

THE NORTHERN OHIO DISTRICT CHURCH OF THE BRETHREN



Conference Agenda

2025 District Conference

The 61st Conference of the Northern Ohio District
East Chippewa Church of the Brethren, Orrville, Ohio

August 8-9, 2025

Table of Contents

Table of Contents	2-3
District Conference Schedule	4
Conference Activities Room Assignments	5
Message from the Moderator, Pastor Mike Conner	6
Special Offerings and Service Projects	7
Worship Times, Moderator, & Guest Speaker	8
Pre-Conference Workshop and Insight Sessions	9
Business Session Agenda	10
Service of Consecration for District Conference Delegates, Prayer of Commitment	11
Rules of District Conference, Central Committee Personnel and Appointments	12
Business Item #1: District Conference Ballot	13-19
District Staff Reports	20-23
District Executive Minister – Kris Hawk	20-21
Peace & Conciliation Advocate – Linda Fry	22-23
District Board Report – Terry Baldwin, Chair	24
Stewardship & Finance Commission – Todd Clemens, Chair	25
District Treasurer’s Report - Lisa Snyder, Treasurer	26
District Financial Reports – Cindy McNaull, Financial Secretary	27-41
2024 Year End Reports	27-38
2025 Year to Date (June 30)	See Delegate Packet
Business Item #2: 2026 District Budget	39-41
District Board Commission & Appointment Reports	42-48
Congregational Commission – Beverly Wengerd, Chair	42
Jonah’s People Fellowship -Kris Hawk, District Executive	43
Connections Commission – Jocelyn Siakula, Chair	44
District Brethren Disaster Ministries	45
SiSters	46
Ministerial Commission – Mike Huffaker, Chair	47

Buckeye Brethren Institute – Tina Hunt, Ministry Education Director	48
Inspiration Hills Camp	49-61
Inspiration Hills Camp Report – Andrew Kauffman	49
Camp Administration Committee Report.....	50
Camp Financial Reports – Lisa Snyder, Treasurer.....	51-61
2024 Year End Camp Financial Reports	51-57
2025 Year to Date (June 30) Camp Financial Reports	See Delegate Packet
Business Item #3: Disorganization of Withdrawing Churches	62
Business Item #4: Closing Church	63
Business Item #5: 2026 Inspiration Hills Camp Budget	58-61
2025 Standing Committee Delegate – Dawn Baldwin	64-65
Denominational	66-77
Church of the Brethren Mission & Ministry Board – David A. Steele, General Secretary	66
Brethren Disaster Ministries – Roy Winter, Executive Director.....	67-68
Brethren Volunteer Service	69-70
Eder Financial Brethren Benefit Trust Donna Rhodes, Chair & Nevin Dulabaum, President	71-72
Bethany Theological Seminary	73-76
2026 Annual Conference Moderator Report to the Northern Ohio District – Don Fizkee	77
Brethren Academy for Ministerial Leadership – Janet Ober Lambert	See Delegate Packet
On Earth Peace – Matt Guynn, Marie Benner-Rhodes, Darlene Johnson	See Delegate Packet
Other Reports	78-84
Manchester University	78-79
Good Shepherd Home	80
West View Healthy Living	81-82
Ohio Council of Churches	83
Preliminary Strategic Planning Committee Report	84
East Chippewa Church of the Brethren Map	Back Cover

Northern Ohio District Conference

2025 Schedule



Friday, August 8 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
5:00 p.m.	Dinner (in Fellowship Hall)
6:30 p.m.	Opening Worship, Mike Conner preaching (Sanctuary)
8:00 - 9:00 p.m.	Insight Sessions and Ice Cream

Saturday, August 9 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)
1:15 - 2:15 p.m.	Insight Sessions
2:30 - 3:45 p.m.	Business Session (in Fellowship Hall)
4:00 p.m.-5:30 pm	Worship Service, Guest Speaker Josh Brockway (Sanctuary) Installation of Moderator
5:45 p.m.	Dinner (in Fellowship Hall)
5:45 p.m.	Reorganization of the Board

Children and Youth Activities

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 Insight and Business Sessions.

Jr. & Sr. High Activities Youth registration begins at 4:00 p.m. Friday and activities continue overnight through Saturday worship.

Conference Activities Room Assignments 2025

Business Sessions (Saturday)	Fellowship Hall
Child Care:	Rooms 205 A & B
(Nursery/Preschoolers during worship, business, pre-conference, & Insight Sessions)	
Children's Activities Grades 1-5 (Saturday)	Classroom 203
District Board Reorganization (Saturday)	Room 5
Exhibits (Friday – Saturday)	Narthex
Ice Cream Social (Friday)	Fellowship Hall
Jr. & Sr. High Activities (See Jr. & Sr. High Schedule)	Room 3
Meals	Fellowship Hall
Peace Auction (Friday & Saturday)	Classroom 105
Pre-Conference Workshop: with Josh Brockway (Friday)	Fellowship Hall
“Fruit of Discipleship in Shifting Times”	
Registration/Information Desk	Narthex Hall
Worship Services	Sanctuary

Insight Sessions

Friday Evening 8:00 - 9:00

Immigration: ‘To Welcome the Stranger’ (Connections Commission)	Room 4
Northern Ohio Strategic Planning Committee (Strategic Planning Committee)	Sanctuary
“Spiritual Gifts” (Josh Brockway)	Fellowship Hall

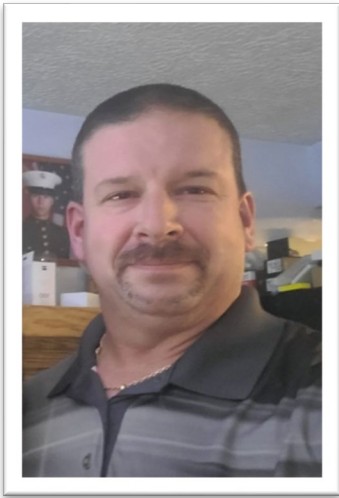
Saturday Afternoon 1:15-2:15

Northern Ohio Strategic Planning Committee (Strategic Planning Committee)	Sanctuary
“Discipleship” (Josh Brockway)	Fellowship Hall
“What is Happening At Camp?” (Andrew Kauffman)	Room 4

The building is equipped with a lift from Sanctuary to Fellowship Hall.

East Chippewa Phone Number 330-669-3262

Message from the Moderator



Grace is a gift freely given, God's unmerited favor. It was given to everyone. Those who accept it are the one who chose to be in relationship with God through their faith. Otherwise, it is an unclaimed item sitting there without any understanding of how precious it is. We can go through life trying to pay for or make up our mistakes, but we will never be good enough on our own without God's forgiveness. Guilt and grief can make worry turn into anxiety as we try to figure out when we must do to inherit eternal life, go to heaven. Prayer, conversation with God, confession of sins, seeking first the Kingdom of God, being in the Word are ways to understanding how valuable the gift of grace truly is. The works that we do are out of gratitude for the gift we are given, not as a way to earn something from God. Do not let God's grace be left out in the cold. Put away pride and the like and accept a no strings attached gift, which leads to salvation, turning over your life to follow Jesus Christ and his teachings as our example of how to live and treat others.

Your Servant in Christ,
Mike Conner, Moderator



Service Projects and Special Offerings



People to People Ministries is an Emergency Needs Ministry and is here to help those in need when there's no place to turn. The ministry was established in 1978 by the Wayne County Ministerial Association, and a few caring community citizens, to help families facing emergencies. On average 1 out of 12 Wayne County Ohio, could need their services.

People to People Ministries is proud of its fiscal stewardship and greatly appreciates the support of the community as they do no solicit government funds.

In addition to cash donations, these items are needed at People to People Ministries and be brought to the dsignated dropoff area in the church.

- **Canned vegetables**
- **Canned fruit**
- **Pasta sides**
- **Rice sides**
- **Peanut Butter (16 oz or less)**
- **Laundry Soap (travel size)**
- **Dish Soap (small)**
- **Shampoo, Conditioner, Deodorant**
- **Toilet Paper / Paper Towels**
- **Blankets / Sheets / Pillows / Towels**
- **Kitchen items**



Inspired by Jesus, **Brethren Disaster Ministries** focuses on rebuilding homes, caring for children, and providing international relief by engaging our volunteers, supporters, and partners to serve communities recovering from disaster.

BDM's goal is to ease the trauma and foster recovery in disaster-stricken communities across the United States, as well as meet the needs of children impacted by disaster.

BDM also restores hope for countless of the most vulnerable disaster survivors around the world by supporting coordinated disaster relief efforts, mostly through faith-based international partners, wherever disaster strikes.



District Conference expenses

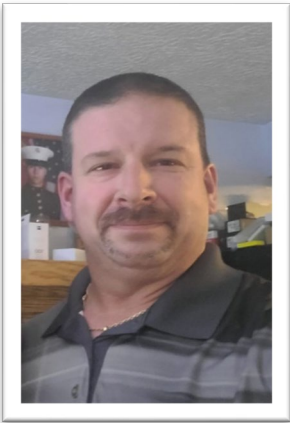
The District Conference Central Committee works to be frugal while providing a meaningful time of worship, business, and fellowship. The registration cost is low so there will be no financial barrier to those that want to attend – but that means this offering is needed to supplement registration to help cover the costs of printing, speaker travel/honorariums, and more.

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.

Worship Times, Moderator & Guest Speaker

Friday Evening Worship – 6:30 p.m.

Speaker: Pastor Mike Connor



I am a bi-vocational Pastor of the Painesville CoB. I was born and raised in the Akron Springfield COB. I was on the Junior High Cabinet for the District for 12 years until Covid made it hard to meet. I am a graduate of the Buckeye Brethren

Institute. I was ordained in 2024. I am married to my loving and supportive wife Dawn. We have 2 grown children, Brandon and Kayla, and Alex. Painesville is my first Pastorate, and they have supported us in many ways. I know God is leading us, and I give him all the honor for what is bring accomplished through the ministry he has given me.

Your servant in Christ, Michael Conner

Saturday Afternoon Worship – 4:00 pm

Guest Speaker: Josh Brockway



Rev. Dr. Joshua Brockway serves the Church of the Brethren as denominational staff for spiritual life and discipleship. His work includes oversight of a network of over 60

spiritual directors and polity related to congregational ethics. He also prepares resources and leads workshops on stewardship, spiritual practices, Brethren identity, and worship. Joshua earned his Master of Arts in Theology from Bethany Theological Seminary, his Master of Divinity from Candler School of Theology, and Ph.D. in Early Church History from The Catholic University of America. He lives in Elgin Illinois with his wife and four children.



Pre-Conference Workshop

Friday, August 8th from 1:00 pm – 4:30 pm

Fruit of Discipleship in Shifting Times

Training Event led by Josh Brockway

Open to all / 0.3 CEUs for Clergy



The theme for this year's workshop is: There is little doubt that the church in North America is experiencing dramatic shifts. Using the parable of the fig tree, we will explore together which it means to be tended and nourished so that we might produce the fruit of God's salvation. Josh Brockway will focus on the demographic shifts that are impacting the church and wider society all the same. He will then turn to the practices of the church as re-grounding us in the salvation of God.

Insight Sessions

Friday Evening August 8
from 8:00 pm – 9:00 pm

Spiritual Gifts – Presented by Josh Brockway. Paul tells us that those who confess the Lordship of Jesus Christ do so because of the Holy Spirit. That same Spirit gifts us with all the capacities for ministry. In this session we will explore how the Gifts of the Spirit, our passions, and our skills build up the church.

Northern Ohio Strategic Planning Committee – Presented by Strategic Planning Committee. Find out what is happening with this committee and the goals and plans for the District in the coming years.

Immigration “To Welcome the Stranger” – Presented by Connections Commission. How can we be faithful to the scriptures that command welcome and hospitality? Come hear how the Church of the Brethren is involved and receive practical ways of connecting and serving.

Saturday Afternoon August 9
from 1:15 pm – 2:15 pm

Discipleship – Presented by Josh Brockway. Discipleship is the intentional journey of becoming like Jesus. So, when Jesus washes feet, so do we. In this session we will explore a framework for understanding what discipleship is and what we do to become like Jesus.

What's Happening at Camp – Presented by Andrew Kauffman, IH Executive Director. There have been lots of changes and lots happening at Inspiration Hills over the last year! Come talk to Andrew Kauffman, the Executive Director, and learn about what's new at Camp.

Northern Ohio Strategic Planning Committee – Presented by Strategic Planning Committee. See the information from Friday.

Item Start Time	Time Allowed	Agenda Item	Person Presenting
8:30 a.m.	30 min.	Worship	
9:00 a.m.	30 min.	Business Session Opens, Opening Prayer Greetings from East Chippewa Church of the Brethren Roll Call of Delegates Accept Business Agenda Consecration of Delegates Review Conference Rules Introduction of Conference Officers Introduction of Guests	Mike Conner Mike Huffaker Ashley Harris Mike Conner Cindy Peel Cindy Peel Mike Conner Cindy Peel
9:30 a.m.	10 min.	Table time connection	Mike Conner
9:40 a.m.	10 min.	New Business Item #1: Ballot	Cindy Peel
9:50 a.m.	10 min.	District Staff Reports / District Executive Minister Peace & Conciliation Advocate	Kris Hawk (also written) Linda Fry (also written)
10:00 a.m.	5 min.	District Board Report	Terry Baldwin
10:05 a.m.	10 min.	Stewardship & Finance Commission/District Financial Reports Treasurer's Reports / District Financial Secretary's Report	Todd Clemens Lisa Snyder / Cindy McNaull
10:15 a.m.	15 min.	Break	
10:30 a.m.	20 min.	Strategic Planning Committee - Preliminary / 10 min Table Time	Dave Bassett
10:50 a.m.	15 min	New Business Item #2: 2026 District Budget / 10 min Table Time	Todd Clemens / Lisa Snyder
11:05 a.m.	5 min.	Congregational Commission	Beverly Wengerd
11:10 a.m.	5 min.	Connections Commission	Jocelyn Siakula
11:15 a.m.	5 min.	Stretch Break	
11:20 a.m.	10 min.	New Business Item #3: Withdrawing Congregations	Terry Baldwin / Kris Hawk
11:30 a.m.	10 min.	New Business Item #4: Lake Breeze CoB closing	Terry Baldwin / Kris Hawk
11:40 a.m.	5 min.	Ministerial Commission / BBI	Mike Huffaker / Tina Hunt
11:45 a.m.	10 min.	ORDER OF THE DAY: Recognition of Ordained Ministers	Ministerial Commission
11:55 a.m.	5 min.	Election Results	Cindy Peel
12:00 p.m.	75 min.	Lunch	
1:15 p.m.	60 min.	Insight Sessions	
2:25 p.m.	5 min.	Gathering Song	
2:30 p.m.	10 min.	Camp Reports / Camp Executive Director Camp Administration Committee / Camp Financial Reports	Andrew Kauffman Linda Smith / Lisa Snyder
2:40 p.m.	15 min.	New Business Item #5: 2026 Inspiration Hills Budget/10 min. TT	Linda Smith / Lisa Snyder
2:55 p.m.	5 min.	Standing Committee Delegate	Dawn Baldwin
2:55 p.m.	10 min.	Church of the Brethren Mission and Ministry Board	David Steele
3:05 p.m.	15 min.	Church of the Brethren Agency Reports Eder Financial Bethany Seminary On Earth Peace	Loyce Borgmann Doug Macias (written only)
3:20 p.m.	5 min.	Brethren Homes: Good Shepherd Home West View Health Living	Chris Widman (written only)
3:25 p.m.	5 min.	Ohio Council of Churches	Amariah McIntosh
3:30 p.m.	5 min.	Acceptance of Reports, Close of Business	Mike Conner
3:55 p.m.		Close of Peace Auction / Bidding closes at 3:55 p.m.	
4:00 p.m.		Closing Worship / Consecration of Moderator	
5:30 p.m.		Dinner	
5:30 p.m.		District Board Reorganization Dinner	

Service of Consecration for District Conference Delegates

August 9, 2025 - 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 three minutes and the second to one minute.

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.

A delegate can “Move the previous question” to stop the debate on the immediately pending question. This requires a second, is not debatable, and requires a 2/3 vote to be approved. Merely calling the question from the floor is not the same as a motion for the previous question and does not obligate the Moderator to take a vote.

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

Mike Conner, Moderator (Painesville)

Cindy Peel, Moderator-Elect (Akron Springfield)

Tina Hunt, Past-Moderator (Mansfield First)

Ashley Harris, Clerk (Freeburg)

Deb Rising, Member (Ashland First)

Michelle Brumbaugh, Member (Eden)

Linda Fry, Conference Manager (Mansfield First)

Erin Beebe, Conference Registrar (Maple Grove)

District Conference Personnel & Appointments

Worship and Music Coordinators: Dennis Anderson & Leslie Chappell (Painesville)

Children’s Program Coordinator: Karen Horst (East Chippewa)

Display Coordinator: Kim Morckel (Akron Springfield)

Hospitality Coordinator: Jane Matz (Ashland Dickey)

Sound & Media Technician: Greg Stephens and Dave Smith (East Chippewa)

Counting Supervisor: Nominating Committee

Tellers: Brian Layman (Ashland First)

East Chippewa Church On-Site Coordinator: Karl Kelbly (East Chippewa)

Meal Coordinators: Linda Smith (East Chippewa)

Business Item #1, Ballot

2025 District Conference Ballot – Biographical Information

***Indicates Incumbent**

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



Paul Bozman
(Reading)

Current: Pastor

Former: Pastor of two previous congregations. Treasurer and Church Board Member before becoming a pastor in previous congregations. Ministry Education Director (2014-2024). Started the Buckeye Brethren Institute and taught several classes. Chaplain and Treasurer for Inspiration Hills.

Personal: Married to Lynne. We have 1 daughter, Mackenzie. Local Ministerial Association and Habitat for Humanity.

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



Edith Kieffaber*
(Akron Eastwood)

Current: Sunday School teacher, Deacon, Witness Commission, Yoking Committee (Springfield and Eastwood).

Former: Church Clerk, Vice Chair- Board, Chair Witness

Commission, Search Committee. West View Manor Board, Standing Committee Delegate, District Board, Annual Conference Delegate several times.

Personal: Single, Retired LPN, Weekly “Good Neighbors” volunteer (food pantry).



Jocelyn Siakula*
(Hartville)

Current: Disability ministry, Secretary, Youth and Young Adult coordinator. Chairperson for Connections Committee.

Former: Helped lead mission trip to Zambia, Sunday School Teacher.

Personal: Married to Moses. We have two children Apphia (5) and Abishai (2). I work with adults with disabilities. I have spent many years in international ministry in Africa and disability ministry. I have worked with Brethren Volunteer Service for 7 years (5 in office and 2 international), Disability ministry and community service work.



Tom Lavy
(Hartville)

Current: Financial Secretary.

Personal: Single. I have volunteered with the Brethren Disaster Ministries for several years.

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



Bill Holsopple*
(Lick Creek)

Current: Pastor at Lick Creek. Vice-Chairman of Ministerial Commission.

Former: Ministerial Commission Secretary.

Personal: Married to Beth. I have 3 adult children; Hannah married to Todd with 1 grandchild, Aubree, and Daniel and Bekah.



Terry Baldwin*
(Lick Creek)

Current: Retired pastor, currently serving at pulpit supply in various congregations as invited. Also 2 years as Annual Conference Delegate and District Conference Delegate.

Currently serving as District Board Chair.

Former: Pastor, youth teacher, and youth leader. Ministerial Commission, District Board Chair.

Personal: Married to Dawn for 46 years. I have 2 married children and four grandchildren. I am serving on local ecumenical ministerial association. Also, a substitute teacher in a local school.

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



Michael Huffaker*
(East Chippewa)

Current: Pastor at East Chippewa CoB. Bible Study Teacher. Chairman of the Ministerial Commission of the District.

Former: Previously I was pastor at Sugar Creek CoB and other churches in different districts. Previously I was on the Congregational Committee and Central Committee. Previously I also taught a BBI Evangelism Class.

Personal: I am married to Laura Huffaker, who is the District Administrative Secretary. I have 4 children, Lauren, Ashley, Kamryn and Jarred and 4 grandchildren, Layne, Jaelynn, Madelyn and Kinsley. I am involved with Green Ministerial Network and Orrville Ministries Network. I volunteer at Breakaway released time Christian Education teaching Bible Study to 10th graders.



Nelson Brown
(Sugarcreek East)

Current: Pastor Sugarcreek East CoB. President Garaway Release Time Program. Part of the Sugarcreek Area Ministers Association. Involved with Pen Pal Ministry, writing letters to

inmates.

Former: Sunday School Teacher, Treasurer, Church Board Chair, Involved with Gideon's, sang in gospel quartet, choir. District Coordinator for District Conference in Southern Ohio. Involved in Homeless Ministry in Columbus, Ohio.

Personal: Married to Cathy Roderick Brown for 11 ½ years. Cathy and I spend time praying and reading the word together. We visit members from our congregation and those in hospital and nursing homes. We continue to lead together a Bible study Wed. nights.



Stephen McLaughlin
(Lake Breeze)

Current: Pastor at Lake Breeze CoB.

Personal: Married to Jeanene, 4 adult children: Benjamin, Rachel, Abigail, and Caleb. 1 minor child Elijah (17). 3 adult stepchildren: Adam, Paige, and Nathaniel. I am bi-vocational with Mental Health/Substance Use Disorder Counseling as my secular occupation. I have pastored 4 churches beginning in 1994 at First Parish Congregational Church in Lebanon, Maine. Prior to Lake Breeze, I pastored Milan Friends Church in Milan, Ohio. A considerable amount of my focus throughout most of my adult life has been caring for and making provisions for my children. I have past history of administering a food pantry which operated out of the Church I was pastoring in Milan. I have worked in a collaborative and cooperative basis with team members at the Community Counseling and Wellness Center in Bucyrus, Ohio where I am currently employed (I started at CC&WC in 2011). For these last years I have worked with people struggling with severe mental health episodes requiring emergency evaluation and sometimes hospitalization, people suffering with mental illnesses, law enforcement, the courts, hospitals, doctors, and other health professionals to provide care for the hurting and vulnerable in their time of need.

District Conference Nominating Committee East 3-year term (vote for one)



Phyllis Axline
(Akron First)

Current: Church Board Chair, Treasurer, Worship Leader.

Former: Church Board Chair, Treasurer, Worship Leader.

Personal: Married for 41 years with three adult children. Work full-time at Director of Administrative Services for a construction company.



Billi Janet Burkey
(Center)

Current: Volunteer Church Secretary, Church Clerk, Pianist, and AV.

Former: Treasurer, Church Board Chair, and Youth Advisor. SISTERS Team

Leader, District Board/Connections Commission, District Librarian Staff.

Personal: Retired Administrative Assistant (large church and radio station). Brethren Volunteer Service 1984-1985. Past Volunteer Secretary of the Ohio Christian Education Association. Membership Chair of the Fellowship of Brethren Genealogist. Louisville Constitution Committee, Louisville Ministerial Association.

District Conference Nominating Committee West 3-year term (vote for one)



Fred Brinkman
(Sugar Creek West)

Current: Deacon.

Former: (District) Shalom Team, (District) District Board Member, Church Board Member and Chair,

(Church) Deacon Chair.

Personal: Widowed, 3 grown sons married with children.

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



Travis Kettering
(Maple Grove)

Current: Deacon, Sound Technician, Youth Sunday School Teacher.

Former: Trustee Commission, Ministerial Commission,

Financial Secretary, Finance Commission.

Personal: Married for 25 years to my wife Laura. We have two sons, Jay 18 and Grant 14. I work at the Mechanical/Hardware Engineering manager at the PRC-Salttillo in Wooster Ohio. My sons and I also enjoy raising heritage breed pigs. I am a volunteer with Scouting America.



Kim Bassett
(Pleasant View)

Current: Chorister at Pleasant View CoB.

Former: Music and Worship committee chairman, Sunday school teacher-40+ years, Bible school teacher-45+ years, Church

Board member, Deacon.

Personal: Married to Dave for 51 years, 3 sons, 9 grandchildren. I have helped Dave on our farm. I have done volunteer work at a church-based soup kitchen.



Moses Siakula
(Hartville)

Current: Associate Pastor, Worship Leader, Praise Team, Lead Bible Study.

Former: Worship Leader, Praise Team, Lead Bible Study.

Personal: Married to Jocelyn and we have 2 children Apphia (5), and Abishai (2). I am ordained the Church of the Brethren. I have helped lead mission trip to Zambia and helped with our disability ministry at church.

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



Lisa Bertch*
(Paradise)

Current: Camp Administration Committee, Church Clerk, pianist, Deacon.

Former: District Stewardship and Finance Commission, SiSters (Women's Committee), Church Family Life Committee, Sunday School Teacher.

Personal: Married to Pat; retired schoolteacher; active at church and home, enjoy cooking and gardening, spending time with and helping family.



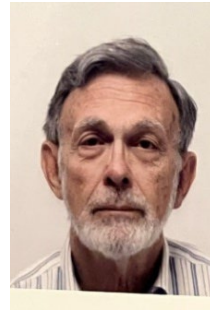
Russell Matz*
(Ashland Dickey)

Current: Assistant Head Usher, Bicycle Outreach-Chairman, Ashland Christmas Parade Float-Chair, Choir Member, Camp Administration Committee Vice Chair, Inspiration Hills Finance

Committee Chairman, Inspiration Hills Program Committee Advisor.

Former: Delegate to District Conference, Sunflower Fest, Vacation Bible School, Usher, Inspiration Hills long range planning committee Chairman-1981, Inspiration Hills Strategic Planning Committee member-2023, Executive Director Search Committee-Chairman Inspiration Hills- 2023-2024, Finance Committee-Chairman-2024.

Personal: Married to Jane. I have 1 son Rodney and 1 daughter Rachelle. Granddaughter-Chloe, Grandson-Brody. Daughter-in-law-Heide. Retired State of Ohio Certified Residential Real Estate Appraiser & Broker owner of Matz Realty & Appraisal Ltd. Past District Executive-Boy Scouts of America. Ashland Noon Lions Club Membership Chairman-2023, 2024, 2025. Ashland Community Church Emergency Shelter Services (ACCESS) Governing Board Member-2024, 2025. Ashland Bicycle Project-Program Member-2022, 2023, 2024, 2025. Ashland County Park District Member-2023, 2024. Ohio Bird Sanctuary Member- 2023, 2024, 2025.



William Fike
(Painesville)

Current: Member Witness Commission, Member Ministerial Committee, Shepherd.

Former: Chair of Witness Commission.

Personal: Married to Maureen Ordman-Fike who is an Observant Jew. I have 3 adult children in Pennsylvania, 4 grandchildren and 6 great grandchildren. Retired Physician. Volunteer at free clinic and missions. Church of the Brethren most of my life.



Linda Smith*
(East Chippewa)

Current: Sunday School Teacher, Ministerial Commission, Wednesday night cook, Kitchen coordinator, Nursery. Chair of CAC, Camp Counselor, Sisters Team.

Former: Deacon, Coordinator of Awesome Acting Christian (grade school activities), Junior High representative, Camp Representative, Church Board Chair, Preschool Sunday School Teacher, Annual Conference Representative, District Conference Representative.

Personal: Married to David Smith. Combined we have 3 children and 2 grandchildren. I am retired from the State of Ohio. I worked with developmentally disabled adults. I volunteer doing lots of things at our church, with the camp and for others that need an extra hand. I like to help others and have participated in several Disaster Trips over the years.

**West View Healthy Living Committee –
3-year term (vote for one)**



Laura Kettering
(Maple Grove)

Current: Deacon, Sunday school and VBS teacher, Messenger Representative, Lead for the Ashland County Food Trailer.

Personal: Married to Travis Kettering. I have 2 boys (18 & 14 years old). Manager at the Buckeye Library in Medina County.

**Good Shepherd Board of Trustees –
3-year term (vote for one)**



Barbara Wilch
(Lakewood)

Current: Chairman of the Deacons, Board Member. Housing Committee and Strategic Development Committee at Good Shepherd Home.

Former: Board Chairman, Deacon Chairman, Pastoral Search Committee. District Board, 9 years on Board at Good Shepherd Home.

Personal: Married, 6 children, 12 grandchildren, 7 great grandchildren. Retired Registered Nurse. Graduate of Ohio State University. Wood County Historical Committee and Wood County Park District Membership.

2025 District Executive Minister Report

This is my 10th District Conference serving as in the District Executive Minister role for Northern Ohio (the first one as interim). I am grateful each day for the opportunity to serve in this way – and am both humbled and honored that you have trusted me with this role. This seems like an opportunity to look back over those years, reflect on where we currently are as a district, and reflect on the way forward as we work together for Christ's Kingdom.

When I began in 2016, the Northern Ohio District had a total of 48 churches (46) and fellowships (2). In 2017, the Water Street (Kent) church closed. In 2018, the Faith in Action Fellowship became a church bringing us to 47 (46 churches and 1 fellowship). In 2023, we had four churches withdraw (County Line, Mohican, Mt. Pleasant, Zion Hill) and the Ross CoB close. East Nimishillen and North Bend withdrew in 2024. Currently we have 40 (39 churches and 1 fellowship). And at this conference, the delegates will act on closing the Lake Breeze CoB and the withdrawal of two more churches (Bristolville and Dupont), bringing us to 37, a loss of 23% since 2016.

The decrease in our member churches brings both sadness and grief. It brings an emotional and spiritual heaviness that is even greater than the financial impact on the district. In addition, a number of our churches are struggling as their congregations grow older, and few young families and youth are active in the life of the church. COVID further exacerbated the loss of members and most of our churches are smaller than they were in 2019.

But I am encouraged that even as we grieve, we are moving forward in ways that, while acknowledging the loss, bring a renewed focus on relationships, renewal, and our purpose. We are still called to love God, love, our neighbors, and make disciples. It is a joy to see those overarching commands from Jesus become our renewed focus within our congregations and our district. Events that encourage connection, like the Ministerial Day of Encouragement and Clergy Spouse Retreat sponsored by the Ministerial Commission, Lenten services held with sister churches in the eastern and central part of our district, area ministerial area events, and especially prayer for each other are deepening relationships and bringing hope in the life of the district.

Churches are also prayerfully looking at options for continued ministry. Our churches bring a deep commitment to discipleship, ministry within their communities, and hope that comes from walking with God - and am I so appreciative of the pastors and church leadership that keep moving forward in faith. One has developed a ministry team within the congregation instead of hiring a pastor. The Akron Eastwood and Akron Springfield congregations are now yoked with the same pastor serving both churches. I have met with 3 other churches that are looking at options including moving to a part-time pastorate, ministry teams, yoking, merging, selling the building/moving to a smaller space, renting space.

The work of the Strategic Planning Committee (see their preliminary report at the back of your conference booklet) began by looking at where we are as a district and developing a plan to continue the ministries of the district and our churches into the future. Many of their suggestions have been implemented and we look forward to their final report next year.

And I am so appreciative for the District Board, so many serving in other roles, and for our staff as we work together for Christ's kingdom in Northern Ohio. I am also so appreciative of the faithfulness of our churches that continue to work within the denomination and provide support for district ministries through their self-allocations and their dedication to serving.

I see joy returning in the midst of the grief. I believe that God is calling us to new ministries – and calling out new leadership within our churches. I ask that you commit to prayer as we discern those callings living in hope for what God is calling us to be in Northern Ohio.

Staff and Office – Laura Huffaker, Administrative Secretary is in the Monday through Friday from 9 am – 2 pm. **Peace and Conciliation Advocate, Linda Fry,** works from her home in her quarter-time position (this is scheduled to become a stipend position in January 2026 as the Peace Endowment Fund is below the level where it can support a paid staff position). **Lisa Snyder** spends 8-10 hours/week in the office in her role as Treasurer and **Cindy McNaull** comes in weekly to process and make the bank deposit in her role as Financial Secretary. We are so blessed. We have not been able to fill a half-time **District Youth Coordinator** position, which has led the board to decide on a different way to provide ministry to the youth in our district. While we have left a stipend in the budget if needed, this ministry will be coordinated by the Connections Commission through a revitalized Youth Cabinet for both Junior High and High School Youth.

Ministerial – I have had the blessing of ordaining two of our pastors – Tom Michaels (Eden), Moses Siakula (Hartville) – and licensing Andrew Cuffman as he was installed as pastor of the Ashland Dickey church. I have had the blessing of working with Center as they called Joe Routh as Interim Pastor and Akron First as they called Wayne Kissel to the Interim Pastor role. We have several candidates for licensing and 2 for commissioning in the coming months. I strongly encourage you to seek out those with pastoral gifts from within your congregation.

The five-year ordination/commissioning renewal process is in full swing. We have held three Ministerial Ethics training sessions and all but 3 of our clergy have attended. Each clergy member has a background check and continuing education requirements that they complete prior to turning in their renewal documents. And their membership churches complete a “Credential Renewal Form” as well.

I am currently working with 2 search committees in different stages of the process. Several churches are working with an interim or transitional pastor and have chosen to not begin searching at this time.

Administrative and Relational - I work with the Central Committee, the Nominating Committee, and the Strategic Planning Committee and attend CAC meetings. I attend each Buckeye Brethren Institute (BBI) class, providing tech support. And I also serve in a resource capacity to a number of churches, attending board meetings, council meetings, and planning retreats. Worshipping in a different church each Sunday and attending as many board meetings and fellowship events as my schedule allows continues to keep the focus on relationships and is a source of great joy. And it is always a great joy to be asked to preach in one of our congregations.

Professional growth/Personal time

I completed my term as Chair of the Council of District Executives (CODE). I serve on the Ministerial Issues Committee of CODE, and on the team planning for leadership development workshops within the denomination. See the L.E.A.D (Listen, Equip, Adapt, Disciple) flyer in your packet for information on the upcoming events.

I appreciate the support and prayers of the board, allowing for flexibility in my schedule, as I work around my dad’s medical needs. I took vacation the week of July 20th, spending time with grandchildren – joy!

Do not grow weary! Live in God’s joy! “Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.” (Galatians 6:9). “Do not grieve, because the joy of the Lord is your strength.” (Nehemiah 8:10).

As we move forward, I look forward to us having more time to focus on revival, calling and building up new leaders, walking alongside our sister churches, and impacting our communities as we share our hope in Christ.

In Christ,



Kris Hawk, District Executive Minister

Statistics 2024			Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellowship Events	District Level Meetings
Miles	Hours									
2024 Totals	12270	2602	10	2	2	31	46	34	66	88

Statistics 2025 YTD			Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellowship Events	District Level Meetings
Miles	Hours									
Jan.	453	231	0	0	0	1	2	3	3	6
Feb.	1093	203	0	0	0	2	4	3	5	4
March	1548	222	0	0	0	5	5	4	6	8
April	706	202	0	0	0	2	3	3	4	5
May	761	201	0	0	0	4	2	2	8	6
June	982	220	0	0	0	3	4	1	6	7
YTD Totals	5543	1279	0	0	0	17	20	16	32	36

Peace & Conciliation Advocate: *Linda Fry*

District Conference Report 2025



Greetings in Christ Jesus:

- I regularly meet with the **District Board** & commissions.
- I work with the **Peace Task Team**. I am hoping to enlist their more active participation in planning events this year.
- I work with the **Shalom Team**, which is under the District Board Executive Committee. The Team has been inactive for several years but continues to be available to serve the District as requested when conflicts arise.
- I am making more contacts with congregations to touch base and share peace resources. I am seeking input on what peace issues congregations are concerned about, and what suggestions they have about resources, education events or activities the district can offer to help address those issues. This information will be used by the Peace Task Team and myself as we make plans for the future. Some people I have been in contact with requested specific resources which have been prepared and sent to them.
- I am contacting the congregational peace representatives for congregations who have them. (15 congregations have one, 23 do not.) I have spoken with some people in person, some by phone; and to others by email.
- For congregations that do not have a peace representative, I have contacted the pastor, board chair or another person.
- I have preached for 4 congregations (Eden [11-12-23], Mansfield [12-31-24], & Center [2-23-25], Paradise [5-11-25]), brought greetings to Ashland 1st [5-19-24] and New Philadelphia [6-1-2025], and presented a children story for East Chippewa [1-26-25]. I prepared a Sunday school lesson for Paradise as requested, but people skipped Sunday school due to Mother's Day. If a congregation wishes to schedule a visit, give me a call or email me (419-589-7719, linda@nohcob.org). I can bring greetings, preach, share a children's story, or present a Sunday school lesson.
- I research current peace issues and am getting training in peace skills, so I have the information needed to be a District resource. I continue to use this information in publications prepared for distribution at District Conference (publications are available at my Peace Advocate Display. The number of things taken varies each year), reports to the District Board, and through other district contacts. In May I published a bibliography of the publications I have created. (1 congregation has requested copies of publications based on this bibliography so far).
- I published a special edition of the *Peace Advocated News* on the immigration issue in April (this piece was requested by the Connections Commission of the District Board).
- I published *Peace News for Prayer and Action* for June 1st and another issue for August 1st. These resources include a 2-page news sheet and the same information in bulletin insert format.
- I published an annotated bibliography of Bible study and curriculum resources for teaching about peace in May (this piece was originally requested by 1 congregation and is being used by several more that I know of).
- During the fall and winter, I attended several training events:
 - A **Climate & Peace Webinar** (September 25th) Climate change and peace are both issues we face, but we do not always consider the connection between the two. Representatives from different parts of the world shared just how strong the connection between them is. For example, where changes in weather contribute to drought, famine can result which in turn increases the tensions between groups competing for scarce resources. This can lead to or escalate violence. . . This violence can cause damage to the environment which can subsequently impact the climate leading to more violence. . . Such connections should not be forgotten and should be addressed in ways that take both issues into account at the same time.



- **Brethren Ethics Training** (October 26th) Ethical behavior is a part of peacemaking. While the focus of the training is on the ethical behavior of pastors [and others] in their role as leaders in the church, ethics and ethical behavior is critical in all human relations between people and with the environment. It is helpful to ‘be on the same page’ as our pastors by going through this training with them.
- **A Gun Violence Prevention Organizing Team & Action Team** (sessions November 2nd & February 8th) This group encourages congregations and individuals to address the issues that contribute to gun violence in their local communities. Participants shared about what their congregations and communities are doing to raise awareness about gun violence and the issues involved. It is a way to get ideas for taking action on this issue. They make resources available (like the worship resources in connection with the December 11th Annual National Vigil for All Victims of Gun Violence being held at St. Paul’s Episcopal Church in Washington, D.C. which was streamed live; and information about the Newtown Action Alliance toolkit). Several action opportunities I have shared with the District the last couple years have come from working with these groups (Wear Orange weekend June 6-8, and the Be SMART week August 25-29, for example).
- Zoom meeting with the **Brethren Racial Justice Advocates** group (November 19) which is working to support local efforts and people working for racial justice. It is a place to share ideas, resources and insights.
- **A Standing With People of Color** Training workshop (November 23) an effort to help people in the church embrace and celebrate the gifts that people from all communities and cultures have to share with each other.
- Attended **Fresh Expressions** Webinar (January 29) a look at new ways to be the church in our current society while remaining true to the message of Jesus.
- Attended webinar “**Equip Against Authoritarianism**” (February 6) There is a movement in political circles here and around the world toward strong-arm rule which puts power in the hands of a few at the expense of the needs of people in the community as a whole. The webinar shared information on recognizing the tactics such leaders use and how communities can work to preserve the rights and welfare of everyone.
- Attended “**Harnessing Our Power to End Political Violence**” webinar (February 11) This session addressed what people can do to stop political violence without using violence.
- Attended webinar on “**Advocating for Nuclear Abolition in 2025**” (February 26) (this session was sponsored by the Methodist Church) As the world faces political leaders who are openly touting their willingness to use nuclear weapons even if the entire planet would be destroyed, the ‘Doomsday Clock’ is at 89 seconds to midnight (the projected deadline for the extinction of humankind) closer than it has ever been. (The ‘Doomsday Clock’ was started by the scientists who created nuclear weapons when they regretfully realized the evil their creation made possible, to indicate how close we are to causing our own extinction.) What can we do to call the world to get rid of these weapons?

Grace & Peace, Linda Fry,
District Peace & Conciliation Advocate

2025 District Board Report

Once again, we have come together to celebrate God's Grace, Forgiveness through the sacrifice of Christ Jesus, our Lord, and the direction of the Holy Spirit over the course of time since last year's District Conference.

It has been a great privilege to serve with the Board again over the past year. It has been a joy to watch our camp programs grow under the leadership of our camp director - Andrew Kauffman - and seeing the changes being made to help the camp become more financially independent. The District Board has also changed over the year as some have had to leave the board, and others have been appointed to fill the empty positions. At our last board meeting, on May 17th, we celebrated those whose are ending their time of service on the District Board at this conference, and we celebrated those who will be elected to serve on the board.

There have been continuing challenges and a sense of loss and grief as more congregations have terminated their relationship with our denomination and district.

Because of the various changes within our District, a new District Strategic Planning Committee was formed and has worked hard for the last several months in sending out surveys to congregations within our district as well as sending surveys to other districts to get input and ideas on functioning well as a district amidst these changing times. Much effort and time has been spent compiling data and suggestions from the surveys with written results and numerous graphs showing the data and ideas. Time and effort have also been put in by our District commissions, and committees as they worked diligently with budgets and programming and assessing what the future may hold in the face of district and denominational changes.

The District Executive Committee has met regularly, as scheduled, between Board meetings and also held some special meetings by Zoom as various needs arose.

We have worked faithfully as your district Board to meet the challenges of change in this part of God's Kingdom. We have prayed, studied, discussed, planned, strategized, shed some tears and had some good laughs.

Above all, we have given glory to God and sought the direction of His Holy Spirit in all our work. It has been our desire and prayer that Christ's Kingdom would increase because of the faithfulness of each one who has served over the past year.

Respectfully submitted in the name of our Lord,

Terry Baldwin
District Board Chair

2025 Stewardship and Finance Commission Report

2025 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 two more congregations are withdrawing this year, we are closely monitoring the impact this has on the finances of our district. 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.

You will notice two major changes in the budget for 2026. The Youth Coordinator position is no longer a paid staff position, and the District Peace and Conciliation Advocate position has changed to a stipend position.

- As a commission we supported the Strategic Planning Committee's suggestion of establishing a Youth Ministries Fund to ensure that youth ministry activities will have ongoing funding even if budgeted funds decrease. This comes with the recommendation that the youth ministry be coordinated by the Connections Commission and a revitalized Youth Cabinet.
- With funds in the Peace Endowment Fund decreasing, it is necessary to change the Peace and Conciliation Advocate position to a stipend position to preserve funding for this important ministry.

We have received funds from the closing of the Lake Breeze Church of the Brethren. While their vision of using funds from the sale of the building in 2023 for ministry and revitalization was not realized, the remaining funds from the building sale will bring new hope to the camp and resources for the district. The congregation requested that at least part of the funds be used to allow the District Executive position to remain full-time for longer than anticipated. One of the members also shared that her times at camp deeply impacted her spiritual life. We were able to honor these priorities. The board approved our commission's recommendation to give \$66,000 to the camp - \$33,000 for capital improvements and \$33,000 for operating expenses. Over \$200,000 has been invested and is available to help fund the DE position. We gratefully approved a stipend to Jonah Parsons who coordinated the care of the building, grounds, and contents throughout the transition.

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 McNaull 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 2025-2026 year.

Respectfully submitted,

Todd Clemens-Commission Chair; Bruce Morckel, Charlene Kuhn, David Bassett

2025 District Treasurer's Report

Greetings,

I have now been the District Treasurer since 2013. I am not sure things get any easier and often feel they get more complicated.

This year we continue to utilize QuickBooks Online for our accounting software, and I am also performing payroll with the QuickBooks Payroll program. 2024 was the first year in which year-end tax documents were compiled and submitted by QuickBooks. This did alleviate the year-end burden quite a bit and it seemed to go well. I continue to submit and file the 1099 forms to any contractors as needed.

I am usually in the office on Tuesdays, and some Wednesdays as needed, as well as attend meetings as an ex officio member. Cindy McNaull serves as the Financial Secretary for the District and comes in weekly or as needed to record and make deposits. Laura Huffaker receives the mail and bank statements, enters bills in QuickBooks, immediately stamps any checks received and makes copies of them all. Kris Hawk approves all bills and reviews bank statements. We are a well-oiled machine! Most of our monthly bills are paid online through our bank.

This year, one of the goals that Stewardship and Finance Commission had was to have a Treasurers' Training for our district. We are grateful for those who serve in this role for their congregations and held this workshop on March 22, 2025. It was free to attend, and 6 attended via Zoom and 11 attended in person at the District Office. The topics covered included financial policies, procedures, fraud prevention and, of course, lunch! It is always good to gather and learn from each other.

As you can see from the financial reports, we have accumulated funds from churches that have withdrawn from the district. These funds have temporarily been placed in CD accounts at Edward Jones. Eder Financial does not carry this type of product. These funds are to be set aside for operating the District. When Lake Breeze gifted the District the proceeds from their building sale, that too, was placed in a CD, until it was decided what should be done with the funds. Discussion by District Board in May has now directed the use of those funds, so when the CD is due, the funds will be dispersed.

As always, I know that our District finances can seem complicated with the funds that we hold and all the accounts that we have. If you have any questions, please reach out to me.

Sincerely,

Lisa Snyder
NOHCOB District Treasurer
567-203-9739
lisa@nohcob.org

Northern Ohio District Church of the Brethren

Statement of Financial Position

As of December 31, 2024

	TOTAL	
	AS OF DEC 31, 2024	AS OF DEC 31, 2023 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1001 Farmers - Checking Account	61,278.87	61,479.14
1002 Farmers - District Conference	10,556.10	8,663.13
1003 Farmers - Youth Sch Fund	6,458.32	6,457.72
1005 EF- Church Extension Fund	232,083.79	207,043.85
1006 EF- Hottle Memorial Fund	1,302,877.40	1,277,128.83
1007 EF- Peace Endowment	27,799.10	30,012.61
1008 EF- Student Ministers Fund	36,848.92	30,255.43
1009 EF- District Disaster Ministry	29,350.76	49,904.43
1010 EF-Sampson Endowment	163,291.02	150,608.45
1011 Womens Fellowship Savings	1,199.78	1,400.63
1012 EF-Church Improvement Loan Fund	317,239.27	307,798.38
1013 Edward Jones CD	244,000.00	162,000.00
1014 EF-Congregational Growth	47,894.25	43,928.26
1015 EF-Excellence in Ministry	27,503.27	40,387.63
Total Bank Accounts	\$2,508,380.85	\$2,377,068.49
Accounts Receivable		
1500 Accounts Receivable	15.00	0.00
Total Accounts Receivable	\$15.00	\$0.00
Other Current Assets		
1605 A/R IH Liability Ins.	17,292.74	16,464.26
1615 Undeposited Funds	0.00	2,225.00
Total Other Current Assets	\$17,292.74	\$18,689.26
Total Current Assets	\$2,525,688.59	\$2,395,757.75
Other Assets		
1612-07 Woodworth Church of the Brethren CILF	18,200.00	
1612.02 SugarCreek West CILF Loan19-002	0.00	6,480.67
1612.03 Painesville CILF 20-001	3,000.00	7,000.00
1612.05 Chippewa CILF 20-003	17,137.61	23,245.25
Total Other Assets	\$38,337.61	\$36,725.92
TOTAL ASSETS	\$2,564,026.20	\$2,432,483.67

Northern Ohio District Church of the Brethren

Statement of Financial Position

As of December 31, 2024

	TOTAL	
	AS OF DEC 31, 2024	AS OF DEC 31, 2023 (PY)
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 Accounts Payable	1,125.00	0.00
Total Accounts Payable	\$1,125.00	\$0.00
Other Current Liabilities		
2100 Withheld Ashland Income Tax	154.62	0.00
2102 Withheld Ohio Income Tax	107.49	0.00
2107 Withheld Federal	813.94	0.00
2108 Withheld 403(b)	0.03	0.00
Total Other Current Liabilities	\$1,076.08	\$0.00
Total Current Liabilities	\$2,201.08	\$0.00
Total Liabilities	\$2,201.08	\$0.00
Equity		
2501 Unrestricted Net Assets	2,432,483.67	2,284,186.87
Net Income	129,341.45	148,296.80
Total Equity	\$2,561,825.12	\$2,432,483.67
TOTAL LIABILITIES AND EQUITY	\$2,564,026.20	\$2,432,483.67

Income Vs. Expense – Budget and Actual

EXPENSE	Actual 2021	Budget 2021	Actual2022	Budget 2022	Actual 2023	Budget 2023	Actual 2024	Budget 2024
Stewardship	4,547.00	3,700.00	6,530.00	6,850.00	6,960.00	10,000	8,615.00	10,000
Connections	835.89	2,900.00	-746.60	2,900.00	1,214.26	2,900	365.97	2,900.00
Congregational	0.00	1,300.00	0.00	1,300.00	0.00	300.00	0.00	300.00
Ministerial	3,066.90	4,950.00	147.97	4,950.00	46.71	950.00	0.00	950.00
DE	77,186.14	84,936.00	80,235.94	83,936.00	79,612.27	83,836.00	80,475.00	83,836.00
Office	27,360.56	27,360.00	25,051.44	27,300.00	24,985.17	27,300.00	23,783.42	27,050.00
Admin Assistant	30,694.31	31,107.22	21,891.62	31,972.96	17,860.96	32,918.00	20,267.05	28,348.00
Youth Worker	10,606.25	21,371.25	6,625.65	21,455.00	15,052.85	21,995.00	-3.23	21,995.00
Peace Worker	6,741.22	7,066.00	6,962.55	7,173.43	7,123.81	7,372.00	7,335.33	7,679.00
District Board	7,376.15	13,000.00	10,331.44	12,575.00	10,878.05	12,375.00	13,383.16	12,175.00
Total Expense	168,414.42	197,690.47	157,030.01	200,412.39	163,734.08	199,946.00	154,221.70	195,233.00
INCOME								
District SA	132,434.00		128,008.46		111,319.20		90,361.80	
Hottle dispersements	60,771.96	60,771.96	47,424.92	47,424.92	44,035.24	44,035.24	41,187.20	41,187.20
Peace reimbursemen	7,066.00	7,066.00	7,173.43	7,173.43	7,372.00	7,372.00	7,679.00	7,679.00
Emergency draw								
Total Income	200,271.96	67,837.96	182,606.81	54,598.35	162,726.44	51,407.24	139,228.00	
Income minus expen:	31,857.54		25,576.80		(1,007.64)		(14,993.70)	

DEC 2024 Final

NORTHERN OHIO CHURCH OF THE BRETHREN

Financial Activity Comparison

January - December 2024

	TOTAL	
	JAN - DEC 2024	JAN - DEC 2023 (PY)
Income		
3000 Self Allocations	0.00	0.00
3010 Church of the Brethren M&M	317.00	1,800.00
3013 District Disaster Self Allocati	16,012.54	178.00
3015 District Self Allocation	90,361.80	111,319.20
Total 3000 Self Allocations	106,691.34	113,297.20
3100 Church Property Funds	75,000.00	0.00
3200 Other Income	0.00	0.00
3205 District Conference Income	8,597.80	8,502.52
3230 District peace work income	1,243.40	1,946.24
3240 Student Minister's Fund Income	1,400.96	3,344.26
3260 Withdrawal Funds	82,225.00	112,842.66
Total 3200 Other Income	93,467.16	126,635.68
Total Income	\$275,158.50	\$239,932.88
GROSS PROFIT	\$275,158.50	\$239,932.88
Expenses		
5100 Stewardship/Finance Commission	0.00	0.00
5109 Financial Secretary Honora	1,000.00	1,000.00
5110 Treasurer Honorarium	3,000.00	3,000.00
5113 Accounting Fees	3,015.00	2,960.00
5115 Audit Fees (IH)	1,600.00	0.00
Total 5100 Stewardship/Finance Commission	8,615.00	6,960.00
5200 Connections Commission	0.00	0.00
5204 Youth Fellowship	0.00	1,124.26
5205 Women's Fellowship	365.97	0.00
5210 Child Protect/Background	0.00	90.00
Total 5200 Connections Commission	365.97	1,214.26
5400 Ministerial Commission	0.00	0.00
5402 Pastor/Spouse Retreat	0.00	0.00
5407 License & Ord. Gifts	0.00	106.71
5410 Pastoral Ed. Expense	0.00	-60.00
5411 Licensed Ministry Testing	0.00	0.00
Total 5400 Ministerial Commission	0.00	46.71
5500 District Executive	0.00	0.00
5501 D.E. Salary	55,799.92	48,799.92
5502 Housing Expense	5,000.00	12,000.00
5504 Health Insurance	0.00	0.00
5506 Workers' Compensation	132.95	119.85
5507 Travel & Expenses	9,968.98	8,904.14

NORTHERN OHIO CHURCH OF THE BRETHREN

Financial Activity Comparison

January - December 2024

	TOTAL	
	JAN - DEC 2024	JAN - DEC 2023 (PY)
5508 Annual Conference	1,394.26	1,558.38
5509 Professional Growth	0.00	139.00
5510 CODE Dues	585.00	540.00
5511 Retirement expense	7,296.00	7,295.98
5512 Professional Expenses	297.89	255.00
Total 5500 District Executive	80,475.00	79,612.27
5600 District Office	0.00	0.00
5606 Office Administrative Expenses	1,352.85	905.12
5608 Office Equipment - Leased	4,534.07	3,792.47
5609 Telephone	1,219.40	1,289.40
5610 Computer on-line	779.40	839.40
5611 Herald & Directories	1,168.68	2,158.26
5612 Utilities	3,291.54	2,986.52
5613 Groundskeeping	1,670.00	1,835.00
5614 Facility Security	942.60	897.72
5615 Facility Maintenance	856.76	1,385.51
5616 Real Estate Taxes	2,829.62	2,909.94
5619 Office Supplies	1,012.62	1,298.53
5620 Dues & Subscriptions	3,404.05	3,523.38
5621 Office Equipment - New	0.00	516.50
5622 Congregational Background Check	3.00	0.00
5623 Postage	718.83	647.42
Total 5600 District Office	23,783.42	24,985.17
5650 District Admin Secretary	0.00	0.00
5601 Secretary Wages	16,574.34	16,309.49
5602 Health Insurance	-0.01	0.00
5603 SS/Medicare Taxes	1,393.39	1,247.68
5604 Workers' Compensation	55.37	51.70
5605 Prof Growth - Travel & Expenses	603.96	252.09
5618 Retirement expense	1,640.00	0.00
Total 5650 District Admin Secretary	20,267.05	17,860.96
5700 District Youth Worker	0.00	0.00
5701 Salary	0.00	13,706.23
5702 SS/Medicare Taxes	0.00	1,048.53
5704 Workers' Compensation	-3.23	38.04
5705 Travel	0.00	260.05
Total 5700 District Youth Worker	-3.23	15,052.85
5800 District Peace Worker	0.00	0.00
5801 Salary	6,800.50	6,604.48
5802 SS/Medicare/Taxes	520.24	505.24

NORTHERN OHIO CHURCH OF THE BRETHREN

Financial Activity Comparison

January - December 2024

	TOTAL	
	JAN - DEC 2024	JAN - DEC 2023 (PY)
5803 Workers' Compensation	14.59	14.09
Total 5800 District Peace Worker	7,335.33	7,123.81
5900 District Board	0.00	0.00
5901 District Board Expense	3,879.48	3,066.59
5902 Annual Conference Expenses	1,903.32	2,148.30
5903 Ohio Council of Churches	1,450.00	1,450.00
5904 Standing Committee Delegat	1,379.10	1,448.52
5907 Legal Fees	3,026.00	1,187.00
5908 District Liability Insuran	1,395.26	1,321.24
5911 Memorials	250.00	100.00
5914 Executive Committee Expense	100.00	156.40
Total 5900 District Board	13,383.16	10,878.05
6000 Self-Allocation Payments	0.00	0.00
6007 Church of the Brethren M and M	317.00	1,800.00
6035 Student Minister's Fund	5,400.00	4,120.04
Total 6000 Self-Allocation Payments	5,717.00	5,920.04
6100 Non-budget Church Expense	0.00	0.00
6106 Jonah's People Grant	20,000.00	20,000.00
6108 Ross Church of the Brethren	0.00	332.00
6109 Lake Breeze CoB	0.00	0.00
Total 6100 Non-budget Church Expense	20,000.00	20,332.00
6200 Non-Budget Expenses	0.00	0.00
5912 Investment Admin Fees	11,959.51	11,238.16
6210 District Conference Expenses	6,626.60	9,782.43
6211 Non-Budget - Inspiration Hills	91,187.20	115,457.13
6212 Loan Forgiveness IH	16,464.26	50,000.00
6220 Hottle Grants paid out	28,627.00	23,000.00
6225 Excellence in Ministry Expenses	3,111.84	-9,280.84
6226 Congregational Growth	390.70	2,188.14
6227 District Disaster Fund	40,396.32	2,583.21
Total 6200 Non-Budget Expenses	198,763.43	204,968.23
Payroll Expenses	0.00	0.00
Company Contributions	0.00	0.00
Retirement	0.00	0.00
Total Company Contributions	0.00	0.00
Taxes	0.00	0.00
Total Payroll Expenses	0.00	0.00
Total Expenses	\$378,702.13	\$394,954.35
NET OPERATING INCOME	\$ -103,543.63	\$ -155,021.47

NORTHERN OHIO CHURCH OF THE BRETHREN

Financial Activity Comparison

January - December 2024

	TOTAL	
	JAN - DEC 2024	JAN - DEC 2023 (PY)
Other Income		
8000 Interest Income	42.42	655.14
8001 Interest Income - EF Accounts	46,342.09	43,366.94
8002 Gain/Loss (Mkt Fluc) - EF Acct	186,500.52	256,296.08
8003 Rounding Differences	0.05	0.11
8005 Miscellaneous Income	0.00	3,000.00
Total Other Income	\$232,885.08	\$303,318.27
NET OTHER INCOME	\$232,885.08	\$303,318.27
NET INCOME	\$129,341.45	\$148,296.80

NORTHERN OHIO CHURCH OF THE BRETHREN

Budget vs. Actuals: FY_2024 - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
3000 Self Allocations				
3010 Church of the Brethren M&M	317.00		317.00	
3013 District Disaster Self Allocati	16,012.54		16,012.54	
3015 District Self Allocation	90,361.80		90,361.80	
Total 3000 Self Allocations	106,691.34		106,691.34	
3100 Church Property Funds	75,000.00		75,000.00	
3200 Other Income				
3205 District Conference Income	8,597.80		8,597.80	
3230 District peace work income	1,243.40		1,243.40	
3240 Student Minister's Fund Income	1,400.96		1,400.96	
3260 Withdrawal Funds	82,225.00		82,225.00	
Total 3200 Other Income	93,467.16		93,467.16	
Total Income	\$275,158.50	\$0.00	\$275,158.50	0.00%
GROSS PROFIT	\$275,158.50	\$0.00	\$275,158.50	0.00%
Expenses				
5100 Stewardship/Finance Commission				
5101 Commission Expense		0.00	0.00	
5109 Financial Secretary Honora	1,000.00	1,000.00	0.00	100.00 %
5110 Treasurer Honorarium	3,000.00	3,000.00	0.00	100.00 %
5113 Accounting Fees	3,015.00	3,000.00	15.00	100.50 %
5115 Audit Fees (IH)	1,600.00	3,000.00	-1,400.00	53.33 %
Total 5100 Stewardship/Finance Commission	8,615.00	10,000.00	-1,385.00	86.15 %
5200 Connections Commission				
5103 Disaster Rep		95.00	-95.00	
5107 VOAD dues		50.00	-50.00	
5108 PeaceTask Team		140.00	-140.00	
5201 Commission Expense		65.00	-65.00	
5202 Education Training		380.00	-380.00	
5203 Junior/Senior High Cabinet		525.00	-525.00	
5204 Youth Fellowship		1,045.00	-1,045.00	
5205 Women's Fellowship	365.97	165.00	200.97	221.80 %
5206 Men's Fellowship		95.00	-95.00	
5207 Young Adult Ministry		200.00	-200.00	
5210 Child Protect/Background		140.00	-140.00	
Total 5200 Connections Commission	365.97	2,900.00	-2,534.03	12.62 %
5300 Congregational Commission				
5301 Commission Expense		300.00	-300.00	
Total 5300 Congregational Commission		300.00	-300.00	
5400 Ministerial Commission				
5401 Commission Expense		100.00	-100.00	
5407 License & Ord. Gifts		200.00	-200.00	

NORTHERN OHIO CHURCH OF THE BRETHREN

Budget vs. Actuals: FY_2024 - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5411 Licensed Ministry Testing	0.00	600.00	-600.00	0.00 %
5412 Ministerial Background Check		50.00	-50.00	
Total 5400 Ministerial Commission	0.00	950.00	-950.00	0.00 %
5500 District Executive				
5501 D.E. Salary	55,799.92	48,800.00	6,999.92	114.34 %
5502 Housing Expense	5,000.00	12,000.00	-7,000.00	41.67 %
5504 Health Insurance	0.00		0.00	
5506 Workers' Compensation	132.95	200.00	-67.05	66.48 %
5507 Travel & Expenses	9,968.98	12,500.00	-2,531.02	79.75 %
5508 Annual Conference	1,394.26	1,600.00	-205.74	87.14 %
5509 Professional Growth		500.00	-500.00	
5510 CODE Dues	585.00	540.00	45.00	108.33 %
5511 Retirement expense	7,296.00	7,296.00	0.00	100.00 %
5512 Professional Expenses	297.89	400.00	-102.11	74.47 %
Total 5500 District Executive	80,475.00	83,836.00	-3,361.00	95.99 %
5600 District Office				
5606 Office Administrative Expenses	1,352.85	950.00	402.85	142.41 %
5607 Office Equipment Repair		200.00	-200.00	
5608 Office Equipment - Leased	4,534.07	3,900.00	634.07	116.26 %
5609 Telephone	1,219.40	1,450.00	-230.60	84.10 %
5610 Computer on-line	779.40	800.00	-20.60	97.43 %
5611 Herald & Directories	1,168.68	3,000.00	-1,831.32	38.96 %
5612 Utilities	3,291.54	3,250.00	41.54	101.28 %
5613 Groundskeeping	1,670.00	2,000.00	-330.00	83.50 %
5614 Facility Security	942.60	850.00	92.60	110.89 %
5615 Facility Maintenance	856.76	1,700.00	-843.24	50.40 %
5616 Real Estate Taxes	2,829.62	2,950.00	-120.38	95.92 %
5619 Office Supplies	1,012.62	1,100.00	-87.38	92.06 %
5620 Dues & Subscriptions	3,404.05	3,400.00	4.05	100.12 %
5621 Office Equipment - New		600.00	-600.00	
5622 Congregational Background Check	3.00		3.00	
5623 Postage	718.83	900.00	-181.17	79.87 %
Total 5600 District Office	23,783.42	27,050.00	-3,266.58	87.92 %
5650 District Admin Secretary				
5601 Secretary Wages	16,574.34	25,600.00	-9,025.66	64.74 %
5602 Health Insurance	-0.01		-0.01	
5603 SS/Medicare Taxes	1,393.39	2,048.00	-654.61	68.04 %
5604 Workers' Compensation	55.37	100.00	-44.63	55.37 %
5605 Prof Growth - Travel & Expenses	603.96	600.00	3.96	100.66 %
5618 Retirement expense	1,640.00		1,640.00	
Total 5650 District Admin Secretary	20,267.05	28,348.00	-8,080.95	71.49 %
5700 District Youth Worker				
5701 Salary		16,500.00	-16,500.00	

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2/4

NORTHERN OHIO CHURCH OF THE BRETHREN

Budget vs. Actuals: FY_2024 - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5702 SS/Medicare Taxes	0.00	1,320.00	-1,320.00	0.00 %
5704 Workers' Compensation	-3.23	75.00	-78.23	-4.31 %
5705 Travel		3,800.00	-3,800.00	
5706 Professional Growth		250.00	-250.00	
5707 District Conference		50.00	-50.00	
Total 5700 District Youth Worker	-3.23	21,995.00	-21,998.23	-0.01 %
5800 District Peace Worker				
5801 Salary	6,800.50	6,578.00	222.50	103.38 %
5802 SS/Medicare/Taxes	520.24	526.00	-5.76	98.90 %
5803 Workers' Compensation	14.59	25.00	-10.41	58.36 %
5805 Office Expenses		100.00	-100.00	
5806 Continuing Ed. Expenses		100.00	-100.00	
5807 Travel		300.00	-300.00	
5808 District Conference		50.00	-50.00	
Total 5800 District Peace Worker	7,335.33	7,679.00	-343.67	95.52 %
5900 District Board				
5901 District Board Expense	3,879.48	2,500.00	1,379.48	155.18 %
5902 Annual Conference Expenses	1,903.32	1,900.00	3.32	100.17 %
5903 Ohio Council of Churches	1,450.00	1,450.00	0.00	100.00 %
5904 Standing Committee Deleat	1,379.10	1,300.00	79.10	106.08 %
5905 Historical Committee		300.00	-300.00	
5906 Shalom Team		250.00	-250.00	
5907 Legal Fees	3,026.00	2,000.00	1,026.00	151.30 %
5908 District Liability Insuran	1,395.26	1,375.00	20.26	101.47 %
5909 Ethics Committee		200.00	-200.00	
5911 Memorials	250.00	500.00	-250.00	50.00 %
5914 Executive Committee Expense	100.00	400.00	-300.00	25.00 %
Total 5900 District Board	13,383.16	12,175.00	1,208.16	109.92 %
6000 Self-Allocation Payments				
6007 Church of the Brethren M and M	317.00		317.00	
6035 Student Minister's Fund	5,400.00		5,400.00	
Total 6000 Self-Allocation Payments	5,717.00		5,717.00	
6100 Non-budget Church Expense				
6106 Jonah's People Grant	20,000.00		20,000.00	
6109 Lake Breeze CoB	0.00		0.00	
Total 6100 Non-budget Church Expense	20,000.00		20,000.00	
6200 Non-Budget Expenses				
5912 Investment Admin Fees	11,959.51		11,959.51	
6210 District Conference Expenses	6,626.60		6,626.60	
6211 Non-Budget - Inspiration Hills	91,187.20		91,187.20	
6212 Loan Forgiveness IH	16,464.26		16,464.26	
6220 Hottle Grants paid out	28,627.00		28,627.00	

NORTHERN OHIO CHURCH OF THE BRETHREN

Budget vs. Actuals: FY_2024 - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6225 Excellence in Ministry Expenses	3,111.84		3,111.84	
6226 Congregational Growth	390.70		390.70	
6227 District Disaster Fund	40,396.32		40,396.32	
Total 6200 Non-Budget Expenses	198,763.43		198,763.43	
Payroll Expenses				
Company Contributions				
Retirement	0.00		0.00	
Total Company Contributions	0.00		0.00	
Taxes	0.00		0.00	
Total Payroll Expenses	0.00		0.00	
Total Expenses	\$378,702.13	\$195,233.00	\$183,469.13	193.97 %
NET OPERATING INCOME	\$ -103,543.63	\$ -195,233.00	\$91,689.37	53.04 %
Other Income				
8000 Interest Income	42.42		42.42	
8001 Interest Income - EF Accounts	46,342.09		46,342.09	
8002 Gain/Loss (Mkt Fluc) - EF Acct	186,500.52		186,500.52	
8003 Rounding Differences	0.05		0.05	
Total Other Income	\$232,885.08	\$0.00	\$232,885.08	0.00%
NET OTHER INCOME	\$232,885.08	\$0.00	\$232,885.08	0.00%
NET INCOME	\$129,341.45	\$ -195,233.00	\$324,574.45	-66.25 %

District Self Allocations 2024

Church	Giving 2022	2023 Pledge	2023 Giving	2024 Pledge	2024 Giving
Adrian	0.00	0.00	0.00	0.00	0.00
Akron Eastwood	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00
Akron First	0.00	0.00	0.00	500.00	500.00
Akron Springfield	5,500.00	0.00	4,004.00	0.00	3,498.00
Ashland Dickey	7,300.00	0.00	7,300.00	7,300.00	7,300.00
Ashland First	2,550.00	2,550.00	2,550.00	2,550.00	2,550.00
Bethel	225.00	0.00	225.00	0.00	0.00
Black River	100.00	0.00	250.00	0.00	250.00
Bristolville	3,800.00	0.00	3,800.00	3,800.00	3,800.00
Brook Park	2,036.00	0.00	1,629.00	2,450.00	1,798.00
Center	675.00	675.00	700.00	0.00	700.00
Chippewa	0.00	0.00	0.00	0.00	0.00
County Line	2,835.00	0.00	0.00		
Defiance	0.00	0.00	0.00	0.00	0.00
Dupont	6,500.00	0.00	6,500.00	0.00	6,500.00
East Chippewa	13,100.00	13,100.00	9,000.00	7,200.00	7,200.00
East Nimishillen	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Eden	1,600.00	1,600.00	1,600.00	1,600.00	1,699.24
Elm Street	950.00	0.00	950.00	0.00	0.00
Faith in Action	1,900.00	0.00	0.00	900.00	1,800.00
Freeburg	0.00	0.00	2,000.00	0.00	0.00
Hartville	300.00	300.00	300.00	0.00	300.00
Jonah's People	0.00	0.00	0.00	0.00	0.00
Lake Breeze	100.00	100.00	204.00	100.00	100.00
Lakewood	2,500.00	3,000.00	3,500.00	3,000.00	3,000.00
Lick Creek	3,090.00	3,090.00	3,090.00	3,182.00	3,182.00
Mansfield	4,001.00	4,001.00	4,001.00	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	100.00	200.00
Mohican	15,999.97	0.00	5,333.32		
Mount Pleasant	3,000.00	0.00	0.00		
New Philadelphia	1,400.00	0.00	1,400.00	1,400.00	1,400.00
North Bend	10,000.00	0.00	15,000.00	0.00	7,500.00
Owl Creek	1,400.00	1,400.00	1,400.00	1,400.00	1,400.00
Painesville	3,000.00	3,000.00	3,000.00	0.00	3,000.00
Paradise	0.00	0.00	0.00	0.00	0.00
Pleasant View	1,300.00	1,250.00	1,325.00	1,300.00	1,395.00
Poplar Ridge	8,240.00	8,000.00	8,000.00	8,700.00	8,700.00
Reading	8,000.00	8,000.00	8,000.00	8,000.00	4,000.00
Richland	600.00	0.00	600.00	600.00	600.00
Silver Creek	1,500.00	1,500.00	1,500.00	1,500.00	0.00
Sugar Creek West	0.00	0.00	0.00	0.00	0.00
Sugarcreek East	500.00	0.00	0.00	0.00	0.00
Swan Creek	0.00	0.00	0.00	0.00	0.00
Woodworth	250.00	0.00	300.00	0.00	250.00
Individual	2,395.00	0.00	2,500.00	0.00	2,570.00
CC fees	18.51	0.00	22.12	0.00	11.44
TOTAL	128,008.46	62,946.00	111,319.20	70,763.00	90,361.80

12/31/24 Its

	Budget 2024	Budget 2025	Proposed Budget 2026	Change from 2025	Comments
Stewardship and Finance Commission					
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	3,100	3,000	100	
5114 Audit Fees (Inspiration Hills)	3,000	3,100	3,100	-100	
Total Discipleship	10,000	10,200	10,100	-100	
Connections Commission					
5201 Commission Expenses	65	65	65		
5202 Education Training	380	380	380		
5203 Jr/Sr High Youth Cabinets*	525	525	0	-525	
5204 Youth Ministry*	1,045	1,045	0	-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	0	-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	1,235	-1,655	
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	0	0	0		See*** below
Total Congregational	300	300	300	0	
Ministerial Commission					
5401 Commission Expenses	0	100	100		
5402 Clergy/Spouse Retreat	0	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	200	200		
5410 Pastoral Education Expenses	250	0	0		See **** below
5411 Licensed Ministry Testing	600	600	400		
5412 Ministerial Background Checks	0	50	50		
Total Ministerial	950	950	750	0	

*Expenses will go through a new Youth Ministries Fund

**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"

District Executive	Budget 2024	Budget 2025	Proposed Budget 2026	Change from 2025	Comments
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		
5506 Workers Compensation	200	200	200		
5507 Travel and Expenses	12,500	12,500	12,000		
5508 Annual Conference	1,600	1,600	1,400	-200	
5509 Professional Growth	500	500	500		
5510 CODE dues	540	540	585		
5511 Retirement Pension	7,296	7,296	7,296		
5512 Professional Expenses	400	400	400		
Total District Executive	83,836	83,836	83,181	-200	
District Administrative Secretary					
5601 Salary	25,600	22,000	22,000		
5602 Health Insurance	350	350	0	-350	
5603 SS/Medicare/Taxes	2,048	1,760	1,650	-110	
5604 Workers Compensation	100	100	100		
5605 Professional Growth, Travel, Expenses	600	600	800	+200	
5618 Retirement Pension	1,640	0	0		
Total District Administrative Secretary	28,348	24,810	24,550	-260	
District Office					
5606 Office Administrative Expenses	950	1,250	1,250		
5607 Office Equipment Repair	200	200	200		
5608 Office Equipment Lease	3,900	3,800	4,000	+200	
5609 Telephone	1,450	1,200	1,250	+50	
5610 Computer On-Line	800	800	800		
5611 Herald and Directories	3,000	3,000	1,500	-1,500	
5612 Utilities (electric, gas, water, trash)	3,250	3,250	3,400	+150	
5613 Groundskeeping	2,000	2,000	2,000		
5614 Facility Security	850	950	0	-950	
5615 Facility Maintenance	1,700	1,500	1,300	-200	
5616 Real Estate Taxes	2,950	2,900	3,000	+100	
5619 Office Supplies	1,100	1,200	1,100	-100	
5620 Dues and Subscriptions	3,400	3,500	3,500	0	
5621 Office Equipment New	600	600	600		
5622 Congregational Background checks	0	0	0		
5623 Postage	900	750	800	+50	
Total District Office	27,050	26,900	24,700	-2,200	
District Youth Coordinator*					
					See * below
5701 Salary	16,500	17,800	5,000	-12,800	
5702 SS/Medicare/Taxes	1,320	1,584	0	-1,584	
5704 Workers Compensation	75	71	0	-71	
Medical Stipend (if combined w/Camp)		2,000	0	-2,000	
5705 Travel	0	3,000	0	-3000	
Pension (if combined w/Camp)	3,800	1,068	0	-1,068	
5706 Professional Growth	250	250	0	-250	
5707 District Conference	50	50	0		
Total District Youth Coordinator	4,100	25,823	5,000	-20,823	

*Youth Ministries Fund being established to cover program. Changing to youth cabinet-based ministries with a stipend available

District Peace & Conciliation Advocate**	Budget 2024	Budget 2025	Proposed Budget 2026	Change from 2025	Comments
5801 Salary	6,578	6,776	3,000	-3,776	See** below
5802 SS/Medicare/Taxes	526	542	0	-542	
5803 Workers Compensation	25	25	0	-25	
5805 Office Expenses	100	100	0	-100	
5806 Continuing Ed Education	100	100	0	-100	
5807 Travel	300	250	0	-250	
5808 District Conference	50	50	0	-50	
5809 Health Insurance	0	0	0	0	
Total District Peace & Conciliation Advocate	7,679	7,843	3,000	-4,843	
District Board Expense					
5901 District Board Expenses	2,500	3,000	4,000	+1,000	
5902 Annual Conference Assess	1,900	1,700	1,550	-150	
5903 Ohio Council of Churches	1,450	1,450	1,450		
5904 Standing Com Delegates	1,300	1,500	1,300	-200	
5905 Historical Committee	300	200	200		
5906 Shalom Team	250	250	250		
5907 Legal Fees	2,000	2,000	2,000		
5908 District Liability Insurance	1,375	1,375	1,400	+25	
5909 Ethics Committee	200	200	200		
5910 Financial Services Fee	0	0	0		
5911 Memorial Gifts	500	500	500		
5914 Executive Meetings Expense	400	400	400		
Total District Board Expense	12,175	12,575	13,250	+675	
Sub Totals					
Total Commission/Board Expenses	26,325	26,925	25,635	-1,290	
Total Staff/District Office Expenses	168,908	168,757	140,431	-28,326	
Total Budget	195,233	195,682	166,066	-29,616	
Income (* = estimates)	Actual 2024	Projected 2025	Projected 2026	Change from 2025	
Self-Allocations	90,361.80	*95,000	*80,000	-15,000	
Hottle Endowment Disbursement	41,187.20	*40,000	*40,000	0	
Peace Worker Endowment Disbursement	7,679.00	7,843	3,000	-4,843	
Income	139,228.00	*142,843	*123,000	-19,843	
Amount of Reserve Funds to be used	•14,993.70	*52,839	*43,066	*9,773	
Total Income	154,221.70	195,682	*166,066	*-29,616	
Budget vs Income Difference	0.00	0.00	0.00	0.00	

**District Peace Advocate position changed to a stipend. Position will still be supported by the Peace Endowment Fund.

- 2024 Budget allowed for \$41,554 in reserve funds to be used to balance the budget. Only \$14,993.7 of those funds were needed. Total actual 2024 expenses were \$154,221.70.)

2025 Congregational Commission Report

This year we had \$38,049.00 available for Hottle grants. All funds were dispersed by the end of the May District Board meeting. Eight churches received Hottle grants this year.

Jonah's People Fellowship at Good Shepherd Home received a \$25,000 grant for 2025. This is to cover \$5000 quarterly to Good Shepherd Home for their share of the pastors' salaries and benefits. We have committed to a grant for the year 2026 also. Mark Self and Amanda Reidling are co-chaplains at Good Shepherd Home acting as co- interim pastors for Jonah's People and working towards begin credentialed in the Church of the Brethren.

The commission recommended the disorganization/dissolution of Lake Breeze church. They had previously sold their building and were down to only 4 members.

The commission also recommended the disorganization of Dupont and Bristolville churches.

Prayerfully submitted,

Beverly Wengerd, Chair Congregational Commission

Mark Pollock

Scott Brinkman

Edith Keiffaber

2025 Jonah's People Fellowship

This fall will mark 10 years since the beginning of the Jonah's People Fellowship, our congregation that meets in Good Shepherd Home in Fostoria.

Since Jonah's People is a Fellowship, decisions are made by a Steering Committee (instead of church board) made up of several residents of the Good Shepherd community (Darlene Jennings, Janet Fadley, Pat Beeson), a community representative, the co-interim pastors (Amanda Reidling and Mark Self), and ex-officio members: Chris Widman (Executive Director of Good Shepherd), Kris Hawk (District Executive Minister), and Agnes Hayhurst (N. Ohio District Board representative). The co-pastors also serve as chaplains for Good Shepherd. We appreciate the commitment of Good Shepherd to the spiritual care of their patients, family, and staff.

Connecting to the community has been difficult from the beginning. There is work to be done to let the community know that the services are open to the public. A flyer has been developed, and the pastors are reaching out to the community. It is exciting to see that there has been some response, and we look forward to seeing God's plan unfold for this Fellowship.

There is much to celebrate about Jonah's People. This year has seen an increase in attendance and offerings. On Sunday mornings, 35-40 people gather for worship in the chapel at Good Shepherd. People from the independent and assisted living sections of Good Shepherd attend as do some staff members. And those from the memory care unit join for worship, which is a vital part of the ministry of Jonah's People. Several people from the community have started to attend.

Interim co-pastors, Amanda Reidling and Mark Self, have plans to begin a Monday afternoon Bible Study. And they are just wrapping up thirteen weeks of the Grief Share program. Much healing has been seen in those that have attended. Even though the formal group instruction is completed, those participating have asked to meet at least monthly to continue the fellowship and support. And the plan is to start another group in the fall.

Respectfully submitted,

The Jonah's People Steering Committee

2025 Connections Commission Report

The Connections Commission is focused on ways that we can connect people across our district. The **SiSters, Men's Fellowship, Peace Task Team, Youth Cabinet, and Creation Care Advocate** 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 had some ups and downs with a member of our connections committee leaving us when their churches left and a longtime Creation Care Advocate, Clyde Fry passed away. We mourn together while continuing to connect with churches. Our **District Disaster Ministries Team** has faithfully lead **Brethren Disaster Ministries** teams with multiple trips each year. We are grateful for their service and the service and ministry of those who have traveled on these trips. We are researching additional ways we can offer opportunities to serve and fellowship together.

As our **Youth, Peace, and Creation** ministries are in transition with roles changing and responsibilities being adjusted we are excited about what is to come in a time of change.

Our **SISTERS** had a wonderful retreat that was held at Inspiration Hills, and we look forward to having a **Men's** retreat on October 18, 2025, also at Camp Inspiration Hills.

We are looking forward to a Zoom Bible Study starting this fall led by Cindy Peel.

We have also planned an insight session for this conference, which we hope you will attend, focusing on **Immigration**.

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 continue to love God and Love our Neighbors.

Blessings,

The Connection Commission

Jocelyn Siakula, Crystal Zellers, Jane Matz, Abigail Akyeampong

2025 Brethren Disaster Ministries Report

Brethren Disaster Ministries District Disaster Coordinator Team

“Serve one another in Love” Galatians 5:13 is printed on the Brethren Disaster Ministries shirts. During the past year, our district participated in two weeks of following that call in Letcher County, Kentucky. Letcher County had devastating flooding in 2022. Brethren Disaster Ministries began serving at that site on September 8-14 when seven people from Northern Ohio drove there to participate in flood damage clean up and repair as a part of the first group at that location. They served the week with volunteers from the Southern Ohio/ Kentucky district working, eating, worshiping and fellowshiping together. We thank the following for making that week a priority to serve on behalf of our district – David Bassett, Amy Flake, Sandy Humphrey, Bruce Morckel, Cindy Peel, Deb Rising and Lisa Snyder. Dave was also able to volunteer for additional weeks as a part of the Southern Ohio/KY team.

May 4-10 was the second week our district sent volunteers to work alongside those from Southern Ohio/ Kentucky again. We thank Sandy and Deb for going again this second week along with Don Earlenbaugh, Ruth McCrea and Linda Smith.

We have committed to sending seven volunteers for the week of September 7-13 and we already have five volunteers willing to serve! We have space for two others that week. We also have weeks available for 2026, but they were not confirmed at the time this report was written. Volunteers with all skill levels are needed and of any age. Our volunteers this past year have ranged in age from the 20s to 80s! Funds from the District Disaster Ministry fund are used for vehicle rental and gas. Volunteers have no costs other than a few meals while traveling. If you are interested and would like to hear more about it – please stop by the Brethren Disaster Ministries booth in the display area or contact any member of our team.

Our focus continues to be on the rebuilding part of BDM, and we are hoping to expand our volunteer numbers in 2026. One of our goals is to increase our efforts toward Children's Disaster Ministries and the Global response which are also part of Brethren Disaster Ministries. Pete Snyder was willing and able to attend the BDM District Leadership Conference in May, and we will be working with him to improve our team's work for the district.

We thank you for your support, time and prayers and we look forward to “Serving one another in love”.

Sandy Humphrey (330-603-9073)

Kim Morckel (330-618-2379)

Pete Snyder (419-685-0903)

2025 Sisters Report

Warm regards and blessings from the SiSters team. We hope that all women across the district are finding ways to connect, enrich and serve in their congregations and communities.

This year has brought growth and excitement to our team, as we held our Spring Retreat at Camp Inspiration Hills. We felt this was a great central point for everyone to join together, and we were able to utilize camp in multiple ways. About 30 sisters joined our guest speaker, Dawn Morton, who shared her passion for Operation Christmas Child, and a heartfelt and encouraging message around our theme, “Joy + Laughter”. We enjoyed our time at Cherry Lodge, where Tina Hunt led us in song and devotion, Kris Hawk led a breakout Bible study lesson, and the SiSters team facilitated an afternoon hike, and opportunities for crafts and notes to be added to Christmas Child boxes.

As we move into the second half of 2025, we are thinking of ways to reconnect the women of the district again this year. We are hoping that a service project around the mission of Operation Christmas Child can be organized in the fall, as we would love the opportunity to support Dawn’s mission of filling shoeboxes.

We love to connect and serve with each other and are looking for the best ways to do that at the district level. As always, we welcome any ideas and suggestions you may have!

We thank you for the opportunity to serve the District in this way, and look forward to connecting to serve, enrich, and support.

Crystal Zellers | Sandra Washington | Linda Smith | Jane Matz
SiSters Committee Members

2025 Ministerial Commission Report

Galatians 6:9: *"And let us not grow weary of doing good, for in due season we will reap if we do not give up."*

My hope is that the verse above will help ministers to persevere in their ministry, reminding them that their efforts will be rewarded in due time. As a committee, I believe we worked at being encouraging this year to equip pastors in the district.

We did have a couple of interviews in the fall (2 for Ordination).

We held the Clergy Spouse Retreat in February at the Quality Inn in Richfield, Ohio. There was a pretty good snowstorm that day. In spite of that, we had 26 who attended. David Shumate was our speaker, and he did a good job telling stories in ministry that are often related to our experiences. It was a good three-day retreat for the Pastors who attended.

We also sponsored a Ministry Day of Encouragement for Pastors at Maple Grove CoB on April 5, 2025. We had 46 people attend that event. It involved an entire Saturday with Guest Speakers Seth and Angela Adkins who did 3 sessions on Hope, Healing, and Hearing God's voice and Jep Hostetler did a session on Joy. I thank Maple Grove CoB for providing lunch and hosting this event.

I want to say a big thank you to both Kris Hawk, our District Executive, and Laura, District Administrative Secretary, for keeping on track with Licensed and Ordained Ministers. This year is an ordination review for Ordained Ministers. Also, for their help with the Clergy Spouse Retreat and the Day of Encouragement. (2 events which were special to our district this year).

A big thank you to Tina Hunt, who began her work at the Ministry Education Director. She did a lot of work with getting instructors and teaching the BBI classes. She also is securing teachers for future classes. We appreciate all you are doing to provide education for leadership in the District.

The District is saddened by the churches that close and the churches that have left the denomination. We pray and continually hope to encourage those congregations who remain and those that have closed or left. In all situations, may God be Glorified in all things.

God's Blessings, Mike Huffaker, Chair, Bill Holsopple, Steve Keib, Candie Orr

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.

2025 Buckeye Brethren Institute - Annual Report

It is my honor to present my first report to the Northern Ohio District Church of the Brethren as Ministry Education Director. My deepest thanks go to Pastor Paul Bozman for sharing his passion and knowledge for this project and our District Executive Kris Hawk for helping me in innumerable ways. And I would have been lost without our District Administrative Secretary Laura Huffaker's assistance in making copies and contacts.

This year we had primarily four (4) students who were enrolled in the program with several others who participated for either CEU's or Personal Enrichment. I would love to see that number increase. Our classes have been meeting on Fridays in a hybrid of on-site and on-Zoom. We completed the following courses this year: Introduction to Worship (Terry Vaught, instructor); Old Testament Survey (Tina Hunt, instructor); Evangelism/Outreach (Mike Huffaker, instructor); and Introduction to Theology (Tina Hunt, instructor).

In the fall we will begin the final year in our three-year cycle. One of the benefits to how the program runs is that students can jump in at any time. This year's courses will be: Preaching (Tina Hunt, instructor); New Testament Survey (Cindy Peel, instructor); History of the Church (Tina Hunt, instructor); and Ministerial Leadership and Administration (Panel). As always, the courses will fulfill the requirements for ordination but also provide practical material that can enrich the spiritual lives of clergy and laity alike.

Additionally, as a part of the BBI program, we will be including two Practice of Ministry events. The fall workshop will be Conflict Transformation, and we are still in conversation about the topic for spring. If there's something you'd like to suggest send me an email.

There are two scriptures which have driven my passion for spiritual learning. The first is Jesus' invitation to learn from him the ways that lead to rhythm and rest (Matthew 11:28-30). The second comes from Peter's writings where he closes his letter by encouraging the believers to "grow in grace and knowledge" (2 Peter 3:18). These will continue to be my motivation as I serve the district in this position, serve my church, and serve as a follower of Jesus. My prayer is that as followers we all will avail ourselves to all the learning opportunities we can.

Respectfully Submitted,
Tina M. Hunt
Pastor, Mansfield First Church of the Brethren
Ministry Education Director, Northern Ohio District

Class Dates:
Preaching-9/12, 9/26, and 10/10 (2025)
NT Survey- 10/24, 11/7, and 11/21 (2025)
Church History- 1/9, 1/23, and 2/6 (2026)
MN Leadership and Admin- 2/20, 3/6, and 3/20 (2026)

Practice of Ministry Events:
December 5, 2025- Conflict Transformation
April 24, 2026- topic TBD

2025 Inspiration Hills Camp Report

This year has brought significant growth and activity to Inspiration Hills, resulting in a busier camp environment. Increased summer numbers, expanded rental group engagement, and ongoing staffing transitions have shaped our focus and efforts this year as we have prepared for the summer and beyond.

Key Highlights

- **Camper Growth:** Our average weekly summer camper count has risen from 31 (as of the last time we renewed our insurance) to over 80 expected this summer, reflecting a notable increase in participation, particularly among rental groups, despite an ongoing decline in Church of the Brethren camp numbers.
- **Leadership and Volunteers:** The camp continues to benefit from a dedicated Camp Administrative Committee and Mark Dulabaum as facility manager. Volunteer engagement remains strong, with support for facility projects, cookie baking, and summer chaplains.
- **Staffing Updates:** Madison Stokes, our food service manager, resigned in April after commendable service. Her contributions to both kitchen operations and office tasks will be very much missed.

Operational Updates

- **Industry Trends:** Recent discussions with other Church of the Brethren camps nationwide highlight common challenges: declining camper numbers, difficulty recruiting counselors (especially male), and lifeguard shortages. Encouragingly, we have already secured three lifeguards for the summer.
- **Facility Usage:** June was nearly fully booked, with groups scheduled continuously from the 1st through the 27th, including both weekdays and weekends. Weekend bookings beyond the summer are strong, and we are hosting our own family camp August 29-September 1, as well as the Outdoor Ministries Association annual conference in November.

Challenges and Opportunities

- **Financial Planning:** We continue to assess and address our financial needs to support ongoing operations and growth.
- **Volunteer Engagement:** There will always be an ongoing need for volunteers to assist with wood splitting, lawn care, dishwashing, weed pulling, and other essential tasks.
- **Wish List:** Our website features an up-to-date list of needed items for those interested in supporting the camp in practical ways.

Looking Ahead

We remain committed to reaching new churches and organizations, expanding our impact, and serving Christ through our ministry at Inspiration Hills. Your prayers and support are deeply appreciated as we navigate this busy and promising season.

With appreciation,

Andrew Kauffman
Executive Director



2025 Camp Administration Committee Report

The mission of Inspiration Hills is to provide a set-apart place in nature where people of all ages can grow in awareness of God and deepen their commitment to Jesus Christ as Lord and Savior, so that in all aspects of Christian life we might continue the work of Jesus Christ, peacefully, simply, together.

We invite everyone to come and check out the camp and all it's wonderful opportunities! You can volunteer for a few hours or a whole week, take a tour, come to one of our events or rent out one of our facilities for your family or church group! Check out our table to see what's happening and prices to rent our facilities (discounted rate for Northern Ohio churches).

We continue to be thankful to have Andrew Kauffman as our Camp Director! He is a blessing and has a heart for our camp! Over the past year we said goodbye to Bob Simonsick (facility manager) and Maddi Stokes (Kitchen supervisor), as they moved onto other opportunities. We wish them the best of luck in their new endeavors. Both continue to help the camp! We are pleased to have added Mark Dulabaum (facility manager) to the Team on December 1, 2024. Andrew has been working in the kitchen while we search for a new Kitchen supervisor. We are so thankful that Hannah Warnick (program director) returned from California to help us this summer with camp! In addition to several returning Counselors in Training (Abigail Severe and Grace Conrow) & lifeguards (Alessandra Gerber and Gabriel Zellers), we also hired several new counselors so far (Jillian Holbert and Lydia Schmidt).

The camp could not function without the many volunteers throughout the year & during the summer along with the individual and church's financial support! This past year we had a successful Fall Festival (\$7,404) & kitchen fundraiser (\$8,700). Come this fall to the Fall Festival to check out the new serving line & dishes. The CAC members have also had to do a lot more to help fill in some of the empty spots and meet almost every month as a group and in addition the following sub-committees met: Financial, Program and Maintenance.

The financial sub-committee (Russell Matz & Linda Smith) along with Andrew, Lisa Snyder (Treasurer) & Kris Hawk continue to tweak the financial policies and developed a financial budget for the upcoming year. Improvement continues toward a more sustainable camp. Bev Wengerd continues to be our financial secretary and Bonnie Brockway our bookkeeper.

The program sub-committee (Lisa Bertsch, Denise Layman & Ashley Sayre) along with Andrew worked on developing the summer camp program – ANOTHER WAY along with the chaplains for each camp. Thanks to Dean Foster for being our chaplain to the staff!

The maintenance sub-committee (Mark Dickerhoof, Ernie Imhoff & Terry Vaught) along with Mark Dulabaum continue to improve the facility grounds along with all the volunteers. Mark Dickerhoof, Pete Snyder & Russell Matz are weekly volunteers helping with the grounds.

We want to thank all the people who help behind the scenes at the camp financially, scheduled workdays, fundraisers, made cookies, electricians, volunteered a few hours or 100's of hours!

I want to thank all the committee members, who have spent the last 3 years on the CAC, for all their dedication and work – Lisa Bertsch, Russell Matz & Linda Smith.

Sincerely, Linda Smith, CAC chair

2025 Inspiration Hills Camp Treasurer Report

Greetings,

I'll put my camp hat on now! I became the camp treasurer in spring of 2022, time sure does fly. We also utilize QuickBooks Online as the accounting software at the camp, but payroll services are provided by Bonni Brockway at H & R Block. We really appreciate her many years of faithful service to the camp. Whitcomb and Hess started to review the camp books quarterly at the beginning of 2024. At this time, this cost is being covered by the District.

Andrew Kaufman opens and receives the mail at the camp, with Beverly Wengerd serving as Financial Secretary, entering bills and deposits into QuickBooks. Andrew approves bills and sends approved vouchers to me online for payment. I have set up many of the monthly bills to be paid online through the bank to reduce mailing costs as much as possible.

I am able to perform most of my duties out of my office at the District office in Ashland but do attend CAC meetings and special events at the camp. I grew up attending church camp at Inspiration Hills and camp is a special place for me.

This year, camp income has been a bit steadier, and expenses are a little down (due to lower staffing and cutting some costs.) Rental income is rising, and we hope that trend continues and that more and more people can take advantage of all that our beautiful camp has to offer.

The District was recently gifted some funds from the proceeds due to the closure of Lake Breeze Church of the Brethren. The District Board elected to give a total of \$66,000 to the camp (33,000 toward operating expenditures, and 33,000 for capital improvements). Also, at the May 2025 District Board meeting, the members voted to forgive the 2024 camp insurance debt to the District. As of this writing, the camp is up to date on all liability, property and health insurance for 2025.

As always, please contact me if you have any questions concerning any of the accounts or camp finances...

Sincerely,

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

Inspiration Hills Camp

Statement of Financial Position Comparison

As of December 31, 2024

	TOTAL	
	AS OF DEC 31, 2024	AS OF DEC 31, 2023 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1100 Petty Cash	100.00	0.00
1160 Checking Acct - Farmers State	58,504.56	18,587.34
1170 Savings Acct - Farmers State	4,444.76	4,444.28
Total Bank Accounts	\$63,049.32	\$23,031.62
Accounts Receivable		
1190 Accounts Receivable (A/R)	0.00	1,541.18
Total Accounts Receivable	\$0.00	\$1,541.18
Other Current Assets		
1180 Investments - Eder Financial	2,861.16	2,784.49
Total Other Current Assets	\$2,861.16	\$2,784.49
Total Current Assets	\$65,910.48	\$27,357.29
TOTAL ASSETS	\$65,910.48	\$27,357.29
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2100 Accounts Payable (A/P)	18,186.59	20,844.76
Total Accounts Payable	\$18,186.59	\$20,844.76
Other Current Liabilities		
2200 Sales Tax Payable	0.00	-16.25
2250 Pension Plan Withheld	0.12	-108.41
2260 Insurance Withheld	49.23	0.00
2300 Loan Payable - NOHCOB	0.00	0.00
Total Other Current Liabilities	\$49.35	\$ -124.66
Total Current Liabilities	\$18,235.94	\$20,720.10
Total Liabilities	\$18,235.94	\$20,720.10
Equity		
3100 Net Equity	24,868.95	24,868.95
3200 Retained Earnings	-18,231.76	-37,314.27
Net Revenue	41,037.35	19,082.51
Total Equity	\$47,674.54	\$6,637.19
TOTAL LIABILITIES AND EQUITY	\$65,910.48	\$27,357.29

Inspiration Hills Camp

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4100 Rental and Retreat Income	101,181.64	100,000.00	1,181.64	101.18 %
4150 Food Service Income - Rentals	23,029.75	50,000.00	-26,970.25	46.06 %
4160 Youth Retreats	5,465.00	4,000.00	1,465.00	136.63 %
Total 4100 Rental and Retreat Income	129,676.39	154,000.00	-24,323.61	84.21 %
4300 Summer Camp	27,951.00	35,000.00	-7,049.00	79.86 %
5110 Contributions				
5120 Individual Contributions	21,328.32	15,000.00	6,328.32	142.19 %
5124 Hottle Fund Transfer	41,187.20	40,000.00	1,187.20	102.97 %
5125 Church Allocations	39,578.98	40,000.00	-421.02	98.95 %
5130 Scholarship Income	875.00		875.00	
5150 District Contribution	50,000.00		50,000.00	
Total 5110 Contributions	152,969.50	95,000.00	57,969.50	161.02 %
5200 Fundraiser Income				
5201 Fall Festival	7,404.00	10,000.00	-2,596.00	74.04 %
5202 Other Fundraising	8,700.00	1,000.00	7,700.00	870.00 %
Total 5200 Fundraiser Income	16,104.00	11,000.00	5,104.00	146.40 %
5300 Camp Store Revenue	1,405.11	2,000.00	-594.89	70.26 %
5400 Miscellaneous Income	1,950.98		1,950.98	
5500 Gas Well Revenue	2,614.96	5,000.00	-2,385.04	52.30 %
Total Revenue	\$332,671.94	\$302,000.00	\$30,671.94	110.16 %
GROSS PROFIT	\$332,671.94	\$302,000.00	\$30,671.94	110.16 %
Expenditures				
6000 Salary and Wages				
6100 Executive Director				
6110 Salary - Executive Director	49,800.00	50,000.00	-200.00	99.60 %
6120 Payroll Taxes- Executive Director	3,801.32	3,800.00	1.32	100.03 %
6130 Workers' Compensation- Executive Director	148.50	165.00	-16.50	90.00 %
6140 Medical Insurance- Executive Director	537.15	830.00	-292.85	64.72 %
6150 HSA- Executive Director		3,000.00	-3,000.00	
6160 Pension Plan- Executive Director	7,896.00	7,150.00	746.00	110.43 %
Total 6100 Executive Director	62,182.97	64,945.00	-2,762.03	95.75 %
6200 Facility Manager				
6210 Salary-Facility Manager	43,615.00	45,000.00	-1,385.00	96.92 %
6220 Payroll Taxes- Facility Manager	3,281.99	3,445.00	-163.01	95.27 %
6230 Workers' Compensation- Facility Manager	995.83	1,335.00	-339.17	74.59 %
6240 Medical Insurance- Facility Manager	272.02		272.02	
6250 HSA- Facility Manager		3,000.00	-3,000.00	
6260 Pension Plan- Facility Manager	2,053.00	2,250.00	-197.00	91.24 %
Total 6200 Facility Manager	50,217.84	55,030.00	-4,812.16	91.26 %
6300 Director of Program and Operations				
6310 Salary - Director of Program and Operations		43,000.00	-43,000.00	

Inspiration Hills Camp

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
6320 Payroll Taxes-Director of P&O		3,270.00	-3,270.00	
6330 Workers' Compensation- Director of P&O	571.49	1,035.00	-463.51	55.22 %
6340 Medical Insurance- Director of P&O		0.00	0.00	
6360 Pension Plan- Director of P&O		2,000.00	-2,000.00	
Total 6300 Director of Program and Operations	571.49	49,305.00	-48,733.51	1.16 %
6400 Kitchen Coordinator				
6410 Salary - Kitchen Coordinator	25,575.00		25,575.00	
6420 Payroll Taxes- Kitchen Coordinator	1,939.76		1,939.76	
6430 Workers' Compensation- Kitchen Coordinator	438.00		438.00	
6440 Medical Insurance- Kitchen Coordinator	218.72		218.72	
6460 Pension Plan- Kitchen Coordinator	1,424.00		1,424.00	
Total 6400 Kitchen Coordinator	29,595.48		29,595.48	
6500 Office Staff				
6540 Training/other expense- Office	308.41		308.41	
Total 6500 Office Staff	308.41		308.41	
6600 Kitchen Staff				
6610 Wages - Kitchen	8,652.00	10,000.00	-1,348.00	86.52 %
6620 Payroll Taxes- Kitchen	661.88	760.00	-98.12	87.09 %
6630 Workers' Compensation -Kitchen	103.87	120.00	-16.13	86.56 %
Total 6600 Kitchen Staff	9,417.75	10,880.00	-1,462.25	86.56 %
6700 Maintenance Staff				
6710 Wages - Maintenance	1,200.00	8,000.00	-6,800.00	15.00 %
6720 Payroll Taxes- Maintenance	91.80	610.00	-518.20	15.05 %
6730 Workers' Compensation -Maintenance	23.32	100.00	-76.68	23.32 %
Total 6700 Maintenance Staff	1,315.12	8,710.00	-7,394.88	15.10 %
6800 Program Staff				
6810 Wages - Program		1,000.00	-1,000.00	
Total 6800 Program Staff		1,000.00	-1,000.00	
6900 Summer Staff				
6910 Wages - Summer staff	6,338.75	11,000.00	-4,661.25	57.63 %
6920 Payroll Taxes - Summer staff	435.21	840.00	-404.79	51.81 %
6930 Workers' Compensation- Summer Staff	46.90	105.00	-58.10	44.67 %
6940 Orientation expenses - Summer Staff	544.80	850.00	-305.20	64.09 %
6950 Training/other expense- Summer Staff	453.90	500.00	-46.10	90.78 %
6960 Summer Staff Stipends		0.00	0.00	
Total 6900 Summer Staff	7,819.56	13,295.00	-5,475.44	58.82 %
Total 6000 Salary and Wages	161,428.62	203,165.00	-41,736.38	79.46 %
7000 Operating Expenses				
7100 Professional Services				
7105 Financial Service Fees	4,199.16	6,500.00	-2,300.84	64.60 %
7120 Licenses	1,458.00	1,200.00	258.00	121.50 %
7130 Insurance - Fire & Liability	16,999.24	16,000.00	999.24	106.25 %

Accrual Basis Tuesday, March 4, 2025 03:03 PM GMT-05:00

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Inspiration Hills Camp

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
7140 Legal Fees		0.00	0.00	
7150 Association Fees	1,317.00	950.00	367.00	138.63 %
7160 Real Estate Tax (deleted)		390.00	-390.00	
7170 WWTP Monitoring	1,800.00	1,800.00	0.00	100.00 %
7180 Real Estate Taxes	317.32		317.32	
Total 7100 Professional Services	26,090.72	26,840.00	-749.28	97.21 %
7210 Summer Registration	3,489.25	3,500.00	-10.75	99.69 %
7220 Marketing	3,867.97	3,600.00	267.97	107.44 %
7230 Office Supplies & Equipment	2,697.71	4,500.00	-1,802.29	59.95 %
7240 Postage	1,902.90	1,800.00	102.90	105.72 %
7250 Camp Store Goods	839.85	2,000.00	-1,160.15	41.99 %
7300 Food Purchases				
7310 Food Purchases - Retreats	17,256.16	20,000.00	-2,743.84	86.28 %
7320 Food Purchases - Summer Camp	8,319.31	10,000.00	-1,680.69	83.19 %
7330 Food Purchases - Volunteers	537.99	1,200.00	-662.01	44.83 %
Total 7300 Food Purchases	26,113.46	31,200.00	-5,086.54	83.70 %
7400 Supplies				
7410 Outreach Expenses		0.00	0.00	
7420 Misc Fundraiser Expenses		0.00	0.00	
7430 Facilities Supplies	6,342.44	7,000.00	-657.56	90.61 %
7440 Program Supplies	1,557.47	1,600.00	-42.53	97.34 %
7450 Medical Supplies	430.23	600.00	-169.77	71.71 %
7460 Craft Supplies	528.25	250.00	278.25	211.30 %
7470 Recreation Equipment	339.53	500.00	-160.47	67.91 %
7480 Miscellaneous Expenses	3,822.58	300.00	3,522.58	1,274.19 %
7490 Kitchen Supplies	21,864.10	4,500.00	17,364.10	485.87 %
Total 7400 Supplies	34,884.60	14,750.00	20,134.60	236.51 %
Total 7000 Operating Expenses	99,886.46	88,190.00	11,696.46	113.26 %
8100 Utilities				
8110 Telephone & Internet	3,165.88	4,500.00	-1,334.12	70.35 %
8120 Electricity	17,751.00	23,000.00	-5,249.00	77.18 %
8130 LP Gas & Natural Gas	10,945.76	20,250.00	-9,304.24	54.05 %
8140 Trash Removal	1,390.39	3,000.00	-1,609.61	46.35 %
8150 Gasoline & Diesel	1,652.81	4,000.00	-2,347.19	41.32 %
8160 Gravel		3,000.00	-3,000.00	
8170 WWTP Testing	2,688.27	1,500.00	1,188.27	179.22 %
Total 8100 Utilities	37,594.11	59,250.00	-21,655.89	63.45 %
8200 Maintenance	2,846.03	3,500.00	-653.97	81.32 %
8300 Repairs	3,951.47	13,000.00	-9,048.53	30.40 %
8400 Annual Inspections	404.15	500.00	-95.85	80.83 %
8500 Small Tools & Equipment	274.90	500.00	-225.10	54.98 %
8600 Grounds & Conservation		200.00	-200.00	

Inspiration Hills Camp

Budget vs. Actuals: Budget_FY24_P&L - FY24 P&L

January - December 2024

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
8700 Pest Control	1,755.00	2,000.00	-245.00	87.75 %
Total Expenditures	\$308,140.74	\$370,305.00	\$ -62,164.26	83.21 %
NET OPERATING REVENUE	\$24,531.20	\$ -68,305.00	\$92,836.20	-35.91 %
Other Revenue				
9000 Other Income				
9100 Interest Received	77.45		77.45	
9200 Market Value Fluctuation	149.70		149.70	
9400 Forgiven Loans	16,464.26		16,464.26	
Total 9000 Other Income	16,691.41		16,691.41	
Total Other Revenue	\$16,691.41	\$0.00	\$16,691.41	0.00%
Other Expenditures				
9500 Other Expenses				
9501 Admin fees Eder Financial	150.00		150.00	
9502 Late fee and penalties	35.26		35.26	
Total 9500 Other Expenses	185.26		185.26	
Total Other Expenditures	\$185.26	\$0.00	\$185.26	0.00%
NET OTHER REVENUE	\$16,506.15	\$0.00	\$16,506.15	0.00%
NET REVENUE	\$41,037.35	\$ -68,305.00	\$109,342.35	-60.08 %

CAMP INSPIRATION HILLS
Income vs. Expense

	2022 Actual	2023 Actual	2024 Actual	2024 Budget
EXPENSES				
Executive Director	68,333.15	75,417.69	62,182.97	64,945.00
Facility Manager	54,387.74	56,777.42	50,217.84	55,030.00
Director of Program and Operations	50,126.02	43,531.97	571.49	49,305.00
*Kitchen Staff	9,687.61	16,238.62	39,321.64	10,880.00
Maintenance Staff	7,258.14	3,491.77	1,315.12	8,710.00
Program Staff	555.00	45.00	0.00	1,000.00
Summer Staff	13,469.07	15,312.18	7,819.56	13,295.00
Operating Expenses	83,775.77	79,750.07	99,886.46	88,190.00
Utilities	56,822.86	51,645.40	39,194.11	59,250.00
Maintenance and Grounds	18,939.81	12,972.56	7,631.55	19,700.00
Total Expenses	363,355.17	355,182.68	308,140.74	370,305.00
*Line 9 - combined kitchen coordinator, staff and office for 2024				
Income				
Rental Income	84,853.99	90,750.38	129,676.39	154,000.00
Summer Camp	25,122.77	33,286.20	27,951.00	35,000.00
Individual Contributions	13,518.76	25,818.06	21,328.32	15,000.00
Hottle Fund	47,424.92	44,035.24	41,187.20	40,000.00
Church Contributions	54,798.29	42,223.86	39,578.98	40,000.00
Fundraiser Income	9,736.63	8,896.38	16,104.00	11,000.00
Scholarship Income			875.00	
Camp Store	1,358.35	2,330.77	1,405.11	2,000.00
Misc Income	3,818.94	1,871.99	1,950.98	
Gas Well	5,108.06	4,049.56	2,614.96	5,000.00
Timber	91,671.20	1,270.00	0.00	
Subtotal	337,411.91	254,532.44	282,671.94	302,000.00
Emergency Loan	50,000.00	70,000.00	50,000.00	
Total Income	387,411.91	324,532.44	332,671.94	302,000.00
Income minus expense (before loan)	-25,943.26	-100,650.24	-25,468.80	-68,305.00

This doesn't include interest, market fluctuation, admin fees, capital improvement expenses, late fee or penalties)

This doesn't include capital improvement donations given in 2023 for Pine lodge 26, 641.19, or capital improvement expenses 29, 262.46)

Dec 2024 Final

Inspiration Hills Camp Proposed Budget 2026

Revenue	Actual 2024	Budget 2025	Budget 2026	Change from 2025 Budget	Change from 2024 Actual
4100 Rental and Retreat Income	101,181.64	100,000.00	100,000.00	0.00	-1,181.64
4150 Food Service Income - Rentals	23,029.75	81,000.00	81,000.00	0.00	57,970.25
4160 Youth Retreats	5,465.00	22,575.00	4,000.00	-18,575.00	-1,465.00
Summer Camp Food					0.00
Total 4100 Rental and Retreat Income	129,676.39	203,575.00	185,000.00	-18,575.00	55,323.61
4300 Summer Camp	27,951.00	45,000.00	30,000.00	-15,000.00	2,049.00
5110 Contributions				0.00	0.00
5120 Individual Contributions	21,328.32	25,000.00	22,000.00	-3,000.00	671.68
5124 Hottle Fund Transfer	41,187.20	38,000.00	36,000.00	-2,000.00	-5,187.20
5125 Church Allocations	39,578.98	35,000.00	30,000.00	-5,000.00	-9,578.98
5130 Scholarship Income	875.00	3,500.00	2,500.00	-1,000.00	1,625.00
5140 Capital Improvement Donatons				0.00	0.00
5150 District Contribution	50,000.00			0.00	-50,000.00
Total 5110 Contributions	\$ 152,969.50	\$ 101,500.00	\$ 90,500.00	-11,000.00	-62,469.50
5200 Fundraiser Income					
5201 Fall Festival	7,404.00	12,000.00	10,000.00	-2,000.00	2,596.00
5202 Other Fundraising	8,700.00	100.00	5,000.00	4,900.00	-3,700.00
Total 5200 Fundraiser Income	16,104.00	12,100.00	15,000.00	2,900.00	-1,104.00
5300 Camp Store Revenue	1,405.11	3,000.00	3,000.00	0.00	1,594.89
5400 Miscellaneous Income	1,950.98			0.00	-1,950.98
5500 Gas Well Revenue	2,614.96	3,500.00	2,500.00	-1,000.00	-114.96
Total Revenue	332,671.94	368,675.00	326,000.00	-42,675.00	-6,671.94
Gross Profit	332,671.94	368,675.00	326,000.00	-42,675.00	-6,671.94
Expenditures					
6000 Salary and Wages					
6100 Executive Director					
6110 Salary - Executive Director	49,800.00	45,800.00	45,800.00	0.00	-4,000.00
6120 Payroll Taxes- Executive Director	3,801.32	3,664.00	3,664.00	0.00	-137.32
6130 Workers' Compensation- Exec. Director	148.50	137.40	137.00	-0.40	-11.50
6140 Medical Insurance- Executive Director	537.15	4,000.00	4,000.00	0.00	3,462.85
6150 HSA- Executive Director	0.00	0.00	0.00	0.00	0.00
6160 Pension Plan- Executive Director	7,896.00	6,688.00	6,688.00	0.00	-1,208.00
6180 Other Expenses - Executive Director		608.00	500.00	-108.00	500.00
Total 6100 Executive Director	62,182.97	60,897.40	60,789.00	-108.40	-1,393.97
6200 Facility Manager					
6210 Salary-Facility Manager	43,615.00	37,500.00	40,000.00	2,500.00	-3,615.00
6220 Payroll Taxes- Facility Manager	3,281.99	3,600.00	3,560.00	-40.00	278.01
6230 Workers' Compensation- Facility Manager	995.83	1,125.00	1,125.00	0.00	129.17
6240 Medical Insurance - Faciltiy Manager	272.02	7,500.00	4,000.00	-3,500.00	3,727.98
6250 HSA- Facility Manager		0.00	0.00	0.00	0.00
6260 Pension Plan- Facility Manager	2,053.00	2,250.00	2,400.00	150.00	347.00
6280 Other expense			350.00	350.00	350.00
Total 6200 Facility Manager	50,217.84	51,975.00	51,435.00	-540.00	1,217.16

	Actual 2024	Budget 2025	Budget 2026	Change from 2025 Budget	Change from 2024 Actual
6300 Director of Program and Operations					
6310 Salary - Director of P&O		17,800.00		-17,800.00	0.00
6320 Payroll Taxes-Director of P&O		1,584.00		-1,584.00	0.00
6330 Workers' Compensation- Director of P&O	571.49	71.20		-71.20	-571.49
6340 Medical Insurance- Director of P&O		2,000.00		-2,000.00	0.00
63?? District Conference		25.00		-25.00	0.00
63?? Travel/Mileage		1,500.00		-1,500.00	0.00
6360 Pension Plan- Director of P&O		1,068.00		-1,068.00	0.00
Total 6300 Director of P&O	571.49	24,048.20	6,500.00	-17,548.20	5,928.51
	Actual 2024	Budget 2025	Budget 2026	Change from 2025 Budget	Change from 2024 Actual
6400 Kitchen Coordinator					
6410 Salary Kitchen Coordinator	25,575.00	35,600.00	40,000.00	4,400.00	14,425.00
6420 Payroll taxes-Kitchen Coordinator	1,939.76	3,168.00	3,560.00	392.00	1,620.24
6430 Workers Compensation- Kitchen Co	438.00	142.40	160.00	17.60	-278.00
6440 Medical Insurance- Kitchen Coordin	218.72	4,000.00	4,000.00	0.00	3,781.28
6460 Pension Plan -Kitchen Coordinator	1,424.00	2,136.00	2,400.00	264.00	976.00
6480 Other expense			350.00	350.00	350.00
Total 6400 Kitchen Coordinator	29,595.48	45,046.40	50,470.00	5,423.60	20,874.52
6500 Office Staff					
6540 Training/other expense	308.41			0.00	-308.41
Total 6500 Office Staff	308.41				-308.41
6600 Kitchen Staff					
6610 Wages - Kitchen	8,652.00	15,000.00		-15,000.00	
6620 Payroll Taxes- Kitchen	661.88	1,368.00		-1,368.00	
6630 Workers' Compensation -Kitchen	103.87	400.00		-400.00	
Total 6600 Kitchen Staff	9,417.75	16,768.00	10,000.00	-6,768.00	582.25
6700 Maintenance Staff				0.00	0.00
6710 Wages - Maintenance	1,200.00	2,000.00		-2,000.00	-1,200.00
6720 Payroll Taxes- Maintenance	91.80	152.00		-152.00	-91.80
6730 Workers' Compensation -Maintenance	23.32	100.00		-100.00	-23.32
Total 6700 Maintenance Staff	1,315.12	2,252.00	1,500.00	-752.00	184.88
6800 Program Staff				0.00	
6810 Wages - Program		4,150.00		-4,150.00	0.00
Total 6800 Program Staff		4,150.00		-4,150.00	0.00
6900 Summer Staff (stipend)					
6910 Wages - Summer staff	6,338.75	20,000.00		-20,000.00	
6920 Payroll Taxes - Summer staff	435.21	1,520.00		-1,520.00	
6930 Workers' Compensation- Summer Staff	46.90	500.00		-500.00	
6940 Orientation expenses - Summer Staff	544.80				
6950 Training/other expense- Summer Staff	453.90	500.00		-500.00	
6960 Conferences - Summer Staff					
Total 6900 Summer Staff	7,819.56	22,520.00	22,000.00	-520.00	14,180.44
Total 6000 Salary and Wages	161,428.62	227,657.00	202,694.00	-24,963.00	16,842.35

	Actual 2024	Budget 2025	Budget 2026	Change from 2025 Budget	Change from 2024 Actual
7000 Operating Expenses					
7100 Professional Services					0.00
7105 Financial Service Fees	4,199.16	5,000.00	4,200.00	-800.00	0.84
7120 Licenses	1,458.00	2,000.00	4,000.00	2,000.00	2,542.00
7130 Insurance - Fire & Liability	16,999.24	17,000.00	18,500.00	1,500.00	1,500.76
7140 Legal Fees				0.00	0.00
7150 Association Fees	1,317.00	2,000.00	1,100.00	-900.00	-217.00
7160 Watershed Tax/Real Estate Tax	317.32	320.00	320.00	0.00	2.68
7170 WWTP Monitoring	1,800.00	1,800.00	1,800.00	0.00	0.00
7180 Real Estate Taxes					
Total 7100 Professional Services	26,090.72	28,120.00	29,920.00	1,800.00	3,829.28
7210 Summer Registration	3,489.25	10,000.00	1,000.00	-9,000.00	-2,489.25
7220 Marketing	3,867.97	6,000.00	6,000.00	0.00	2,132.03
7230 Office Supplies & Equipment	2,697.71	1,200.00	2,000.00	800.00	-697.71
7240 Postage	1,902.90	2,500.00	2,500.00	0.00	597.10
7250 Camp Store Goods	839.85	2,000.00	3,000.00	1,000.00	2,160.15
Total 7200 Office	12,797.68	21,700.00	14,500.00	-7,200.00	1,702.32
7300 Food Purchases					0.00
7310 Food Purchases - Retreats	17,256.16	20,000.00	20,000.00	0.00	2,743.84
7320 Food Purchases - Summer Camp	8,319.31	15,000.00	10,000.00	-5,000.00	1,680.69
7330 Food Purchases - Volunteers	537.99	1,400.00	750.00	-650.00	212.01
Total 7300 Food Purchases	26,113.46	36,400.00	30,750.00	-5,650.00	4,636.54
7400 Supplies					
7410 Outreach Expenses					0.00
7420 Misc Fundraiser Expenses					0.00
7430 Facilities Supplies	6,342.44	7,000.00	6,500.00	-500.00	157.56
7440 Program Supplies	1,557.47	500.00	1,000.00	500.00	-557.47
7450 Medical Supplies	430.23	200.00	250.00	50.00	-180.23
7460 Craft Supplies	528.25	100.00	250.00	150.00	-278.25
7470 Recreation Equipment	339.53	500.00	1,000.00	500.00	660.47
7480 Miscellaneous Expenses	3,822.58	300.00	1,000.00	700.00	-2,822.58
7490 Kitchen Supplies	21,864.10	4,500.00	3,000.00	-1,500.00	-18,864.10
Total 7400 Supplies	34,884.60	13,100.00	13,000.00	-100.00	-21,884.60
Total 7000 Operating Expenses	99,886.46	99,320.00	88,170.00	-11,150.00	-11,716.46
8100 Utilities					
8110 Telephone & Internet	3,165.88	2,000.00	2,000.00	0.00	-1,165.88
8120 Electricity	17,751.00	18,500.00	18,500.00	0.00	749.00
8130 LP Gas & Natural Gas	10,945.76	15,000.00	12,000.00	-3,000.00	1,054.24
8140 Trash Removal	1,390.39	2,000.00	1,500.00	-500.00	109.61
8150 Gasoline & Diesel	1,652.81	3,000.00	2,000.00	-1,000.00	347.19
8160 Gravel	0.00	3,000.00	500.00	-2,500.00	500.00
8170 WWTP Testing	2,688.27	2,500.00	3,500.00	1,000.00	811.73
Total 8100 Utilities	37,594.11	46,000.00	40,000.00	-6,000.00	2,405.89

	Actual 2024	Budget 2025	Budget 2026	Change from 2025 Budget	Change from 2024 Actual
8200 Maintenance	2,846.03	3,500.00	5,000.00	1,500.00	2,153.97
8300 Repairs	3,951.47	13,000.00	5,000.00	-8,000.00	1,048.53
8400 Annual Inspections	404.15	900.00	500.00	-400.00	95.85
8500 Small Tools & Equipment	274.90	500.00	300.00	-200.00	25.10
8600 Grounds & Conservation	0.00	200.00	250.00	50.00	250.00
8700 Pest Control	1,755.00	2,500.00	3,000.00	500.00	1,245.00
Total Maintenance	9,231.55	20,600.00	14,050.00	-6,550.00	4,818.45
Total expenses other than salaries/wages	146,712.12	165,920.00	142,220.00	-23,700.00	-4,492.12
Total Expenditures	308,140.74	393,577.00	344,914.00	-48,663.00	36,773.26
Net Operating Revenue	24,531.20	-24,902.00	-18,914.00	5,988.00	-43,445.20
Other Revenue					
9000 Other Income					
9100 Interest Received	77.45			0.00	-77.45
9200 Market Value Fluctuation	149.70			0.00	-149.70
9300 Timber Revenue		1,200.00		-1,200.00	0.00
9400 Forgiven Loans	16,464.26			0.00	-16,464.26
Total 9000 Other Income	16,691.41	1,200.00		-1,200.00	-16,691.41
Total Other Revenue	16,691.41	1,200.00		-1,200.00	-16,691.41
Other Expenditures					
9500 Other Expenses					
9501 Admin fees Eder Financial	150.00				-150.00
9502 Late fee and penalties	35.26				-35.26
9700 Capital Improvements					0.00
9730 Cap Imp - Other					0.00
Total 9700 Capital Improvements	0.00				0.00
Total 9500 Other Expenses	185.26				-185.26
Total Other Expenditures	185.26				-185.26
Net Other Revenue	16,506.15	1,200.00		-1,200.00	-16,506.15
Net Revenue	41,037.35	-23,702.00	-18,914.00	4,788.00	-23,702.00

Business Item #4: Withdrawing Congregations*

Two congregations in our district have decided to leave the Church of the Brethren and have worked through the Withdrawal Process established by the District Board. The Board makes the following recommendations to the District Conference delegates.

Dupont Church of the Brethren

Changing name with state to Dupont Church / going independent

Active members

Vote: January 30, 2025, 83.6% yes to withdraw (51 of 61 ballot)

Amount received: \$17,000

Service of Blessing and Sending to be held May 28, 2025

- a. The District Board recommends the disorganization of the Dupont Church of the Brethren.**

Bristolville Church of the Brethren

Changing name with state / going independent

Active Members 34

First Vote: December 8, 2024, 87.5% yes to withdraw (21 of 24 ballots)

Second vote May 18, 2025, 85.7% yes to withdraw (18 of 21 ballots)

Financial settlement plus legal fees: \$ 9,350 pending

Service of Blessing and Sending pending

- b. The District Board recommends the disorganization of the Bristolville 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.

Business Item #5: Closing Congregation*

Background

The Lake Breeze Church of the Brethren congregation sold their church building (with District Board approval) in November of 2023, realizing that the upkeep of the building monopolized their resources and was more than they could afford. They hoped that this would give them the opportunity to continue meeting and have money for ministry. They have used social media to get the word out about their church, met in different locations and at different times, and tried multiple outreach activities. They have been meeting in a coffee house since November of 2024, but connection with a community has not happened. The four remaining members voted on March 7, 2025, to close the church. Three were present in person, the fourth by phone call because health issues kept her from attending. Kris Hawk (DE) and Mark Pollock (Congregational Commission member) were present for the vote. Those connected with Lake Breeze have committed to remain in touch with each other for prayer concerns and to make sure each finds a new community where they can worship and serve.

The remaining \$271,896.82 from the sale of the Lake Breeze building has been transferred to the district. We are working with Stephen McLaughlin, Pastor and Jonah Parsons (previously a member of Lake Breeze) who has been serving as the treasurer and has been holding a few remaining items in storage on behalf of the congregation.

Motion:

The District Board recommends the disorganization/dissolution of the Lake Breeze 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.

2025 Standing Committee Report

May 2025

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 the general business of Standing Committee as well as serving on the Process for Handling Conflicts with Annual Conference Agencies subcommittee.

As reported in previous years, 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. [Standing Committee has 7 options for recommendation.]
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.

It is always a challenge to create this report for our District Conference when Annual Conference is still 40 days away. Standing Committee has 6 new items of business (#1 above) on their agenda for Annual Conference as well as an evening dedicated to a Listening Session (# 3 above) with a congregation from the Shenandoah District.

It is my intent to provide a written update on the actions and business of Standing Committee when we come together for District Conference in August.

In addition to the 4 normal functions of Standing Committee, three additional duties assigned to Standing Committee by the 2022 Annual Conference will be concluded in Greensboro:

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. Review the organizational structure of the Church of the Brethren as a precursor to the calling of the 2025 Review & Evaluation Committee.

The Covenant Committee has completed their work, and it appears as New Business items #1, #2, and #3 in the 2025 Annual Conference booklet.

The Reconciling Process with Agencies When There Is a Concern subcommittee completed their work, and it appears as #12 in the Standing Committee Manual and is in the 2025 Annual Conference Booklet beginning on page 157.

The Organizational Structure subcommittee has created a White Paper for distribution to Standing Committee in Greensboro, NC, and will be passed on to the Review & Evaluation Committee [to be elected at Annual Conference 2025].

As we turn our attention to the 2026 Annual Conference to be held in Fort Wayne, IN, I want to share several highlights from the Church of the Brethren Manual of Organization and Polity in regard 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 has 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

Dear Friends in Christ,

Greetings to you in the name of Christ our Savior!

It is an honor to write to you on behalf of the staff, volunteers, and the Mission and Ministry Board of the Church of the Brethren. We pray 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. I am humbled by the ways your district and local congregations faithfully live into the Jesus in the Neighborhood vision, and I wish to express my gratitude for the many ways you support your communities and the wider church.

You will find much about our denominational mission and ministries reflected in two printed resources available to you at your district conference and on the Church of the Brethren website (www.brethren.org). The *Church of the Brethren Annual Report* offers a glimpse of the ministries over the last year, and the *Advocating Generosity* booklet invites you to partner with us in our current ministries. You will also find these resources, together with our recent Church of the Brethren video report, at www.brethren.org/annualreport.

The Church of the Brethren's Mission and Ministry Board approved a 2025 budget that includes nearly \$500,000 in reductions. The budget aligns with ministry priorities, such as supporting congregations, developing leaders, and engaging in global and service ministries, in response to the changing needs of the church and its decreasing membership. As I mentioned last year, our denominational vision calls us to "develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless." We recognize that as the needs of the churches across the denomination continue to evolve, our staff must also be innovative, adaptable, and fearless in our efforts to enhance support for congregations and their leaders.

We are renewing our efforts to connect with district executives to better understand the needs of congregations and their leaders. We are also seeking ways and opportunities to engage with congregations, encouraging our members to consider participating in our service ministries, and collaborate with us in our global partnerships. We believe this support is essential in fulfilling our vision to be and encounter Jesus in our neighborhoods. To that end, we are here to serve, so if you have any questions or needs, please let us know.

May we continue together to be the hands and feet of Jesus.

Your servant in Christ,

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

Dear Sisters and Brothers,

... let us love not in word or speech but in deed and truth – 1 John 3:18

Every leader, volunteer group, and administrator has come with a wonderful attitude and will to work that is not often seen. BDM is a first-class organization with first class people from top to bottom. -- Shane Wirth, Habitat for Humanity of Pennyriple Region (Ky.)

CDS is the "gold standard of childcare." -- Red Cross liaison, California wildfire response (2025)

These reflections from people who work with and observe Brethren Disaster Ministries' (BDM) programs demonstrate that the staff and volunteers embrace and embody the call heard in 1 John. Their deeds and the truth are evident in how they live and all they do to bring healing, hope, and recovery to disaster survivors. Those who support BDM's ministries through prayer, financial contributions, in-kind donations, advocacy, and volunteering at all levels join as cherished partners in our mission to show God's love.

Hurricane Helene struck Florida on Sept. 26, 2024, and moved north causing major flooding all the way to southern Virginia. It was a reminder of how devastating and unpredictable disasters can be but also highlighted the strength of the Church working together for our neighbor's good. All of BDM actively responded to this catastrophic event, including Children's Disaster Services (CDS) sending volunteer teams to North Carolina; multiple coordinating calls with the Southeastern and Atlantic Southeast Districts; volunteer and relief supply coordination with the Virginia District and North Carolina's Camp Carmel; the purchase of special supplies such as mold remediation materials; and providing Emergency Disaster Fund (EDF) grants to support district level responses. The mission expanded when Hurricane Milton struck Florida two weeks later, compounding the damage from Helene and prompting the sending of additional CDS teams. Working together through Christ, the BDM network helped "bear one another's burdens." Home rebuilding in North Carolina is scheduled to start in the fall of 2025. Hurricanes Helene and Milton were just two of many disasters and crises that BDM responded to in 2024..

Children's Disaster Services volunteers served in eight MARCs (multi-agency resource centers) in response to multiple tornadoes in the South Central, Midwest, and Southeastern US regions in the spring and summer of 2024 and also responded to one flooding event and four wildfires. In the fall, at the request of the Red Cross to care for children impacted by the hurricanes, three CDS teams served four weeks in shelters and a Family Assistance Center in the Asheville, N.C., area and two teams served in shelters in the Tampa Bay, Fla., area. During the year CDS responded to 13 disasters, sending 68 volunteers who served 729 child contacts.

In early January 2025 wildfires in California stretched CDS to respond in multiple locations with four teams serving 515 children in the area in a little over a month. Spring tornadoes sent CDS to the plains states and Midwest to serve more children and families.

The Rebuilding Program completed 22 months of service to families impacted by the 2021 tornadoes in Dawson Springs, Ky. Additional support for this project site came from a Lowe's 2024 Winter Cycle Reconstruction Grant facilitated through NVOAD (National Voluntary Organizations Active in Disaster). In response to the deadly 2022

flooding in Eastern Kentucky, a BDM volunteer group served survivors for a week in April 2024 in Letcher County and a new long-term site opened there in the fall. BDM's partner described its arrival in September as "perfect timing" because they were lacking volunteers just at the time that federal and state funding was becoming available to build new homes.

Smaller responses included collaboration with the leadership in three districts in Pennsylvania to coordinate local flood responses in the Eastwick/Cobbs Creek neighborhood of Philadelphia and in York County. Two EDF grants were provided for the York County response to purchase materials installed by BDM volunteers and to support a local partner providing Disaster Case Management.

Through our project sites, 39 families received support from 600 weekly volunteers who provided 4,636 hours of service on their homes. This free labor provided a cost savings of \$1,242,077 to the families and local partners. Sixty-five disaster project leaders served in 2024.

Tragically, in 2024 international responses once again focused much more on supporting families impacted by violence, a human-caused crisis, than on natural disasters. In January 2025, the rebel group M23 invaded and occupied villages and cities in the Eastern DR Congo, displacing millions including Church of the Brethren members in North and South Kivu provinces. BDM is partnering with DR Congo and Burundi church leaders to help develop, support, and coordinate responses. In South Sudan political and ethnic violence has escalated to the brink of a civil war. BDM and Global Mission staff are working with leaders from the South Sudan mission to expand humanitarian response plans while supporting the mission. EDF grants are already supporting families displaced by this violence.

A total of \$564,000 in EDF grants funded war-related relief and recovery programs in the DR Congo, Lebanon, Nigeria, Palestine, South Sudan, and Ukraine. This was the first year that grants provided aid and relief to families impacted by the Israel-Hamas war in the Palestinian territories and Israel's attacks on Hezbollah in southern Lebanon. Smaller grants provided critical storm and flood relief in Burundi, the DR Congo, Dominican Republic, and South Sudan. Grants to partners in Mexico and the Dominican Republic supported the needs of refugees. Another area of ongoing focus is a response to the crisis in Haiti, including a failed government and sections of the country controlled by violent gangs, leaving families and congregations struggling to survive.

The Nigeria Crisis Response (NCR), in collaboration with EYN (Church of the Brethren in Nigeria), received \$225,000 in EDF funds in 2024. Amidst ongoing, and often increasing, violence and insecurity, NCR maintains its focus on sponsorship of camps for internally displaced people; supporting EYN refugees returning from Cameroon, food distributions; medical assistance; livelihood training centers for widows and orphans; seeds and fertilizer; new wells for drinking water; education assistance for orphan children; and home repairs for the most vulnerable.

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



Roy Winter, Executive Director for Service Ministries

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

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

Brethren Disaster Ministries, 601 Main Street, P.O. Box 188, New Windsor, Maryland 21776-0188
410-635-8731 800-451-4407 Fax: 410-635-8739



2024-2025 **BVS** ANNUAL REPORT

Sharing God's love through acts of service

QUICK STATS:

2024 VOLUNTEERS: 54

ACTIVE PROJECT SITES: 56

**LOCATIONS OF PROJECTS:
16 US STATES, 12 COUNTRIES**

**BVS/FAITHX STAFF:
4 + 1 BVS VOLUNTEER**

**VOLUNTEER BENEFITS:
MONTHLY \$250 STIPEND,
FOOD, HOUSING, HEALTH
INSURANCE, TRANSIT**

FAITHX PARTICIPANTS: 183

FAITHX TRIPS IN 2024: 10

Brethren Volunteer Service continues to think creatively as we explore what service looks like and how we can best support our volunteers and engage with our community.

Currently, BVS staff work remotely. This allows staff to connect with BVS recruits & supporters in a wider range of locations without the carbon footprint. Plus, with digital files, we use less paper!

Staff Changes: Virginia Rendler moved from interim Volunteer Coordinator to permanent staff. Walt Wiltschek resigned from the position of office coordinator. BVSer Rachel Johnson joined the BVS team to help plan and lead the 2025 FaithX trips!

The biggest way you can support BVS is by sharing about it with others! Most of our volunteers come into BVS because someone they know encouraged them to apply. Who can you encourage to volunteer with BVS?

DID YOU KNOW?

BVS has a monthly email newsletter!
Sign up to stay connected!



BrethrenVolunteerService.org | BVS@brethren.org

MEET OUR STAFF



Director
Chelsea Goss Skillen



FaithX Coordinator
Marissa Witkovsky-Eldred



Volunteer Coordinator
Virginia Rendler



European Coordinator
Sara Cook



BVS Volunteer
Rachel Johnson



2024 ORIENTATIONS

27 volunteers completed orientation in 2024. Summer orientations (Unit 335) met at Camp Colorado and fall orientation (Unit 336) at Camp Brethren Heights in Michigan.

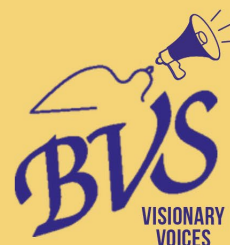
2025 ORIENTATIONS

This year's orientations will be held at Camp Colorado on July 27-Aug. 4, and at Camp Mardela on Sept 10-18. Anyone over 18 is welcome to apply!



BVS VISIONARY VOICES

BVS has a new quarterly speaker series! Join us to hear from professionals in our community as they share on relevant topics that are linked to the four BVS goals.



In 2024, FaithX welcomed over 180 participants for 10 week-long service trips, including an international trip to Ecuador and a trip specifically for adults age 55+. The summer's theme, 'Beloved', based on 1 John 4:7, reminded participants to love in the way that God loves us.

In 2025, FaithX is hosting 9 trips with over 160 participants. Combo junior high and senior high trips have been especially popular, allowing entire youth groups to serve together.

DID YOU KNOW? FaithX offers custom trips for groups of any age!





2025 Eder Financial Report

You likely benefit from the service of Eder Financial, whether you have direct interaction with Eder Financial or not. That's because we offer employee-based retirement, insurance, and financial services to nonprofit organizations like ministries, retirement homes, camps, and similar institutions. Serving those of like mind within the broader faith-based and nonprofit community, Eder also manages special funds, like ministry funds, memorial funds, cemetery funds, and building funds for congregations and other church-related organizations.

In 2024, we helped those we serve focus on carrying out their personal or organization's mission by –

- Permanently securing annuity payments for 1,700 annuitants.
- Offering complimentary life insurance to organizations that offered our other insurance products to their employees.
- Creating a toolkit to help organizations raise and manage funds to maintain their economic viability in the future.
- Increasing the number of grants within one of the benevolent funds we manage to proactively address the growing needs of our members.
- Continuing to offer learning sessions that give individuals and organizations the information they need to thrive.
- Adding additional components to our medical plan that help improve quality of life.

As an institution that partners with organizations that serve others, we seek to make decisions around retirement as easy as possible, creating a simple path to participation for all who can enroll, as many Americans find themselves having insufficient savings in retirement. We work to ensure members are not faced with that problem by streamlining the enrollment process, encouraging them to contribute consistently, and using an asset allocation model to help them grow their funds. Part-time employees meeting the minimum hour requirement can participate in both the Eder Retirement and Insurance plans.

Concierge service is included with our insurance products, which allows members to have their questions and concerns addressed more personally. Our ancillary insurances, which include but are not limited to 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 while not suffering high premium rate increases year after year.

We take the business of managing money very seriously, whether it is an organization's investment fund or money an individual has chosen to put aside for a charitable gift fund. Eder Organizational Investing has over \$140 million in assets under management, serving approximately 200 clients. We manage funds for organizations in a way that allows easy access. Plus, we offer several investment tools, reports, and resources to assist organizations with fund acquisition and management. We would be glad to connect with you to share more.

Plus, our service model includes assisted help and education. We educate members on the questions they should ask to be successful, whether helping them grow their congregations' financial base or managing their personal retirement plan or insurance.

Eder Values Investing

Eder has long believed that it should invest the funds it manages according to its values, which include but are not limited to peacemaking, stewardship, and community. Eder has a three-pronged EVI approach – screening, advocacy, and community development. Through screening, for example, each year Eder Financial's Board of Directors adopts two lists of companies that earn significant revenue from U.S. military operations. One list identifies the top 25 publicly traded defense contractors based on the size of contracts awarded by the Department of Defense, and the other list includes all publicly traded companies that generate more than 10 percent of their revenue from Department of Defense contracts. The firms on the lists are screened from Eder Financial's investment portfolios by all of our investment managers, and the organization avoids being a customer of any of these companies wherever possible.

A comparison of investment returns that are screened for Eder Values Investing by Eder's investment managers versus those managers' unscreened portfolios, shows that values-based screening almost always equals or exceeds unscreened portfolios. Eder Retirement Plan's investment funds have a history of strong performance. Our selection of funds offers opportunities for diversification and the potential for improved portfolio performance with thoughtful allocation. While we cannot guarantee market performance, Eder Values Investing ensures your investments are consistent with your values.

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, pastors, denominational executives, and organizations of like mind with Eder Financial. If you or someone you know would like to serve on the Eder Financial Board, please let us know. We are always looking for people who are dedicated to service, who want to do meaningful volunteer work, and who are committed to being an active member of a board.

We also have 30 people on our team 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.

Conclusion

Our mission to inspire responsible stewardship by delivering high quality values-driven employee benefits, finance services, and educational resources, and our commitment to service has not wavered. We work to be proactive, not reactive. We strive to answer the questions our customers have before they ask, not waiting for questions to come our way but anticipating them. In short, we've got our members and clients covered. If you and/or your congregation have not considered Eder Financial for your needs, we invite you to explore what we have to offer.

Donna Rhodes

Eder Financial Board Chair

Nevin Dulabaum

Eder Financial President



2025 Report to Church of the Brethren District Conferences

February 1, 2025

As Bethany Theological Seminary enters its 31st year in Richmond, Indiana, we are delighted to report that our educational mission is thriving! We continue to see strong enrollment as students from the Church of the Brethren (as well as other Christian traditions) come to Bethany as they respond to a call from God to ministry and service. Thanks to strong financial support from alumni and friends, our robust academic program is affordable and accessible to all qualified students.

We have responded to the changing needs and interests of students by investing in technology that extends our learning community around the world. We regularly update courses or add new ones to help students grow spiritually and intellectually and prepare to minister and serve in a wide array of contexts. Yet the education we provide remains grounded in the enduring values and distinctive witness of the Church of the Brethren.

A review of the past decades reveals a clear trajectory as the Seminary has moved through worry about the institution's survival, completed diligent work to ensure our long term financial sustainability, and arrived at a moment where we can imagine flourishing for generations to come. The key to our success is that Bethany is a truly student-centered institution. When we put our energy and resources into providing students with a truly transformative seminary education, there is no doubt that Bethany, and our distinctive Brethren witness, will continue to shine.

Leadership

Board of Trustees

The Bethany Board of Trustees is led by Chairman Mark Clapper (Elizabethtown, Pennsylvania). Jacqueline Hartley (Elgin, Illinois) is vice chair and Jonathan Frye (McPherson, Kansas) is board secretary. New members of the board are Katy Gray Brown (North Manchester, Indiana), David McFadden (Milford, Indiana), and Dennis Webb (Evanston, Illinois).

Campus Leadership

Rev. Dr. Jeff Carter is in his 12th year as president of Bethany. He is assisted by an experienced leadership team that helps guide long-term planning and day-to-day decision making at the Seminary. This year Jeff has represented Bethany at meetings of the World Council of Churches, the Association of Theological Schools, and on visits to Nigeria. Locally, he remains engaged in the local community, working to build relationships with key partners. Jeff continues to speak in congregations and at district and denominational events, and is working to strengthen the seminary's connection to the Brethren colleges.

Major Initiatives

The Seminary is working with the six Brethren colleges to establish a pathway for high achieving students at the colleges to earn a graduate certificate or begin work on a master's degree through Bethany while they are still undergraduates. Bethany hopes to have memoranda of understanding with all of the institutions signed within a year. The program will not only strengthen ties between the colleges and the Seminary, but also to provide undergraduates a seamless, affordable, and accessible way to pursue theological education and prepare to answer a call to various forms of ministry and service.

Bethany held its first Commencement ceremony in Jos, Nigeria on May 21, 2024. That joyous occasion honored 22 graduates who had completed postgraduate diplomas and certificates between 2021-24. The event marked an important milestone in a multiyear effort to build and nurture relationships in Nigeria. For context, Bethany signed a Memorandum of Understanding with Ekklesiyyar Yan'uwa a Nigeria (EYN) to offer an online educational program in 2016. The technology center where classes are now held was constructed in 2017. Bethany now has two full-time staff members in Jos — Sharon Flaten and Joshua Sati — who have built relationships with students, friends, and neighbors. President Jeff Carter and other Seminary leaders have traveled to Nigeria several times to meet with leaders of government offices, religious organizations, and academic institutions. We have also hosted visitors from Nigeria in Richmond. Especially notable is our connection to Rev. Dr. Daniel Mbaya, the president of EYN. He was keynote speaker at our first Nigeria commencement, and he visited our campus last summer.

Funded in part by a grant from the City of Richmond, Bethany has launched a new opportunity for leadership training and service that is open to students from all of the higher education institutions in Richmond. The Seminary has forged a new partnership with Indiana University East, which includes the opportunity for Bethany students to enroll in select courses offered at the University. These collaborations are part of Bethany's effort to deepen its connections to the local community.

At the 2024 Annual Conference, Bethany celebrated the public launch of Flourish: A Campaign for Bethany Theological Seminary. This fundraising effort seeks \$12 million to enhance the student experience, encourage faculty creativity and innovation, and to bolster the Seminary's annual fund. As of January 1, 2025, the Seminary had received 1209 gifts to the campaign and raised \$10.8 million. This total includes several leadership gifts, including \$1 million from Priscilla Wampler, and her late husband, Paul, to support the Bethany BOLD program; \$1.4 million from Kathy and Mark Melhorn in support of various needs; and an additional gift to ensure that the Seminary will continue to have a strong focus on Brethren studies. Bethany intends to complete the campaign in 2026.

Selected Faculty Activities

Academic Community

The Seminary continues to offer four master's degrees, as well as nine programs leading to graduate certificates or postgraduate diplomas. All courses are accessible to students from anywhere in the world via an internet connection. Bethany offers students many opportunities to put their faith and education into practice through community engagement and service learning activities. Some intensive courses continue to be offered far from campus in such locations as Atlanta, Los Angeles, and Iona, Scotland.

Selected Faculty Activities

Dr. Jeff Carter led a continuing education event for pastors at the Idaho/Western Montana District Conference. He was also a presenter at the Susquehanna Valley Ministry Center's day-long fall symposium. His presentation was entitled, "The Question of Leadership: Why It Matters!" In addition, Carter was a presenter and closing speaker at the Church of the Brethren LEAD Conference hosted by the Ephrata Church of the Brethren. He also recently published an essay in *In Trust* magazine discussing Bethany's commitment to forming community in person and with technology.

Dr. Joelle Hathaway presented at the American Academy of Religion on "A New Icon of The Triumph of Orthodoxy" in a pedagogy section called "Teach This Image." She also published a visual curation and commentary for *The Visual Commentary on Scripture* titled, "Discerning the Body." One image each from artists Graeme Mortimer Evelyn, Nyoman Darsane, and Susan Dorothea White were put into conversation with 1 Corinthians 11:17-33 to consider what it means "to come together" as a Church in today's world. These three contemporary works were chosen as small windows into the pressing issues of global poverty, gender discrimination, and ethnic and racial oppression. Read in light of Paul's concerns for the celebration of the Lord's Supper, these images invite us to consider various challenges to the unity of the body of Christ. Link: <https://thevcs.org/discerning-body>.

At the December 2023 meeting of the Academy of Homiletics, Dr. Dawn Ottoni-Wilhelm, Brightbill professor of preaching and worship and editor of the journal *Homiletic*, gave a panel presentation on publication trends in the field of homiletics, along with editors of the *International Journal of Homiletics*, Westminster John Knox Press, and Rowan and Littlefield.

Dr. Denise Kettering-Lane, associate professor of Brethren studies, presented papers at two conferences last fall. In September, she presented "Lessons from the Past for 21st-Century Brethren" at The Forum for Brethren Studies at Bridgewater College. She shared "The Krefeld Connection: Pietists and Immigration to Germantown, Pennsylvania" at the Heirs of Pietism II Conference held at United Theological Seminary in October.

Dr. Steve Schweitzer, academic dean, published "Introduction and Biblical Context Notes" on 1-2 Chronicles in *Anabaptist Community Bible*. Harrisonburg, VA: MennoMedia, 2025. Schweitzer presented a paper: "Proximity to an Elusive Utopia in Deuteronomy: How the Book Presents Its Vision as Accessible but Not Realized" at the Utopian Studies Consultation, national annual meeting of the Society of Biblical Literature, in San Antonio, Texas. He also led a Continuing Education Unit event for Susquehanna Valley Ministry Center titled "Choose Life: Deuteronomy's Message."

Dr. Dan Ulrich, Wieand professor of New Testament studies, published commentaries about Hebrews 1:1-12 and Hebrews 10:5-10 at workingpreacher.org. Both passages appear this year in the Revised Common Lectionary.

Enrollment

As of the beginning of the 2025 Spring Semester, Bethany's enrollment was as follows:

Certificates and postgraduate diplomas: 47

MA: 12

MATW: 21

MASST: 10

MDiv: 23

Total: 113*

*Note: some students are enrolled in more than one program at a time.

Fiscal Stewardship

	FY23	FY24
Assets	\$60,960,422	\$66,060,717
Endowment	\$47,080,825	\$51,587,976
Surplus/Deficit	\$3,308	\$11,126
Operating Budget	\$3,298,544	\$3,581,316
Fundraising	FY23	FY24
Bethany Fund	\$722,315.33	\$752,214.45
Total Giving	\$1,388,106.73	\$1,896,186.21
Number of Gifts	1,754	1,592

We are very thankful to all of those in the Church of the Brethren who support the mission of the Seminary.

Blessings,

Rev. Dr. Jeff Carter, President
Mr. Mark Clapper, Board Chair



Church of the Brethren

Greetings Northern Ohio District in the Name of Christ!

I hear you are preparing for a District Conference. I hope your Conference will feature enriching times of worship, spiritual growth, and fellowship (while including as little tedium, and acrimony as humanly possible). Along with many faithful co-laborers, I'm working on a conference too, and I have some of these same modest hopes for the 2026 Annual Conference.

Lord willing, we will meet as a church from June 28 to July 2 in Fort Wayne, Indiana, for the 239th recorded Church of the Brethren Annual Conference. Instead of our more typical Wednesday-Sunday schedule, the 2026 event will run from Sunday evening through Thursday noon, and will include a mix of worship, business, learning, service, and fellowship.

I don't have a choice whether I will attend—that was pretty much settled when I accepted the call to serve as Moderator—but I recognize you do have a choice. I hope you'll choose to invest your time and resources in gathering with the larger church in Fort Wayne.

These are perilous times for the church. Cultural, theological, and political differences are severing the common bonds that once held us together. We have been fighting over some things for so long that it's hard to imagine it any other way. But imagine we must!

Scholar Walter Brueggeman in his classic work *The Prophetic Imagination* argued that the role of a prophet is to imagine new possibilities. Paradoxically, Brueggeman suggested that a prophet's visions and dreams for a hopeful future often reappropriate themes and symbols from the past—a newness that is so old, he wrote, that it has been forgotten.

If we were to rummage through our collective attic, I wonder what forgotten spiritual treasures we Brethren might rediscover that could help us imagine something new. Who threw that old sheet over the theme of radical discipleship? How did all that dust accumulate on the Book we say is our creed? How did caring community, humble service, and nonviolent peacemaking get buried in that cardboard box full of old Christmas decorations?

Next summer is still a long way off, so I'm not entirely sure how the 2026 Conference will come together. But I can imagine we will look back to see if we can rediscover anything that will help us move forward as a more faithful and united church. Whether you are a Conference junkie who remembers the location and Moderator of every Big Meeting since 1958 or you have never attended, I hope to see you in Fort Wayne. It's an important time for the church to be together.

Blessings,
Don Fitzkee
2026 Annual Conference Moderator

June 2025

Dear kindred connections in the Church of the Brethren,

Guided by enduring values and a renewed strategic plan, Manchester continues to navigate the evolving challenges and opportunities facing higher education today.

University Profile

- **Fall 2024 enrollment:** 1,008 undergraduates and 323 graduate/professional students
 - Includes 242 first-year students and 36 transfer students - our largest incoming class since 2020
- **Our commitment to access and belonging** is reflected in our demographics:
 - 17.7% of students are students of color
 - 6 international students
 - 28% first-generation college students
 - Students represent 25 states and 4 countries. 87% of students are from Indiana
 - 14 students identify as members of the Church of the Brethren
 - 100% of new undergraduate students receive financial aid, with an average award of \$21,813 per student.

Academics and Activities

- 15.1% of undergraduates participated in a study away program
 - 59 students in short-term travel courses
 - 10 students in a semester or year-long off-campus study program
- Nearly half of students participated in athletics; over 60 students performed in one of seven music ensembles
- 120 students are in the honors program
- The largest of 50+ undergraduate majors include Business Management, Exercise Science & Fitness, Biology-Chemistry, Nursing, Psychology, Accounting, Sports Management, Criminal Justice, and Software Engineering
- All students complete a broad general education program. In addition to writing, quantitative reasoning, natural and social sciences, and arts and humanities, students fulfill the “Transformation” requirement by selecting from “Big Issues” courses and courses in “Faith, Reason, and Ethics”

University Highlights

- **Nursing enrollment continues to grow**, with 92 students in both traditional and accelerated BSN programs
- The **12-month online MBA** program, now named for Professor Emeritus Timothy A. Ogden, completed its inaugural cycle with 40 students
- The **Manchester University Model United Nations** team earned five awards at the IU-Kokomo Model UN Conference
- **Early College Experience** partnerships expanded, increasing participation by 259% - from 27 to 97 high school students taking Manchester courses

- Manchester was awarded a **\$12.1 million grant** as part of the Lilly Endowment's College and Community Collaboration. The funds will be used for projects improving infrastructure to better integrate campus and North Manchester, such as a river park, walkways, expanded housing options, and renovations in Cordier and Winger.
- **The Manchester Fund** campaign has raised \$1.53 million, topping the previous record for annual fundraising! We have set an audacious goal of reaching \$1.6 million by June 30th.

Living Our Brethren Values

- **Service:** 130 staff and faculty participated in Campus Service Day, working with custodial and maintenance teams on both campuses
- **Camp Mack Day 2025** brought together 630 students, faculty, and staff for fellowship, recreation, and service
- **Simply Brethren, Campus Interfaith Board. Peace Studies, and Philosophy & Religious Studies** collaborated to:
 - Host Love Feast services during Focus on Faith and Peace Week
 - Organize Peace Week programming in coordination with Bridgewater College, raising funds for New Community Project's reforestation efforts
 - Invite speakers including Dr. Steven Schweitzer and Dr. Eugene Roop
 - Offer interfaith dialogue programs including a Ramadan iftar meal, a multifaith Habitat for Humanity build, and visits to a Jewish synagogue, an Islamic center and mosque, and a Greek Orthodox church
- **Pathways to Bethany:** a new initiative between Manchester and Bethany Theological Seminary enables undergraduates to take graduate-level courses for credit toward a certificate or eventual Master's degree. All six Church of the Brethren colleges and universities have expressed interest. Three Manchester students will participate this year as a pilot launch of the program.
- **Annual Conference:** We look forward to seeing many of you in Greensboro this summer – and even more so to next year's gathering in Fort Wayne, where conference-goers will have special opportunities to engage with Manchester students, faculty, and staff.

In these turbulent times for higher education, Manchester remains rooted in our mission to respect the infinite worth of every individual. As we reflect on the year's milestones, we remain grateful for your prayers, encouragement, and support. In shared witness and thanksgiving,

Katy Gray Brown, Professor of Peace Studies and Philosophy & Religious Studies

Megan Sarber, Director of Alumni Relations



GOOD SHEPHERD HOME

DISTRICT BOARD REPORT

2024 RECAP

Greetings from Good Shepherd Home! We have certainly been keeping busy with many events and activities in and around our campus!

The Good Shepherd Home Choir, "Hooked On Singing!" under the direction of Karis Matz, a retired school teacher and choir director, has been going strong! The resident choir has grown in size from a handful, to well over 30 since its inception in 2023. Matz says she believes the repetition and routine of weekly practices has helped the group's development. "But I think it's also building up their confidence in what they do," Matz said. "They feel positive about it and that they can do it. And they do it."

In April 2024, the choir presented "Around the World on Broadway," featuring trombone and euphonium players. In the fall, they honored the holidays of each month in a program entitled "Songs of the Seasons." The Christmas concert that year was titled "Merry and Bright," and was performed twice: once for the local teachers' sorority and once for their traditional audience.

We continue to be amazed at the growth and dedication of our choir!

In May 2024, we held the Annual Herald Award Luncheon. The Herald Award is named in honor of W. Harold Row, a servant and bridge-builder in Brethren Church history. The Reverend W. Harold Row, a Church of the Brethren pastor in Virginia and Pennsylvania, was highly regarded as a denominational leader. Harold's vision of serving others was very personal to him. As caregivers, Good Shepherd Home staff demonstrate kindness and empathy on a routine basis. Herald Award honorees exhibit extraordinary gifts of compassion and a true desire to provide the healing touch residents cherish. We celebrated six outstanding employees nominated by residents, family members of residents, and fellow employees. Also in May 2024, we celebrated the 22nd annual Good Samaritan Dinner & Auction. The theme, "We Are the Light of the World," was decided on by the planning committee as a way to convey the message of healthcare workers bringing forth light to the lives of those we care for. This is one of our biggest fundraisers, and funds raised from the year's event reached almost \$20,000! None of this is possible without the hard work of our Good Samaritan Dinner and Auction Committee, Donors, Supporters and Attendees of the event. It is always a great evening of fellowship and fun!

In July 2024, we held our second annual Mary Rose Golf Classic to raise funds for the DayBreak SAIDO Learning Center, an adult day center on the campus of Good Shepherd Home. We exceeded our goal of over 20 teams (we had almost 30!) and were able to raise over \$20,000! The DayBreak SAIDO Learning Center is funded through donations, grants, and United Way designated giving. All proceeds from the event benefit the Mary Rose Endowment administered by the Greater Fostoria Community Foundation. The income from the fund supports the operating and program needs of the DayBreak SAIDO Learning Center.

We are also currently working on an outdoor improvement project on the Good Shepherd Home campus. In 2024, we added additional walking paths, a seating area and pergola, and have plans to add pickleball courts to our outdoor area.

We are blessed by all the support we receive from the community and in particular, the support and blessings from the Church of the Brethren. As a leader in Christ-centered senior living, Good Shepherd Home will continue to care for residents with a commitment to service and innovation, focused on preparing for the needs of tomorrow's seniors and their families.

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



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, dietitians, 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

Church of the Brethren

August 8-9, 2025

East Chippewa Church of the Brethren, Orrville OH

We are a Jesus Christ Movement for Unity, Justice, and Peace!

Our Member Communions:

The African Methodist Episcopal Church, The African Methodist Episcopal Zion Church, The Alliance of Baptists, The Armenians Apostolic Church; 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. www.ohcouncilchs.org.

Report of 2024 and 2025 Activities

- The OCC's Anti-Racism Team sponsored our fourth Anti-Racism Sunday on October 20, 2024. Several OCC member congregations participated in this effort which was designed to draw attention to the faith that racism is sin. Heartland Conference Minister David Long Higgins was the preacher for the service.
- The Executive Director and Associate Director, Rev. Dr. Amariah H. McIntosh spoke in person at the Ohio Statehouse and provided written and in-person testimony on several bills, including opposition to raising the threshold on citizen led ballot initiatives and legislation that is harmful to LGBTQIA+ and trans youth, and abolition of the death penalty.
- In partnership with the State of Ohio, we received a grant from the State of Ohio Mental Health and Addiction Services. We partnered with HEAL Ohio to host a conference at the Methodist Theological School of Ohio that dealt with loving people recovering from addiction. The event was held on August 29, 2024.
- The Executive Director and the Associate Director attended the Christian Unity gathering of the National Council of Churches in Nashville, TN. The Executive Director is a member the Governing Board representing the Christian Church (Disciples of Christ) and is also on the Faith and Order Commission. He was a contributing author to the book *Confronting Racism and White Supremacy in the US*.
- We received a grant from the West Virginia Council of Churches that enabled us to bring Rev. Jim Wallis to Columbus on November 2, 2024 to speak on countering white Christian nationalism.
- We are in the process of implementing "Pastors and Laity Advocating Nonviolence (PLAN)". This will recruit and equip clergy and laity in OCC member churches (and others) to preach and teach peacemaking and nonviolent conflict resolution. The program launched in 2025 with leaders from several Columbus OH neighborhoods.
- The Associate Director contributed to videos and op-eds that spoke to non-violence in elections and was a panelist for a discussion on reproductive justice.
- The Associate Director gave presentations around the state on Project 2025.
- We held an in-person worship service for the Week of Prayer for Christian Unity held January 19, 2025 in Columbus OH.
- We have resumed our monthly Zoom meetings for faith leaders.
- We are planning our Annual Assembly and Fall Governing Board meeting scheduled for November 12, 2025.

We are grateful for the leadership of Rev. Kris Hawk, who faithfully serves us on our Governing Board. Her gifts and leadership are a blessing. We are also grateful for your contributions to our work in gun violence prevention.

Rev. Dr. Amariah H. McIntosh, Associate Director
amcintosh@ohcouncilchs.org

419-503-5556

**Preliminary
Strategic Planning Report
May 2025**



**Northern Ohio District
Church of the Brethren**

Preliminary Strategic Planning Report – May 2025

For the Northern Ohio District Church of the Brethren

Index	Page
Background	2
The Northern Ohio District Strategic Planning Committee.....	3
Information Gathered From Other Districts	3-7
Insights and Conclusions	7
Information Gathered From Within the District	7-9
Insights and Conclusions	8
How the District Is Funded	
Self-Allocation Income	10
Self-Allocation Analysis	11
Hottle Fund Income	12
Projected Hottle Fund Draws.....	13
Reserve Funds	14
Peace Endowment	14
Special Funds	14
Budget Projections	15
Option 1	16
Option 2	16
Option 3	17
Mission Statement.....	18
A Path Forward	19
Shifting Expectations	19
Congregational Connection and Renewal Strategies	19-20
Budget and Program Strategies.....	20-22
Organization Strategies	22
Board Action to Date	23

Background

The Church of the Brethren traces its roots back over 300 years to 1708. In Europe, where the Church of the Brethren was founded, this was a time of strong governmental control of the church and low tolerance for religious diversity. The early Brethren were determined to live out their faith despite the threat of persecution. Though they shared many beliefs in common, a number of issues separated the Brethren from other Protestant groups. Relying on the New Testament as their guide, these men and women believed that Jesus had intended for his followers to live a different kind of life, one based on peaceful action, plain and compassionate living, and a shared search for truth. They believed their relationship with Jesus should be a profoundly personal religious experience resulting in a lifestyle that fully demonstrated their commitment to God. These beliefs are still foundational to Brethren belief and practice today. This was fully embodied in the motto of an early Brethren: *For the glory of God and my neighbors good*. More recently, Brethren have used the tagline: *Continuing the work of Jesus. Peacefully, Simply, Together*.

Unfortunately, these beliefs do not seem to resonate in today's popular culture, where Christian values seem to be constantly under attack. The Church is facing unprecedented challenges. Within our own district, we find:

- It is difficult to find people willing to fill positions on District Board, Nominating Committee, Moderator and Camp Administrative Committee.
- Many of our churches are in survival mode, supporting buildings and staff, but with little resources (energy or finances) left for ministry outside the congregation. Most congregations can only support part-time pastoral positions.
- The pandemic disrupted the strong bond of fellowship that we historically had in our district, and it has not rekindled at the same depth.
- We currently have no youth coordinator and have difficulty getting participation at district sponsored events for youth.
- As throughout the denomination, few are going into pastoral ministry, requiring greater creativity in calling leadership.
- Sisters (Women's Fellowship) is starting up again, men's fellowship is hoping to get started.
- Our mission statement focuses on resourcing our churches, individuals, and pastors, but does not include a mission for what we can work at together as a district.

The Church of the Brethren, like most mainline denominations, has experienced a significant decline in membership over the past 50 years. More recently, the Church of the Brethren has experienced division, primarily over the issue of homosexuality, causing many congregations to leave the denomination. Departing congregations want the denomination to exercise more authority and control over ministers and congregations that deviate from the church's official position on human sexuality. Within the Northern Ohio District, we have had four churches leave in 2023 (Mt. Pleasant, Mohican, Zion Hill, and County Line) and two churches leave in 2024 (North Bend and East Nimishillen). Two additional churches in the district (Dupont and Bristolville) are in the process of withdrawal in 2025. Sadly, withdrawing churches in the Northern Ohio District express that their theological differences are not with the district, but with denominational leadership. Membership in the Northern Ohio District has decreased from 5,127 in 2013 to 2,110 in 2023 (the last year statistics are available).

Because the District has had financial reserves, it has been able to continue to function until now with the same level of leadership, staffing and programming as in the past. However, with the level of self-allocation giving decreasing due to the withdrawal of churches and with the level of support from the Hottle Fund decreasing each year, it is imperative that we re-examine all aspects of our mission as the Northern Ohio District so that we can continue to serve our membership in the most effective way possible with the resources that we have.

The Northern Ohio District Strategic Planning Committee

To this end, the District Board appointed a Strategic Planning Committee in November of 2024 consisting of six members, including a District Board member and the Moderator-elect. Members of the committee and their home churches include Dave Bassett, chair (Pleasant View), Erin Beebe, secretary (Maple Grove), Jessi Adams (Ashland Dickey), Karl Kelby (East Chippewa), Cindy Peel (Akron Springfield), and Sierra Swanson (Brook Park Community). Lisa Snyder (District Treasurer) and Kris Hawk (District Executive) are ex-officio members of the committee without vote.

The assignment for this committee was to prepare a strategic plan for the district by:

- Gathering data on strategic planning, staffing, fellowship activities, finances, and ministries of other districts, including hopes and limitations for moving forward.
- Gathering information from the committee, District Board, staff, clergy, and other district members on how the district is perceived, hopes for the district, and ideas for creative fellowship and ministry.
- Reviewing and bringing recommendations for a new or modified mission/vision statement to center the work of a strategic plan.
- Bring a preliminary report to the May 2025 District Board meeting and 2025 District Conference and a written strategic plan with specific goals and implementation plan to the 2025-2026 District Board seeking a recommendation to bring to District Conference 2026.

Information Gathered From Other Districts

A survey was prepared and sent to the other 22 districts of the Church of the Brethren across the United States. The survey was intended to discover how other districts are organized, funded, and staffed, what ministries and services are provided by the district, what challenges they are facing, and how they have evolved to face those challenges. The hope was that this might provide some insight into ways that our district might address similar challenges as we move forward. The following pages are a summary of their responses.

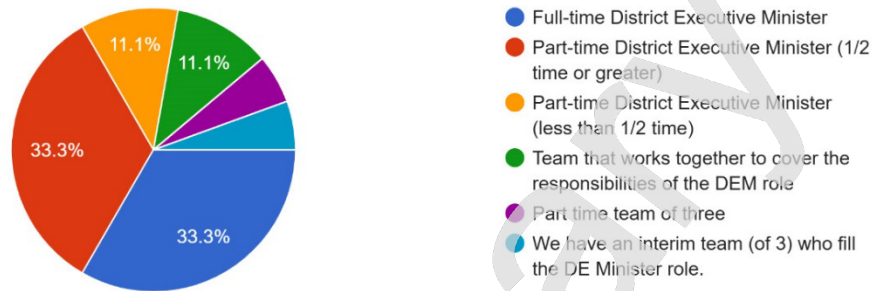
District Survey Responses as of 03/18/2025

District	Number of Churches	New Starts since 01/2020	Churches withdrawn since 01/2020	Churches Closed since 01/2020	How does your district currently fill the District Executive Minister role?	Office Space	Camp Ownership
Southern Plains	3	0	1	0	Team	In the home of the DEM	No
Pacific Northwest	11	0	1	1	Team	In one of our churches	Yes, no changes
Southeastern	13	0	34	0	PT DE (1/2 time or greater)	In the home of the DEM	Yes, growing
Michigan	18	0	4	2	PT DE (less than 1/2 time)	In the home of the DEM	Yes, reductions
Northern Plains	25	0	0	1	PT DE (1/2 time or greater)	In the home of the DEM	Yes, growing
Pacific Southwest	26	3	0	1	FT DE	In one of our churches	Yes, no changes
West Marva	27	0	27	2	PT DE (less than 1/2 time)	In the home of the DEM	Yes, no changes
Northern Indiana	34	0	5	0	PT DE (1/2 time or greater)	In one of our churches	Yes, no changes
Illinois/Wisconsin	36	1	0	4	PT DE (1/2 time or greater)	In one of our churches/work from home	Yes, no changes
Western Plains	36	0	1	0	PT DE (1/2 time or greater)	DEM remotely/Adm Assistant from home	no answer
S/C Indiana	37	0	4	0	FT DE	In one of our churches	Yes, no changes
Southern Ohio/KY	39	1	1	2	PT DE (1/2 time or greater)	In the home of the DEM	No, but program growing
Northern Ohio	40	0	6	2	FT DE	Stand alone	Yes, reductions
Western Pa.	41	0	18	5	Interim Part Team of 3	Stand alone	Yes, growing
Middle Pennsylvania	50	0	2	1	Interim Part Team of 3	Stand alone	Yes, no changes
Mid-Atlantic	53	0	4	1	FT DE	In one of our churches	No
Atlantic Northeast	60	3	12	2	FT DE	Stand alone	No
Shenandoah	86	1	16	1	FT DE	Stand alone	Yes, no changes
	635	9	136	25			
Have not yet responded							
Atlantic Southeast							
Idaho/Western Montana							
Missouri/Arkansas	11	0	0	2	PT DE (1/2 time or greater)	In one of our churches	
Southern Pa.							
Virginia							

From the Survey of Other Districts

How does your district currently fill the District Executive Minister role?

18 responses

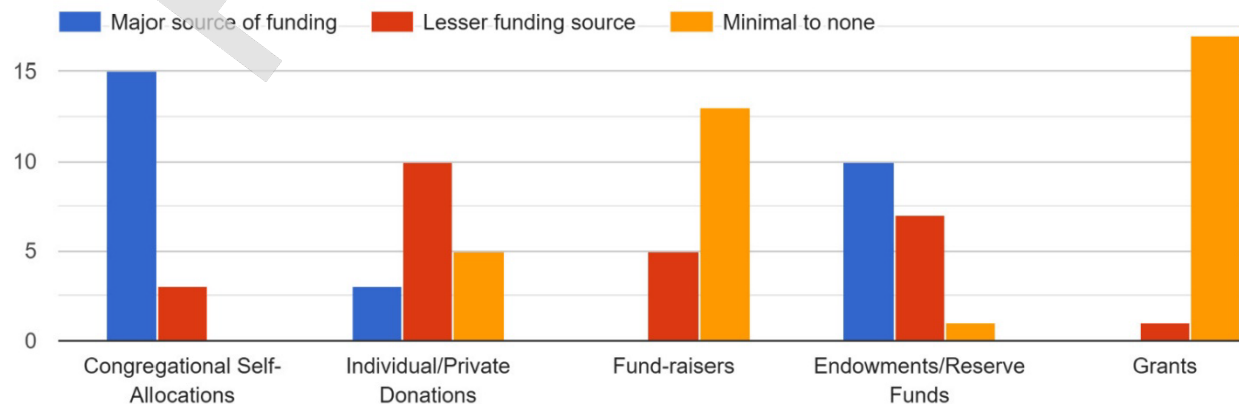


Which best describes the space that serves as your District Office?

18 responses



How does the district receive funding?



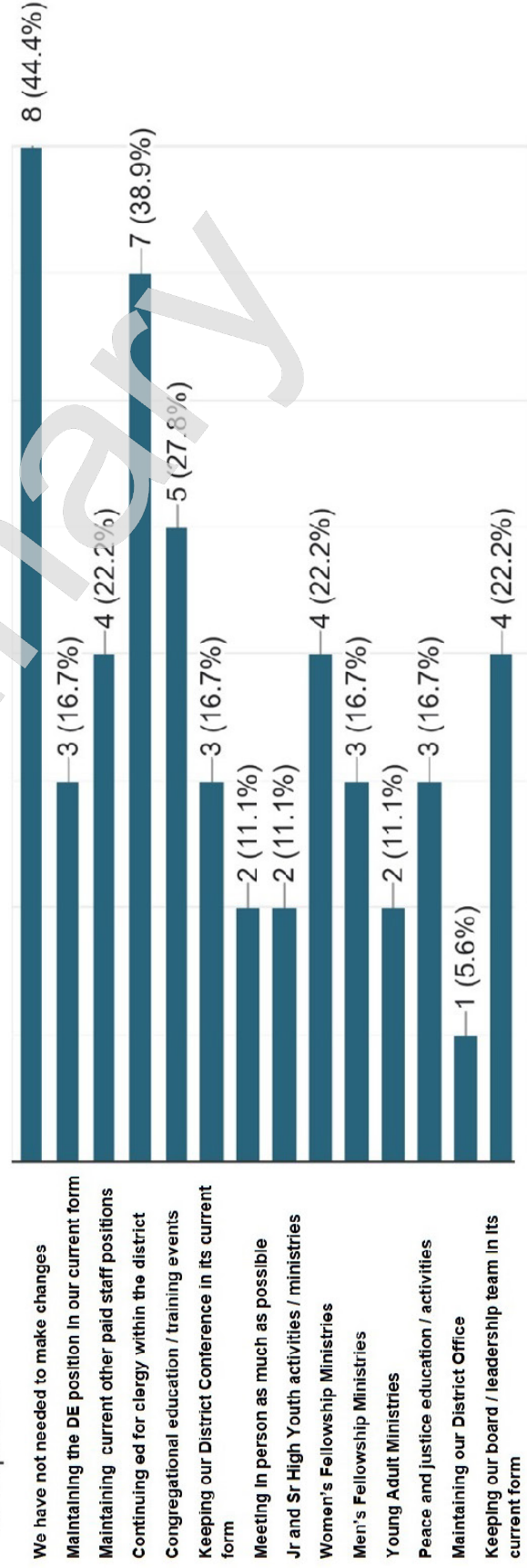
What changes have you had to make in staffing and programming due to the loss of churches and income over the last five (5) years? Please mark all that apply.

18 responses



Which of these were determined to be priorities to keep? Please mark all that apply.

18 responses



Insights and Conclusions

Some of the insights gleaned from the survey of the Church of the Brethren districts would be the following:

1. The Northern Ohio District is in the middle of the range of districts in terms of size (number of churches), with little correlation between district size and number of withdrawing churches or number of churches closing.
2. Districts with full-time DE's are generally our size or larger; districts with part-time DE's are generally our size or smaller.
3. Districts with stand-alone offices tend to be our size or larger; districts smaller than Northern Ohio tend to have offices in homes or share space in one of their churches.
4. Camp ownership does not relate to district size.
5. Ministries carried out by the DE in Northern Ohio are similar to those in most other districts
6. Funding sources for most districts are similar to Northern Ohio with congregational self-allocations and endowments/reserve funds being the major sources. Private donations, fundraisers and grants are minor sources of funding for most districts.
7. The most common changes that other districts have made due to loss of churches and income over the past five years include:
 - Reduction in DE hours (7 districts)
 - Shorter/smaller District Conferences (5)
 - Reducing travel costs with more zoom meetings (9)
 - Fewer districts reported downsizing the district office (3) and reducing the size of their boards (4) as changes that have been made.
8. Priorities that districts reported as important to keep included:
 - Maintaining current staff (4 districts)
 - Continuing education for clergy (7)
 - Congregational education/training events (5)
 - Women's fellowship ministries (4)
 - Keeping the board/leadership team in its current form (4).

Information Gathered From Within the District

A survey was prepared and sent to members of the Northern Ohio District. The survey was intended to discover their opinions and perception of the district, their hopes for the district, any creative ideas they might have to offer, and what importance they placed on the various services that the district provides. The following are key takeaways from their responses.

When asked to rate the importance of the following district and church elements from 1 (not important) to 5 (very important), the rank and average scores were as follows:

1. Youth ministries 4.157
2. Supporting individual congregations' mission and ministry 4.111
3. Credentialing ministers 4.111
4. Help with pastoral calling and placement 4.083
5. Helping churches with conflict management 4.083
6. Continuing education for ministers 4.018
7. District conference 3.84
8. District church camp 3.79
9. Knowledge of district news 3.77
10. District events 3.47

11. To increase the number of churches 3.07

12. Belonging to a large district 2.82

When asked which roles of the District Executive were essential to continue if the DE was a part-time position, they ranked in the following order:

- | | |
|-----------------------------------|-------|
| 1. Help with pastoral calling | 92.6% |
| 2. Credentialing ministers | 80.6% |
| 3. Being a pastor to the pastors | 70.4% |
| 4. Helping churches with conflict | 69.4% |

When asked about hopes for the future of the district, responses centered around the following themes:

1. **Youth** – developing and encouraging youth programs
2. Spiritual **revitalization** of our congregations, sticking to Biblical truth
3. More **fellowship** and encouragement of our congregations
4. More **communication** with congregations
5. **Unity** – to prevent more churches from leaving
6. Support for the **camp**
7. Encouragement and support for **Pastors**

Ideas put forth to work toward as a district included (in no particular order):

1. Sustain district events that support and revitalize churches; help churches grow.
2. Develop a strong youth program.
3. See the camp grow and become self-sustaining.
4. Improve communication; help churches know each other better; become better connected.
5. Stay true to God's word.
6. Work on unity, retaining the churches remaining.

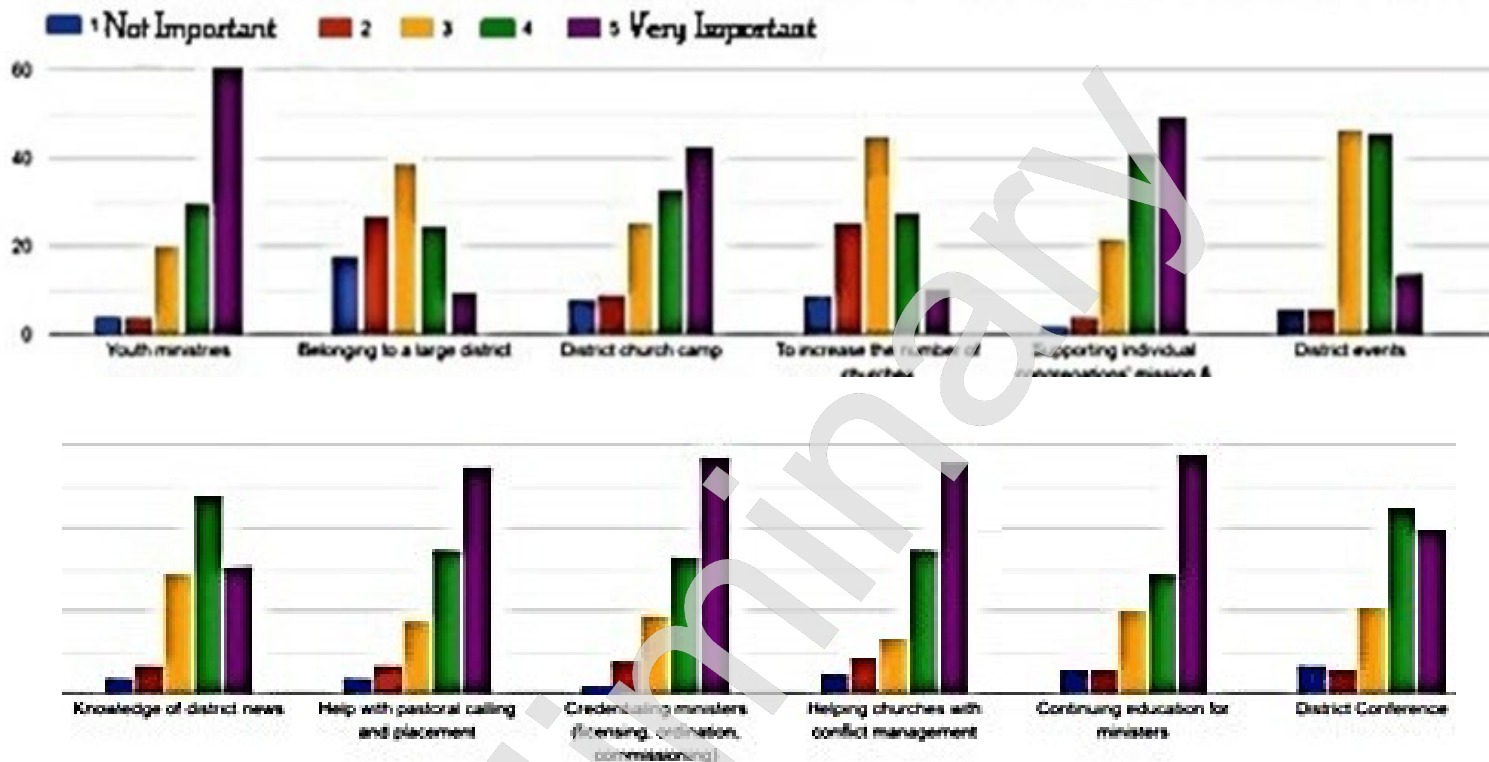
Insights and Conclusions

While the survey sampled only a small fraction of the district's total membership (approximately 5 to 6%), if we were to draw some of the insights from the results of the survey, they would be the following:

1. Youth ministry is an important priority for many members. Even though many churches lament the fact that they have little or no youth in their congregations, ministry to youth is important because without youth, our churches and the district have no long-term future. The district has had little response from youth in attending organized youth activities and events for over 15 years despite having gifted leadership in the Youth Coordinator role. And we have been unable to fill the Youth Coordinator position since the end of 2023. A successful youth program in the district will require a new and different approach than in the past.
2. The District Executive will continue to play a vital role in the district. While many of the DE's primary duties in the past will continue into the future, it may become necessary to allow some of those duties to be assumed by others when/if the DE position becomes less than full-time.
3. Communication and relationship building becomes especially important as we seek unity and stronger ties between the churches within the district and between the churches and the district.

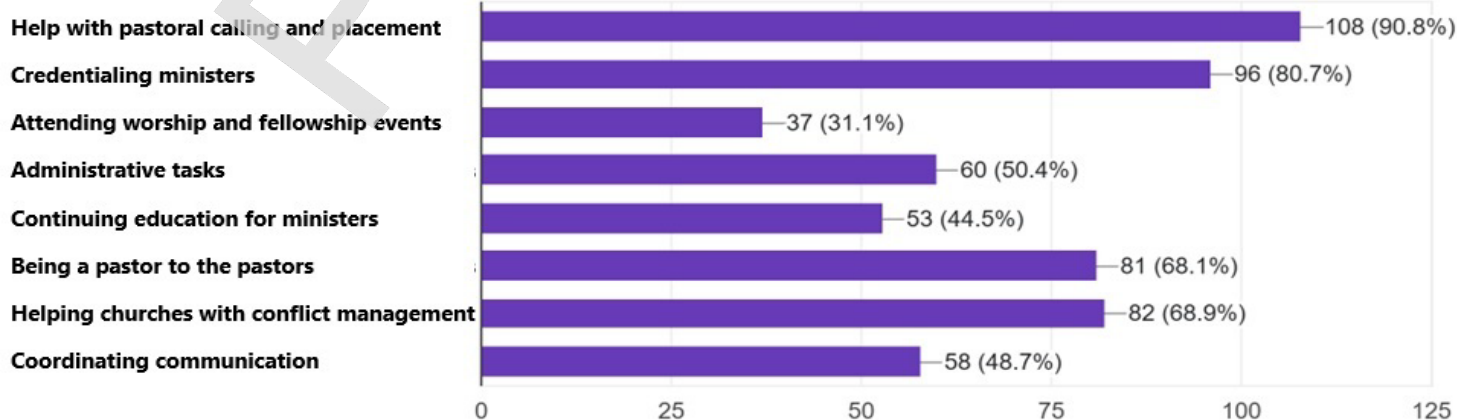
From the Survey within our District

Rate the following district and church elements based on how important you feel they are.



As our funds decrease, the position of District Executive will need to move to a part-time position. Which of these roles of the District Executive do you feel are essential and need to continue? Mark all that apply.

119 responses



How the District is Funded

Self-Allocation Income

Prior to 2009, the district's primary source of income was from self-allocation giving by the district's churches. Beginning in 2009, the budget was supplemented by monies from the Hottle Fund (which will be discussed later), but self-allocation giving has always provided the largest share of the district's budget. A summary of self-allocation giving over the past 10 years is shown on the following page. Giving increased from \$112K in 2015 to a peak of \$132K in 2021. In 2022, several congregations which were anticipating withdrawal from the denomination reduced or stopped giving to the district. As four congregations withdrew in 2023, followed by two more in 2024, the total self-allocation giving has been further reduced. Interestingly, the amount of self-allocation giving by the non-withdrawing churches in the district has remained relatively steady over the 10-year period at around the \$80K level. This is quite amazing, considering the total membership in the district has decreased over this same time period by over 50%! The per capita giving nearly doubled in the seven years from 2015 to 2022, far exceeding the rate of inflation during that period.

While we cannot predict the future membership of the Northern Ohio District Church of the Brethren, we can say that the churches remaining to date have been faithful in supporting the district at a level around \$80,000, and therefore we will project that level of giving into the next 10 years as we analyze possible budget scenarios.

Self-Allocation Analysis

Year	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	1982	1977
Total SA giving to the District	\$90,362	\$111,319	\$128,008	\$132,434	\$131,405	\$127,874	\$121,695	\$120,241	\$115,573	\$112,435	\$91,839	\$66,131
% change yr to yr	-18.83%	-13.04%	-3.34%	0.78%	2.76%	5.08%	1.21%	4.04%	2.79%			
Amount given by 8 withdrawing Churches	\$19,300	\$32,133	\$43,635	\$49,780	\$45,180	\$41,880	\$41,880	\$39,005	\$33,880	\$31,520	\$10,346	\$9,162
% given by the 8 withdrawing Churches	21.36%	28.87%	34.09%	37.59%	34.38%	32.75%	34.41%	32.44%	29.31%	28.03%	11.27%	13.85%
Given by Remaining	\$71,062	\$79,186	\$84,373	\$82,654	\$86,225	\$85,994	\$79,815	\$81,236	\$81,693	\$80,915	\$81,493	\$56,969
District Membership ³	1,967	2,110	2,799	3,255	3,669	4,388		4,678	4,917	4,903		9,035
Per capita giving	\$45.94	\$52.76	\$45.73	\$40.69	\$35.81	\$29.14		\$25.70	\$23.50	\$22.93		\$7.32
% change yr to yr		15.37%	12.38%	13.62%	22.89%			9.36%	2.49%			
% increase in CPI		3.1%	8.0%	4.7%	1.2%	1.8%	2.4%	2.1%	1.3%	0.1%	6.2%	6.7%

Notes:

1. Giving for 1982 and 1977 are pledged amounts.
 2. All other years are actual giving.
 3. 2024 membership is estimated
- Preliminary Conclusions:
1. In most years when total self allocation giving decreased, the per capita giving has increased and outpaced inflation.
 2. Despite smaller membership, giving by the remaining churches has remained fairly steady over time at the \$80,000 level.

Withdrawing Churches

	2025	2024	2023
Dupont		North Bend	Mt. Pleasant
Bristolville?		E. Nimishillen	Mohican
			Zion Hill
			County Line
143	299		536
			# of members in withdrawing churches by year

Hottle Fund Income

The Hottle inheritance was received by the Northern Ohio District in two installments: \$1,500,000 in 2007 and \$500,000 in 2009. The district began using the funds to supplement the district budget in 2009. In 2010, the District Board set the draw amount at 4% and it was increased to 5% in 2014. As the amount of the draw from the Hottle Fund increased, the district budget also increased. From 2009 to 2016, the district budget increased by 25%, while inflation increased by only 9.6%.

At a time when the rate of return on the Hottle Fund invested in the Brethren Benefit Trust was approximately 7.5%, and only 4 to 5% was being withdrawn, the fund grew larger over time. Feeling the fund was not being properly utilized, the following motion was brought to the 2016 District Conference and approved:

1. To give a tithe on the original amount of money received of \$200,000. \$152,000 was to go to Inspiration Hills and \$48,000 would go to the Northern Ohio District Churches/Fellowships (\$1,000 each).
2. Beginning in 2017, change the yearly draw to 12% (taken quarterly): up to 4% for District operating expenses, up to 4% for Inspiration Hills operating expenses, and 4% for church/fellowship grants with the unused grant amount distributed equally to the churches/fellowships.

Because the rate of withdrawal (12%) was higher than the average rate of return (7.5%), the fund balance decreased over time. From a high in 2013 of \$2,342,322, the fund balance fell to \$1,561,933 at the end of 2020. Due to the declining fund balance, the amount of funds available to support the district budget has decreased every year. In 2016, the fund provided \$89,210. By 2021, the amount had decreased to \$60,772. In an effort to sustain the Hottle Fund over a longer period of time, creating the opportunity for more income for the benefit of future generations, the District Board asked the 2021 District Conference to reduce the draw percentage from 12% (4% each to District, Camp and Church grants) to a 9% draw (3% each to District, Camp and Church grants). The resulting amount of the annual draw would be less for the first 9 years, but greater every year thereafter. This change, which was approved, is graphically illustrated on the following page labeled Attachment 'B,' which was included in the *2021 District Conference Agenda* book. Note that the Hottle Fund is invested through Eder Financial (the successor to Brethren Benefit Trust) in a mix of stocks and bonds and is subject to market fluctuations. The actual fund balance for the start of 2025 is approximately \$100,000 lower than the projected balance shown on the chart due to market losses in recent years.

The actual amount of the Hottle Fund contribution to the budget is determined each year by taking the average of the previous three-year end balances. The Hottle Fund contribution to the district budget in 2024 was \$41,187.20. In 2025, the amount will be \$38,049.40. The amounts for future years included in budget projections have been interpolated from the graph on the following page and are only approximate.

Reserve Funds

Northern Ohio District budgets in recent years have indicated that shortfalls in income from self-allocations and Hottle Fund sources would be made up by using “Reserve Funds.” Initially, these were simply carryover funds from prior years when income exceeded expenses (usually the result of unfilled staff positions). More recently, funds have been generated by financial settlements from withdrawing churches. In 2020, the District Board adopted a *Northern Ohio District Withdrawal Policy* which provides a process to be followed by any Northern Ohio District church wishing to withdraw from the Church of the Brethren. If, after the prescribed meetings and votes have been taken, the withdrawing congregation is to continue in its present facility, a financial settlement is paid to the district to “support the remaining members through a time of transition and help reduce the loss of future donations to the District.” Through this process, the district has acquired a substantial amount of Reserve Funds which have been invested in CD’s until needed. The North Bend Church also reimbursed the District for a grant they had received for the purchase of property. This is also included in Reserve Funds. Any additional funds received from future withdrawing churches will be placed in this fund as well. Currently the fund is at \$244,000, and two churches in the process of withdrawal may add approximately \$26,350 to the fund.

Peace Endowment

The District Peace and Conciliation Advocate is funded by the Peace Endowment. Neither the budget cost nor the income from the endowment are being considered in this study.

Special Funds

The general fund attempts to fund primarily the cost of staff salaries and day-to-day operations of the district. In an attempt to provide adequate funding for special ministries, activities and events of the District Board and its Commissions, various special funds have been established. These included the following:

- Hottle Memorial Fund – provides funds for Hottle grants to churches, the district budget, and the camp budget (see above for details on distribution).
- Church Improvement Loan Fund – for no interest loans to district churches for building improvements.
- Congregational Growth and Revitalization Fund – funds for special programs, events and retreats sponsored by District Board Commissions as well as scholarships for churches in need to send delegates to District Conference.
- District Disaster Ministries Fund – funds to be used for disaster response.
- Excellence in Ministries Fund – continuing education programs, scholarships, and pastor recognition programs.
- Student Minister’s Fund – scholarships for student ministers and for expenses of the BBI program for ministerial training.
- Youth Scholarship Fund – funds to help district youth attend district youth events.

These descriptions provided are not complete and various restrictions and conditions may apply, but even with limitations in the general fund budget, ministry will be able to continue in the district because of these funds.

Budget Projections

Option 1

To analyze what level of budget the Northern Ohio District can sustain in the future, let us first look at the implications of **not** making any changes to the budget from its current level. For 2025, the total general fund budget presented to and approved by District Conference was \$195,682. Subtracting the Peace Worker Endowment distribution of \$7,843 leaves \$187,839. This will be the budget level for Budget **Option 1**. For this scenario, the following assumption are also used:

- The amount of reserve funds at the end of 2024 is approximately \$255,000.
- The reserve funds are increased by \$26,350 by the end of 2025. (Note: this actual number will not be known until later this year.)
- There will be no increases in the budget over the 10-year period.
- The Reserve Fund will earn 4% annual interest.
- Self-allocations will remain steady at \$80,000 per year.
- The Hottle Fund decreases each year as per the chart published in the *2021 District Conference Agenda*

We can see from this scenario that within five years the district has expended all the reserve funds and with a shortfall of over \$70,000 each year thereafter, within 10 years the short fall exceeds \$474,000. Obviously, this is an unsustainable option. Any option that does not cut the budget will require the district to strip money out of other designated funds. The Church Improvement Loan Fund (CILF) is currently the most underutilized fund and most likely to be used to supplement the General Fund. With approximately \$350,000 currently in the fund, totally depleting this fund would extend the solvency of the General Fund for only 5 additional years.

Option 2

For any long-term sustainability for the district's finances, budget reductions will have to take place. Options 2 looks at a scenario where the district's budget is reduced by \$30,000 while at the same time transferring \$100,000 from the Church Improvement Loan Fund to supplement the Reserve Funds. While this option extends the length of time before the district begins to operate in the red, this option is never really sustainable, since the budget and the income are never really reconciled. At some point, you must keep putting in more money or lower the budget further.

Option 3

This option explores an approach that steps the budget down over a period of years beginning in 2025. The example provided reduces the district's budget by \$20,000 at each step, with 5 years between each step. The general fund is supplemented by a \$100,000 transfer from the CILF. This approach has several advantages, including:

1. It will be easier to reduce the budget by small, incremental steps, resulting in less impact on the district's ministry at any one time.
2. The district has 5 years to prepare for each step.
3. If additional resources become available, the time before the next step can be extended or eliminated.

As one can see in this scenario, the Reserve Funds (with the \$100,000 transfer from the CILF) extend the solvency of the general fund for 15 years. At that time, another reduction in the budget or transfer of additional funds would be required.

An analysis of possible budget cuts will be discussed further under the *Budget and Program Strategies* section of this report.

Option 1

Budget Projection Keeping Current Budget Steady

Year	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Revenue Source											
Self Allocations	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
Hottle Funds	\$39,000	\$38,500	\$37,900	\$37,300	\$36,700	\$36,000	\$35,500	\$35,200	\$34,300	\$33,750	\$33,200
Reserve Int. @4%	\$10,200	\$7,854	\$6,563	\$4,028	\$1,367	\$0	\$0	\$0	\$0	\$0	\$0
From Reserves	\$58,639	\$61,485	\$63,376	\$66,511	\$69,772	\$71,839	\$72,339	\$72,639	\$73,539	\$74,089	\$74,639
Total	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839	\$187,839
Remaining Reserve	\$196,361	\$164,072	\$100,696	\$34,185	-\$35,587	-\$107,426	-\$179,765	-\$252,404	-\$325,943	-\$400,032	-\$474,671

Option 2

Budget Projection – Reduce Budget by \$30,000 – Adding \$100k from CILF

Year	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Revenue Source											
Self Allocations	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
Hottle Funds	\$39,000	\$38,500	\$37,900	\$37,300	\$36,700	\$36,000	\$35,500	\$35,200	\$34,300	\$33,750	\$33,200
Reserve Int. @4%	\$14,200	\$13,214	\$13,283	\$12,217	\$11,084	\$9,882	\$8,603	\$7,254	\$5,838	\$4,330	\$2,740
From Reserves	\$24,639	\$26,125	\$26,656	\$28,322	\$30,055	\$31,957	\$33,736	\$35,385	\$37,701	\$39,759	\$41,899
Total	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839	\$157,839
Remaining Reserve	\$330,361	\$332,072	\$305,416	\$277,094	\$247,038	\$215,081	\$181,345	\$145,960	\$108,259	\$68,501	\$26,602

Assumptions:

1. Amount of Reserve at end of 2024 is \$255,000. \$100,000 is taken from Church Improvement Loan Fund (CILF) to supplement.
2. Reserve may increase by \$26,350 by end of year 2025 from 2 withdrawing churches.
3. Annual budget reduced by \$25,000 and held steady
4. Reserve will earn 4% annual interest
5. Self allocations will remain at \$80,000 per year
6. Hottle fund decreases each year as per chart published in 2021 District Conference Agenda
7. District Peace worker and funding not included since it is funded separately

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Int. Rate Budget Growth Rate

Option 3

Budget Projection – Reduce Budget by \$60,000 in Three Phases– Adding \$100K from CILF

Year	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031</u>	<u>2032</u>	<u>2033</u>	<u>2034</u>
Revenue Source										
Self Allocations	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
Hottle Funds	\$39,000	\$38,500	\$37,900	\$37,300	\$36,700	\$36,000	\$35,500	\$35,200	\$34,300	\$33,750
Reserve Int.@4%	\$18,200	\$12,974	\$12,574	\$11,079	\$9,501	\$7,835	\$6,875	\$5,857	\$4,785	\$3,635
From Reserves	\$30,639	\$36,365	\$37,365	\$39,460	\$41,638	\$24,004	\$25,464	\$26,782	\$28,754	\$30,454
Total	\$167,839	\$167,839	\$167,839	\$167,839	\$167,839	\$147,839	\$147,839	\$147,839	\$147,839	\$147,839
Remaining Reserve	\$324,361	\$314,346	\$276,981	\$237,522	\$195,883	\$171,880	\$146,416	\$119,634	\$90,880	\$60,426

<u>2035</u>	<u>2036</u>	<u>2037</u>	<u>2038</u>	<u>2039</u>
\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
\$33,200	32600	32100	31600	31000
\$2,417	\$1,928	\$1,396	\$822	\$205
\$12,222	\$13,311	\$14,343	\$15,417	\$16,634
\$127,839	\$127,839	\$127,839	\$127,839	\$127,839
\$48,204	\$34,893	\$20,550	\$5,133	-\$11,501

Assumptions:

1. Amount of Reserve at end of 2024 is \$255,000. \$100,000 is taken from CILF to supplement.
2. Reserve may increase by \$26,350 by end of year 2025 from 2 withdrawing churches.
3. Annual budget reduced by \$20,000 and held steady for 5 years.
4. After 5 years, budget is further reduced by \$20,000. After another 5 years, budget further reduced by \$20,000
5. Reserve will earn 4% annual interest
6. Self allocations will remain at \$80,000 per year
7. Hottle fund decreases each year as per chart published in 2021 District Conference Agenda
8. District Peace worker and funding not included since it is funded separately

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Int. Rate

Budget Growth Rate

Mission Statement

The current mission statement of the Northern Ohio District reads as follows:

The mission of the Northern Ohio District is to resource congregations, ministers, and individuals in all aspects of Christian life so that we may continue the work of Jesus Christ in our world today – peacefully, simply, together.

A mission statement is intended to express an organization's core values and purpose. In a concise statement, it sets forth what an organization does and perhaps how it does it. Our mission statement should help set the direction for the district's work and clearly state our purpose. The district has printed the mission statement frequently on directories, district board manuals, website, etc. and should continue to do so. As we re-examine the ministry of the Northern Ohio District in light of our reduced size and budget capabilities, it is an opportune time to re-examine our mission statement to center the work of the district going forward in line with the priorities and expectations outlined in the strategic plan. As we re-examined the mission statement of the district, the Strategic Planning Committee asked the questions: "What is the most important work that our district is trying to accomplish?" and "What is our shared purpose?" We agreed that the following phrases most succinctly describe the role of our district going forward:

1. *Connecting and supporting our congregations, ministers, and individuals.* To stay vital as a district, we need to strengthen our connections to each other.
2. *Continuing the work of Christ.* This is our core mission.
3. *Peacefully, Simply, Together.* This describes how we want to carry out our mission and ties into the denominational tagline.

The Strategic Planning Committee considered how to communicate these thoughts into a concise statement that would guide the work of the district going forward. We ultimately agreed to suggest only a slight modification to the current mission statement changing the word "resource" to "connect and support" which more clearly describes the mission. The updated statement would read as follows:

The mission of the Northern Ohio District is to connect and support congregations, ministers, and individuals in all aspects of Christian life so that together we continue the work of Christ in our world today – peacefully, simply, together.

Finding a Path Forward

Shifting Expectations

As our district goes through a difficult time of transition brought about by shrinking membership, churches withdrawing due to theological differences with denominational practices, and the resultant decrease in operational funding, many are wondering what all this will mean for us as a district and the ministries that we support. To address these issues will require more than just budget and staff cuts and prioritizing which ministries will be cut and which will be retained. It will require us to rethink what our purpose is as a district and re-energize our congregations in their commitment to each other, to the district, and to the denomination. If we do not do that, we will continue to see congregations withdraw and the district will face even more difficult times. Therefore, the strategies proposed going forward involve both recommendations to strengthen and connect our congregations, and strategies related to budget, funding, staffing and program issues.

As we seek a new vision the future of the district, we need to keep ourselves open to new possibilities; being willing to give up programs and efforts that have failed, seeking new ways of doing ministry where past efforts have proven unfruitful or inefficient, and seeking out new possibilities for ministry and connection that can bring renewal, excitement, growth and energy to individuals, congregations and the district.

Congregational Connection and Renewal Strategies

Developing stronger connections between congregations and the district as well as stronger connections between individual congregations will require a multitude of strategies involving communication and shared fellowship opportunities. It is difficult to love each other if we do not know each other. Some connection strategies include:

1. Encourage congregations to share activities they are doing with neighboring churches and invite them to participate. This might include a game night, pancake breakfast, hayride, etc. Share a brief article and a picture in the Herald so that other churches can see your activity; they may want to plan something similar.
2. Neighboring churches could plan Lenten services together. Go to different churches each week with different pastors speaking each week. Plan a Thanksgiving or Christmas Eve service and invite neighboring churches.
3. Each church could send a picture of the inside of their church during services and a picture of their pastor to be used with the outside picture of their church during the district's roll call at District Conference. These could also be used for churches that are featured in the District Prayer Calendar in the Herald.
4. Churches could share a poster with some pictures and a brief description of what the church has been doing at events like District Conference and the Camp Fall Festival.
5. Work to create a communication system for congregations and individuals to feel well informed. Work to expand the district's e-mail list, post on social media, etc. Develop district reps for each congregation for feedback and to share information with their congregation.
6. Since it would be impossible for a part-time District Executive to visit each congregation every year, the District Board could have each board member take several churches to visit once or twice a year and provide a 5-minute update about what is happening in the district and at the camp.
7. Churches should be encouraged to partner with another nearby church or churches in support of a shared ministry.
8. Develop district-wide fellowship and learning opportunities both in person and online.
9. Work to expand the Brethren Disaster Ministries (BDM) work within the district. Not only is the need great, but strong friendships and bonds develop from these shared experiences that cross

congregational and even district lines. Congregations that may see themselves as being too small to have effective ministry can gain a sense of purpose and fulfillment from participating in this important work. This work also helps individuals and congregations see the vital work that is being done by the denomination.

10. Promote the ministry of Camp Inspiration Hills. The camp is a place where:

- People of all ages meet and develop lasting friendships.
- For many, especially youth, it is a place where faith development takes place.
- Individuals, families, groups, or congregations can retreat from the hurried pace of the world and find peace, relaxation, and restoration in a beautiful setting.
- Through their financial support, participation in volunteer opportunities and use of the camp, individuals and congregations can feel connected to this important ministry and to each other.

Budget and Program Strategies

To achieve a sustainable budget as outlined in budget scenario 3 (page 16), the expenses of the district must be cut dramatically over the next ten years. To achieve these three stepped cuts of \$20,000 each will require some new ways of doing the business and program of the district. The following strategies should be considered:

1. **Revitalizing the Youth Ministry.** Although having a youth program ranked high on the district's survey as a priority, the district has not had much success in filling the position recently, or in attracting youth to scheduled activities. The District Board, through the Connections Commission, should explore a different approach to youth ministry which might include:
 - a) Reactivate the Jr. and Sr. High Youth Cabinet positions.
 - b) Have the Connections Commission/Youth Cabinet meet with the youth while they are attending Inspiration Hills Camp this summer (with signed parental consent forms), gather contact information, and enlist youth leadership from this group to join the Youth Cabinets to help plan youth events.
 - c) The district should establish a Youth Ministry Fund. Roll the current Youth Scholarship fund over into this fund (or just change the name of the fund). Allow the fund to cover costs for any youth ministry related activity at the discretion of the Connections Commission. The District Board should transfer \$20,000 from the CILF into the Youth Ministry Fund to get the fund established.
 - d) Create online meetings for Jr. High and Sr. High youth to keep them in touch with each other along with in-person meetings or events.

The changes outlined above, with the elimination of the Youth Coordinator position, will result in a significant reduction in the general fund budget while rejuvenating a youth program in the district.

2. **Restructuring the District Executive (DE) position.** Although the current budget allocates 43% of the budget to the DE position, reducing it to part time will not provide dramatic savings. The current DE has frozen her salary for many years, reduced travel expenses, and has no health insurance costs to the district. Replacing this position at scale, even at half time with some benefits may only net a small savings. Finding someone with the proper qualifications to only work half time may also be difficult. The District Board should be creative in planning for the DE position. Possible options to explore include seeking out retired ministers, ministers within the district who are currently serving part time and would desire additional part time employment or considering a team of 2 or more. Some of these strategies may require increasing the workload and salary of the District Administrative Secretary.

Note: The congregation of Lake Breeze, in the process of disorganizing, has provided the Northern Ohio District with a significant amount of money that remains from the sale of their building. They have expressed their desire that all or part of this money be used to see that the District Executive position

remain a full-time position. If used for this purpose, this gift might extend the time before the DE position needs to be reduced to part time by anywhere from three to eight years, depending on future salary levels of the DE position.

If a time comes when the DE position becomes part-time, District Board should look at shifting some of the DE's responsibilities to others to allow the DE more time to work at relationship building to strengthen the connections between churches, ministers and individuals and the district. Some examples of jobs that could be taken over by someone else include:

- Ethics training (Ministerial Commission).
- Continuing education for ministers (BBI).
- Being a pastor to the pastors (Ministerial Commission).
- Helping churches with conflict management (Shalom Team).
- Office management (District Administrative Secretary).

3. **District Office considerations.** We see from the survey of districts across the country that only one-third of districts have a dedicated stand-alone office. Approximately one-third have a district office in dedicated space within a church in the district. While the district would prefer to maintain a standalone district office, it may become necessary to evaluate the costs associated with maintaining the current office versus having an office within a church in the district. Eliminating our current standalone office would eliminate costs such as Groundskeeping (\$2,000), Facility Security (\$950), Facility Maintenance (\$1,500) and Real Estate Taxes(\$2,900) for a yearly savings of \$7,350. There would also be savings in property insurance, although the district would still need to maintain liability insurance. The current utility costs (\$3,250) would likely more than offset those costs at a new location and equipment costs (copier, telephone, etc.) might be shared with the host church. The value of the current facility would have to be explored, but given its location, condition, and fitness for use as a professional office (real estate, accounting, or investment office, etc.) the value might be \$200,000 or higher. Invested at 5%, that would return \$10,000 +/- per year. The rent and utility costs charged by the hosting church would determine if this strategy makes sense. This might also require moving out of the central area to find a church that could host an office.

There are several advantages to maintaining the current stand-alone office including:

- Location central to the district.
- Easy for visitors to locate on major thoroughfare with easy access to interstate.
- Excellent meeting facility for BBI and small groups with good handicap access.
- Better community image.
- Facility is in excellent repair.
- Room for district archives.

The only major drawback to maintaining a standalone office would be if the district can no longer afford the expense.

4. **Transition from print and postage to web-based delivery of communications** like the Herald. This will help curb the ever-increasing cost of postage as well as allow for expanded coverage of congregational events as outlined in the Congregational Connections strategies. Care must be taken to develop a list of those that continue to need printed documents so that communication is effective for all.
5. **Reduce the mileage rate.** The standard IRS mileage rate is the maximum that a business is allowed to deduct for miles driven for business use, and it is not the minimum that is allowed to be paid for business use of a personal vehicle. Negotiate a lower mileage rate with the employees that reflects their actual costs.
6. **Transfer audit fees for the camp to the camp.** When the camp becomes self-sustaining, have the camp pay for their own audit.

7. **Promote individual giving to the district** through a) Qualified Charitable Distributions (QCD's) from IRAs for people over 70 ½ years old, b) end of life giving through wills and estates, or c) gifts to benefit special causes such as the district's disaster response work, youth ministries, etc.
8. **Be transparent about the financing of the district's work** to encourage congregational and individual giving toward the district's annual budget.

Organization Strategies

It is difficult to find people willing to fill positions on District Board, Nominating Committee, Moderator and Camp Administrative Committee, and many who serve are feeling exhausted from many years of service. Often, the District Conference ballot is simply a slate of names, with only one name for each open position. And even then, it is difficult to find willing candidates. To address this issue, the following strategies should be explored:

1. Reduce the number of District Board members. Currently the District Board is composed of 18 members (four on each of 4 commissions, plus the board chair and secretary), each serving three-year terms. Each year, two are elected from each of the three areas of the district. If each commission were to have three members instead of four, this would reduce the total to 14 members. This would require electing 1 from each of the three areas each year, plus one or two at-large members. This would be one or two less positions to fill on the ballot each year. This would require a change in the constitution and by-laws.
2. Re-examine how the Nominating Committee is selected. Currently, two members are selected from each of the three areas in the district, and the moderator-elect is the chair. Consider having one member from each of the areas, the moderator-elect, and the past-moderator serving as the Nominating Committee Chairperson. This would be one less position to fill on the ballot each year. This would require a change in the constitution and by-laws.

Board action to date

While this is the preliminary report from the Strategic Planning Committee, the District Board and District staff have seen the wisdom of many of the recommendations. While restructuring of the District Board and Nominating Committee will require changing the constitution and bylaws and approval of District Conference, there are some changes within the responsibilities of the District Board and staff that have already been implemented.

Revitalizing Youth Ministry. The District Board is bringing a budget for 2026 that reflects the Planning Committee's recommendations for revitalizing the youth ministry. This removes the paid District Youth Coordinator position (which has been empty since 12/2023), providing the ministry through the Connections Commission and the District Youth Cabinet. The District Board approved setting up a newly developed Youth Ministries Fund. The District Conference delegates have the final decision on the budget.

Under the renewal strategies, a number of the board's commission are increasing opportunities for fellowship and learning activities to connect us throughout the district. The Ministerial Commission added a "Day of Encouragement" for ministers and church leaders. The Stewardship and Finance Commission sponsored a Treasurer's Training Workshop. Our Brethren Disaster Ministries Coordinators (BDM) have been able to encourage participants to fill our commitment to this vital ministry that deepens fellowship while serving. A women's Bible Study via zoom is scheduled to begin in the fall. Lenten services were held by both the Central

and Eastern area churches, organized by the clergy from each of those areas (the eastern churches have done this for years, this was the first in a long time for the central area).

Reducing expenses. The number of printed copies of the Herald mailed to churches has been decreased as more are accessing the electronic copy that is emailed and available online. The same is true of other publications, saving printing costs and postage. Transparency about the financing of the district's ministry continues to be a high priority.

Preliminary

