	7,679	307	
Income	189,300.00	187,372	153,679	-33,386	
Amount of Reserve Funds to be used	11,112.93+	*12,574	*41,554		
Total Income	200,412.39	199,946	195,233		
Budget vs Income Difference	0.00	0.00	0.00		

(+2022 Budget allowed for \$11,112.93 in reserve funds to be used to balance the budget. None of those funds were needed. Year ended in the black with Actual 2022 Income vs. Expenses +\$25,576.80)

2023 Inspiration Hills Camp Strategic Planning Report

Historical Background

Inspiration Hills Camp has been a ministry of the Northern Ohio District of the Church of the Brethren since its founding in 1966. Consisting of 200 acres of mostly wooded land with a rich geological and biological diversity, the camp slowly expanded to serve the District with a robust youth camping program and facilities to serve a variety of outdoor education and ministry opportunities. Originally placed under the direction of the Outdoor Ministries Commission of the District Board, the governance of the camp was reorganized about 20 years ago with the creation of the Camp Administration Committee (CAC). Members of CAC are elected by District Conference and operate independent of District Board. However, District Board must approve all capital expenditures over \$50,000, all real estate transactions, and review all annual budgets of the camp for referral to District Conference. District Board also employs the Camp Executive Director upon recommendation of CAC.

Inspiration Hills Camp is typically not self-supporting and has struggled in recent years. The camp has several sources of funding. By action of District Conference, the camp receives funds each year (under a very specific formula) from the Hottle Fund. There is also revenue from summer camp registration fees, rental income from the use of camp facilities, food service income, individual contributions, self-allocation contributions from churches within the District, and various other sources (interest income, gas well revenue, camp store revenue, etc...). Total income in 2022 was \$337,066, including \$91,671 from the sale of timber. The impact of COVID on summer camp attendance and rentals has been devastating. Income levels pre-pandemic were generally higher with summer camp revenues \$15,000-\$25,000 higher and rental income \$7,000-\$22,000 higher than in 2022. Inflation over the past two years has caused staff costs to increase substantially in order to fill open positions, further straining the camp's budget. The budget for 2023 approved by District Conference is a \$71,600 deficit budget. While the camp has much to offer, it has been a constant struggle for the camp to survive.

The Camp Strategic Planning Committee

In the face of these economic challenges, the District Board appointed a Camp Strategic Planning Committee in September 2022, consisting of five members, including one District Board member, two members from CAC, and two members from outside those boards. Ex-officio members included the Camp Executive Director, the Camp Treasurer, the District Administrative Secretary, and the District Executive Minister.

The assignment for this committee was to prepare a strategic plan for Inspiration Hills Camp by:

- Gathering all pertinent data on finances, staffing, resources, and ministries of the camp.
- Gathering information from a wide range of District members on how the camp is perceived, hopes for the camp, and level of support.
- Bring a written strategic plan with specific goals and implementation plan to a combined meeting of the District Board and CAC by 5/31/2023 seeking a recommendation to bring to District Conference 2023.

The work of this committee upon approval by District Conference is intended to give clear direction as to the future of Inspiration Hills Camp and clearly define what the District's expectations are for the camp.

Survey

The initial work of the Planning Committee was to gather information on the camp and peoples' perceptions and attitudes toward the camp. A survey was prepared and sent out to all the churches in the District. The survey received 143 responses from 27 different churches. The highest number of responses were received from the over 66 age group. As a result, a special effort was made to interview both junior and senior high youth at the winter camps held in February of 2023. Those interactions found that camp attendees were very positive about their camping experiences, indicating that the camping experience and especially the campfire programs were very effective in bringing them into a closer relationship with God and Christ. Campers forged close personal relationships with other youth that they only see during the camping season. These campers were a living testimony of the camp's stated mission to "create immersive experiences for campers of all ages to explore faith formation and God's creation within an established Christian community."

The following are highlights of the survey results:

- 30% of respondents have never been to the camp.
- Among respondents, information about the camp and camp activities comes through traditional print media (48% - bulletin inserts, camp newsletter, church bulletin board), followed by word of mouth (37% - camp rep or hearing from others), with digital media last (15% - website, Facebook, and Instagram).
- Most respondents realize the camp is having financial problems (74%).
- Most felt that the camp's main ministry is to facilitate a closer/personal relationship with God/Jesus (84%).
- 10% indicated the camp is not meeting their expectations; 50% are not sure.
- 94% feel that the camp is an important ministry for the Northern Ohio District.

Many written comments were received with the most predominant centering around the following themes:

- Inspiration Hills Camp is an important ministry to the youth of the District.
- There is a need for better communication between the camp and the churches.
- The camp needs to be more aggressive in reaching out to other groups to increase the use of the camp, thereby supplementing the income of the camp.
- The youth camping program should be more focused on faith formation, spiritual growth and developing a transformational, personal relationship with God and Jesus.
- The camp needs to be financially accountable and transparent.

Camp Comparisons

The Strategic Planning Committee during this same time gathered information on Inspiration Hills Camp and several other camps. These included: Camp Luz, a Mennonite Camp in Wayne County near Orville, Ohio, Round Lake Christian Camp, a Christian Church, and Church of Christ camp in the southeast corner of Ashland County near Lakeville, Ohio, and Brethren Woods, a camp operated by the Shenandoah District of the Church of the Brethren in Virginia. Round Lake and Brethren Woods are larger camps with larger staff. Camp Luz is the most similar to Inspiration Hills Camp, with similar staffing. When compared with other camps, Inspiration Hills is competitive with these camps in fees charged for youth camping programs, rental rates for buildings and cost of food service.

Some items of note regarding these other camps:

- Round Lake offers a spring Family Camp for free.
- Camp Luz has a disc golf course, shuffleboard, basketball court and pool. They also offer a Sunday brunch food service option.
- Brethren Woods has more activity options (zip line, horseback riding, rock climbing, rappelling, etc.) and more staff, but their camp fees are also higher.

Addressing the Budget Crisis

As mentioned earlier, the camp's budget for 2023 projects a \$71,600 deficit. That budget presumes a dramatic increase in revenue from both youth camping fees and retreat rentals. If that increase does not materialize, and revenues remain at 2022 levels, the deficit would increase to approximately \$176,000. At that level, the camp becomes unsustainable, as it would become such a serious drain on the District's resources that significant cuts would have to be made and the camp's current ministry would be severely impacted. Consequently, the Strategic Planning Committee's primary focus has been on looking for ways in which to increase income and decrease expenses for the camp. The proposed measures to increase income, described below, will require a considerable investment in time and resources to implement. The Strategic Planning Committee has initiated many of these measures, but the commitment of CAC members and camp staff will be required to fully implement them. The Planning Committee feels that the budget crisis must be solved before any planning that addresses long term program goals or capital improvements to the camp moves forward. Therefore, the Planning Committee's work in 2023 will focus predominantly on budget related issues. At year end, we will look at 2023 financials, evaluate the effectiveness of actions taken in 2023 and decide what steps need to be taken going forward.

While it is fair to say that the camp is financially not able to support the current staffing level, it is equally fair to say that any reduction in staffing levels would severely impact the camp's ability to maintain the current level of services and programming. The income from summer camps alone cannot support the camp, and to maintain a year-around rental/retreat income requires the current staffing level. The oft heard comment that "the camp needs to live within their means" does not recognize the catastrophic impact that even small cuts would have on the ability to maintain current camp programs, the ability to maintain camp facilities, and the ability to keep and hire staff. **However, failure to solve the current imbalance between income and expenses seriously jeopardizes the long-term sustainability of the camp as we know it.**

The short-term measures proposed by the Planning Committee are primarily aimed at increasing youth participation in summer camps as a means of increasing income but would have other benefits as well. This outreach to the churches should occur every year and will require active camp reps in every congregation and/or CAC members and camp staff willing to make these presentations. As noted earlier, **increasing the youth camping program by itself cannot save the camp.** Even doubling the income of summer camp from the 2022 level will only cut the deficit by about \$25,000!

The intermediate term measures proposed are aimed at increasing rental and food service income and will reach out to businesses and schools in the surrounding counties. This promotion should occur as soon as staff time allows. A personal visit and targeted promotional materials will be key to the success of this effort. It may take several years to see the results of these efforts.

Long term measures are focused on job descriptions and organization structure of the camp staff to allow the camp to operate more efficiently and to address perceived concerns and criticisms regarding program content that were mentioned on survey responses.

Action Steps and Timeline

Short Term (less than 3 months) February to April 2023

1. To improve communications with the churches within the Northern Ohio District, to promote participation in the youth camping program, to increased use of the camp by churches and individuals, and to encourage greater financial support of the camp, develop a short video and bulletin insert that can be taken to all churches within the District by CAC members. Provide talking points to assist presenters. These presentations should be made to all churches prior to the early registration deadline for youth camps (April 15, 2023). The presentation should touch on the various options for camps, facilities available for retreats, food services, special events (fall festival), ways in which the camp can be a ministry of the churches, and ways that churches and individuals can help the camp.
2. To further increase enrollment in the youth camping program (and possible retreat income), send out a promotional packet to independent churches and denominational churches with no nearby affiliated church camp. This outreach would start with churches in Wayne and Ashland counties. This should occur prior to the early registration deadline for youth camps (April 15, 2023)

Intermediate Term (3 months to 8 months) May to October 2023

1. When interviewed at Winter Camp, the senior high youth expressed their desire and intent to produce a video of their experiences during Summer Camp 2023. This should be strongly encouraged, including providing whatever time and resources are required and support and guidance from camp staff as necessary. This video should be posted on the camp's website so that it is available to all campers. Pastors should be encouraged, through the Pastors Memo and section meetings, to have their youth who attended camp share about their experiences with the local congregation. The video will make this much easier for youth who may otherwise be very reluctant to speak in public. This type of communication can be very effective in promoting support for the camp and in encouraging other youth to attend.
2. Produce a mail campaign targeting larger business and manufacturing companies in the surrounding counties that may have need of a retreat facility for training or team building events. Available meeting spaces, food service and the natural beauty of the camp should be emphasized.
3. Produce a campaign targeting schools in surrounding counties to promote the camp as an outdoor education or band/sports camp venue. Highlight the camp's geological and biological diversity as well as the connection with Nuhop for instructors for outdoor education. Food service, meeting spaces and dorm accommodations should be featured as well. A video and a personal visit to each school district will be key to the success of this effort. This should occur prior to the start of school in fall of 2023.
4. Produce a mail campaign targeting wedding planners, promoting the camp as an outdoor wedding venue.
5. Encourage use of camp facilities by special interest groups (mountain biking club for example) when such use may increase income.
6. A special effort should be made through the Herald, the camp newsletter, the Pastors Memo, and at District Conference to encourage the churches in the District to increase their self-allocations to the camp. As one can see in Appendix 'A', *Inspiration Hills Camp Financials 2012 thru 2023*, self-allocation giving to the camp has not increased significantly over time. The average self-allocation giving over those 11 years was \$54,367, with giving in 2022 at \$54,798. The core inflation total over that time period was 31.03% (Bureau of Labor Statistics, consumer price index), meaning that self-allocations would have to grow to \$75,533 in 2023 to keep pace with inflation during that time period. The need to offset the loss of self-allocation giving from churches leaving the District will also be a significant challenge in the future. As churches prepare their budgets for 2024, they should be reminded of the needs of the camp and the importance of this ministry.

Long Term (8 months and longer)

1. Since the current Camp Director has expressed some thoughts of retirement in the near future due to health issues, an evaluation of staffing needs, job descriptions, etc. should take place now to position the camp for a transition that is likely to come. A thorough discussion of possible staffing and organization changes should be carefully considered by CAC at the time of leadership change, evaluating all the qualifications and abilities of current staff and new hires, as well as budget limitations. Items for consideration should include:
 - a) The main issue with the Camp Director's current job description is not so much with the tasks that are assigned to that position, but that the Director is required to spend too much time doing tasks that are not in the job description; tasks that are required in the day-to-day operation of the camp but tasks for which there is no one else available to do them. When the Director is mopping floors, preparing meals, etc., the important tasks of communicating with churches, calling on potential clients, financial oversight and long-term planning cannot be accomplished. This makes it difficult to grow the business of the camp. This issue has also resulted in the shifting of some of the responsibilities that should lie with the Camp Director to the Program Director/Operations Director position. This issue can be addressed by creating a part-time position to assist the Camp Director as an Assistant/Secretary.
 - b) In defining the Camp Director's duties, care should be taken to define the Director's role as supervising the staff and not in performing their duties or overlapping the duties of others.
 - c) As the Food Service Coordinator is currently a part-time position, there is the possibility of combining that position with the Assistant/Secretary position to create one full-time position.
 - d) This change in organization would move the Operations Director responsibilities back to the Camp Director. The Program Director and Assistant/Secretary would have the flexibility to step in to help with day-to-day operations and tasks when needed. See Appendix 'B'.
Organization Flow Chart for Camp Operations and Staff.
 - e) To afford the additional half-time position, the Program Director position could be combined with the District's Youth Coordinator position. The District would continue to fund the Youth Coordinator's half-time position. This would maintain the Program Director as a full-time employee. The Program Director already works intensively with the youth at camp and this would strengthen that connection year around. More District youth functions could occur at camp, and perhaps increase participation levels of District youth in the summer and winter camping programs. Please note that a change of this sort would have to be worked out between the District Board and CAC, and would involve the District Executive, the Camp Director, and the Connections Commission of the District Board.
 - f) While these changes will not result in a decrease in overall cost to the camp, the benefit would be in increasing the promotion of the camp through better management of the Camp Director's time. This should result in a long-term increase in income for the Camp. The important relationship between the camp and the District's churches should also be strengthened.
 - g) If the position of Assistant/Secretary is created, the camp should implement financial policies in line with those adopted by the District. These policies would include procedures for handling monies coming into the camp as well as how purchases are made and how bills are paid. These policies protect both the camp and those in positions to handle the camp's finances. Instituting these policies should not be viewed as critical of anyone handling the Camp's finances now or in the past. (Note: The District's Stewardship and Finance Commission is in the process of modifying this document for the camp.)
2. As mentioned earlier, comments were received in the camp survey regarding the perception that the youth camping program needed to be more intentional in its focus on faith formation and spiritual growth. Whether these comments have merit now or in the past is not to be debated here, but having this perception circulating within individuals and churches in the District is detrimental to a healthy camping program. To assuage these concerns, we are proposing the creation of a

volunteer **Camp Pastoral Liaison** position. This person or persons should possess the same character and qualities required for Camp Chaplains, with the additional requirement that he/she/they be a licensed or ordained minister in the District and be actively engaged in District ministerial programs and events. The responsibilities of this position could include:

- a) Participate in the process of reviewing, evaluating, and recommending to CAC the curriculum for youth camps, assuring sound biblical based teaching and themes.
- b) Help recruit pastors to act as chaplains for youth camps. Vet any non-licensed/non-ordained persons acting as Camp Chaplains.
- c) Act as a liaison between the camp and church pastors to promote the camp's programs and to address any concerns regarding the spiritual focus and teaching at camp.
- d) Participate in the training and oversight of camp chaplains and councilors to assure the camp program carries out the mission of the camp to "create immersive experiences for campers of all ages to explore faith formation and God's creation within an established Christian community."
- e) Provide feedback to the CAC regarding concerns that pastors and churches may have regarding the camp.

This position could be an ex-officio member of CAC. To spread out the workload, to facilitate better communication and to take advantage of existing relationships between pastors, perhaps one Camp Pastoral Liaison should be located in each of the three sections of the District (East, Central and West), with one of the three serving as the ex-officio member of CAC.

3. Congregational Camp Representatives are critical to good communications between the churches and the camp regarding camp programs and activities, promoting active participation by the District's churches in camp events, promoting volunteerism at the camp and encouraging financial support of the camp. Many churches do not have active Camp Reps or don't know who their Camp Reps are. This should be addressed by CAC to assure that there is a functional system of Camp Reps in place that are actively promoting the camp within each local congregation. Perhaps the position should be called Camp Missions Rep.
4. The District was the recipient of a bequest from the Darlene Bucher estate in the amount of \$24,594. Darlene was the wife of Gordon Bucher, the District Executive of the Northern Ohio District from 1958 until 1991. Half of these funds will be used as matching funds to encourage donations to renovate Pine Lodge at Inspiration Hills Camp. Making upgrades to Pine Lodge (new windows, exterior maintenance, etc.) will make the building more rent-able and help preserve the building for future generations. The camp should encourage others who have strong ties to the camp to make legacy gifts to the camp as a part of their estate planning process.

Other Opportunities to Explore

1. Develop relationships with nearby colleges and universities to explore internship or work opportunities through those institutions as a means of securing summer staff. College students with interests or studies in areas such as youth development, parks & recreation, environmental education, hospitality, or food service may benefit from work experience at the camp, while providing the camp with a source for summer help.
2. Explore sponsorship opportunities with area businesses, especially those doing business with the camp. Develop different levels of support with corresponding recognition in newsletters, plaques, etc. Some businesses have matching donation programs. As an example, Mennonite Mutual Insurance Company (which carries the District's and camp's property and liability insurance) has a program where they will match donations to non-profits made by their agents. Camp supporters with insurance through Mennonite Mutual should encourage their agents to support the camp through this program.

Managing Deficit Budgets

Knowing where the camp stands financially is imperative for sound fiscal management. Whereas the District's income stream has far fewer sources and is very predictable from year to year, the camp's income stream is more erratic and unpredictable, varying as much as \$130,000 from one year to the next. In order to properly assess the risk of a major deficit, and not having the financial means to meet monthly expenses, it is important to know what the projected income will be for the coming months. A schedule of contracted bookings and projected income stream should be included as a part of the camp's monthly financials. This sort of financial transparency will provide CAC, District Board and District Conference a better idea of where the camp's finances are headed. In the event that projected revenues are not going to meet the budget, the camp should have a plan in place to mitigate the projected loss. The possible actions will depend on the amount of the projected shortfall and/or the expected duration of the shortfall, but **the camp should never plan to run up a substantial deficit over an extended period of time**, as this jeopardizes the sustainability of the camp and reduces confidence in the camp's leadership.

Some actions that the camp may need to consider to manage financial shortfalls include:

1. Communicate financial needs to the District Board before there is a crisis. Communicate projected income and expenses into the future to demonstrate the magnitude and duration of the projected shortfall.
2. Limit maintenance expenses to emergency repairs
3. Delay capital improvements.
4. Upon consultation and approval of the District Board, make an appeal to the District's churches for emergency donations.

Our Challenge Today

Sometimes the enormity of the obstacles we face can seem overwhelming. We need to remember that God does not call us to do the easy things, but rather, he calls us to do the hard things. The easy things we can do in our own strength. The hard things of God require faith that goes beyond our own abilities and understanding.

When our church leaders set out to establish a church camp as a ministry of the Northern Ohio District in 1966, it was not easy. They overcame countless obstacles to establish a camp ministry because they were willing to do the hard things to meet those challenges. We face difficult challenges today to continue that ministry. Are we willing to accept those challenges, to do the hard things that will measure and test our faith?

The English author Lewis Carrol once said, "If you don't know where you are going, any road will get you there!" As the Camp Planning Committee, the Camp Administration Committee and District Board chart a path forward into the future, we may not know where that path may lead, but if we go with God, we will get there. I pray that the churches of the Northern Ohio District will join us in this journey as we work to save the camp.

This report respectfully submitted by the Camp Strategic Planning Committee,
Dave Bassett, chair, Russell Matz, Cindy Peel, Mark Dickerhoof and Lisa Ballinger, members
Kris Hawk, Shannon Kahler, Lisa Snyder and Erin Beebe, ex-officio members

Appendix 'A'

Inspiration Hills Camp Financials 2012 thru 2023

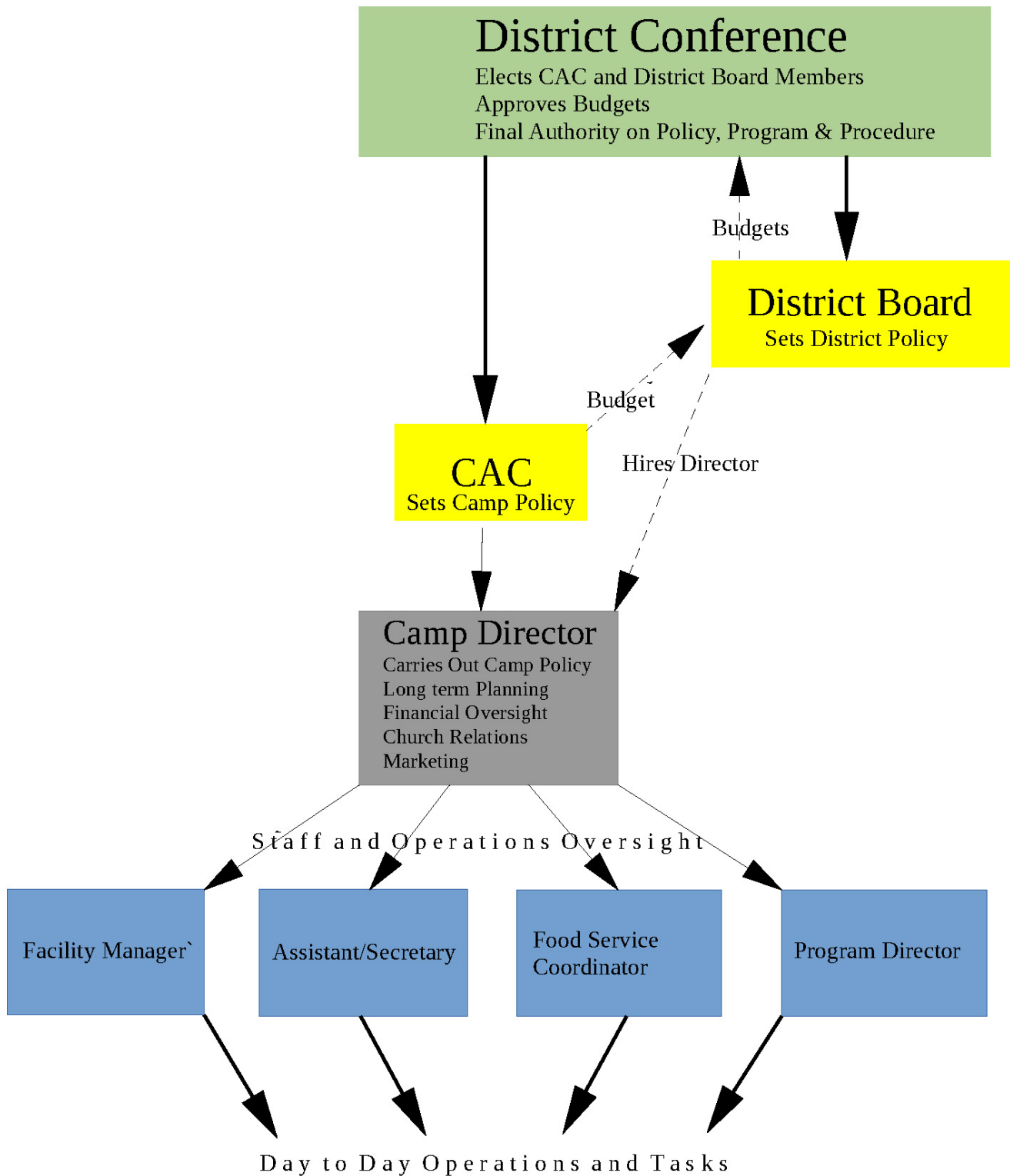
Item	2012 ¹	2013 ¹	2014 ¹	2015 ¹	2016 ¹	2017 ²	2018 ³	2019 ⁴	2020 ⁴	2021 ⁵	2022 ⁶	Budget 2023 ⁵
Revenue												
Rental Income	\$70,569	\$70,967	\$54,326	\$60,204	\$40,385	\$52,127	\$53,415	\$68,819	\$21,461	\$59,857	\$46,797	\$120,000
Retreat Income					\$1,608	\$3,310	\$1,490	\$3,532	\$180	\$331		
Summer Camp	\$44,565	\$49,798	\$36,315	\$35,455	\$40,809	\$40,671	\$46,200	\$44,646	\$1,479	\$27,080	\$25,123	\$45,000
Food Service	\$40,621	\$27,009	\$47,904	\$29,350	\$27,621	\$34,584	\$40,116	\$34,338	\$3,435	\$900	\$38,057	\$70,000
Contributions	\$11,327	\$42,614	\$65,880	\$60,510	\$39,165	\$22,272	\$22,161	\$9,843	\$14,333	\$15,072	\$13,519	\$15,000
Self Allocations	\$57,646	\$44,044	\$68,442	\$56,790	\$50,195	\$57,005	\$50,451	\$54,155	\$56,260	\$48,256	\$54,798	\$42,000
Timber	\$386	\$26,627	\$0	\$0	\$5,300	\$5,610	\$52,408	\$0	\$0	\$0	\$91,671	\$0
District Allocation						\$82,430	\$76,244	\$67,516	\$63,784	\$60,772	\$47,425	\$45,000
Other	<u>\$32,477</u>	<u>\$30,637</u>	<u>\$35,358</u>	<u>\$17,036</u>	<u>\$21,711</u>	<u>\$44,498</u>	<u>\$90,836</u>	<u>\$18,725</u>	<u>\$99,908</u>	<u>\$88,925</u>	<u>\$69,676</u>	<u>\$13,400</u>
Total Revenue	\$257,591	\$291,696	\$308,225	\$259,345	\$378,794	\$342,507	\$433,321	\$301,574	\$260,840	\$301,193	\$387,066	\$350,400
Notes	Reported Difference	\$264,468 \$27,228	Hottle "tithe"		\$138K Bal. Sheet		\$82K Bal. Sheet		Includes \$36K Grant		Includes 50K loan	
Total Expenses	\$295,679	\$293,139	\$311,574	\$280,862	\$367,549	\$401,822	\$416,943	\$360,638	\$240,267	\$325,356	\$376,335	\$422,000
Net Income (Loss)	-\$38,088	-\$1,443	-\$3,349	-\$21,517	\$11,245	-\$59,315	\$16,378	-\$59,064	\$20,573	-\$24,163	\$10,731	-\$71,600
Capital Improvements (Incl. In Total Exp)					\$77,473	\$50,600	\$57,401	\$48,042	\$16,741	\$43,961	\$10,632	\$0

Sources

- ¹ 2017 District Conference Book
- ² 2018 District Conference Book
- ³ 2019 District Conference Book
- ⁴ 2021 District Conference Book
- ⁵ 2022 District Conference Book
- ⁶ Inspiration Hills Camp, Statement of Activity, dated Feb. 7, 2023

Appendix ‘B’

Organization Flow Chart for Camp Operations and Staff



Appendix ‘C’

Metrics

The camp staff has submitted the following as possible indicators of improvement, progress, and success, from a camp staff perspective, as the camp moves forward:

1. Camper numbers
2. New churches or outside groups contacted (results)
3. New summer rentals
4. Returning summer rentals (shows satisfaction with rental experience)
5. New non-summer rentals
6. Returning non-summer rentals
7. Camper scholarships given
8. Camper scholarships funded
9. Number of campers from outside Church of the Brethren
10. Fall festival attendance increase
11. Fall festival funds raised
12. Camper satisfaction (measured with surveys)
13. Non-numerical qualitative statements captured from campers and rentals
14. Volunteer numbers
15. Volunteer satisfaction (surveys)

It should be clearly understood that the budget crisis will override all other metrics if not addressed.

2023 Inspiration Hills Camp Report

“But the fruit of the spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control; against such things there is no law.” Galatians 5:22-23

I heard it said recently that society has normalized bad behavior and encouraged us to be the worst versions of ourselves. With that in mind, the question we had for our campers and staff this summer was “are we a reflection of the Spirit of God who lives in us?” Even people of faith can be hurtful, angry, and unfaithful at times, but we are all called to examine ourselves, confess our weaknesses, and be a reflection of Christ.

Our campers had a very “fruit-filled” summer with multitudes of Bible studies, games, crafts, and fruity foods that focused on the fruits of the spirit, what that fruit looks like in our lives every day, and what to do if our fruit is missing. The spiritual development of our district youth is our highest priority, and we continue to offer opportunities for youth to experience a new life in Christ and be involved in spiritual development and Christian community throughout the year. Make sure to stop at the camp display or visit our website for information about these programs. www.inspirationhillscamp.org

Our camper numbers were up this year and we had about 20 kids who came to us with no church background. We were thankful for the opportunity to work with “O-Huddle”, a faith based mentoring program in Wayne County to provide 6 summer camp scholarships for kids of all faiths and backgrounds who could not afford to attend camp. Thank you to those congregations and individuals who replenished the camper scholarship fund; we were able to bring 11 kids to camp this summer with that fund!

Those Who Served

We want to thank Anna Burns (Ashland Dickey), Chloe Matz (Ashland Dickey), Kenny Melton (Elm Street), Peyton Stuafter (Dupont), Joclyn McConnell (Woodworth), and Hanna Warnick (Eastwood) for serving as camp counselors this summer. We also thank Elyssa Kline (Springfield), Madi Stokes (Maple Grove), Audra Houll (Bethel UCC), and DeAnna Cameron (Bethel UCC) for making us great food and snacks all summer long!

Our Chaplains this summer included Andrew Wenger, Sonn & Mark Hupp, Brian Layman, Cindy Peel, Allen Kahler, Jessi Adams, and Mark Kell. The Chaplains guide our campers in their spiritual journey by preparing Bible studies and activities for each day of camp and answering the big questions about Christianity. Please thank all of these people when you see them!

What’s New?

With the need to generate new streams of revenue we have been focusing on community connections, grant writing, expanding/marketing our outdoor education programs, creating classes for homeschoolers, and reaching out to likeminded organizations that could benefit from partnering with us. The climb back to pre-pandemic levels continues to be a challenge but

we are seeing some headway. Word of mouth is the greatest marketing tool that we as a camp possess; YOU can help us get the word out in your community that camp is available for sports/band camps, outdoor education, and homeschooler programs, and retreats. Please stop by the camp display for more information on how you can help.

A strategic planning committee was formed in 2022 with members from the CAC, District Board, and congregations to evaluate the camp operations and make plans for the future of IH. This committee will continue to meet throughout the year and welcomes input from our congregations.

The Pine Lodge window fund continues to grow, and we anticipate installing new doors and windows this fall. Thank you for your contributions!

The **Annual Fall Festival is scheduled for Saturday, September 23, 2023**. Festivities will begin at 10am with a silent auction and camp tours-delicious food and live auction will follow. We will be accepting handmade goods and gift baskets for our benefit auction; all proceeds will go toward building new programs at IH.

Our “Superheroes”

Volunteers are the lifeblood of any non-profit organization, and this is especially true at Inspiration Hills. Without a large budget to maintain our 200 acres, numerous lodges, cabins, and facilities, our volunteer crew has become essential to maintaining our ministry. We have many year-round volunteers that help with big and small tasks, and we invite you to join them. The camp sponsors “Volunteer Wednesdays” every Wednesday throughout the year and we welcome individual volunteers or groups at **any time** that they are available. Please contact the camp office for details; 419 846-3010.

Something New

It has been a blessing to work with the youth and congregations of this district over the past 14 years. After some health issues this past year I have made the decision to retire at the end of the year. I am not sure what is next, but I am looking forward to living in the same place as my husband, working with the youth in my congregation, and being more involved in the lives of my 13 grandchildren. Thank you for the opportunity to work among you; I pray for God’s blessing for the future of the ministry.

In Christ,

Shannon M. Kahler
Executive Director
Inspiration Hills Camp



2023 Camp Administration Committee Report

Life is never dull around camp! You're always welcome to visit Inspiration Hills for a beautiful hike in any season, attend a special event, or just visit with one of our great staff members! Chris Kaake, Director of Program & Operations and Ben Allshouse, our Facility Manager have been working at full steam to keep the camp running and appealing to prospective campers. The use of the camp continues to increase with many new organizations utilizing our great piece of creation.

The Camp Administration Committee has met six times since last August. CAC has helped with the planning and hosting of the annual fundraising Fall Festival, has volunteered on workdays, and visited churches within our district to tighten our bonds. We also met with the District Camp Strategic Planning Committee to discuss their suggestions on how to improve the sustainability of Inspiration Hills. Financial concerns continue to loom over us with few immediate solutions. We have the right staff and are booking more groups who are renting the facilities, although building camp up to previous successful year numbers will take continued time and support from our district. The budget continues to not be balanced. As we prepared the 2024 budget, we were realistic with numbers and want to communicate our hope and prayer is that it will get better. We are aware that this deficit cannot continue, and we seek to achieve continual improvement. This is writing several grant applications to increase supplemental income to the camp.

Donations for Pine Lodge are our prime need currently. Pine Lodge is our most popular rental and needs immediate repairs. The District Board along with the Stewardship and Finance Commission have graciously offered to support Pine Lodge with matching donations up to \$12,797. This wonderful giving opportunity was made possible by the generosity of the Darlene Bucher estate. Raising the \$24,000 needed would restore Pine Lodge, replacing windows, fixing the chimney, and repairing holes in the siding.

Mark Dickerhoof is nearly finished with Cherry's deck. If you have not seen it, make a special trip to camp and enjoy the beauty of this structure and the beauty of creation all around it. Mark's next focus is on replacing Faith Bridge due to safety concerns.

We want to send Shannon off to retirement knowing our great appreciation for her 14 years of dedicated service to Inspiration Hills, along with her husband, Allen. Join Shannon and the rest of us at the Fall Festival on September 23rd, let us send her off knowing how much her service to camp and to her Savior has impacted lives and how much she is appreciated!

Sincerely, Linda Smith, Camp Administration Committee chair

CAC committee members: Jessi Adams (Vice Chair), Denise Layman (Secretary), Lisa Bertsch, Russ Matz, Erich Bassett, Ashley Steiner, Mark Dickerhoof & Allen Luginbill

Inspiration Hills Camp

Statement of Financial Position

As of December 31, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1160 Checking Acct - Farmers State	31,055.77
1170 Savings Acct - Farmers State	2,443.84
Total Bank Accounts	\$33,499.61
Accounts Receivable	
1190 Accounts Receivable (A/R)	1,569.68
Total Accounts Receivable	\$1,569.68
Other Current Assets	
1180 Investments - Eder Financial	2,607.54
Total Other Current Assets	\$2,607.54
Total Current Assets	\$37,676.83
TOTAL ASSETS	\$37,676.83
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2100 Accounts Payable (A/P)	0.00
Total Accounts Payable	\$0.00
Other Current Liabilities	
2200 Sales Tax Payable	0.00
2250 Pension Plan Withheld	122.15
2300 Loan Payable - NOHCOB	50,000.00
Total Other Current Liabilities	\$50,122.15
Total Current Liabilities	\$50,122.15
Total Liabilities	\$50,122.15
Equity	
3100 Net Equity	24,868.95
3200 Retained Earnings	
Net Revenue	-37,314.27
Total Equity	\$ -12,445.32
TOTAL LIABILITIES AND EQUITY	\$37,676.83

Inspiration Hills Camp

Statement of Activity

January - December 2022

	TOTAL
Revenue	
4100 Rental and Retreat Income	43,372.35
4150 Food Service Income - Rentals	38,056.64
4160 Youth Retreats	3,425.00
Total 4100 Rental and Retreat Income	84,853.99
4300 Summer Camp	25,122.77
5110 Contributions	
5120 Individual Contributions	13,518.76
5124 Hottle Fund Transfer	47,424.92
5125 Church Allocations	54,798.29
Total 5110 Contributions	115,741.97
5200 Fundraiser Income	
5201 Fall Festival	9,276.63
5202 Other Fundraising	460.00
Total 5200 Fundraiser Income	9,736.63
5300 Camp Store Revenue	1,358.35
5400 Miscellaneous Income	3,818.94
Total Revenue	\$240,632.65
GROSS PROFIT	\$240,632.65
Expenditures	
6000 Salary and Wages	
6100 Executive Director	
6110 Salary - Executive Director	55,000.08
6120 Payroll Taxes- Executive Director	4,175.76
6130 Workers' Compensation- Executive Director	162.00
6140 Medical Insurance- Executive Director	827.31
6150 HSA- Executive Director	3,000.00
6160 Pension Plan- Executive Director	5,168.00
Total 6100 Executive Director	68,333.15
6200 Facility Manager	
6210 Salary-Facility Manager	45,000.00
6220 Payroll Taxes- Facility Manager	3,442.56
6230 Workers' Compensation- Facility Manager	1,332.68
6250 HSA- Facility Manager	3,000.00
6260 Pension Plan- Facility Manager	1,612.50
Total 6200 Facility Manager	54,387.74

Inspiration Hills Camp

Statement of Activity January - December 2022

	TOTAL
6300 Director of Program and Operations	
6310 Salary - Director of Program and Operations	42,190.08
6320 Payroll Taxes-Director of P&O	3,220.63
6330 Workers' Compensation- Director of P&O	1,034.12
6340 Medical Insurance- Director of P&O	1,288.90
6360 Pension Plan- Director of P&O	2,392.29
Total 6300 Director of Program and Operations	50,126.02
6600 Kitchen Staff	
6610 Wages - Kitchen	8,973.75
6620 Payroll Taxes- Kitchen	612.54
6630 Workers' Compensation -Kitchen	101.32
Total 6600 Kitchen Staff	9,687.61
6700 Maintenance Staff	
6710 Wages - Maintenance	7,072.50
6720 Payroll Taxes- Maintenance	86.64
6730 Workers' Compensation -Maintenance	99.00
Total 6700 Maintenance Staff	7,258.14
6800 Program Staff	
6810 Wages - Program	555.00
Total 6800 Program Staff	555.00
6900 Summer Staff	
6910 Wages - Summer staff	10,885.00
6920 Payroll Taxes - Summer staff	1,416.85
6930 Workers' Compensation- Summer Staff	102.63
6950 Training/other expense- Summer Staff	1,064.59
Total 6900 Summer Staff	13,469.07
Total 6000 Salary and Wages	203,816.73
7000 Operating Expenses	
7100 Professional Services	1,430.70
7105 Financial Service Fees	3,924.00
7120 Licenses	1,165.00
7130 Insurance - Fire & Liability	21,506.51
7150 Association Fees	939.00
7170 WWTP Monitoring	1,800.00
7180 Real Estate Taxes	383.64
Total 7100 Professional Services	31,148.85
7210 Summer Registration	2,785.09
7220 Marketing	3,388.61
7230 Office Supplies & Equipment	4,419.88

Inspiration Hills Camp

Statement of Activity January - December 2022

	TOTAL
7240 Postage	1,759.41
7250 Camp Store Goods	1,199.24
7300 Food Purchases	86.59
7310 Food Purchases - Retreats	16,593.51
7320 Food Purchases - Summer Camp	7,614.28
7330 Food Purchases - Volunteers	1,052.08
Total 7300 Food Purchases	25,346.46
7400 Supplies	
7430 Facilities Supplies	6,666.05
7440 Program Supplies	1,550.47
7450 Medical Supplies	544.94
7460 Craft Supplies	212.47
7470 Recreation Equipment	750.13
7480 Miscellaneous Expenses	295.07
7490 Kitchen Supplies	3,709.10
Total 7400 Supplies	13,728.23
Total 7000 Operating Expenses	83,775.77
8100 Utilities	
8110 Telephone & Internet	5,208.04
8120 Electricity	22,621.00
8130 LP Gas & Natural Gas	20,216.92
8140 Trash Removal	2,879.98
8150 Gasoline & Diesel	3,935.88
8160 Gravel	414.00
8170 WWTP Testing	1,547.04
Total 8100 Utilities	56,822.86
8200 Maintenance	2,959.76
8300 Repairs	13,111.25
8400 Annual Inspections	469.66
8500 Small Tools & Equipment	380.65
8600 Grounds & Conservation	191.17
8700 Pest Control	1,827.32
Total Expenditures	\$363,355.17
NET OPERATING REVENUE	\$ -122,722.52
Other Revenue	
9000 Other Income	642.52
9100 Interest Received	86.33
9200 Market Value Fluctuation	-1,074.78
9300 Timber Revenue	91,671.20

Inspiration Hills Camp

Statement of Activity
January - December 2022

	TOTAL
9400 Gas Well Revenue	5,108.06
Total 9000 Other Income	96,433.33
Total Other Revenue	\$96,433.33
Other Expenditures	
9500 Other Expenses	50.00
9501 Admin fees Eder Financial	126.06
9502 Late fee and penalties	216.70
9700 Capital Improvements	8,439.93
9730 Cap Imp - Other	2,192.39
Total 9700 Capital Improvements	10,632.32
Total 9500 Other Expenses	11,025.08
Total Other Expenditures	\$11,025.08
NET OTHER REVENUE	\$85,408.25
NET REVENUE	\$ -37,314.27

Inspiration Hills Camp

Proposed Budget 2024

	Actual 2022	Budget 2023	Budget 2024	Change from 2023 Budget
Revenue				
4100 Rental and Retreat Income	43,372.35	120,000.00	100,000.00	-20,000.00
4150 Food Service Income - Rentals	38,056.64	50,000.00	50,000.00	0.00
4160 Youth Retreats	3,425.00		4,000.00	4,000.00
Summer Camp Food		20,000.00		
Total 4100 Rental and Retreat Income	\$ 84,853.99	190,000.00	154,000.00	-36,000.00
4300 Summer Camp	25,122.77	45,000.00	35,000.00	-10,000.00
5110 Contributions				
5120 Individual Contributions	13,518.76	15,000.00	15,000.00	0.00
5124 Hottle Fund Transfer	47,424.92	45,000.00	40,000.00	-5,000.00
5125 Church Allocations	54,798.29	42,000.00	40,000.00	-2,000.00
Total 5110 Contributions	\$ 115,741.97	102,000.00	95,000.00	-7,000.00
5200 Fundraiser Income				
5201 Fall Festival	9,276.63	6,000.00	10,000.00	4,000.00
5202 Other Fundraising	460.00	1,000.00	1,000.00	0.00
Total 5200 Fundraiser Income	\$ 9,736.63	7,000.00	11,000.00	4,000.00
5300 Camp Store Revenue	1,358.35	2,400.00	2,000.00	-400.00
5400 Miscellaneous Income	3,818.94	0.00	0.00	0.00
5500 Gas Well Revenue	5,108.06	4,000.00	5,000.00	1,000.00
Total Revenue	\$ 240,632.65	350,400.00	302,000.00	-48,400.00
Gross Profit	\$ 240,632.65	350,400.00	302,000.00	-48,400.00
Expenditures				
6000 Salary and Wages				
6100 Executive Director				
6110 Salary - Executive Director	55,000.08	55,000.00	50,000.00	-5,000.00
6120 Payroll Taxes- Executive Director	4,175.76	10,800.00	3,800.00	-7,000.00
6130 Workers' Compensation- Exec. Director	162.00	2,800.00	165.00	-2,635.00
6140 Medical Insurance- Executive Director	827.31		830.00	830.00
6150 HSA- Executive Director	3,000.00	3,000.00	3,000.00	0.00
6160 Pension Plan- Executive Director	5,168.00	10,600.00	7,150.00	-3,450.00
Total 6100 Executive Director	\$ 68,333.15	82,200.00	64,945.00	-17,255.00
6200 Facility Manager				
6210 Salary-Facility Manager	45,000.00	45,000.00	45,000.00	0.00
6220 Payroll Taxes- Facility Manager	3,442.56		3,445.00	3,445.00
6230 Workers' Compensation- Facility Manager	1,332.68		1,335.00	1,335.00
6250 HSA- Facility Manager	3,000.00	3,000.00	3,000.00	0.00
6260 Pension Plan- Facility Manager	1,612.50	4,500.00	2,250.00	-2,250.00
Total 6200 Facility Manager	\$ 54,387.74	52,500.00	55,030.00	2,530.00
6300 Director of Program and Operations				
6310 Salary - Director of P&O	42,190.08	40,000.00	43,000.00	3,000.00
6320 Payroll Taxes-Director of P&O	3,220.63		3,270.00	3,270.00
6330 Workers' Compensation- Director of P&O	1,034.12		1,035.00	1,035.00
6340 Medical Insurance- Director of P&O	1,288.90	4,000.00	0.00	-4,000.00
6360 Pension Plan- Director of P&O	2,392.29	4,500.00	2,000.00	-2,500.00
Total 6300 Director of P&O	\$ 50,126.02	48,500.00	49,305.00	805.00

	Actual 2022	Budget 2023	Budget 2024	Change from 2023 Budget
6600 Kitchen Staff				
6610 Wages - Kitchen	8,973.75	5,000.00	10,000.00	5,000.00
6620 Payroll Taxes- Kitchen	612.54		760.00	760.00
6630 Workers' Compensation -Kitchen	101.32		120.00	120.00
Total 6600 Kitchen Staff	\$ 9,687.61	5,000.00	10,880.00	5,880.00
6700 Maintenance Staff				
6710 Wages - Maintenance	7,072.50	20,000.00	8,000.00	-12,000.00
6720 Payroll Taxes- Maintenance	86.64		610.00	610.00
6730 Workers' Compensation -Maintenance	99.00		100.00	100.00
Total 6700 Maintenance Staff	\$ 7,258.14	20,000.00	8,710.00	-11,290.00
6800 Program Staff				
6810 Wages - Program	555.00		1,000.00	1,000.00
Total 6800 Program Staff	\$ 555.00	0.00	1,000.00	1,000.00
6900 Summer Staff				
6910 Wages - Summer staff	10,885.00	18,000.00	11,000.00	-7,000.00
6920 Payroll Taxes - Summer staff	1,416.85		840.00	840.00
6930 Workers' Compensation- Summer Staff	102.63		105.00	105.00
6940 Orientation expenses - Summer Staff		500.00	850.00	350.00
6950 Training/other expense- Summer Staff	1,064.59	500.00	500.00	0.00
6960 Conferences - Summer Staff		800.00	0.00	-800.00
Total 6900 Summer Staff	\$ 13,469.07	19,800.00	13,295.00	-6,505.00
Total 6000 Salary and Wages	\$ 203,816.73	228,000.00	203,165.00	-24,835.00
7000 Operating Expenses				
7100 Professional Services	1,430.70			
7105 Financial Service Fees	3,924.00	1,600.00	6,500.00	4,900.00
7120 Licenses	1,165.00	1,200.00	1,200.00	0.00
7130 Insurance - Fire & Liability	21,506.51	18,000.00	16,000.00	-2,000.00
7140 Legal Fees		1,200.00	0.00	-1,200.00
7150 Association Fees	939.00	500.00	950.00	450.00
7160 Watershed Tax/Real Estate Tax	383.64	300.00	390.00	90.00
7170 WWTP Monitoring	1,800.00		1,800.00	1,800.00
Total 7100 Professional Services	\$ 31,148.85	22,800.00	26,840.00	4,040.00
7210 Summer Registration	2,785.09	3,000.00	3,500.00	500.00
7220 Marketing	3,388.61	3,000.00	3,600.00	600.00
7230 Office Supplies & Equipment	4,419.88	3,500.00	4,500.00	1,000.00
7240 Postage	1,759.41	1,500.00	1,800.00	300.00
7250 Camp Store Goods	1,199.24	3,000.00	2,000.00	-1,000.00
Total 7200 Office		14,000.00	15,400.00	1,400.00
7300 Food Purchases	86.59			
7310 Food Purchases - Retreats	16,593.51	40,000.00	20,000.00	-20,000.00
7320 Food Purchases - Summer Camp	7,614.28	15,000.00	10,000.00	-5,000.00
7330 Food Purchases - Volunteers	1,052.08	5,000.00	1,200.00	-3,800.00
Total 7300 Food Purchases	\$ 25,346.46	60,000.00	31,200.00	-28,800.00
7400 Supplies				
7410 Outreach Expenses		2,000.00	0.00	-2,000.00
7420 Misc Fundraiser Expenses		500.00	0.00	-500.00
7430 Facilities Supplies	6,666.05	13,000.00	7,000.00	-6,000.00

	Actual 2022	Budget 2023	Budget 2024	Change from 2023 Budget
7440 Program Supplies	1,550.47	1,800.00	1,600.00	-200.00
7450 Medical Supplies	544.94	1,000.00	600.00	-400.00
7460 Craft Supplies	212.47	200.00	250.00	50.00
7470 Recreation Equipment	750.13	500.00	500.00	0.00
7480 Miscellaneous Expenses	295.07	500.00	300.00	-200.00
7490 Kitchen Supplies	3,709.10		4,500.00	4,500.00
Total 7400 Supplies	\$ 13,728.23	19,500.00	14,750.00	-4,750.00
Total 7000 Operating Expenses	\$ 83,775.77	116,300.00	88,190.00	-28,110.00
8100 Utilities				
8110 Telephone & Internet	5,208.04	4,200.00	4,500.00	300.00
8120 Electricity	22,621.00	21,000.00	23,000.00	2,000.00
8130 LP Gas & Natural Gas	20,216.92	15,000.00	20,250.00	5,250.00
8140 Trash Removal	2,879.98	3,500.00	3,000.00	-500.00
8150 Gasoline & Diesel	3,935.88	4,500.00	4,000.00	-500.00
8160 Gravel	414.00	3,000.00	3,000.00	0.00
8170 WWTP Testing	1,547.04	1,500.00	1,500.00	0.00
Total 8100 Utilities	\$ 56,822.86	52,700.00	59,250.00	6,550.00
8200 Maintenance	2,959.76	10,000.00	3,500.00	-6,500.00
8300 Repairs	13,111.25	10,000.00	13,000.00	3,000.00
8400 Annual Inspections	469.66	1,000.00	500.00	-500.00
8500 Small Tools & Equipment	380.65	1,500.00	500.00	-1,000.00
8600 Grounds & Conservation	191.17	500.00	200.00	-300.00
8700 Pest Control	1,827.32	2,000.00	2,000.00	0.00
Total Maintenance		25,000.00	19,700.00	-5,300.00
Total expenses other than salaries/wages		194,000.00	167,140.00	-26,860.00
Total Expenditures	\$ 363,355.17	422,000.00	370,305.00	-51,695.00
Net Operating Revenue	-\$ 122,722.52	-71,600.00	-68,305.00	3,295.00
Other Revenue				0.00
9000 Other Income	642.52			0.00
9100 Interest Received	86.33			0.00
9200 Market Value Fluctuation	-1,074.78			0.00
9300 Timber Revenue	91,671.20			0.00
Total 9000 Other Income	\$ 91,325.27	0.00	0.00	0.00
Total Other Revenue	\$ 91,325.27	0.00	0.00	0.00
Other Expenditures				0.00
9500 Other Expenses	50.00			0.00
9501 Admin fees Eder Financial	126.06			0.00
9502 Late fee and penalties	216.70			0.00
9700 Capital Improvements	8,439.93			0.00
9730 Cap Imp - Other	2,192.39			0.00
Total 9700 Capital Improvements	\$ 10,632.32	0.00	0.00	0.00
Total 9500 Other Expenses	\$ 11,025.08	0.00	0.00	0.00
Total Other Expenditures	\$ 11,025.08	0.00	0.00	0.00
Net Other Revenue	\$ 80,300.19	0.00	0.00	0.00
Net Revenue	-\$ 42,422.33	-71,600.00	-68,305.00	3,295.00

2023 District Board Report

It has been a privilege to work with this board over the past year. They have been a dedicated hard-working group that has had to deal with several different challenges. I am not going to go in depth into all the different things we covered because a lot of it will be in the other reports. Some of the tough things we dealt with were the financial challenges and the churches withdrawing.

There are also wonderful things happening as well. Creative development of special funds in the district so that ministry can continue to happen even as budget decreases. Renewed focus on serving together through Brethren Disaster Ministries. Working with churches as they look to new ways of reaching out into their communities. Seeing new life as people come to Christ and are transformed by His power.

This is certainly not an all-inclusive report but gives you some idea of the things that have been before us that we are trying to work on for the betterment of the district.

God is awesome and He is worthy of praise all the time! May our Lord move powerfully for His glory in His church.

District Board Chair
Pastor Patrick Bailey

Business Item #4: Ross Church of the Brethren Closing**

Background

The remaining four members of the Ross Church of the Brethren in Mendon, Ohio quit meeting last fall when their preacher, Keith Stoller was hospitalized. When he died on November 11, 2022 the four members of the Ross congregation unanimously voted to close.

Jim White, Ross' Board Chair and Trustee, is coordinating the care of the building and grounds until property issues are sorted out with the help of legal counsel. The land that the building is on was leased to the church (the German Baptist Church) in October of 1891 by George and Anna Coffman for as long as the church was meeting there. It has been determined that starting a new fellowship/church at the current location is not advisable, so we are working on tracking down any descendants of the Coffman's and barring that we will follow the procedure recommended by the county and our legal counsel for applying for a "Quiet Title" which would allow us to sell the property.

Acting on the congregation's request, the Congregational Commission brought a recommendation to the District Board on May 13, 2023 that the Ross Church of the Brethren be disorganized pending the approval of District Conference. The District Board approved this recommendation to be sent to District Conference.

Motion:

The District Board recommends the disorganization/dissolution of the Ross Church of the Brethren.

**Disorganization is the term the COB uses when closing a congregation. Dissolution is the legal process with the state. Both of these apply when a church closes.

2023 Congregational Commission Report

The Congregational Commission seeks ways to advance the fulfillment of the Great Commission within the District. Through personal and congregational evangelism, the Congregational Commission takes on the responsibilities of encouraging and assisting in new church plants; encouraging and assisting church vitality and revitalization, offering guidance in mergers; assisting with disorganization of churches when necessary; and overseeing financial resources to assist church revitalization and church plants. In addition to these responsibilities, the Commission helps with the District church prayer calendar, overseeing the Church Extension Fund, organizing training seminars and overseeing and recommending Hottle Memorial Fund grants for congregational projects.

Hottle grants since last year's District Conference have been approved for 5 congregations for a total of \$23000. However one grant for \$5000 is on hold and another grant for \$5000 approved late in 2022 was paid using Church Extension Funds since the Hottle monies for 2022 were already committed to other projects. Additional money is still available for grant requests through the rest of the year (2023).

The Congregational Commission sponsored scholarships for the Denomination's New and Renew Conference. We had 9 on-line and 4 in-person attendees from the District to participate in the class.

The Commission recommended to the District Board the disorganization of five churches from our District. Four of the churches (County Line, Mt Pleasant, Mohican, and Zion Hill) have decided to leave the Church of the Brethren Denomination and one Church (Ross) is closing with only four remaining members. We are assisting the Lake Breeze congregation in selling their property and beginning ministry at a new location. They could no longer afford the maintenance and upkeep on the old property and the move will allow the congregation to remain intact and continue with their ministry.

We appreciate all the ways that churches have worked to continue their worship services through these trying times. We look forward to a time when we can return to a more normal operating environment and encourage churches to continue to be steadfast in worshipping our God whatever the circumstances.

In Christ's Love,

The Congregational Commission

Mark Pollock, Chair; Beverly Wengerd, Vice-Chair; Agnes Hayhurst, Secretary; Mike Huffaker, Member

2023 Jonah's People Fellowship, Fostoria Report

The Jonah's People Fellowship, being located in the chapel of Good Shepherd Home, continues to struggle through the pandemic but have been able to resume some of the services of the Fellowship. In May of this year several residents became COVID positive, so we had to stop many services for the whole building and share hallway services. By the time you read this, I hope we are back to all our services.

Pastor Bob Simonsick, Seminarian Robert Theis and the residents continue to watch the videos with Max Lucado and Lee Strobel teachings on Resurrection and Biblical principles. We have great discussion and application by all attenders. Gospel Music Tuesday Night continues with Chaplain Jerry Copeland inviting different groups in from churches and Christian musical groups each week with the help of volunteers to bring residents to the Chapel for the musical program. Pastor Bob leads Sunday morning worship each week with the residents from all parts of the home, neighbors and some family members sometimes. We use Christian songs from the internet for music and follow the health guidelines for residents in the chapel.

We continue to do testing of residents, staff and volunteers as needed to monitor possible outbreaks but have been blessed with just a few positives. We look forward to the day of fellowship meals together and having the entire building open all the time for all the fellowship's ministries. We have been able to assist with the Good Shepherd Annual Memorial Service, School Backpack and Jacket give away to staff children.

The Jonah's People Fellowship is very grateful for the support of the District, Good Shepherd Home and District Executive Minister, Kris Hawk, Agnes Hayhurst with Congregational Commission contributing their leadership and support to this ministry.

In Christ, Pastor Bob Simonsick

Business Item #5: Withdrawing Congregations*

Four congregations in our district have decided to leave the Church of the Brethren. The Board makes the following recommendations to the District Conference delegates.

County Line Church of the Brethren

Changing name with state to County Line Church / going independent

Active Members 127

First Vote: November 1, 2022, 95% yes to withdraw / Second vote January 29, 2023, 99% yes to withdraw

Financial settlement plus legal fees: \$10,768.33

Service of Blessing and Sending held June 6, 2023

- a. The District Board recommends the disorganization of the County Line Church of the Brethren.

Mt. Pleasant Church of the Brethren

Changing name with state to Mt. Pleasant Church / joined Covenant Brethren Church

Active members 64

First Vote: August 21, 2022, 86% yes to withdraw / Second Vote: January 15, 2023, 98% yes to withdraw

Financial settlement plus legal fees: \$ 17,598.33

Service of Blessing and Sending held June 11, 2023

- b. The District Board recommends the disorganization of the Mount Pleasant Church of the Brethren.

Zion Hill Church of the Brethren

Changing name with state to Zion Hill Church (complete) / joined Covenant Brethren Church

Active members 38

First Vote: October 1, 2022, 100% yes to withdraw / Second Vote: January 22, 2023, 100% yes to withdraw

Financial settlement plus legal fees: \$10,768.33

Service of Blessing and Sending scheduled for June 30, 2023

- c. The District Board recommends the disorganization of the Zion Hill Church of the Brethren.

Mohican Church of the Brethren

Changing name with state to Mohican Church / going independent

(see delegate packet for details)

- d. The District Board recommends the disorganization of the Mohican Church of the Brethren.

* Disorganization is the term the COB uses when closing a congregation. Dissolution is the legal process with the state. Each of these churches above changed their name and articles of incorporation with the state. So, the motion is to disorganize them with the Church of the Brethren, but they remain incorporated in Ohio under their new names.

2023 Ministerial Commission Report

“Do not be overcome by evil but overcome evil with good. Romans 12: 21

Striving to live a Godly life and equipping the pastors in the District is what we try to do. We didn't have a lot of interviews this past year, but we did have other work that kept us busy. The Clergy/Spouse Retreat was very enjoyable and informative as we had Tom and Susan Zuercher as our leaders. We appreciated their leadership, giving us insights from life's journey. Our Biggest Thank You is to Paul Bozman, who is now stepping down as the Ministry Education Director. He spearheaded the formation of the BBI (Buckeye Brethren Institute), and this past year worked at getting us recertified for the next 5 years. We want to say how much we appreciate all you have done for ministerial education in the district, Paul. Tina Hunt has agreed to become the new director of education. We want to pray for Paul in his future endeavors. We want to thank Tina and pray for her as she keeps us going and moves into this new position.

There continues to be a vast need for ministerial leadership in our district. If you know of someone in your congregation that you think has the gifts to be a pastor, please let us know. And if you feel you might be called into ministry yourself, we would be glad to hear from you. In addition to BBI (education with a minimal cost), we also provide scholarships for those attending seminary. We will be glad to walk with as you discern God's call in your life.

God Be With You,
Steve Simmons
Terry Baldwin
Bill Holsopple
Bob Simonsick

The Northern Ohio District Church of the Brethren Scholarship program was created to provide financial assistance to

1. Licensed clergy that are seeking to fulfill their educational requirements to move forward with ordination or commissioning in the Church of the Brethren or
2. Ordained or commissioned ministers pursuing an MDiv degree.

The Ministerial Commission will review each application and grant scholarships according to the following guidelines:

1. Those students pursuing an M.Div. that are classified as a full-time student by the institution will be able to receive a scholarship for tuition up to \$2500.00 per semester
2. Those students pursuing an M.Div. that are classified as a part-time student by the institution will be able to receive a scholarship for tuition up to \$1500.00 per semester
3. Certificate program courses that lead to qualifying for admission to seminary to begin an MDiv – 50% of the cost for each course up to \$1200 per year.
4. For those students enrolled in TRIM, 50% of the cost for each TRIM course, up to a total of \$1200 per year.

Please contact a member of the Ministerial Commission or the District Office for more information.

2023 Buckeye Brethren Institute - Annual Report

The Buckeye Brethren Institute (BBI) has had another successful year in preparing students for service within our churches even though our enrollment remains low. In the past year, we have had 1 student complete the cycle of classes in the past 12 months. As a result, BBI is proud to recognize Casey Etter for this accomplishment.

During the past year, the following 4 courses were offered along with the statistics of each class:

- 1) Introduction to the New Testament – Taught by Tina Hunt – 1 BBI student.
- 2) Preaching – Taught by Paul Bozman – 2 BBI students.
- 3) History of Christianity – Taught by Brad Kelley – 2 BBI students, 1 Audit.
- 4) Church Leadership and Administration – Taught by Paul Bozman – 2 BBI students, 1 Audit.

During the past year, BBI went through the process of being recertified by the Brethren Academy. This was completed in August 2022. Therefore, the program is certified for the next five years. In addition, plans are being made to offer the following courses in the year ahead:

- 1) Teaching and Learning in the Church – Taught by Tina Hunt
- 2) History, Beliefs and Practices of the Church of the Brethren – Taught by Terry Vaught
- 3) Biblical Interpretation - Taught by TBD
- 4) Introduction to Pastoral Care - Taught by Tina Hunt

Finally, if you or someone you know is interested in exploring a call to ministry, the BBI is a great way to explore that call. I encourage you or that candidate to contact the district office.

Respectfully Submitted,

Paul Bozman

Pastor, Reading Church of the Brethren

Ministry Education Director, Northern Ohio District

2023 Connections Commission Report

The Connections Commission is focused on ways that we can connect people across our district. The SiSters (see separate report), Men's Fellowship (watch for more details in the fall), the Peace Task Team (coordinating the Peace Auction – stop by!), the Youth Cabinet (much of this work is in Taylor's report), and Creation Care Advocate (through a quarterly newsletter) fall under this commission. So much of our work is done through resourcing the volunteers that serve in these important ministries.

This year, we have focused on a renewed emphasis on ways we can connect through mission and service. Our newly appointed District Disaster Ministries Team of Kim Morckel, Sandy Humphrey, and Pete Snyder has been trained through Brethren Disaster Ministries and coordinated a delegate of 4 from our district to serve on a BDM team in Kentucky in May (see their report for additional details). Our Missions Advocates are providing a periodic Missions Spotlight newsletter. We are researching additional ways we can offer opportunities to serve and fellowship together.

We have also planned two insight sessions for this conference, which we hope you will attend.

1. Service: the bridge between Me and We to help us learn about ways we can step out of our comfort zone to serve through the opportunities that Brethren Disaster Ministries and Children's Disaster Services has to offer.
2. To Hear, Share, Learn and Serve which provides an opportunity to share and hear stories of those who served through Brethren Volunteer service and what opportunities currently are available. BVS has been changing lives for 75 years – come hear the stories!
- 3.

We are grateful to all those that work in these areas to connect us. And we pray that we may connect in deeper ways as we serve Jesus for the glory of God and our neighbors' good.

In Christ,

The Connection Commission

Bruce Morckel (chr), Dean Foster (vice-chr), Jocelyn Siakula (sec.), Ginny Herbert

2023 Brethren Disaster Ministries Report

Brethren Disaster Ministries District Coordinator Team

Our newly formed team met on February 2 via a phone call to discuss how best to go forward. Northern Ohio was committed to send a team of 7 people the week of May 21, 2023 to Dawson Springs, KY and we were able to send 4 people. The area was hit by a tornado in December 2021 and over 600 homes were destroyed. Brethren Disaster Ministries (BDM) is partnering with Habitat for Humanity to build new homes and is committed to work there through 2023. We were blessed with a great group of young adults from the Mid Atlantic district to work and fellowship with along with the dedicated, helpful, and fun leaders. The week was filled with good work (insulation, siding, painting, caulking, installing doorknobs and closet fixtures), fellowship, worship, fun, food and rest. Our team decided we would also like to commit to another week this year and chose the week of September 3. We committed to send 7 people that week also in Kentucky. We currently have 3 people willing to go that week.

We wrote an article for the Herald explaining the work schedule and asking people to consider volunteering for one of the weeks. We also invited people to attend the Camp Work Weekend to get a taste for what it's like to volunteer together in a situation similar to a BDM site. We talked to those interested on that Saturday about Brethren Disaster Ministries and our district's commitment to help. We are attempting to personally contact those who have participated before and to encourage others when we have the opportunity. Please feel free to highlight the article in the Herald to your congregations and invite people to contact us if they'd like to volunteer or have questions. While our focus currently is the rebuilding part of BDM; in the future we plan to work on Childrens Disaster Ministries and the global response which are a part of Brethren Disaster Ministries. Our team met on March 6 for a day long orientation with denominational leaders and two of us attended the Disaster District Coordinators/ Disaster Project Leaders Leadership Conference on May 14-17 at Camp Blue Diamond in Pennsylvania.

We look forward to the opportunity to serve and welcome your questions and ideas.

Sandy Humphrey (330-603-9073)

Kim Morckel (330-618-2379)

Pete Snyder (419-281-3001)

2023 Sisters Report

Greetings from the SISTERS team. We pray that the Women's Ministry of each congregation is growing not only in numbers but spiritual growth as we encourage each other and learn together.

As Sisters (in Christ) we are In Service to Enrich, Refresh & Support each other. The SISTERS Women's Ministry has been active in Northern Ohio for many years. I was looking at one of the pillows in my guest bedroom the other day and recall making it at a women's ministry retreat many years ago... so long I don't remember how long... so long the yarn colors have faded.

"The grass withers and the flowers fall, but the word of our God endures forever." Isaiah 40:8

As we look to the future, the SISTERS team needs some new ideas, church hosts, and even some new team members. Please prayerfully consider how you may be able to help serve the women of Northern Ohio Church of the Brethren.

We had an awesome weekend in the great outdoors of Inspiration Hills in October of 2022 as Beth Sollenberger shared with us "Living In Harmony" from Romans 12. The small group gathered personal care items for a mission project OneEighty (Wooster Ohio). Helping people recover from trauma and addiction -- restoring dignity and purpose and rebuilding lives. (www.one-eighty.org)

We are excited to announce the 2023 autumn retreat on October 14. Richland Church of the Brethren in Mansfield has agreed to be our church host. We welcome Cheryl Brumbaugh-Cayford, Director of News Service for the Church of the Brethren, as our speaker. Watch for more information about this retreat.... see you all on October 14.

Blessings from the SISTERS Team,

Billi Janet Burkey, 330-418-1148, Fern Dews, Linda Smith, and Sandra Washington

2023 District Executive Report

As I write this report, I have been serving in this role for 7½ years (including my 15 months as Interim DE). It is an honor and joy to be called to this position of service in our District. My report is divided into the categories that are the focus of my service. This has been a heavy year with all that is going on in the district and the denomination, but I continue to see increased connection throughout the district as we fellowship, learn, and support one another. I am appreciative of the good work the board and staff continue to do - and I see God moving through these things. The Board has had some difficult conversations this year – and everyone has stayed at the table while we worked through a variety of issues. I think being able to model “another way of living” is a wonderful testimony to our Lord that has commanded us to love one another as he has loved us.

Relationships / Listening – to individuals and congregations within the district. While this has been a major focus of my ministry (as directed by Executive Committee), it has become more even more the center as I have worked with individuals that are struggling as their churches choose to leave the denomination or are considering closing or needing to look at a different pastor model or new ways of being church together. This sharing in times of transition is rich with God’s grace and I am honored to be a part of these conversations.

I continue to worship with a different congregation each Sunday morning, which is one of the great joys of my ministry. This will continue to be my practice. I have had opportunity to preach several times over the last few months. Connecting through times other than worship is also important. I attend revival services, funeral/memorial services, council meetings and board meetings, socials and community outreach events for individual churches when possible. I appreciate your sharing those dates with me.

Ministerial Leadership/Pastoral Placement. I am currently working with 3 churches in various stages of the search process. An updated pastoral placement report is in the Pastor’s Memo. The pastoral search process has grown more difficult. There are very few pastoral profiles posted in the Church of the Brethren. This crisis is not unique to the Church of the Brethren, but it is causing need for more creativity in providing for pastoral leadership. Thankfully, our God is a creative and faithful God!

We are continuing bi-monthly Zoom meetings for our clergy. We have anywhere from 6 – 18 join in on these calls. We held the Pastor’s Workshop on October 27th. Thank you to the Ashland First congregation for hosting. It is wonderful to have our Buckeye Brethren Institute recertified. I continue to be impressed by the quality of the education – and the connections it provides for students from across our district. I continue to ask you to encourage those in your congregations that have the gifts for pastoral ministry to explore that call. The need is great.

Congregational / Congregational Ministries – I work closely with the Congregational Commission as we 1) Seek to strengthen existing churches and 2) Look for places God may be calling us to start new ones. Several churches are continuing their revitalization work with Galen Hackman and are excited about moving forward in ministry. And I am excited with the renewed work of our District’s Brethren Disaster Ministries. While many good things are happening in the district, we can’t ignore the deep struggle of some of the congregations in our District. We have a number of churches at risk of closing within the next 5 years. The Ross church stopped meeting last fall and the delegates will be asked to finalize that closing. The Lake Breeze congregation has opted to sell their building with the assistance of the district, moving to a small location freeing up resources for ministry (a bold and creative move). Several other churches are considering their future. Providing resources and information is helpful, but not enough. We need to be seeking revival, committing ourselves to prayer, seeking ways to share our hope in Christ, reaching out to serve those in our communities, and walking alongside our sister churches.

Congregations withdrawing.

Some of our work has taken a backseat this year as we have worked with congregations withdrawing and one church closing. This is time consuming work as we navigate the legal and financial aspect – all in the context of deep relational sorrow. While this brings great sadness, we as a district have committed to working through the process with integrity, transparency, and grace. And I believe we have been true to this commitment, keeping our witness for Christ’s Kingdom at the heart of this work. These will come to the delegates also to finalize the disorganization of these churches.

Administration – General administrative oversight tasks and working closely with District Board Leadership.

In all things listed above, I am working closely with the appropriate Commission members and Executive Committee. I work to ensure compliance with our Financial and Administrative Policies. The District Level Meetings in my statistical report include District Board, Executive Committee, Central Committee, Nominating Committee, Camp Administration Committee meetings, CAC Executive Committee meetings, Camp Strategic Planning Committee meetings, Annual Conference Delegate Briefings, Peace Task Team meetings, and ministerial training events. **We are blessed with so many that volunteer their time and energy for the work of the Kingdom in the Northern Ohio District.**

I have worked closely with the Camp Strategic Planning Committee, serving in an ex-officio role both there and on the Camp Administration Committee (CAC). Much good work goes on at camp, but the financial challenges are intense. As delegates, you will also spend some time giving direction to this work over the next year.

Staff. We have a great staff. Our Administrative District Secretary, Erin Beebe is in the office Monday and Wednesdays from 4:00 pm – 8:30 pm. The rest of her 16 hours/week are flexible. Youth Coordinator, Taylor Peterson works 20 hours/week and is in the office on Wednesdays. Peace and Conciliation Advocate, Linda Fry, works her ¼ time position from her home. I am also so appreciative of Lisa Snyder (Treasurer) and Cindy McNaull (Financial Secretary) for the hours they dedicate to making sure the finances of our district are meticulously handled. **The district is blessed to have such an amazing group serving in these roles. Erin, Taylor, Linda, Lisa, and Cindy - you are greatly appreciated!**

Denominational. I Attended the Midwest CODE meetings in September and the Council of District Executive (CODE) Meetings in January in Daytona Beach, Florida. I will be attending CODE meetings July 2-4 before Annual Conference. I served on the District Executive Training and Development Committee and coordinated our Matthew 18 training event at Bethany Seminary in April. I also serve on the CODE Gifts Discernment Team.

Professional growth/Personal time. I attended (virtually) the New and Renew Conference that was held in Elgin. I have been taking Monday as my day off.

Repeated Call to Prayer – which I repeat again!

I see evidence of the Holy Spirit working throughout our District in new ways – some small and some more systemic. I ask that we continue to surround our churches and District with prayer, seeking guidance and providing encouragement and support to each other. Many conversations are happening throughout the denomination as we seek clarity on who we are as the Church of the Brethren. Please pray for wisdom, discernment, and God's Power in all these things.

Blessings,

Kris Hawk, District Executive Minister

Statistics 2022

	Miles	Hours	Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellow- ship Events	District Level Meetings
2022 Totals	14,119	2826	19	2	2	28	50	31	81	91

Statistics 2023 through May

	Miles	Hours	Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellow- ship Events	District Level Meetings
Jan.	710	243	0	0	1	4	4	4	6	4
Feb.	409	212	0	0	0	2	3	3	7	8
March	2327	298	0	0	0	7	4	6	10	18
April	969	231	1	0	0	2	3	3	11	12
May	1176	250	0	0	0	0	3	4	5	6
YTD Totals	5591	1234	1	0	1	15	17	20	39	48

Peace & Conciliation Advocate: Linda Fry

District Year End Report for 2023

Greetings in Christ Jesus:

I have been the District Peace and Conciliation Advocate since 2006.

- I regularly meet with the **District Board** & commissions.

- I work with the **Peace Task Team**.

- The Team has had only ZOOM meetings since COVID. There have been no in-person activities except the Peace Auction at the 2022 District Conference since the pandemic. Plans are in the works to have a presence during summer camp this year & to have the Peace Auction at the 2023 District Conference.

- The 2022 Peace Auction took in \$1,518.00. The 2023 auction will be the first year that auction participants will be able to make their contributions by credit card as well as in cash or by check.

- I work with the **Shalom Team**. The Team has not met or been called upon during the last three years, but continues to be available to serve the District as requested when conflicts arise.

- I Publish the **Peace Advocate News** (53 issues are in print). The newsletter has not been mailed out in print for several issues. It is available online with other peace resources on the District website.

- I publish the Weekly **"Take a Moment to Pray for Peace"** which appears online & is available for printing as a bulletin insert. (See nohcob.org/peace & then click on the "Take a Moment to Pray For Peace" logo). 250 issues should be in print by District Conference.

- I do research & reading for the newsletter & attend appropriate webinars & other training sessions to provide resources for the District. Peace resources can be found at: nohcob.org/ministries (select the Peace Comes From God logo) or (go to the District website nohcob.org, select "Ministries", then select "Peace and Reconciliation")

- I attended a series of ZOOM meetings with a group of Brethren & others who are sharing with each other what they are doing & exploring other ways we can respond to the growing challenge of gun violence in our communities.

- I have attended the first two in a series of webinars on "Social Justice: Migration Justice, Racial Justice & Health Justice" presented by The Conference of Non-Governmental Organizations in Consultative Relationship with the United Nations (CoNGO). These, & 4 additional webinars, are part of the 75th anniversary of CoNGO. These organizations are from around the world & work with the UN as advisors & partners in dealing with issues that face us all. The presenters are from around the world & it is helpful to hear their perspectives on the challenges we face in a world desperately in need of peace. It is important to acknowledge the value of all people; the fact that we are all dependent on & responsible for each other; & the fact the decisions made by one nation or group will impact all of us since we all share the same planet.

- I have worked with Terry Vaught on gathering Church of the Brethren statements on gun violence for the Ohio Council of Churches. Terry is serving on the Faith and Order Commission of the Ohio Council of Churches.

- I am working on children's stories & other resources to share in congregations.



Northern
Ohio
Peace
Task
Team



There are many **ongoing peacemaking issues** in the world & more issues come up every day. I try to share information & resources on these through the District website & *Peace Advocate News*.

- **The invasion of Ukraine by Russia** (now in its 2nd year). Evidence of atrocities against civilians is discovered every time Ukraine retakes control of areas the Russians have held. The true number of people who have died in the war is not clear because no one is releasing accurate numbers. Estimates run in the tens of thousands – many of them civilians. *The damage done to civilian targets is difficult to comprehend. In a recent attack, the Nova Kahoka Dam was destroyed causing catastrophic flooding. 80 villages are at risk – some of them completely under water. 300,000 people now have no clean water. 500,000 people are affected by power outages. Zaporizhia, Europe's largest nuclear power plant, has been shut down. There is no end to the violence in sight. . . Crackdowns on decent in Russia continue.*

- **Haiti** – is recovering from deadly June flooding & an earthquake. *The flooding caused the most death & destruction. Efforts to help survivors have been hampered by the lawlessness in the country. Gangs control about half of Haiti with fear, intimidation & violence, including rape. The gangs stop aid deliveries & demand payment to let aid workers & supplies pass their 'check-points'.*

- **Serbia** – there have been peaceful protests against gun violence & calls for government reform after 2 mass shootings (rare in Serbia). The country is caught in an ethnic conflict between Serbians & Albanians. Kosovo declared independence from Serbia in 2008. Serbia does not recognize Kosovo & encourages Serbians in Kosovo (less than 10% of the population) to resist the government of Kosovo. These Serbians did not participate in Kosovo's spring elections so Albanian candidates won, even in predominantly Serbian areas. The Serbians reacted with violent protests as elected Albanians try to take office. NATO peacekeepers, trying to keep the peace, were attacked by Serbian protestors (attacks on NATO peacekeepers are rare). Efforts to normalize relations between the two governments of have mostly not been successful.

- **Nigeria** – Boko Haram/ISWAP (Islamic State West Africa Province) carried out an attack at Zah, Nigeria. 6 people died, the church, & several homes were burned. EYN (the Church of the Brethren in Nigeria) just held there General Church Council. 1,750 people were in attendance. They shared about the work of the church & the challenges they face.

- **Refugees** – Church World Service reports that every 2 seconds, someone in the world has to leave their home & everything they know due to the threat of violence, persecution, or disaster. That is 30 people every minute; 1,800 every hour. . . More than 7 in 10 of all refugees under UN mandate & other people in need of international protection come from just 5 countries: Syrian Arab Republic (6.8 million), Venezuela (5.6 million), Ukraine (5.4 million), Afghanistan (2.8 million), & South Sudan (2.4 million). Only 204,500 refugees were able to return home in the first 6 months of 2022. 74% of all refugees & others in need of international help are hosted (given refuge) in low- and middle- income countries. The least developed countries – those with the fewest resources needed to help – provide asylum to 22% of the total number of refugees. (UNHCR statistics)

Making peace cannot happen without seeking justice and justice must be tempered by mercy. Fostering or threatening violence, seeking vengeance, revenge, retribution, or only 'political capital' does not bring either peace or justice especially when innocent people are involved. "He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" Micah 6:8.

2023 District Youth & Young Adult Report

During district conference 2022 I started this position, my time working with our youth over this past year has flown by. I have had the pleasure of getting to know many people in our district as well as building relationships with the youth in our district. During my time in this position I have been working hard to restart the youth program after a year of online only events due to the pandemic, followed by a year of no youth events due to my current position being empty.

Though it has been a challenge at times, I am so thankful for those that have helped me in this position and the youth that were willing to give it a chance and attend our events. Over the past year we have had around 45 youth from seven different congregations attend youth events in our district. Though it is not about the numbers, I believe that they show a step forward in the youth ministry of the district. I am very excited to continue providing opportunities for the youth to fellowship and grow closer to Jesus.

During the past year there has been exciting events planned for the youth:

- 2 Area Events (Jr/Sr High)
- 1 Lock-in (Jr/Sr High)
- 1 Rally (Jr/Sr High)

Throughout the past year I have been working on making relationships with churches and youth groups in our

district. I have visited five churches so far that have youth and I am planning to visit more soon. I believe that building relationships in our district is a very important part of rebuilding the youth program. Moving into this new year, it is one of my goals to continue building these relationships.

I have also been attending District Board meetings over the past year and I have also attended a few central committee meetings as we worked on planning District Conference. I have enjoyed meeting with those at board meetings as I learn more about how we work together and

the ways that my role fits into the district. I have also been working with the junior and senior high cabinet members while planning events. I am working on having more regular meetings throughout the year and we also are working on getting the youth cabinet back together so that the youth can make decisions on what type of events they would like to attend. I am very thankful



for the continued support that the district board members and the junior and senior high cabinet members have given me and the guidance they have given me.

I am very excited for this upcoming year and the ideas that we have for events. We are working on setting up another junior high rally this fall and holding some senior high seminars in the fall as well that would include topics such as leadership, service opportunities, finding your calling, etc. I also have been working on building the young adult program and I am hoping to continue that through this next year.

I am very thankful for the support I have received over this past year as I have learned how to navigate this position. I know there is plenty I am still learning and I am always open to suggestions for the youth and young adult programs. Thank you for allowing me to be in this position and get to know the youth in our district.

Taylor Peterson, District Youth and Young Adult Coordinator



2023 Standing Committee Report

Dear Brothers and Sisters of the Northern Ohio District,

Thank you for the privilege of allowing me to be your representative on Standing Committee. It has been a very busy year with a sharp learning curve. Not only have I had to familiarize myself with Standing Committee in general but have also been busy with my (filling Ben Polzin's) election to Nominating Committee and appointment to the Process for Handling Conflicts with Annual Conference Agencies subcommittee.

As you may know, Standing Committee, by Church of the Brethren polity, is charged with 4 important functions:

1. To study all queries and items of new business and make recommendations to the full delegate body of the Annual Conference as to how the items should be answered.
2. To prepare the ballot for the election of denominational leadership.
3. To receive and act upon matters of discipline or controversy involving members, congregations, districts, and denomination that have not been resolved at another level of church organization.
4. To project dreams, goals and vision for the denomination's ministry.

Most years, Standing Committee only comes together for 3 ½ days immediately before Annual Conference with the exception of Nominating Committee which meets together for 4 days in January to prepare the ballot. This year because of the business assigned to Standing Committee at the 2022 Annual Conference, we have met for an unprecedented 4 times since last year's Annual Conference.

Additional duties assigned to Standing Committee by last year's Annual Conference included:

1. Creating and maintaining a covenant of agreement with each of the 3 existing Annual Conference agencies (Bethany Seminary, Eder Financial and On Earth Peace).
2. Developing a process for maintaining good relationships with the agencies and to address concerns in an agency relationship.
3. Creating a service of confession and repentance for the 2023 Annual Conference over the issue of theological differences around human sexuality.
4. A review of the organizational structure of the Church of the Brethren to address "deep dysfunction."

By the time the Northern Ohio District receives this report, the 2023 Annual Conference will be history.

As we turn our attention to the 2024 Annual Conference, I want to share several highlights from the Church of the Brethren Manual of Organization and Polity in regards to Annual Conference, the delegates and the local church. Too often we have considered the delegates to Annual Conference in isolation from the broader ministry of the local church.

Chapter 1 (The Annual Conference) of the Manual of Organization and Polity recommends among other things:

1. Delegates should serve as ex-officio members of the church board/leadership team from the time of their election/appointment through Annual Conference and 6 months following in order to help interpret and implement official statements.
2. Delegates upon election/appointment should be consecrated for their important tasks by a spiritual commissioning service in the local church.

I encourage each delegate to consider the above points and help institute them in your local congregation. It is my hope we can coordinate the delegate responsibilities from District Conference with the delegate duties from Annual Conference and work together for the good of our District and denomination.

I am always available if you or your congregation have questions or concerns you would like to share with me as your Standing Committee representative. I also encourage each one to be in prayerful deliberation about leadership from our District for submission to the Standing Committee nomination process for open denominational positions.

Thank you for your partnership and trust as we serve Christ together.

In His Service,

Dawn C. Baldwin

Denominational Reports



Church of the Brethren

May 2023

Though the Brethren as a group have existed for nearly three hundred years, we subscribe to no formal creed. We simply try to do what Jesus did. Jesus brought a message of life, love, and hope. But he offered much more than inspiring words: He understood that people's spiritual needs also include day-to-day human ones – food, health, rest, comfort, friendship, and unconditional acceptance. "I am the way," he told his followers. He showed them how to trust, how to care, and how to help. Steadily, lovingly, even radically, Jesus went about saving the world – by serving its people. Because we believe his message, we seek to do the same.

– Church of the Brethren Identity Pamphlet

Dear Sisters and Brothers in Christ,

Greetings to you in the name of Christ our Savior!

It is an honor and privilege to write to you on behalf of the staff, volunteers, and Mission and Ministry Board of the Church of the Brethren. We are praying for you, your congregations, and your district as you gather to worship, sing praises, pray, fellowship, and accomplish the tasks set before you by your District Moderator.

I am grateful for the many ways your district and local congregations faithfully strive to live out the Gospel – to simply try to do what Jesus did. The vital ministries of our Church of the Brethren congregations small to large are at the heart of our Church. We should never diminish the essential role that each unique part of the body plays in our common ministry together.

As we know all too well, there are a number of loud voices on either side of the issues we face inside and outside the church that are demanding our attention and have dominated much of our time these past number of years. My efforts at intentional listening are to hear the voice of the Church – listening for God's voice arising not from the loudest few, but from the gathered community. As I listen, there is no doubt that some of you clearly resonate with the dominant voices, yet the prevailing voice is one of hope – hope in one Body in Christ continuing our ministry and work together.

We have not been doing "together" very well as a Church. I am aware that many are weary of the struggle, yet as disciples of Jesus we are called to another way of living – a way that is not always easy and requires struggle. I would invite you to join me in our continued struggle to follow Jesus. It is my hope that we might change our adversarial posture to one of serving one another – one in which we stoop to wash the feet of our brother or sister in Christ. I believe such a change in posture positions us to listen more intently to one another – thus better able to love and care for the other. I believe that such a posture of service would be transformational for our Church and our neighborhoods.

My friends, I do hope you can see that our work together is worthwhile. We are doing good ministries together locally in our congregations and districts and denominationally. Our efforts at offering the cup of cold water model to the world that we are about another way of living – the way of Jesus. May we not forget that through our simple acts of service, we too are working to save the world – in Jesus' name.

Your servant in Christ,

A handwritten signature in black ink, appearing to read 'David Steele', written in a cursive style.

David Steele
General Secretary

Continuing the work of Jesus. Peacefully. Simply. Together.

1451 Dundee Avenue, Elgin, Illinois 60120 847-742-5100 800-323-8039 Fax: 847-742-6103



Church of the Brethren

March 2023

Dear Sisters and Brothers,

The earthquake in Turkey and Syria, war and violence from Ukraine to Africa, and a US school shooting are some of the things that have challenged BDM to respond creatively and prayerfully to deep hardships and loss in 2022 and the beginning of 2023. Whether responding to a natural disaster, violence, or other crisis, BDM staff and volunteers journeyed with survivors and families toward recovery and hope, often transforming lives, in places like Waverly, Tenn.; Uvalde, Texas; Dawson Springs, Ky.; and North Fort Meyers, Fla.

Encouragement for this ministry is found throughout the sacred scripture, such as Galatians 6:9a, 10a: “Let us not lose heart in doing good, . . . while we have opportunity, let us do good to all people”. It is also found in our partners such as Pamlico County (N.C.) Disaster Recovery Coalition, which shared: “[Not] only have you (BDM) helped to repair hurricane damaged homes, but you have also helped to restore and mend broken hearts. The light you have shown, and the relationships you have built with survivors and their families, will long have an impact on them and their generations.”

Children’s Disaster Services (CDS) volunteers responded this past year with deep compassion to the school shooting in Uvalde (Texas), floods, wildfires, and hurricanes. In Uvalde, specially trained volunteers (Critical Response Childcare teams) supported children and families of the 19 children killed by a lone shooter. These volunteers had 385 contacts with children as they helped them process the trauma and build resiliency in the face of this tragedy.

After Hurricane Ian made landfall in late September 2022, causing catastrophic damage along southwest Florida, CDS volunteers were initially housed by rebuilding volunteers with homes in the area. CDS teams served for six weeks in Florida shelters, with over 400 child contacts. During 2022, a total of 86 CDS volunteers served 1,065 children on eight responses. CDS also held three volunteer training workshops resulting in 40 newly trained volunteers, bringing the total CDS volunteer base to 576 by year’s end.

In March 2022, the BDM rebuilding program network of volunteers finished four years of repairing and rebuilding homes in the Carolinas following Hurricanes Matthew (2016) and Florence (2018). The program transitioned to Waverly, Tenn., for the remainder of the year, in response to devastating August 2021 flooding, when over 17 inches of rain fell in 24 hours. In October, a three week short-term response supported new home construction in Dawson Springs, Ky., where tornadoes destroyed around 650 homes in December 2021. Volunteer leadership on the projects was provided by 47 disaster project leaders from across the country who served to welcome and support 572 volunteers. The rebuilding program site moved to Dawson Springs, Ky., in January 2023 to continue the tornado recovery with local partners.

A local hybrid response to the October 2021 tidal flooding in Maryland’s Somerset and Dorchester counties was led by members of the Mid-Atlantic District, with support from BDM staff, vehicles, and equipment. In 2022, two homes were repaired by 35 volunteers through a grant award from Lowes Home Improvement and the National Voluntary Organizations Active in Disaster (NVOAD). This funding

included \$30,000 in Lowes Gift Cards to purchase construction materials for the homes and \$4,200 to support volunteer housing and meals. This work will be completed in 2023.

In early February 2023, the world watched the rescue of survivors of the Turkey-Syria earthquake that has taken more than 50,000 lives. BDM responded quickly with Emergency Disaster Fund (EDF) grants to partners working in both countries. The quake adds to the list of global catastrophes, including the Russian invasion of Ukraine in early 2022, resulting in a war that has displaced more than 12 million Ukrainians and, reportedly, caused nearly 7,000 Ukrainian deaths by the end of 2022. BDM responded to this crisis with EDF grants (totaling \$215,000 in 2022) in collaboration with five key partners. Additional grants are expected early in 2023.

The BDM global response includes dual programs in Haiti that continue the 2021 earthquake response, with \$166,969 in funds, while also addressing the acute overlapping crisis caused by the total collapse of the Haitian government. With severe hunger on the rise, a special program is helping to provide food to vulnerable families in the communities around the Haitian Brethren churches through a \$39,000 grant. Smaller EDF grants supported global Churches of the Brethren in Uganda (\$27,500) and Venezuela (\$10,000) with flood recovery programs, as well as the South Sudan Mission (\$11,000).

The Nigeria Crisis Response, a continued response to terrorism since 2014, provided support to four camps for internally displaced persons (IDPs), food distributions, medical assistance, livelihood training centers for widows and orphans, seeds and fertilizer, new wells for drinking water, and home repairs for the most vulnerable. Additional EDF grants included support for vulnerable Syrian refugees and Lebanese in Lebanon, continued hurricane and flood recovery in Honduras, and support for programming of the Rwandan Church of the Brethren.

The total BDM programmatic expenses in 2022 were \$1,676,048. This includes the expenses from EDF allocations that support specific programs such as \$274,393 for U.S. responses (Rebuilding, CDS, etc.); \$190,076 for the Nigeria Crisis Response; \$281,469 for other Global CoB partners; and \$364,909 for all other global responses.

This ministry is only possible because the whole church is working together. Individual members and supporters, volunteers, churches, districts, and the auctions are part of the body of Christ coming together to pray, serve, give hope, and help families heal. Through all this we pray that more people come to God and know God's amazing love.

Thank you for your support and encouragement. You are an integral part of the body bearing witness to God's love for all who are lost and need Christ.



Roy Winter, Executive Director for Service Ministries

On behalf of BDM staff: Jenn Dorsch-Messler, Sharon Franzén, Kim Gingerich, and Michael Scalzi



ANNUAL REPORT 2022-2023

BRETHREN VOLUNTEER SERVICE

CELEBRATING 75 YEARS OF BVS!

BVS BY THE NUMBERS

Volunteers currently serving:

27

(18 in the US, 3 in Europe, 1 in Latin America, 4 in Asia, 1 in Africa)

Currently active BVS project sites:

About 50

Number of US states home to BVS project sites:

16 (plus D.C.)

Current BVS monthly stipend:

\$250

Total volunteers serving in BVS since 1948:

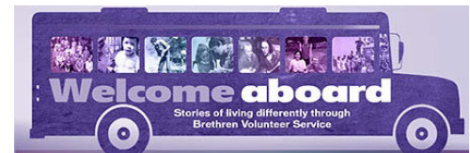
7,000+

A diamond jubilee of service around the world

In 1948, young adults encouraged by Brethren leader Dan West brought a surprise motion to the floor of Annual Conference that left an indelible mark on the denomination.

While service had long been part of the Church of the Brethren, delegates embraced that proposal to formally start Brethren Volunteer Service, enabling young Brethren and others to respond energetically to the devastation of World War II in Europe, to hunger in Puerto Rico, and to a variety of needs around the US.

Seventy-five years later, BVS continues to be one of the great touchstones of Brethren faith: a source of leadership development, faith formation, relationship building, identity, mutual service, and more.



The anniversary is being celebrated with a new book from author Jim Lehman, *A Year of Living Differently*, published by Brethren Press, as well as special commemorations at Annual Conference, National Older Adult Conference, and elsewhere, plus some local and regional celebrations. A 75th anniversary Facebook group drew about 500 members who shared stories, and photos, while a monthly e-newsletter delivered other highlights.

We are grateful to everyone who has been part of that story, one that is still being written around the world.

BVS welcomes a new director

Chelsea Goss Skillen began as the new director of BVS in October 2022.

Emily Tyler resigned in February 2022 after three years in the position, and former director **Dan McFadden** provided interim leadership for eight months.

Originally from the Richmond, Va., area, Chelsea did an undergraduate degree at Bridgewater (Va.) College and has a master's in Organizational Leadership from Regis University. She spent two years as a BVSer previously.



NEWS & NOTES

Other new staff welcomed this past year included **Marissa Witkovsky-Eldred** as interim coordinator of short-term service; **Walt Wiltschek** as part-time office coordinator; and **Virginia Rendler**, who is starting as interim volunteer coordinator in July 2023. **Pauline Liu** completed her service as volunteer coordinator in February.

Mid-year retreats

Each year, current BVSers in the US gather for a mid-year retreat to take a break, talk about their experiences, reconnect with one another, and prepare for the remainder of their service time. In March 2023, a group of 20 volunteers (including two German volunteers serving with other placement organizations) met at Camp Ithiel in Gotha, Fla., for several days together that included discussion, a service project, games and relaxation, and a trip to the beach.

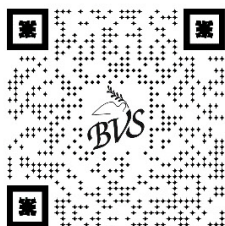
Volunteers serving in Europe planned to gather in late June in Galway, Ireland for a similar retreat. BVS marked 50 years of working in Northern Ireland in 2022.



UPCOMING ORIENTATIONS

BVS will be welcoming new volunteers at two orientation units in the summer and fall of 2023. The summer unit will take place **Aug. 1-9 at Inspiration Hills Camp in Burbank, Ohio**, while the fall unit will be held **Sept. 26-Oct. 4 at Camp Koinonia in Cle Elum, Wash.** About 25-30 volunteers are expected again this year. A strong partnership with EIRENE in Germany continues to benefit BVS' overall recruitment.

Explore the BVS
Facebook group
and e-news!



Faith X: Another way of serving

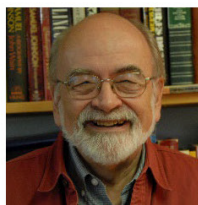


Short-term service opportunities through FaithX (formerly the workcamp program) in 2023 included 11 total trips with about 170 youth and advisors participating. Experiences were available in nine states plus Washington, D.C., and Spain.

FaithX introduced a new pricing model this year based on participants' ability to pay, with subsidized, standard, and supporter (extra donation) options available. The 2023 FaithX theme was "Voices for Peace," drawn from Romans 15:1-6.

PARTNERS IN SERVICE

This year's BVS Partners in Service Award was given to Jim Lehman, a member of Highland Avenue Church of the Brethren in Elgin, Ill., who has been a long-time supporter of BVS.



Most recently, Jim curated and wrote the 75th anniversary book, *A Year of Living Differently*. Jim has also written other BVS publications in the past and has connected with many volunteers over the years, chronicling BVS' history.

The award is presented each summer at the BVS luncheon held during Annual Conference.



Eder Financial District Conference Report 2023

Greetings to the moderator, delegates, and members, as you gather for your District Conference! Did you know Eder Financial can make a positive impact on your life, directly or indirectly, whether you qualify to use our services or not? That's because we serve congregations and their staff so they can better perform their ministries for their members. Eder provides a fantastic retirement plan and employee-based insurances for pastors, congregational, district, and camp employees. We can also manage special funds, like ministry funds, memorial funds, cemetery funds, and building funds for congregations and other church-related organizations. We also provide several free workshops that help congregations learn how to grow their endowments, encourage people to include the congregation in their end-of-life financial decision-making, how to run the church as a business with good governance, and more. Ask the Eder representative attending your conference how we can bring a workshop to your congregation. Can we serve you and your congregation if we aren't already? Give us a chance. You'll be glad you did. Ask us if your congregation, district, and camp are using our services. We welcome the conversation. Eder Financial is now in its second year with its new name, having changed from Church of the Brethren Benefit Trust in May 2022. The transition has been well received in the denomination because of our core business model –

- We seek to serve congregations and organizations as partners, making choices and decisions surrounding participation in a retirement plan as easy as possible. It is important that we make it easy for all who can enroll to enroll, as many Americans are on track to have insufficient savings in retirement. We work to help ensure that our members are not faced with that problem, by helping them enroll early in their careers, saving to the plan consistently, and using an asset allocation model to help grow their funds. Not sure how to do that? We can help.
- We provide a concierge service model with our insurance products, answering questions and addressing all concerns proactively and satisfactorily. Our ancillary insurances of life, vision, dental, short- and long- term disability have held premium rate increases virtually flat over the past five years, which means eligible employees can protect themselves with various insurances while not suffering high premium rate increases year after year.
- Part-time employees can participate in both the Eder Retirement and Insurance plans. Ask us if you or someone you know qualifies.
- We manage funds of organizations in a manner that allows easy access, several tools for managing investments, and reports and resources that assist in the management of the funds. We would be glad to set up a demonstration for you and your organization of our fantastic customer web portal.

And we provide education to give people information and to help them know what questions they should be asking so that they can be successful, whether helping to grow their congregations' financial base or to manage their own retirement plan or insurance offerings. We also help tenured pastors and congregational, district, and camp staff who have extraordinary financial needs, if they meet certain guidelines. In 2022 the Church Workers' Assistance Plan that Eder manages granted \$250,000 to about 40 people who found themselves in financial distress with nowhere else to turn.

Most of the funds under our management conform to Eder Values Investing, which means you can utilize our services and know that your resources are being managed in accordance with the values in the Church of the Brethren tradition.

Serving others who have common bonds and convictions

Committed to serving as a Church of the Brethren Annual Conference agency, Eder is moving to include other people and organizations of faith that profess a like-mindedness with Eder Financials' values as an organization grounded in Christian faith. Program strength, product options, and lower costs come from a strong volume of business. Therefore, Eder will grow stronger in the long term by offering its ministries to others who seek competitive products backed by concierge service. If you know of a congregation, not-for-profit, or other faith-based organization that would benefit from Eder's services, please let us know.

EDER FINANCIAL BOARD and staff

The 12-person Eder Financial Board consists of people who have knowledge and experience in accounting, finance, investments, law, employee benefits, human resources, actuarial science, or represent pastors, district executives, and organizations that are Brethren or have common bonds and convictions. If you or someone you know would like to serve on the Eder Financial Board, let us know. We are always looking for people who are dedicated to service, want to do meaningful volunteer work, and are committed to being an active member of a board.

We also have 27 people on our staff, working in retirement, employee insurance, organizational investing, finance, investments, client relations, marketing, public relations, IT, data, special projects, and business development. We are a family friendly, faith-based organization that strives to provide concierge level service to our members and clients while also providing a fulfilling work environment in a permanent work-from-home setting. If you or someone you know is interested in an Eder Financial job, let us know.

Conclusion

Despite the expansion of its charter to bring in other members and clients of like mind from beyond the Church of the Brethren, Eder Financial remains committed to the denomination. Our organization was created by the Annual Conference to serve pastors, employees, churches, and organizations. That commitment to service has not wavered. We are here to help our members and clients achieve their financial goals. As we adopt new taglines, new goals, new language to articulate our vision, bridging our past with our future, one of our more recent BBT taglines melds quite nicely with Eder's future vision of walking alongside those we serve. "Building financial security. Bettering the world. Together." If you and/or your congregation have not walked with us in the past, let us do so in the future. In other words, those who have not given Eder Financial a look for a few years, or ever, should do so. Together, Eder will help you reach your financial goals which will help strengthen your ministry to the church.

Donna Rhodes

Board Chair

Nevin Dulabaum

President



Be BOLD



Since 1905, Bethany Theological Seminary has followed the example of Jesus by preparing others for lives of ministry and service. Our innovative learning community is grounded in an Anabaptist and Radical Pietist witness. We provide students with exceptional opportunities for advanced biblical and theological study that values both faith formation and academic freedom. We empower students to answer their calls from God and to lead through spiritual engagement, faith-filled thought, and transformative practice.

BE BOLD AT BETHANY

With the support of a \$1M grant from the Lilly Endowment, Bethany Theological Seminary is launching Bethany BOLD, a new initiative that will prepare students to lead congregations as they respond to diversity and division. (BOLD stands for Build, Organize, Love, and Dare.) The rigorous and demanding program will challenge Bethany's best and brightest students to apply their faith and education to address real-world problems, including poverty and racial injustice. Students selected for Bethany BOLD will be required to engage in service in the Wayne County community, participate in educational activities (like lectures and training sessions) outside the seminary, and participate in purposeful reflection about their experiences in the program. Participants in Bethany BOLD receive full-tuition scholarships, free housing, and a monthly living stipend.

OUR OFFICE IN JOS

Thanks to the generosity of alumni and friends, we are building a new office for our staff members in Nigeria.

This new space is adjacent to the Technology Centre in Jos, where Nigerian students attend classes in the Certificate in Biblical Peacemaking program. The newly constructed space will help staff better serve current and future students.

NEW FACULTY

Two new professors joined the Bethany faculty last fall.

Dr. Margaret "Maggie" Elwell is assistant professor of peace studies and director of Bethany BOLD. Elwell earned both her MDiv and PhD from Princeton Seminary. She previously directed the Center for Theology, Women, and Gender at Princeton Seminary, taught at the University of Maryland, and was a middle school teacher in Baltimore City Schools.

Dr. Tamisha Tyler is visiting assistant professor of theology and culture and theopoetics. She joins Bethany as a Louisville Institute Post-Doctoral Fellow. Tyler earned her doctorate at Fuller Seminary. Her scholarly and teaching interests include the novels of Octavia Butler and Afrofuturism.



615 National Road West, Richmond, IN 47374 ■ bethanyseminary.edu ■ 765-983-1800 ■ 800-287-8822



There's a Place for You at Bethany!

Bethany Theological Seminary is committed to helping all qualified students to answer their call from God and receive an exceptional education without taking on additional educational or consumer debt. As many seminaries have struggled with enrollment, our vibrant community has grown — and we have room for more students, both studying from a distance or joining our on-campus community and living in our “Neighborhood” of houses a few steps from campus.

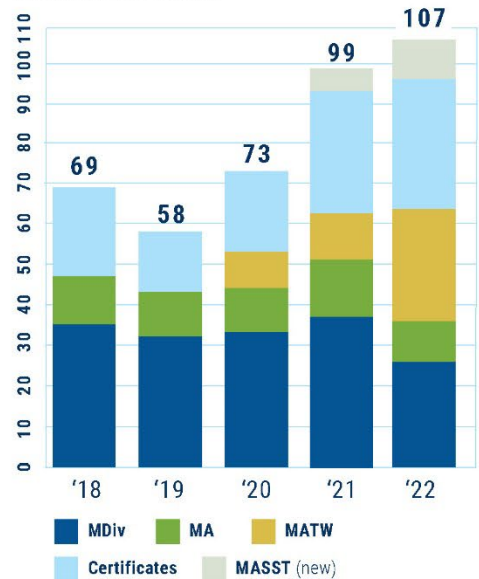
In recent years the Seminary has dramatically reduced total student borrowing, even as enrollment has grown. Students in our Bethany BOLD program, for example, receive reduced tuition, free housing, living stipends, opportunities for meaningful community engagement, and a course in Conscious Financial Living. Our goal is to help students earn Bethany degrees without taking on additional student or consumer debt.

TOTAL AMOUNT BORROWED BY ALL STUDENTS, PER YEAR



5-YEAR ENROLLMENT DEMOGRAPHICS

Historical Headcount



OUR MISSION: As an innovative learning community, grounded in an Anabaptist and Radical Pietist witness, Bethany Theological Seminary empowers every student to lead through spiritual engagement, faith-filled thought, and transformative practice — so that the world flourishes.



“When I was considering graduate school programs, I didn’t want to put additional financial burdens on my parents. I have lived in community for most of my life, so that was an attractive aspect of the Neighborhood as well. Bethany has been a wonderful choice for me.”

/SUSUYU LASSA, MASST 2022



“Generous scholarships and free housing made it possible for my wife (Hope Staton, MDiv 2023) and I to give our undivided attention to our studies. We have been able to immerse ourselves in this community and take on leadership roles in chapel and other Seminary activities. Living here helped us to see how we can adapt to new situations, which we know will be great preparation for our careers in ministry and service — no matter where life takes us.”

/CLARKE STATON, MA and MASST STUDENT



“I follow each student’s financial journey closely to ensure that they have the resources needed to make smart financial choices now and in the future.”
/TERRI MITCHELL, FINANCIAL AID AND ENROLLMENT ASSISTANT



“At Bethany, we believe that financial concerns should not be an obstacle to students answering a call from God to ministry and service. Providing an education that is exceptional, accessible, and affordable is our core mission.”
/REV. DR. JEFF CARTER, PRESIDENT

Making Seminary Affordable

85 PERCENT TUITION DISCOUNT

Thanks to the generous support of alumni and friends, and the careful investment of our resources, Bethany is very affordable.

GENEROUS FINANCIAL AID

Most students pay only the base tuition of \$1,100 per semester, qualifying for enough financial aid to cover the remaining costs.

TYPES OF AID AVAILABLE

- Academic Excellence Scholarship
- Church Covenant Grant
- Bethany BOLD
- Need-based grant
- Federal Work-Study
- Federal Stafford Loans
- International student aid



An exceptional biblical and theological education,
accessible and affordable for all.

Bethany At-a-Glance



DEGREE PROGRAMS

- Master of Divinity
- Master of Arts
- Master of Arts: Theopoetics and Writing
- Master of Arts in Spiritual and Social Transformation



CERTIFICATE PROGRAMS

- Certificate of Achievement in Theological Studies
- Certificate of Achievement in Biblical Peacemaking
- Certificate in Intercultural Biblical Interpretation
- Certificate in Just Peace and Conflict Resolution
- Certificate in Theopoetics and Theological Imagination



BETHANY ACADEMY FOR MINISTERIAL LEADERSHIP PROGRAMS

- Education for a Shared Ministry
- Training in Ministry
- Educación para un Ministerio Compartido
- Seminario Bíblico Anabautista Hispano-de la Iglesia de los Hermanos
- Learn more at bethanyseminary.edu/brethren-academy

Bethany's impact is possible because of the generosity of our friends.

Make a gift today at bethanyseminary.edu/donate

BETHANY QUICK FACTS

- **711** licensed or ordained pastors in the Church of the Brethren are graduates of Bethany Theological Seminary.
- **10 of 24** Church of the Brethren District Executives are Bethany graduates.
- This year, **six** Nigerian students graduated with graduate certificates. President Jeff Carter and Mark Lancaster, assistant to the president for international programs, traveled to Nigeria in May and met with church leaders, staff, and Bethany students and alumni.
- In May, we awarded **14** master's degrees and **12** graduate certificates.
- This year, **114** students were enrolled at Bethany, pursuing master's degrees or certificates.
- The Bethany BOLD program has created new partnerships between the Seminary and local non-profit organizations
- Total financial support from Congregations and Alumni during calendar year **2022** totaled **\$383,833.06**.



Dear followers of Christ,

What does God need from the Church of the Brethren now (and are we prepared to give it)? What does it mean for us to be a “peace church” in today’s world?



Founded in 1974, On Earth Peace is an agency of the Church of the Brethren Annual Conference which seeks to embolden the Church of the Brethren as a historic and living peace church. Our name comes from the angel’s song at Jesus’ birth, “On Earth Peace and Good Will to All,” and we work to lift that song in today’s world.

Historically, our Brethren identity as a peace church was defined in part by our relationship to war: *Following Christ, we were against war*. Even as time passed and many Brethren didn’t agree with pacifism, the Church’s identity as a force for peace and against war remained vital. What is the core of our peace commitment today? What are we against, and what are we for—in God’s name?

In a church and world that is very polarized, what does it mean to you to be a follower of the Prince of Peace? In some ways, the war we were against has come home, and the sorely-needed peace (and justice) is more complicated than our ancestors in the faith may have known. Some parts are still the same--the all-surpassing love of Christ as a foundation of that peace--and yet the world in which we proclaim God’s love has changed, and so must our engagement with it.

On Earth Peace believes the Church of the Brethren has been called for such a time as this. We as Brethren are a relational, warm, discipleship-centered community. We help put hands and feet to God’s call to love all people. On Earth Peace seeks to help the Church of the Brethren become what it can be, “for the glory of God and our neighbor’s good.”

Here are three OEP initiatives we believe can help the Church of the Brethren become what’s needed in today’s world.

- **1000 Brethren Kingian Nonviolence Training.** We are seeking to train a new generation of Christian leaders in nonviolence, to focus our “peace” and aid in our community ministries.
- **Standing with People of Color Study/Action Process.** Together with the Southern Ohio/Kentucky District, OEP is leading a two-year denomination-wide study/action process focused around key conversations we’re asking the church to have.
- **Church of the Brethren Gun Violence Prevention Organizing Team.** A hearty band of Brethren from across the country has come together to galvanize all Brethren to stand and act together on the scourge of gun violence in the US.

Please consider whether your family can support this ministry financially. We hope your congregation will include our ministry as part of your outreach giving in your 2024 budget.

Write to us at OEP@OnEarthPeace.org and share how God is moving you towards peace or justice in these times. Visit www.OnEarthPeace.org to learn about our work and find upcoming events.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Matt Guynn".

Matt Guynn

For OEP’s executive team, with Darlene Johnson and Marie Benner-Rhoades



Church of the Brethren

Dear Friends and Family of Faith in the Northern Ohio District,

Greetings in the name of Christ! My thoughts and prayers are with you, as you plan and prepare for your District Conference. I hope it will be a time of earnest conscientiousness and responsibility related to carrying out the denomination's mission, and a time of praise and celebration for the ways your congregations are putting Christ's love into action. May we feel God's presence among us.

I'm looking forward to our 237th recorded Church of the Brethren Annual Conference, scheduled for July 3–7, 2024, in Grand Rapids, Michigan. Annual Conference is a special time in the life of our denomination. Yes, it is an occasion to facilitate the business of the church through the various business sessions, study committees, agency reports, and queries. But it is also a time for Brethren from all walks of life to celebrate our unique place and ministry in – and as – the Body of Christ. From inspirational worship services to quality leadership development, open dialogue to rejuvenating fellowship, Annual Conference invites us to welcome, encourage, and engage with one another as a community of faith.

In her book, *Inspired: Slaying Giants, Walking on Water, and Loving the Bible Again*, author Rachel Held Evans wrote that Christianity can't be an individual endeavor. Following Christ is a group activity – and one that, simultaneously, has been messy and incarnate since the beginning. Because, as Held Evans writes, "the church is not a group of people who believe all the same things; the church is a group of people caught up in the same story, with Jesus at the center."

As Brethren, we know this to be true. Since our founding more than 300 years ago, we've been a faith family that has chosen another way of living: the way of Christ. We are a people called to live and experience our faith together – in community – in service to and with God, each other, and our neighbors. Each of us brings our own unique perspectives and experiences to this community. And it is through our willingness to share our faith journeys with one another that we can experience and see God's vision for us more fully and, therefore, be transformed together by God's Spirit.

So, I invite you to join me and our denominational community in Grand Rapids next summer. Let's gather together knowing each of us is welcome and worthy – integral parts of the Body of Christ, answering God's call to build authentic relationships and community with ourselves, each other, and those around us.

In grace and peace,
Madalyn Metzger
2024 Annual Conference Moderator



Office of Church Relations Summer 2023

Greetings, Manchester friends!

Changes in religious life and church relations

In November, Bekah Houff left the position of university pastor. With grace, skill, and dedication, Bekah served the spiritual and emotional needs of students and colleagues and sustained important relationships with districts and the denomination of the Church of the Brethren. We are grateful for the enthusiasm, wisdom, and compassionate heart Bekah brought to her work, and the care with which she prepared different offices to take up some of the responsibilities left by her departure:

- Connections and relationship building with the Church of the Brethren will be covered by colleagues in the Office of Advancement, led by Megan Sarber in the Office of Alumni Affairs.
- The department of Philosophy and Religious Studies, chaired by Katy Gray Brown, is working with our faith-based clubs and organizations, including Simply Brethren and the Campus Interfaith Board. The peace studies program is also a partner in this work.
- Tim Troyer, pastor at the Huntington Church of the Brethren, stepped in to conduct weekly chapel services from March through May, and organized a meaningful baccalaureate service highlighting graduating seniors.

University Programming

- Camp Mack Day brought more than 550 students, staff, and faculty to the camp on a picture-perfect September day. Student Life staff maintain tight secrecy so campus doesn't know the exact day until a 5 A.M. email announces that classes are canceled and buses will take students to the camp, just 45 minutes from Manchester.
- At Homecoming, Manchester's new chime tower was dedicated. The design for the tower has been recognized for excellence in construction by the Building Contractors Association of Northeast Indiana. The chime, in the center of the mall, rings twice a day.
- As part of Focus on Faith week in October, Ted & Co. actors Ted Swartz and Michelle Milne performed *We Own This Now*, a play about concepts of home, ownership, and the Doctrine of Discovery.
- Values, Ideas, and Arts (VIAs) continues the tradition of weekly convocations with a protected hour on Mondays for lectures and artistic presentations. In November, Dr. Denise Kettering-Lane, Associate Professor of Brethren Studies at Bethany Theological Seminary, presented "Why Manchester? The Church of the Brethren Tradition."
- To mark the anniversary of Dr. Martin Luther King Jr.'s 1968 campus visit, Rev. Dr. Drew Hart presented "Dr. King's Blue Jeans: White Supremacy, Christianity, and God's Delivering Presence".
- Simply Brethren, our Brethren student club, met weekly and hosted many events including an end-of-school campfire with Seth Hendricks (Manchester COB) leading us in songs.
- Radically Obedient Brethren Outreach Team (ROBOT), our worship travel team, planned, wrote, and delivered a worship service for the Yellow Creek COB and the Salem COB, home congregations for two of

our graduating seniors. ROBOT members this year were Hannah Brubaker, Miriam Erbaugh, Dylan Leininger, and Hope Gebhart.

- Discussion Day, a biennial event devoted to campus-wide discussion of a critical issue, centered on environmental justice and climate change. The day included keynote speakers, workshop sessions, and a lunchtime activity examining the environmental costs of various food choices.
- Peace Week, co-sponsored by Campus Interfaith Board and the Peace Studies Institute, featured speakers from Queer Theology, a Yom HaShoah Holocaust Remembrance Service, and an Empty Bowls event that raised funds for Pride Lafayette.
- Manchester's two historic interdisciplinary programs, peace studies and environmental studies, launched a new Center for Environmental Resilience and Social Engagement. The initial projects of the collaboration focus on issues of environmental justice, climate disruption, poverty, and food insecurity.
- The digital-only spring edition of the Manchester *Magazine* focuses on the 75-year legacy of peace studies, Manchester's upcoming presidential transition and new ways we are celebrating our connections.

Strengthening Manchester

- Manchester has been fully reaccredited by the Higher Learning Commission through 2033. Manchester's nursing program is now fully accredited for five years, the longest term given to new programs.
- Manchester received a \$1.25 million gift from Paris and Becky Ball-Miller, of which \$1 million will be devoted to the Arden and Charmaine Ball Endowed Scholarship Fund, with preference to first-generation students who major in peace studies, religious studies, or environmental studies.
- MU's Henney Department of Education received a \$75,000 planning grant from Lilly Endowment Inc. to examine methods and experiences to prepare education majors to teach reading.
- The Board of Trustees approved up to \$20 million for an expansion at the Fort Wayne campus that will allow for development of graduate health professions programs there.
- The current capital campaign, Manchester BOLD, is 98.5% of the way to reaching our goal of \$45 million. Committed projects of the campaign include renovations to Winger Hall for music and arts programs, expanding a New Initiatives fund, and deepening our institutional endowment.

Transitions in Leadership

After 30 years of service to the institution, Dave McFadden, Manchester's president since 2014, will retire at the end of June. Stacy Horner Young, Ph.D., will begin July 1 as Manchester's 16th president, the second woman to hold the position. Dr. Young graduated from Manchester in 1996 with an accounting major, going on to obtain a master's degree in business administration and a Ph.D. in leadership with an emphasis in higher education administration. She comes to Manchester from Montcalm Community College in Michigan, where she has been president since 2020. Young plans to greet Manchester alumni as the speaker at the Manchester luncheon at Annual Conference in Cincinnati.

Total enrollment in the fall of 2022 was 1,217 with 18 Church of the Brethren students. Please encourage the youth in your congregations to explore Manchester as they make their college decisions.

Even though the 2022-2023 academic year was another of transition and change as we continue to be faced with the challenges of higher education today, you can see we still have many achievements to celebrate and much to look forward to in the future. Just like the oak trees that envelop the campus, Manchester is resilient and strong. Your support in prayer and financial resources are deeply valued by the University. Thank you for your partnership as we continue to graduate students of ability and conviction.

GOOD SHEPHERD HOME

District Conference Report 2023



Greetings from Good Shepherd Home! We are currently slowly climbing out of the horrific pandemic that has affected our lives. Our staff continue to provide compassionate and quality care to our residents. It has not been easy and we are still in a recovering phase.

Changes that have occurred during and since the pandemic include care level adjustments in our nursing home center. We now have 99 Nursing Home/Skilled beds, 29 Assisted Living with Services Units, 54 Licensed Assisted Living rooms including 29 studios and 25 suites. On Campus we have 30 Independent Living Villas and a 14 unit apartment building which is HUD subsidized. Off campus we are also managing Wesley Village which has 59 Independent Apartments and Wesley Commons which offers 54 IL Apartments. In total we are providing senior living and care to over 340 residents.

We continue our DayBreak SAIDO Learning Program which offers programming to those residents with Alzheimer's and other forms of dementia. Our DayBreak SAIDO program is available 4 days a week.

Good Shepherd Home just hosted its Good Samaritan Dinner and Auction this past month and was a huge success. Preliminary proceeds that help benefit residents who have exhausted their funds raised upwards of \$24,000. It serves a double purpose, benefiting residents and is a community-wide event for the surrounding area. Upwards of 200 people were in attendance.

Good Shepherd Home's "Jonah's People" fellowship remains strong, despite the pandemic effects on being able to join together in worship.

It has not been an easy path to maneuver as we find ways to keep our community fiscally sound and vibrant. We continue to follow our Mission Statement: *"We are committed to providing compassionate comprehensive care! Peacefully. Simply. Together."*

We are blessed and thankful for the support we receive from the community and in particular the support and blessings from the Church of the Brethren. Please continue to pray for our Home and the people we serve.

the WEST VIEW WAY



WESTVIEW
HEALTHY LIVING

330.264.8640

www.wvhl.healthcare

1715 Mechanicsburg Rd
Wooster, Ohio 44691



West View Healthy Living is a Christian based, non-profit, Continuous Care Retirement Community nestled on 27 scenic acres in the heart of Wooster, Ohio. Last year, 2022 marked the 60th Anniversary that West View has been the trusted provider of health and wellness for our residents and their families. The West View campus has also experienced a lot of growth with the addition of 20 skilled nursing rooms for transitional care, 15 independent living apartments, a brand-new Wellness Center, and The Connection Conference & Event Center available to employees, residents, and open to the community for rental.

In addition to an engaging lifestyle, all West View residents enjoy the full range of amenities offered in our 1950's small town throwback community. Town Square is not only a great gathering space for residents and guests to fellowship together, but also includes a Main Street Café, gift shop, library, theatre, beauty shop, post office, Grandma's House, and a Chapel.

INDEPENDENT LIVING

Offering apartment style units and standalone villas, either choice is ideal for families who still wish to maintain all their normal routines, but with the peace of mind of no longer having to worry about maintenance and upkeep, with the reassurance that a qualified caregiver is nearby if needed.

ASSISTED LIVING | TOWN SQUARE

From a studio to larger one-bedroom option, our assisted living suites are designed for today's senior. You can choose from several different sizes and configurations, providing an atmosphere where you have the ultimate in comfort, hospitality, security, and fun to engage in a vibrant lifestyle and build new relationships.

BRIDGES MEMORY CARE

Meaningful life experiences does not end with dementia. West View offers a specialized, separate memory care neighborhood within our assisted living community that is designed specifically for those with memory challenges, 24-hour nurse services, and state-of-the-art monitoring system.

the WEST VIEW WAY



WESTVIEW
HEALTHY LIVING

330.264.8640

www.wvhl.healthcare

1715 Mechanicsburg Rd
Wooster, Ohio 44691



TRANSITIONAL CARE AND REHABILITATION

The Transitional Care Center offers the perfect environment for patients who require short-term, high-quality rehabilitation or skilled nursing. West View's highly experienced team includes therapists, physicians, dieticians, social workers, life enrichment coordinators and a nursing staff, all working together to develop and execute an individualized plan of care.

LONG-TERM CARE

We work with each resident and their family to create individual lifestyles and personalized services to meet specific needs and interests. This means residents can do what they want and accomplish what they want. Most importantly, person-centered care places our residents in the center of the care process and is consistent with our commitment to ensuring growth regardless of individual ability.

Since 1962, when West View began the mission of providing healthcare for residents, the growing financial gap of cost versus reimbursement has only expanded. During the first sixty years, it was rare for West View to ask for financial support from the community. The impact the pandemic has had on healthcare and senior communities and the rising cost of operations, it has become vital to actively solicit donations to uphold the quality of care our residents and their families have grown to expect. Raising additional funds will make a significant difference to ensure the lives and wellness of those we serve today and benefit future generations. The leadership at West View will continue to be good stewards of all resources entrusted to this non-profit organization.

Please contact West View for additional information on our lifestyles and mission, or to schedule a campus tour and come see everything our beautiful campus has to offer.

...THE...
CONNECTION.
conference and event center
1034 Country Club Dr. | Wooster, OH 44691
www.theconnectioninwooster.com



**Report to the
Northern Ohio District Conference of
the Church of the Brethren
August 11 and 12, 2023
(Please join our email listserv by going to
www.ohcouncilchs.org)**

“I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me.” John 17:20-21 NRSV

Our Mission:

To be a transformational church body that makes visible the unity of the church; engages in worship, education and fellowship; and proclaims Christ's love and justice ethic through public witness.

Our Ministry Priorities: Unity, Justice, and Peace

Our Member Communions:

The African Methodist Episcopal Church, The African Methodist Episcopal Zion Church, The Alliance of Baptists, The Christian Church in Ohio (Disciples of Christ) US and Canada, The Christian Methodist Episcopal Church, Christian Science, The Church of the Brethren, The Community Churches, The Episcopal Church in the USA, The Evangelical Lutheran Church in America, The Greek Orthodox Church, The Moravian Church in America, The Ohio Baptist General Convention, The Presbyterian Church (USA), The Religious Society of Friends, The United Church of Christ, and The United Methodist Church.

Report of 2022-2023 Activities

Christian Unity

- “ We received a new member church! The Armenian Orthodox Church;
- “ After its multiyear absence, we relaunched the OCC Faith and Order Commission. The Commission, whose theological and scholarly focus is gun violence prevention, will enhance relationships between OCC member churches.;

Social Justice

- “ Working alongside the Hunger Network of Ohio and the Dominican Sisters of Peace, we staged two legislative advocacy events that focused on reducing hunger in Ohio;
- “ We delivered statements and Statehouse testimony in opposition to legislation to block the honest teaching of US history and the experiences that represent the diverse array of Ohioans while ending funding for Diversity, Equity, and Inclusion programs. Partners: Honesty 4 Ohio Education, League of Women Voters, Common Cause, the NAACP, the ACLU;
- “ Anti-gerrymandering and support of nonpartisan legislative maps continued to be an OCC focus. We work with Common Cause, the League of Women Voters, the NAACP, and the ACLU;
- “ We created a Death Penalty Advocacy Team to broaden our work. In addition, we were a charter member of the Faith Leaders of Color Coalition, a US abolition organization. We deepened partnerships with Ohioans to Stop Executions, the ACLU, the 8th Amendment Project, Journey of Hope From Violence to Healing, and Catholic Mobilizing Network. We participated in forums/vigils and public events at Capital University Law School, Heidelberg University, and at the US Supreme Court;
- “ We formed a Mental Health Care Team to broaden the OCC’s efforts to help member churches reduce the stigma often associated with mental health care and treatment. Deliverables included several Zoom forums;

Peace

“ Finally, we formed a Gun Violence Prevention team that will work with staff to design an ecumenical approach to efforts to prevent gun violence. We frequently speak to gun violence-related measures and give media interviews in response to gun violence. Some member churches signed onto an OCC pastoral letter calling for the end of sales of assault rif

Our Staff:

The Rev. Jack Sullivan, Jr., D.Min., Executive Director
The Rev. Amariah H. McIntosh, D.Min., Associate Director
Ms. Deanna Fouchè Baldwin, BS, Executive Administrator
Ms. Cindy Ries, BS, Bookkeeper

***The Ohio Council of Churches appreciates the generous mission giving of the
Northern Ohio District of the Church of the Brethren that helps to sustain
the witness and work of the Council!! Thank you!!***

A Request:

***We would like every person at the Conference to receive news and information from the Ohio
Council of Churches! Please go to www.ohcouncilchs.org to sign up for our newsletter!***

