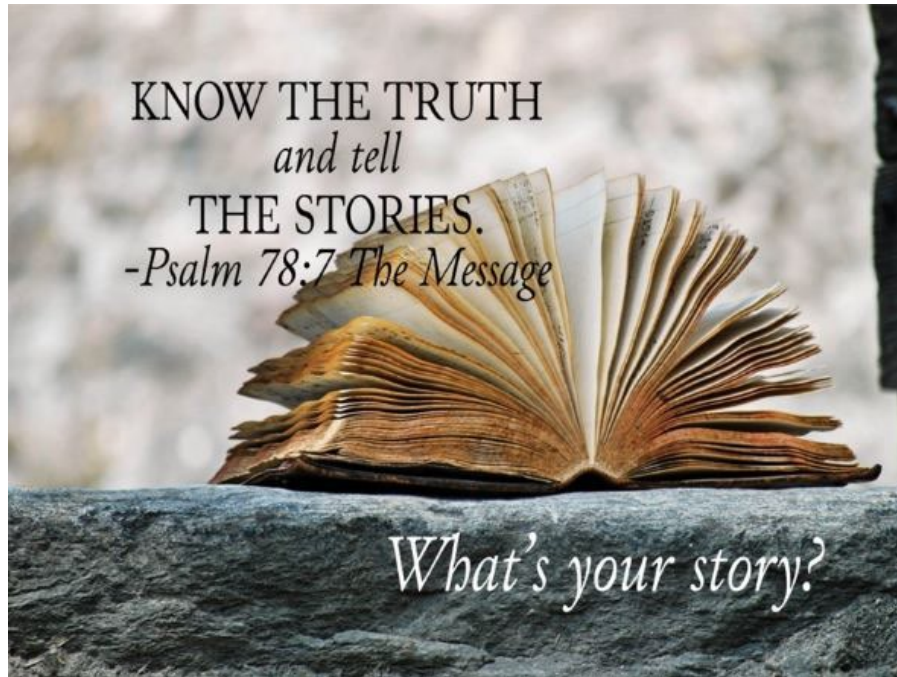


THE NORTHERN OHIO DISTRICT CHURCH OF THE BRETHREN



Conference Agenda

2024 District Conference

The 60th Conference of the Northern Ohio District
Hartville Church of the Brethren – Hartville, Ohio

August 9-10, 2024

Table of Contents

Table of Contents	2-3
District Conference Schedule	4
Conference Activities Room Assignments	5
Message from the Moderator, Pastor Tina Hunt	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	13-17
District Staff Reports	18-21
District Executive Minister – Kris Hawk	18-19
Peace & Conciliation Advocate – Linda Fry	20-21
District Board Report – Terry Baldwin, Chair	22
Stewardship & Finance Commission – David Hobbs, Chair	23
District Treasurer’s Report	24
District Financial Reports – Lisa Snyder, Treasurer	25-36
2023 Year End Reports	25-33
2024 Year to Date (June 30)	See Delegate Packet
Business Item #2: 2024 District Budget	34-36
District Board Commission & Appointment Reports	37-43
Congregational Commission – Beverly Wengerd, Chair	37
Jonah’s People Fellowship – John Ballinger, Interim Pastor	38
Connections Commission – Jocelyn Siakula, Chair	39
District Brethren Disaster Ministries	40
SiSters	41

Ministerial Commission – Steve Simmons, Chair	42
Buckeye Brethren Institute – Paul Bozman, Ministry Education Director	43
Inspiration Hills Camp Strategic Planning Report – Dave Bassett	44-45
Inspiration Hills Camp.....	46-57
Inspiration Hills Camp Report – Andrew Kauffman	46-47
Camp Administration Committee Report	48
Camp Financial Reports – Lisa Snyder, Treasurer	49-57
2023 Year End Camp Financial Reports	49-54
2024 Year to Date (June 30) Camp Financial Reports	See Delegate Packet
Business Item #3: 2025 Inspiration Hills Camp Budget	55-57
Business Item #4: Disorganization of Withdrawing Churches.....	58
Business Item #5: Query from the Dupont Church	59-60
2023 Standing Committee Delegate – Dawn Baldwin	61-62
Denominational.....	63-77
Church of the Brethren Mission & Ministry Board – David A. Steele, General Secretary	63
Brethren Disaster Ministries – Roy Winter, Executive Director	64-65
Brethren Volunteer Service	66-67
Eder Financial Brethren Benefit Trust nna Rhodes, Chair & Nevin Dulabaum, President	68-69
Bethany Theological Seminary	70-73
Brethren Academy for Ministerial Leadership – Janet Ober Lambert.....	74
On Earth Peace – Matt Guynn, Marie Benner-Rhodes, Darlene Johnson.....	75-76
2025 Annual Conference Moderator Report to the Northern Ohio District - Dava Hensley	77
Other Reports.....	78-83
Manchester University	78-79
Good Shepherd Home.....	80
West View Healthy Living	81-82
Ohio Council of Churches.....	83
Hartville Church of the Brethren Map	84

Northern Ohio District Conference

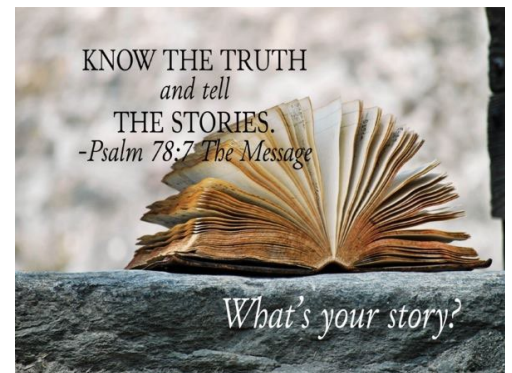
2024 Schedule

Friday, August 9 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, Tina Hunt preaching
8:00 - 9:00 p.m.	Insight Sessions and Ice Cream

Saturday, August 10 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.	Worship Service, Guest Speaker Nate Polzin Installation of Moderator
5:30 p.m.	Dinner (in Fellowship Hall)
5:15 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 are coordinated by Jessi Adams, Director of One Generation Ministries at Ashland Dickey CoB. Youth registration begins at 4:00 p.m. Friday and activities continue overnight through Saturday worship.

Conference Activities Room Assignments 2024

Business Sessions (Saturday)	Fellowship Hall
Child Care:	Nursery Room 120B (Nursery/Preschoolers during worship, business, pre-conference, & Insight Sessions)
Children's Activities Grades 1-5 (Saturday).....	Classroom 104
District Board Reorganization (Saturday)	Classroom A
Exhibits (Friday – Saturday).....	Narthex
Ice Cream Social (Friday).....	Fellowship Hall
Jr. & Sr. High Activities	See Jr. & Sr. High Schedule. Will gather in Room 101
Meals.....	Fellowship Hall
Peace Auction (Friday & Saturday).....	Classroom 301
Pre-Conference Workshop: with Nate Polzin (Friday)	Sanctuary “For My Neighbor’s Good”
Registration/Information Desk	Outside Fellowship Hall
Worship Services	Sanctuary

Insight Sessions

Friday Evening 8:00 - 9:00

Immigration: ‘To Welcome the Stranger’ (Connections Commission).....	Room 302
“Live Stream Technology” (Congregational Commission)	Room A
“Starting a Young Adult Ministry from Scratch” (Nate Polzin)	Sanctuary

Saturday Afternoon 1:15-2:15

“A Space for Service” (Connections Commission).....	Room 302
“Leading A Congregation Through Change (Nate Polzin)	Sanctuary
“What is Happening At Camp” (Andrew Kauffman)	Room A

Hartville Phone Number 330-877-9480



Message from the Moderator

“I love to tell the story for those who know it best seem hungering and thirsting to hear it like the rest (I Love to Tell the Story, Kate Hankey and William Fischer).

What is the truth and how do you know it? What’s the story? What is your story?

These are the questions that bubbled up as I started thinking about the theme for this conference. As we have moved closer and closer to the time for conference I have seen more clearly how relevant the questions are.

First, let’s consider “knowing the truth.”

In Jesus’ trial before Pilate, the two men discuss truth. Finally, Jesus says, “I came into the world to testify to the truth. All who love the truth recognize that what I say is true.”

That’s when Pilate asks the age old and timely question for our generation, “What is truth?”

News reports, social media and general conversation in our day seem to focus on this question. People inside and outside the church are digging in their heels, holding tight to their personal and preferred interpretation.

Before this conversation, Jesus had told the crowd who followed him, “I am the way, the truth, and life.” So while we want to make truth a “what”, I wonder if rethinking our definition would help us answer a lot of questions. How radical is this concept? Truth is a “who”. Truth is Jesus. What kind of difference would this shift make in our thinking and doing as churches and individuals who follow Jesus peacefully, simply, and together?

Recently, an image came to mind as I was driving to a meeting. I passed a house that had been recently painted. The color was vivid and rich. The sun, rain, and snow hadn’t worked to weaken the depth of the fresh paint. The color was still saturated. Saturated. Tucked in Psalm 78:8 is one of my favorite phrases. It’s not enough to merely know the truth and keep it to myself. Knowledge is motivation to tell the story. We are to know the truth, know it and desire to share it.

We all have a story to tell. I can’t tell yours and you can’t tell mine. Telling the story became an important part of Jesus’ teaching. When the crowd was lauding Jesus on his way into Jerusalem, the Pharisees were trying to quiet the joyful and loud crowd.

They were so put off by the scene, they told Jesus to silence the crowd. Jesus let them know if the people failed to praise, to tell the story, the stones would cry out. Putting the Old Testament reference and Jesus teaching together, we can begin to see somewhat of a “mathematical” equation:

$$\begin{aligned} &\text{knowing the truth} + \text{telling the story} \\ &= \text{others coming to know God} \end{aligned}$$

Perhaps you’re math avoidant like I am. Here’s another tool I use. I will take a verse like ours and in meditating/thinking deeply on it, I will emphasize each word and ponder the meaning and importance. For our verse, that would be something like this:

KNOW the truth and tell the story.

Know THE truth and tell the story.

Know the TRUTH and tell the story.

Know the truth AND tell the story.

Know the truth and TELL the story.

Know the truth and tell THE story.

Know the truth and tell the STORY.

Which word is God speaking to you through?

Let’s journey together toward knowing Jesus better, and be ready and able to speak to others of God’s great love. There are many around us “hungering and thirsting to hear it like the rest.”

Tina M. Hunt, District Conference Moderator

Service Projects and Special Offerings



Lake Township FISH has been helping neighbors in need since 1972. Lake Township FISH is an assistance organization sponsored and governed by the Lake area clergy.

FISH is supported by Lake Local schools, churches, businesses and individuals. It is committed to doing God's work through helping those in need in the Lake Township area.

Emergency help includes the following: groceries, utility payments and housing payments, Christmas holiday help programs and other miscellaneous help as needed.



In the spring of 2016, a dream began. A dream of businesses, churches, schools, and individuals coming together to provide an event for the community - a simple egg hunt. This event was a collaboration that surprised many but gave birth to the belief that TOGETHER we could make an impact to last.

Fast forward, this dream is now Love Our Community, a 501(c)3 Non- Profit Organization. Love Our Community works in the community to cultivate relationships and address the unseen needs of our neighbors.



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 Tina Hunt



I've been a member of the COB since 2011. I was familiar with Anabaptist theology, having come through Ashland Seminary twice and serving as an interim in the

Mennonite church. From my first visit to Ashland Dickey COB, I felt like I had finally found my spiritual home. I began my pastoral journey in the COB in 2015 with Ashland First COB and currently am at my second pastoral assignment at Mansfield COB. I have three ministry related degrees: a MA in NT; an Mdiv, and an MAPC. I completed 10 units of Clinical Pastoral Education. My passion for teaching and learning has fueled my involvement in the district BBI program which I will continue working with when I am done serving as moderator.

Nelson and I met in college. He thought he knew what he was getting into marrying a woman preacher. He's always been my greatest encourager. God made him flexible, strong, and forgiving. His greatest spiritual gift is generosity. We have two grown daughters. They have blessed us with three grandchildren.

I have truly enjoyed working with and serving as Moderator for the Northern Ohio District. I also consider it an honor to serve on the Mission and Ministry Board representing our region.

I am a published author of two devotionals, one for Advent and one for Lent through Easter. I read a lot, mostly nonfiction and work related. I love singing and my favorite form of relaxation is riding my bike...and I don't do it nearly enough.

Tina M. Hunt Moderator, Mansfield First COB

Saturday Evening Worship – 4:00 pm

Guest Speaker: Nate Polzin



Nate Polzin is the Executive Director of Discipleship and Leadership Formation for the Church of the Brethren. He has been in ministry since 1996, and is the founding pastor of The Church in Drive (Saginaw, Michigan).

Nate also started a leadership coaching and training practice for ministry and business leaders, Polzin Coaching & Consulting, Inc.

Nate graduated from Central Michigan University with a degree in Political Science and earned an M. Div. at Bethany Theological Seminary. He has served in various roles in the Church of the Brethren at the local, district and national level. In addition to planting a church, he served as a District Executive, started three college ministries, and led successful revitalization efforts in three congregations.

Nate is married to Mandy, who is a counselor and hospice chaplain. They have two great boys – Lucas and Michael. Nate enjoys traveling, reading, history, and especially coaching Little League Baseball and soccer for his sons' teams. One day Nate hopes to see his beloved Detroit Lions win a Super Bowl – we got so close this last year!



Pre-Conference Workshop

Friday, August 9th from 1:00 pm – 4:30 pm
For My Neighbor's Good – a Brethren Evangelism
Training Event led by Nate Polzin

Open to all / 0.3 CEUs for Clergy

This training will focus on helping participants connect the story of how they have encountered Jesus in their lives with the needs of others in their neighborhoods who have not yet met Jesus. Rather than trying to memorize a script or a set of answers to pre-formulated questions, we will work to help Christians unlock their personal testimonies.

Another aspect of this course will be to develop a team approach to evangelism. We will talk about how the whole church can be involved in helping individual members share Jesus with their neighbors, and how all Christians need to think about their reputation in their community. Participants will be asked to think about how things in their congregation may feel and look to visitors, along with other helpful exercises to make our church spaces and services more accessible to guests.

These and other topics will be covered by a mix of Bible study, small group sharing, and more. It will be a fun and faith-building time together!



Insight Sessions

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

Starting a Young Adult Ministry from Scratch –
Presented by Nate Polzin

Live Stream Technology – Presented by
Congregational Commission. Intro to PTZ (Pan,
Tilt, Zoom) – Camera and streaming technology to
congregations for live streaming worship services

Immigration “To Welcome the Stranger” –
Presented by Connections Commission

Saturday Afternoon August 10
from 1:15 pm – 2:15 pm

Leading a Congregation Through Change –
Presented by Nate Polzin

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

A Space for Service – Presented by Connections
Commission. We make space in our lives for the
things that are important to us. But do we make
space for service? Come learn about the
opportunities in our denomination to serve others, a
space to be intentionally with others and with God.

2024 District Conference
BUSINESS SESSION
Northern Ohio District

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 Hartville Church of the Brethren Roll Call of Delegates Accept Business Agenda Consecration of Delegates Review Conference Rules Introduction of Conference Officers Introduction of Guests	Tina Hunt Anthony DiMarco Ashley Harris Tina Hunt Mike Conner Mike Conner Tina Hunt Mike Conner
9:30 a.m.	10 min.	Table time connection	Tina Hunt
9:40 a.m.	10 min.	New Business Item #1: Ballot	Mike Conner
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	David Hobbs Lisa Snyder / Cindy McNaull
10:15 a.m.	15 min.	Break	
10:30 a.m.	10 min.	New Business Item #2: 2025 District Budget /5 min Table Time	David Hobbs / Lisa Snyder
10:40 a.m.	5 min.	Congregational Commission	Beverly Wengerd
10:45 a.m.	5 min.	Connections Commission	Jocelyn Siakula
10:50 a.m.	5 min.	Ministerial Commission / BBI	Steve Simmons / Paul Bozman
10:55 a.m.	5 min.	Camp Strategic Planning Committee – interim report	Dave Bassett
11:00 a.m.	10 min.	Camp Reports / Interim Camp Executive Director Camp Administration Committee / Camp Financial Reports	Andrew Kauffman Linda Smith, Lisa Snyder
11:10 a.m.	5 min.	Stretch Break	
11:15 a.m.	10 min.	New Business Item #3: 2025 Inspiration Hills Budget/5 min. TT	Linda Smith, Lisa Snyder
11:25 a.m.	10 min.	New Business Item #4: Withdrawing Congregations	Terry Baldwin / Kris Hawk
11:35 a.m.	15 min.	ORDER OF THE DAY: Recognition of Ordained Ministers, BBI Graduates, Paul Bozman	Ministerial Commission
11:50 a.m.	10 min.	Election Results	Mike Conner
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.	25 min.	New Business Item #5: Dupont Query / 10 min. Table Time	
2:55 p.m.	5 min.	Standing Committee Delegate	Dawn Baldwin
3:10 p.m.	10 min.	Church of the Brethren Mission and Ministry Board	David Steele
3:20 p.m.	15 min.	Church of the Brethren Agency Reports Eder Financial (Brethren Benefit Trust) Bethany Seminary On Earth Peace	Ed Shannon Jeff Carter (written only)
3:35p.m.	5 min.	Brethren Homes: Good Shepherd Home West View Health Living	Chris Widman (written only)
3:40 p.m.	5 min.	Ohio Council of Churches	Amariah McIntosh
3:45 p.m.	5 min.	Acceptance of Reports, Close of Business	Tina Hunt
4:00 p.m.		Closing Worship / Consecration of Moderator	
5:30 p.m.		Dinner / District Board Reorganization Dinner	

Service of Consecration for District Conference Delegates

August 10, 2024 - Prayer of Commitment

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

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

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

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

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

Delegates: We do.

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

Delegates: We will.

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

Delegates: We will.

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

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

Unison Prayer:

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

Rules of District Conference

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

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

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

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

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

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

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

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

Written or oral consent must be obtained from all nominees.

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

District Conference Central Committee Personnel and Appointments

Tina Hunt, Moderator (Mansfield First)

Mike Conner, Moderator-Elect (Painesville)

James Washington, Past-Moderator (Elm Street/Pleasant View)

Ashley Harris, Clerk (Freeburg)

Deb Rising, Member (Ashland First)

Jane Matz, Member (Ashland Dickey)

Linda Fry, Conference Manager (Mansfield First)

Cindy Peel, Conference Registrar (Akron Springfield)

District Conference Personnel & Appointments

Worship and Music Coordinator: Jim Frado (Richland)

Junior High / Youth Activities Coordinator: Jessi Adams (Ashland Dickey)

Children’s Program Coordinator: Jeremy Zellers (Freeburg)

Display Coordinator: Kim Morckel (Akron Springfield)

Hospitality Coordinator: Jane Matz (Ashland Dickey)

Sound & Media Technician: Tim Schafer (Hartville)

Counting Supervisor: David Hobbs (New Philadelphia)

Tellers: Nominating Committee Members

Hartville Church On-Site Coordinator: Jocelyn Siakula and Tim Schafer

Meal Coordinators: Chris Snyder and Jocelyn Siakula (Hartville)

Business Item #1, Ballot

2024 District Conference Ballot – Biographical Information

***Indicates Incumbent**

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



Cindy Peel
(Akron Springfield)

Current: Interim Pastor and Sunday School teacher at Akron Eastwood. Camp Strategic Planning Committee, Ethics

Committee, and District Conference Registrar.

Former: Interim Pastor, Sunday School Teacher, Nurture Commission, Music and Worship Commission, and Deacon. Nurture, Camp Search Committee, Nominating Committee, Shalom Team, and Standing Committee for the District.

Personal: I am a Registered Respiratory Therapist. I'm a retired and Ordained Minister in the Church of the Brethren and Interim Pastor. I have also served with Camp Koinonia.

District Standing Committee Delegate – 3-year term (vote for one)



Dawn Baldwin*
(Lick Creek)

Current: Worship Leader and Kitchen Crew at Lick Creek. Standing Committee, Shalom Team, Ethics Committee, and Ex-Officio for District Board for

the District.

Former: SS Teacher (children through adult), Women's Fellowship Officer, Pulpit Supply, and Leadership Team for church. District Conference Insight Session Leader, Steering Committee for Fostoria and Faith in Action churches for the District.

Personal: Married to Terry for 45 years, 2 grown & married children, 4 grandchildren, retired 911 & Emergency Management Director, currently a substitute teacher for the local school district, avid reader and outdoor enthusiast. As the current Standing Committee delegate, I serve on Nominating Committee and was appointed to the Conflict Process subcommittee.

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



David Bassett
(Pleasant View)

Current: Church Board, Trustee Chairman, and Deacon at Pleasant View. Chair of Camp Strategic Planning Committee for the District.

Former: Church Board, Treasurer, Building Committee Chair, Finance Committee, and Trustee at Pleasant View. District Board, Stewardship and Finance Commission Chair, Executive Committee, and Nominating Committee for the District.

Personal: Married to Kim. I have 3 sons and 10 grandchildren. I'm an OSU grad and retired from Landscape Architecture design firm. I'm currently grain farming and a current member of Bath Twp. Board of Zoning Appeals and Ohio Dept. of Public Works Natural Resources Advisory Council – District 13.



Scott Brinkman
(Sugar Creek West)

Current: Sunday School Teacher, Deacon, Usher, Classroom Treasurer, Disaster Relief Coordinator.

Former: Board Chairman, Annual Conference Delegate, District Conference Delegate, Vacation Bible School.

Personal: Married to Michelle. I have 2 middle school aged sons, Preston and Witten. I've been a high school/middle school teacher for 25 years and I coach soccer. I'm on the Board of Directors with Allen County Children's Services and volunteer with West Ohio Food Bank and FCA.

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



Jane Matz
(Ashland Dickey)

Current: Peace Counselor and Annual Conference Delegate for Ashland Dickey. Central Committee member for the District.

Former: Sunday School teacher, Women's Fellowship leadership, Nominating Committee, Peace Counselor, choir member, praise team member, and assisting with VBS in various ways at Ashland Dickey. Helping at District Conference, SERV V and Brethren Press for the District.

Personal: Married to Russell. I have 2 children, Rod and Rachelle and 2 grandchildren. I retired from the health care field and volunteer year round with Operation Christmas Child shoeboxes. I've been involved at Woodworth, Heatherdowns, and Ashland City churches. I've been on multiple trips with Brethren Disaster Ministries to the Carolinas, New Jersey, Detroit, and Kentucky.



Mark Pollock*
(Brook Park)

Current: Board Stewardship Commission Chairman for Brook Park. Currently Congregational Commission Member and Vice Chair of

District Board.

Former: Church Board Member, Chairman, and Commission Chair, Sunday School Teacher. Former Shalom Team Member for the District

Personal: Married to Diane. I have 3 grown children, Christopher, Sierra Swanson, and Seth. I have 6 grandchildren and am a retired engineer. I volunteer at Audrey's Outreach (food bank).

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



Michelle Brumbaugh
(Eden)

Current: Clerk, Deaconess, leader of the Ladies Bereavement group, lead the Senior's Luncheons with my husband, and serve on the

Revitalization Team at Eden CoB.

Former: I have served as Youth Advisor in my younger years and served as Treasurer for over 9 years.

Personal: Married to Marty. We celebrated our 50th Anniversary in 2023 and have 2 daughters Megan and Melissa, and 5 grandchildren who keep us both busy and entertained. I worked for 42 years as a Registered Nurse working in oncology, home care, and rheumatology practice. I volunteered for a study conducted by the American Cancer Society collecting data and interviewing study participants. In my last employment, I collected data along with a physician in our practice, for a post-marketing study of drug effectiveness and side effects, interviewing patients, collecting data, and submitting data to the study monitors. I served for several years in my community on the Executive Committee for the Carroll County Visiting Nurse Association. I served for 17 years as a 4-H Horse Club Advisor and served on the county 4-H Committee which planned and administered the program in our county.

District Conference Clerk 3-year term (vote for one)



Ashley Harris*
(Freeburg)

Current: Church Board Member at Freeburg. Currently serve as District Conference Clerk for the District.

Former: VBS Committee at Freeburg.

Personal: Married to Jessi and I have 2 daughters and 2 stepdaughters. I am employed by Independence Pet Group's insurance division. My current role is AVP of Retention and Customer Experience. Past roles include Director of Operations, Director of Human Resources, and Customer Service Manager. I work as a Voting Location Manager on election days in Stark County and volunteer as the school PTO Treasurer. I enjoy spending my free time outdoors with my girls. We especially love our time at Inspiration Hills!

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



Julie Gorrell
(Faith In Action)

Current: Pastor's wife and everything that goes along with that.

Former: Sunday School Teacher and Finance Officer.

Good Shepherd Home Board for the District.

Personal: Married to Jim for 48 years. I've been a legal assistant at McQuade Co. LPA for 46 years, a 4-H advisor 28 years, and I assist with Swanton Christian Food Pantry.



Denise Layman*
(Ashland First)

Current: Educational committee of the leadership team at Ashland First, and serve on CAC for the District.

Former: In the past I have been on the leadership team at Hartville COB and have helped with Sunday School and Kid's Club there as well.

Personal: Married to Brian Layman who is Pastor at Ashland 1st. Our 4 children are Jaxom, Azia, Julian and Caleb. The two oldest have graduated college and are working. Jaxom now lives in Indiana, the younger two are in college and 3 still call our house home base. I am working for Ohio Virtual Academy and online public charter school on the Family Engagement team.



Ernie Imhoff
(Ashland Dickey)

Current: Deacon, Cemetery Committee, Building Committee at Ashland Dickey.

Former: Trustee, Contractor for the large addition,

Stewardship Committee at Ashland Dickey.

Personal: I am single with 2 grown married children. I was a member of the first camp at Inspiration Hills and have been involved with BVS. I've been a General Contractor for 32 years and am owner of Imhoff Real Estate Inspections for 33 years.



Diane Russell
(Poplar Ridge)

Current: Children's Director, Church Board (worship and nurture), Pioneer Club director and teacher, organist and pianist, VBS music director at

Poplar Ridge.

Former: Same as what I do now, for many years! CAC and Camp Counselor through the District.

Personal: Widow of my husband George. I have 2 sons and 4 grandchildren. I'm a former music teacher and member of the Defiance Community Band for over 45 years.

2024 District Executive Minister Report

It is hard to believe that this is my 8th District Conference serving as the District Executive Minister for Northern Ohio – and one more when I was the 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. And I am so appreciative for you as the District Board, so many serving in other roles, and for our amazing 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 provide support for district ministries through their self-allocations and their dedication to serving. Below are some highlights. My statistical report on at the bottom of page 2.

Staff and Office –Our posted office hours are Tuesday through Friday from 9 am – 3 pm. I am off on Mondays and am intentional about being present for office hours on Tuesday through Friday. But I am often at meetings and events during the day. Our answering machine and the sign on our door both give my cell phone number so that I can be reached.

Administrative Secretary, Erin Beebe is in the office Monday and Wednesday from 4 pm—8 pm. The rest of her 16 hours/week are flexible. Erin will be taking office as the Ashland County Recorder in January, so she will finish her time with us in October. We will be looking for someone to work 25 hours/week beginning in September so that Erin can assist with orientation.

Peace and Conciliation Advocate, Linda Fry, works from her home in her quarter-time position.

Lisa Snyder spends 8-10 hours/week in the office in her role as Treasurer and **Cindy McNaul** comes in once a week to process and make the bank deposit in her role as Financial Secretary. We are so blessed.

Our District Youth Coordinator position is open. We continue to look at the possibility of combining this position with the camp Program Director role to create a full-time position. That is what the proposed 2025 budget reflects. Jessi Adams has agreed to coordinate activities for junior high and senior high youth for District Conference and we are so grateful.

Administrative - I work with the Central Committee, the Nominating Committee, and the Camp Strategic Planning Committee and attend CAC meetings. And I also serve in a resource capacity to a number of churches, attending board meetings, council meetings, and planning retreats.

Relationships I know I always mention this, but think it is key! Worshipping in a different church each Sunday and attending as many board meetings and fellowship events as my schedule allows continue to keep the focus on relationships and is a source of great joy.

Ministerial – I have had the blessing of ordaining three of our pastors - Andrew Wenger (Akron Springfield), Mike Conner (Painesville), Brian Layman (Ashland First), licensing Nelson Brown (Sugar creek East), Jessi Adams (Ashland Dickey), and will license Andrew Cuffman on July 14th and install him as pastor of the Ashland Dickey church. I have also had the joy of installing Mike Huffaker as Pastor at East Chippewa and Nelson Brown at Sugar creek East.

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.

I coordinated our Spring Pastor's Workshops with Bill Eley from the Chippewa Church leading on the topic of "Transformational Preaching". Twenty-eight attended. And I held Area Clergy Meetings across the district the week of April 29 with 31 attending during the five sessions. The topic was "Pastoral Care in Grief and Loss" and offered opportunity for sharing as well as learning together. I work closely with our BBI program providing tech support as we have moved to hybrid classes.

I want to encourage each of you to look for those in your own congregation with the gifts of ministry and encourage them to explore that call.

The five-year ordination/commissioning renewal process begins this fall with Ethics Training. We have scheduled two sessions: Central/East will be held at Ashland Dickey on Saturday, October 26; West at Poplar Ridge on Sunday afternoon/evening on October 27th. Churches and clergy will be receiving

information on the renewal process later in August.

Congregational –There are signs of revival – and also signs of deep struggle for some of our congregations. Providing resources and information is essential, but alone it is not enough. We need to be seeking revival, committing ourselves to prayer, seeking ways to share our hope in Christ, reaching out to serve those in our communities, and walking alongside our sister churches.

This is a time of change and struggle. Last year, we lost 5 churches in our district (1 closed, 4 withdrew) and this year North Bend and East Nimishillen are on the agenda to finalize their withdrawals from the denomination. While we hold a blessing forward service with each and continue to be brothers and sisters in Christ, it is a painful season. It impacts our fellowship, our membership, those available for district leadership, and our finances. While we struggle with the changes, we also trust that God can work in difficult times to bring healing and new opportunities for ministry and service.

The District Board is proactively monitoring the changes and seeking God's will for our way forward as a district. I am appreciative of the churches that continue to work within the denomination as together we seek God's direction.

And churches are also prayerfully looking at options for continued ministry. Our 40 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. I have met with 3 churches that are looking at options including moving to a part-time pastorate, yoking, merging, selling the building/moving to a smaller space, renting space. Conversations are ongoing with each of these congregations.

Professional growth/Personal time

I am serving as Chair of the Council of District Executives, on the Ministerial Issues Committee of CODE, and on the team planning a Leadership Development Workshop schedule in the fall.

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 will be on vacation the week of July 14th, spending time with grandchildren – joy!

Do not grow weary!

As we move forward, I hope we have 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 2023			Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellowship Events	District Level Meetings
Miles	Hours									
2023 Totals	12137	2739	18	3	3	24	43	40	79	110

Statistics 2024 YTD			Search Committee	Call Vote	Installations	Church Boards	Sunday am Worship	Other Worship Services	Fellowship Events	District Level Meetings
Miles	Hours									
Jan.	294	231	1	0	1	0	4	8	5	5
Feb.	1580	224	1	0	0	4	4	3	4	15
March	992	209	2	0	0	2	4	5	5	8
April	865	222	1	0	0	2	3	0	7	15
May	1579	252	1	1	0	4	3	6	7	9
YTD Totals	5310	1138	6	1	1	12	18	22	28	52

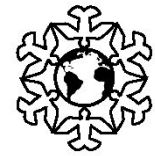
Peace & Conciliation Advocate: Linda Fry

District Board Year End Report 2024

Greetings in Christ Jesus:

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

- I regularly meet with the **District Board** & commissions.
- I work with the **Peace Task Team**.
 - We have had phone conversations and will meet before District Conference.
- I work with the **Shalom Team**, which is under the District Board Executive Committee. The Team has not met or been called upon for several years, but continues to be available to serve the District as requested when conflicts arise.
- There are 53 issues of the **Peace Advocate News** in print. The earlier issues of the newsletter were mailed out in print and were available online. The last several issues are available online only. They are all available online with other peace resources on the District website. (Go to the District website nohcob.org, select "Ministries", select "Peace and Reconciliation", then click on the "Peace Advocate News" logo).
- I published 273 issues of the Weekly **"Take a Moment to Pray for Peace"** from June of 2018 to February of 2024. It appeared online, and was available for printing as a bulletin insert on the District website. Back issues are still available on the District website. (Go to the District website nohcob.org, select "Ministries", select "Peace and Reconciliation", then click on the "Take a Moment to Pray For Peace" logo).
- I do research & reading & attend appropriate webinars & other training sessions to provide resources for the District. For resources, go to the District website nohcob.org, select "Ministries", then select "Peace and Reconciliation".
- I preached for the Eden Congregation on November 12, and at Mansfield on December 31.
- I am visiting congregations to touch base and share peace resources. I visited the Ashland First congregation May 19 and will visit at least 2 more congregations before District Conference. If a congregation wishes to schedule a visit, give me a call or email me (419-589-7719, linda@nohcob.org). I can share a children's story if desired.
- I am in conversation with Andrew Kauffman at the camp about how the Peace Task Team and I might be helpful in the camp program.
- I am working on children's stories & other resources to share in congregations.
- I have worked with the Peace Task Team to prepare for the Peace Auction this year. This will be the second year people can make their contributions for the auction items by credit card as well as by cash or check.
- I attended the Church of the Brethren Gun Violence Prevention Organizing Team meeting May 4th by ZOOM. This group encourages congregations and individuals to address the issues that contribute to gun violence in their local communities. An opportunity for action with the larger community is National Gun Violence Awareness Day, which was June 7th this year. For the whole weekend (June 7-9) people were encouraged to wear orange to bring attention to the issue of gun violence & remember lives lost to guns. This annual event, is always on the first Friday in June. The date is close to the birthday of Hadiya Pendleton, a high school student who was shot and killed on the playground a week after being part of President Obama's inaugural parade. The color orange is used because it was Hadiya's favorite color and because it is the color hunters wear as a safety measure in the woods.



Northern
Ohio
Peace
Task
Team



Jesus said: "Blessed are the peacemakers, for they will be called the children of God." (Matthew 5:9) He also said the most important commandments for us to follow are to love the Lord our God and our neighbors as we love ourselves. (Mark 12:28-31) We are also called to Bless those who persecute us; bless and not curse them. We are to rejoice with those who rejoice, and weep with those who weep. We should live in harmony with one another. We should not be haughty, and should associate with the lowly. We should also not claim to be wiser than we are. We are not to repay anyone evil for evil, but

take thought for what is noble in the sight of all. If it is possible, so far as it depends on you, live peaceably with all. (Romans 12:14-18)

We Brethren have a long legacy of peacemaking including John Naas in 18th century Prussia, John Kline during the American Civil War. The conscientious objectors during World War II, Ted Studebaker in Vietnam, and Yvonne Dilling in El Salvador. Congregations who have helped resettle refugees, feed the hungry through local food pantries, or who speak out on behalf of those who have no voice, are peacemakers. Farmers who fed the hungry with train loads of grain for overseas, or gave calves for Heifer Project are peacemakers. Everyone who helps someone in need, offers a kind word in a stressful situation, helps mediate a dispute at work, or learns mediation skills to use on the playground at school is a peacemaker.

Remember too that we are called to be joyful hopeful people! When you go out with joy, you will be led forth with peace and all creation will celebrate with you. When we start by looking for the good in people, it really does make a difference! So does looking for opportunities rather than problems. Of the most importance, is that the message we have to share is *Good News*! One of the best ways to dispel gloom and doom is with the love of Christ made real by our way of living simply peacefully, and together with everyone!

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

2024 District Board Report

It has been a great privilege to serve with the Board this past year. There have been great joys in getting to know our new Interim Camp Director - Andrew Kauffman - and seeing the changes being made to help the camp become more financially independent. The face of the Board has also changed over the year as some have taken on new responsibilities at the camp and have changed locations with churches. It means the Board has had to shuffle some persons around to fulfill vacancies on some commissions.

There have also been challenges and a sense of loss and grief as more congregations consider terminating their relationship with our denomination and district. This has caused membership in our district to continue declining and funding for district operation is also impacted. The Commissions of the Board have worked diligently with budgets and programming as well as taking time to assess 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 has also had to call some special meetings held by Zoom as certain needs arose.

We have worked diligently 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 Kingdome 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

2024 Stewardship and Finance Commission Report

At this time, the District is in a stable financial position; partially due to the advance self-allocation payments made by the withdrawing churches. Because of this, the commission has been able to put our district financial surplus in CDs for future needs, as well as having the flexibility to use other district funds to aid Andrew Kauffman and the Camp Administration Committee to work toward making the camp self-supporting.

Due to careful spending by the District Office, we are on track not to exceed the current budget. Considering this, the 2025 budget that will be presented is practically identical to this year's budget.

The commission understands that this surplus will not last, as the total annual self-allocations by the district's churches will decrease as churches leave, so we will carefully monitor the situation, and make those in the District aware of any adjustments in both the District budget, and allocations to the camp that needs to be made.

Sincerely,

Dave Hobbs
Stewardship and Finance Chairperson

2024 District Treasurer's Report

Greetings District Conference Delegates, Board and Officers,

I continue to serve as your District Treasurer. This role is very different than my day job, and thus brings me new challenges and yes, satisfaction. I enjoy working with the District staff and the District Board very much.

I started in this role in 2013, and am usually in the District office on Tuesdays, and some Wednesdays depending on the workload. I also perform my duties as the Camp Treasurer from the District office as well.

This year has brought some new challenges as QuickBooks has decided to retire an old friend in the QuickBooks Desktop financial software program on which I first learned our financial system. We have had to “upgrade” to an online cloud based QuickBooks program to maintain my ability to perform both the payroll functions and allow our financial records to be reviewed by outside accountants. This migration to the new software is currently happening as I write this report at the end of May, hopefully I can tell you at conference that it was a smooth transition.

You will find my financial reports in both the conference packets (this year's year to date reports) and last year's financial report (in the conference book). My job duties as your treasurer include: report preparation, bill payments, review of deposits, budget preparation, and payroll. Cindy McNaul serves as financial secretary and comes into the office each week to prepare and make bank deposits, and she keeps track of all self-allocations given to the district. Each quarter, an outside accounting firm, Whitcomb and Hess, Ashland, Ohio, is given access to the financial software, the bank statements, and the investment account statements for their review. Their report is then emailed to me, as well as Executive Director, Kris Hawk, and Stewardship and Finance Chair, David Hobbs. They are also available and willing to answer any of my questions as they arise throughout the year. Our district finances are stable, and the District Board is looking forward as we consider fewer churches making up the district. As churches have withdrawn, those funds have temporarily been placed into CD's at fairly high interest rates (approx. 5%). These funds will be used in the future as needed by the District to maintain operating expenses.

As I have mentioned before, I also serve as the treasurer for Inspiration Hills. I can also report that this year, Whitcomb and Hess has also agreed to review the camp financial records quarterly in the same manner as the District, reviewing both the financial software and bank statements and offering advice and reports.

Please do not hesitate to ask questions or voice any concerns that you may have, my phone and email are listed below...

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, 2023

	Dec 31, 23	Dec 31, 22
ASSETS		
Current Assets		
Checking/Savings		
1001 · Farmers - Checking Account	61,479.14	109,805.68
1002 · Farmers - District Conference	8,663.13	9,160.36
1003 · Farmers - Youth Sch Fund	6,457.72	7,072.08
1005 · EF- Church Extension Fund	207,043.85	261,678.52
1006 · EF- Hottle Memorial Fund	1,277,128.83	1,214,933.10
1007 · EF- Peace Endowment	30,012.61	31,368.57
1008 · EF- Student Ministers Fund	30,255.43	30,765.84
1009 · EF- District Disaster Ministry	49,904.43	45,346.99
1010 · EF-Sampson Endowment	150,608.45	133,655.23
1011 · Womens Fellowship Savings	1,400.63	1,400.51
1012 · EF-Church Improvement Loan F...	307,798.38	209,953.90
1013 · Edward Jones CD	162,000.00	61,000.00
1014 · EF-Congregational Growth	43,928.26	42,663.86
1015 · EF-Excellence in Ministry	40,387.63	17,810.07
Total Checking/Savings	2,377,068.49	2,176,614.71
Accounts Receivable		
1500 · Accounts Receivable	0.00	15.00
Total Accounts Receivable	0.00	15.00
Other Current Assets		
1605 · A/R IH Liability Ins.	16,464.26	0.00
1615 · Undeposited Funds	6,798.25	750.00
Total Other Current Assets	23,262.51	750.00
Total Current Assets	2,400,331.00	2,177,379.71
Other Assets		
1612.02 · SugarCreek West CILF Loan19-...	6,480.67	13,550.71
1612.03 · Painesville CILF 20-001	7,000.00	11,000.00
1612.04 · Center CoB CILF 20-002	0.00	2,903.56
1612.05 · Chippewa CILF 20-003	23,245.25	29,352.89
1612.06 · Inspiration Hills CILF 22-001	0.00	50,000.00
Total Other Assets	36,725.92	106,807.16
TOTAL ASSETS	2,437,056.92	2,284,186.87
LIABILITIES & EQUITY		
Equity		
2501 · Unrestricted Net Assets	2,284,186.87	2,873,226.30
Net Income	152,870.05	-589,039.43
Total Equity	2,437,056.92	2,284,186.87
TOTAL LIABILITIES & EQUITY	2,437,056.92	2,284,186.87

District Income vs Expense Year end 2023

EXPENSE	Actual 2021	Budget 2021	Actual2022	Budget 2022	Actual 2023	Budget 2023
Stewardship	4,547.00	3,700.00	6,530.00	6,850.00	6,960.00	10,000
Connections	835.89	2,900.00	-746.60	2,900.00	1,214.26	2,900
Congregational	0.00	1,300.00	0.00	1,300.00	0.00	300.00
Ministerial	3,066.90	4,950.00	147.97	4,950.00	46.71	950.00
DE	77,186.14	84,936.00	80,235.94	83,936.00	79,612.27	83,836.00
Office	27,360.56	27,360.00	25,051.44	27,300.00	24,985.17	27,300.00
Admin Assistant	30,694.31	31,107.22	21,891.62	31,972.96	17,860.96	32,918.00
Youth Worker	10,606.25	21,371.25	6,625.65	21,455.00	15,052.85	21,995.00
Peace Worker	6,741.22	7,066.00	6,962.55	7,173.43	7,123.81	7,372.00
District Board	7,376.15	13,000.00	10,331.44	12,575.00	10,878.05	12,375.00
Total Expense	168,414.42	197,690.47	157,030.01	200,412.39	163,734.08	199,946.00
INCOME						
District SA	132,434.00		128,008.46		111,319.20	
Hottle dispersements	60,771.96	60,771.96	47,424.92	47,424.92	44,035.24	44,035.24
Peace reimbursement	7,066.00	7,066.00	7,173.43	7,173.43	7,372.00	7,372.00
Emergency draw						
Total Income	200,271.96	67,837.96	182,606.81	54,598.35	162,726.44	
Income minus expense	31,857.54		25,576.80		(1,007.64)	

DEC 31, 2023 LTS

Northern Ohio District Church of the Brethren
Statement of Financial Activity
January through December 2023

	Jan - Dec 23	Jan - Dec 22
Ordinary Income/Expense		
Income		
3000 · Self Allocations		
3010 · Church of the Brethren M&M	1,800.00	0.00
3013 · District Disaster Self Allocati	178.00	420.00
3015 · District Self Allocation	111,319.20	128,008.46
3025 · Inspiration Hills Self Allocati	0.00	737.00
Total 3000 · Self Allocations	113,297.20	129,165.46
3200 · Other Income		
3260 · Withdrawal Funds	112,842.66	0.00
3205 · District Conference Income	8,502.52	6,261.99
3215 · Nondesignated donations	0.00	20.00
3230 · District peace work income	1,946.24	1,518.00
3240 · Student Minister's Fund Income	3,344.26	2,276.80
Total 3200 · Other Income	126,635.68	10,076.79
Total Income	239,932.88	139,242.25
Gross Profit	239,932.88	139,242.25
Expense		
5100 · Stewardship/Finance Commission		
5109 · Financial Secretary Honora	1,000.00	1,000.00
5110 · Treasurer Honorarium	3,000.00	3,000.00
5113 · Accounting Fees	2,960.00	2,530.00
Total 5100 · Stewardship/Finance Commis...	6,960.00	6,530.00
5200 · Connections Commission		
5204 · Youth Fellowship	1,124.26	118.83
5205 · Women's Fellowship	0.00	-165.43
5207 · Young Adult Ministry	0.00	-750.00
5210 · Child Protect/Background	90.00	0.00
5107 · VOAD dues	0.00	50.00
Total 5200 · Connections Commission	1,214.26	-746.60
5300 · Congregational Commission		
5303 · Spiritual Life Retreats	0.00	0.00
Total 5300 · Congregational Commission	0.00	0.00
5400 · Ministerial Commission		
5401 · Commission Expense	0.00	85.58
5402 · Pastor/Spouse Retreat	0.00	0.00
5407 · License & Ord. Gifts	106.71	0.00
5410 · Pastoral Ed. Expense	-60.00	62.39
5412 · Ministerial Background Check	0.00	0.00
Total 5400 · Ministerial Commission	46.71	147.97
5500 · District Executive		
5501 · D.E. Salary	48,799.92	48,799.92
5502 · Housing Expense	12,000.00	12,000.00
5504 · Health Insurance	0.00	0.00
5506 · Workers' Compensation	119.85	166.21
5507 · Travel & Expenses	8,904.14	10,029.97
5508 · Annual Conference	1,558.38	1,587.41
5509 · Professional Growth	139.00	0.00
5510 · CODE Dues	540.00	0.00
5511 · Retirement expense	7,295.98	7,295.98
5512 · Professional Expenses	255.00	356.45
Total 5500 · District Executive	79,612.27	80,235.94

Northern Ohio District Church of the Brethren
Statement of Financial Activity
January through December 2023

	Jan - Dec 23	Jan - Dec 22
5600 · District Office		
5606 · Office Administrative Expenses	905.12	867.81
5607 · Office Equipment Repair	0.00	53.50
5608 · Office Equipment - Leased	3,792.47	3,864.81
5609 · Telephone	1,289.40	1,439.40
5610 · Computer on-line	839.40	779.40
5611 · Herald & Directories	2,158.26	1,129.41
5612 · Utilities	2,986.52	3,226.61
5613 · Groundskeeping	1,835.00	2,085.00
5614 · Facility Security	897.72	801.00
5615 · Facility Maintenance	1,385.51	2,640.42
5616 · Real Estate Taxes	2,909.94	2,945.70
5619 · Office Supplies	1,298.53	1,060.00
5620 · Dues & Subscriptions	3,523.38	3,307.05
5621 · Office Equipment - New	516.50	0.00
5622 · Congregational Background Check	0.00	0.00
5623 · Postage	647.42	851.33
Total 5600 · District Office	24,985.17	25,051.44
5650 · District Admin Secretary		
5601 · Secretary Wages	16,309.49	19,517.46
5602 · Health Insurance	0.00	80.58
5603 · SS/Medicare Taxes	1,247.68	1,476.66
5604 · Workers' Compensation	51.70	79.88
5605 · Prof Growth - Travel & Expenses	252.09	0.00
5618 · Retirement expense	0.00	737.04
Total 5650 · District Admin Secretary	17,860.96	21,891.62
5700 · District Youth Worker		
5701 · Salary	13,706.23	5,411.25
5702 · SS/Medicare Taxes	1,048.53	399.04
5704 · Workers' Compensation	38.04	28.47
5705 · Travel	260.05	786.89
Total 5700 · District Youth Worker	15,052.85	6,625.65
5800 · District Peace Worker		
5801 · Salary	6,604.48	6,420.91
5802 · SS/Medicare/Taxes	505.24	522.56
5803 · Workers' Compensation	14.09	19.08
Total 5800 · District Peace Worker	7,123.81	6,962.55
5900 · District Board		
5901 · District Board Expense	3,066.59	3,144.24
5902 · Annual Conference Expenses	2,148.30	2,421.54
5903 · Ohio Council of Churches	1,450.00	1,400.00
5904 · Standing Committee Delegat	1,448.52	1,594.91
5905 · Historical Committee	0.00	128.32
5907 · Legal Fees	1,187.00	0.00
5908 · District Liability Insuran	1,321.24	1,343.24
5911 · Memorials	100.00	100.00
5914 · Executive Committee Expense	156.40	199.19
Total 5900 · District Board	10,878.05	10,331.44
6000 · Self-Allocation Payments		
6007 · Church of the Brethren M and M	1,800.00	0.00
6020 · Inspiration Hills Self Alloc.	0.00	737.00
6035 · Student Minister's Fund	4,120.04	8,912.10
Total 6000 · Self-Allocation Payments	5,920.04	9,649.10

Northern Ohio District Church of the Brethren
Statement of Financial Activity
January through December 2023

	Jan - Dec 23	Jan - Dec 22
6100 · Non-budget Church Expense		
6109 · Lake Breeze CoB	0.00	0.00
6108 · Ross Church of the Brethren	332.00	0.00
6106 · Jonah's People Grant	20,000.00	10,000.00
Total 6100 · Non-budget Church Expense	20,332.00	10,000.00
6200 · Non-Budget Expenses		
6227 · District Disaster Fund	2,583.21	0.00
6212 · Loan Forgiveness IH	50,000.00	0.00
5912 · Investment Admin Fees	11,238.16	12,232.35
6210 · District Conference Expenses	9,782.43	5,480.27
6211 · Non-Budget - Inspiration Hills	115,457.13	47,424.92
6220 · Hottle Grants paid out	23,000.00	47,424.92
6224 · Church Extension Fund Grants	0.00	10,381.31
6225 · Excellence in Ministry Expenses	-9,280.84	5,990.93
6226 · Congregational Growth	2,188.14	2,062.94
6200 · Non-Budget Expenses - Other	-4,573.25	0.00
Total 6200 · Non-Budget Expenses	200,394.98	130,997.64
Total Expense	390,381.10	307,676.75
Net Ordinary Income	-150,448.22	-168,434.50
Other Income/Expense		
Other Income		
8003 · Rounding Differences	0.11	0.18
8000 · Interest Income	655.14	75.67
8001 · Interest Income - EF Accounts	43,366.94	39,226.05
8002 · Gain/Loss (Mkt Fluc) - EF Acct	256,296.08	-460,029.86
8005 · Miscellaneous Income	3,000.00	123.03
Total Other Income	303,318.27	-420,604.93
Net Other Income	303,318.27	-420,604.93
Net Income	152,870.05	-589,039.43

Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
3000 · Self Allocations				
3010 · Church of the Brethren M&M	1,800.00			
3013 · District Disaster Self Allocati	178.00			
3015 · District Self Allocation	111,319.20			
Total 3000 · Self Allocations	113,297.20			
3200 · Other Income				
3260 · Withdrawal Funds	112,842.66			
3205 · District Conference Income	8,502.52			
3230 · District peace work income	1,946.24			
3240 · Student Minister's Fund Income	3,344.26			
Total 3200 · Other Income	126,635.68			
Total Income	239,932.88			
Gross Profit	239,932.88			
Expense				
5100 · Stewardship/Finance Commission				
5115 · Audit Fees (IH)	0.00	3,000.00	-3,000.00	0.0%
5101 · Commission Expense	0.00	0.00	0.00	0.0%
5109 · Financial Secretary Honora	1,000.00	1,000.00	0.00	100.0%
5110 · Treasurer Honorarium	3,000.00	3,000.00	0.00	100.0%
5113 · Accounting Fees	2,960.00	3,000.00	-40.00	98.7%
Total 5100 · Stewardship/Finance Commis...	6,960.00	10,000.00	-3,040.00	69.6%
5200 · Connections Commission				
5201 · Commission Expense	0.00	65.00	-65.00	0.0%
5202 · Education Training	0.00	380.00	-380.00	0.0%
5203 · Junior/Senior High Cabinet	0.00	525.00	-525.00	0.0%
5204 · Youth Fellowship	1,124.26	1,045.00	79.26	107.6%
5205 · Women's Fellowship	0.00	165.00	-165.00	0.0%
5206 · Men's Fellowship	0.00	95.00	-95.00	0.0%
5207 · Young Adult Ministry	0.00	200.00	-200.00	0.0%
5210 · Child Protect/Background	90.00	140.00	-50.00	64.3%
5103 · Disaster Rep	0.00	95.00	-95.00	0.0%
5104 · Disaster Travel and Expenses	0.00	0.00	0.00	0.0%
5105 · BVS Representative	0.00	0.00	0.00	0.0%
5107 · VOAD dues	0.00	50.00	-50.00	0.0%
5108 · PeaceTask Team	0.00	140.00	-140.00	0.0%
Total 5200 · Connections Commission	1,214.26	2,900.00	-1,685.74	41.9%
5300 · Congregational Commission				
5301 · Commission Expense	0.00	300.00	-300.00	0.0%
5302 · Leadership Training	0.00	0.00	0.00	0.0%
5303 · Spiritual Life Retreats	0.00	0.00	0.00	0.0%
5305 · New Church Development	0.00	0.00	0.00	0.0%
Total 5300 · Congregational Commission	0.00	300.00	-300.00	0.0%
5400 · Ministerial Commission				
5401 · Commission Expense	0.00	0.00	0.00	0.0%
5402 · Pastor/Spouse Retreat	0.00	0.00	0.00	0.0%
5403 · New Pastor's Expense	0.00	0.00	0.00	0.0%
5404 · Mentor Expenses	0.00	0.00	0.00	0.0%
5405 · TRIM Expenses	0.00	0.00	0.00	0.0%
5406 · Education Director Expenses	0.00	0.00	0.00	0.0%
5407 · License & Ord. Gifts	106.71	100.00	6.71	106.7%
5410 · Pastoral Ed. Expense	-60.00	250.00	-310.00	-24.0%
5411 · Licensed Ministry Testing	0.00	600.00	-600.00	0.0%
5412 · Ministerial Background Check	0.00	0.00	0.00	0.0%
Total 5400 · Ministerial Commission	46.71	950.00	-903.29	4.9%

Northern Ohio District Church of the Brethren

01/17/24

Budget vs. Actual

Accrual Basis

January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
5500 · District Executive				
5501 · D.E. Salary	48,799.92	48,800.00	-0.08	100.0%
5502 · Housing Expense	12,000.00	12,000.00	0.00	100.0%
5503 · SS/Medicare Tax	0.00	0.00	0.00	0.0%
5504 · Health Insurance	0.00	0.00	0.00	0.0%
5505 · Health Savings Account	0.00	0.00	0.00	0.0%
5506 · Workers' Compensation	119.85	200.00	-80.15	59.9%
5507 · Travel & Expenses	8,904.14	12,500.00	-3,595.86	71.2%
5508 · Annual Conference	1,558.38	1,600.00	-41.62	97.4%
5509 · Professional Growth	139.00	500.00	-361.00	27.8%
5510 · CODE Dues	540.00	540.00	0.00	100.0%
5511 · Retirement expense	7,295.98	7,296.00	-0.02	100.0%
5512 · Professional Expenses	255.00	400.00	-145.00	63.8%
Total 5500 · District Executive	79,612.27	83,836.00	-4,223.73	95.0%
5600 · District Office				
5606 · Office Administrative Expenses	905.12	1,000.00	-94.88	90.5%
5607 · Office Equipment Repair	0.00	200.00	-200.00	0.0%
5608 · Office Equipment - Leased	3,792.47	3,800.00	-7.53	99.8%
5609 · Telephone	1,289.40	1,200.00	89.40	107.5%
5610 · Computer on-line	839.40	800.00	39.40	104.9%
5611 · Herald & Directories	2,158.26	3,700.00	-1,541.74	58.3%
5612 · Utilities	2,986.52	3,200.00	-213.48	93.3%
5613 · Groundskeeping	1,835.00	1,900.00	-65.00	96.6%
5614 · Facility Security	897.72	850.00	47.72	105.6%
5615 · Facility Maintenance	1,385.51	1,700.00	-314.49	81.5%
5616 · Real Estate Taxes	2,909.94	2,950.00	-40.06	98.6%
5619 · Office Supplies	1,298.53	1,200.00	98.53	108.2%
5620 · Dues & Subscriptions	3,523.38	3,400.00	123.38	103.6%
5621 · Office Equipment - New	516.50	500.00	16.50	103.3%
5622 · Congregational Background Check	0.00	0.00	0.00	0.0%
5623 · Postage	647.42	900.00	-252.58	71.9%
Total 5600 · District Office	24,985.17	27,300.00	-2,314.83	91.5%
5650 · District Admin Secretary				
5601 · Secretary Wages	16,309.49	27,955.00	-11,645.51	58.3%
5602 · Health Insurance	0.00	350.00	-350.00	0.0%
5603 · SS/Medicare Taxes	1,247.68	2,236.00	-988.32	55.8%
5604 · Workers' Compensation	51.70	100.00	-48.30	51.7%
5605 · Prof Growth - Travel & Expenses	252.09	600.00	-347.91	42.0%
5618 · Retirement expense	0.00	1,677.00	-1,677.00	0.0%
Total 5650 · District Admin Secretary	17,860.96	32,918.00	-15,057.04	54.3%
5700 · District Youth Worker				
5701 · Salary	13,706.23	16,500.00	-2,793.77	83.1%
5702 · SS/Medicare Taxes	1,048.53	1,320.00	-271.47	79.4%
5703 · Health Insurance	0.00	0.00	0.00	0.0%
5704 · Workers' Compensation	38.04	75.00	-36.96	50.7%
5705 · Travel	260.05	3,800.00	-3,539.95	6.8%
5706 · Professional Growth	0.00	250.00	-250.00	0.0%
5707 · District Conference	0.00	50.00	-50.00	0.0%
Total 5700 · District Youth Worker	15,052.85	21,995.00	-6,942.15	68.4%
5800 · District Peace Worker				
5801 · Salary	6,604.48	6,386.00	218.48	103.4%
5802 · SS/Medicare/Taxes	505.24	511.00	-5.76	98.9%
5803 · Workers' Compensation	14.09	25.00	-10.91	56.4%
5805 · Office Expenses	0.00	100.00	-100.00	0.0%
5806 · Continuing Ed. Expenses	0.00	100.00	-100.00	0.0%
5807 · Travel	0.00	200.00	-200.00	0.0%
5808 · District Conference	0.00	50.00	-50.00	0.0%
Total 5800 · District Peace Worker	7,123.81	7,372.00	-248.19	96.6%

Northern Ohio District Church of the Brethren

Budget vs. Actual

January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget	% of Budget
5900 · District Board				
5901 · District Board Expense	3,066.59	2,000.00	1,066.59	153.3%
5902 · Annual Conference Expenses	2,148.30	2,500.00	-351.70	85.9%
5903 · Ohio Council of Churches	1,450.00	1,450.00	0.00	100.0%
5904 · Standing Committee Delegates	1,448.52	1,300.00	148.52	111.4%
5905 · Historical Committee	0.00	300.00	-300.00	0.0%
5906 · Shalom Team	0.00	250.00	-250.00	0.0%
5907 · Legal Fees	1,187.00	2,000.00	-813.00	59.4%
5908 · District Liability Insurance	1,321.24	1,475.00	-153.76	89.6%
5909 · Ethics Committee	0.00	200.00	-200.00	0.0%
5910 · Financial Services Fee	0.00	0.00	0.00	0.0%
5911 · Memorials	100.00	500.00	-400.00	20.0%
5914 · Executive Committee Expense	156.40	400.00	-243.60	39.1%
Total 5900 · District Board	10,878.05	12,375.00	-1,496.95	87.9%
6000 · Self-Allocation Payments				
6007 · Church of the Brethren M and M	1,800.00			
6035 · Student Minister's Fund	4,120.04			
Total 6000 · Self-Allocation Payments	5,920.04			
6100 · Non-budget Church Expense				
6109 · Lake Breeze CoB	0.00			
6108 · Ross Church of the Brethren	332.00			
6106 · Jonah's People Grant	20,000.00			
Total 6100 · Non-budget Church Expense	20,332.00			
6200 · Non-Budget Expenses				
6227 · District Disaster Fund	2,583.21			
6212 · Loan Forgiveness IH	50,000.00			
5912 · Investment Admin Fees	11,238.16			
6210 · District Conference Expenses	9,782.43			
6211 · Non-Budget - Inspiration Hills	115,457.13			
6220 · Hottle Grants paid out	23,000.00			
6225 · Excellence in Ministry Expenses	-9,280.84			
6226 · Congregational Growth	2,188.14			
6200 · Non-Budget Expenses - Other	-4,573.25			
Total 6200 · Non-Budget Expenses	200,394.98			
Total Expense	390,381.10	199,946.00	190,435.10	195.2%
Net Ordinary Income	-150,448.22	-199,946.00	49,497.78	75.2%
Other Income/Expense				
Other Income				
8003 · Rounding Differences	0.11			
8000 · Interest Income	655.14			
8001 · Interest Income - EF Accounts	43,366.94			
8002 · Gain/Loss (Mkt Fluc) - EF Acct	256,296.08			
8005 · Miscellaneous Income	3,000.00			
Total Other Income	303,318.27			
Net Other Income	303,318.27			
Net Income	152,870.05	-199,946.00	352,816.05	-76.5%

District Self Allocations 2023

Church	Giving 2021	2022 Pledge	Giving 2022	2023 Pledge	2023 Giving
Adrian	0.00	0.00	0.00	0.00	0.00
Akron Eastwood	3,500.00	0.00	3,500.00	3,500.00	3,500.00
Akron First	0.00	500.00	0.00	0.00	0.00
Akron Springfield	6,000.00	6,000.00	5,500.00	0.00	4,004.00
Ashland Dickey	7,300.00	7,300.00	7,300.00	0.00	7,300.00
Ashland First	2,475.00	2,550.00	2,550.00	2,550.00	2,550.00
Bethel	225.00	225.00	225.00	0.00	225.00
Black River	500.00	0.00	100.00	0.00	250.00
Bristolville	3,800.00	3,800.00	3,800.00	0.00	3,800.00
Brook Park	1,330.00	0.00	2,036.00	0.00	1,629.00
Center	650.00	675.00	675.00	675.00	700.00
Chippewa	0.00	0.00	0.00	0.00	0.00
County Line	3,780.00	3,780.00	2,835.00	0.00	0.00
Defiance	0.00	0.00	0.00	0.00	0.00
Dupont	6,500.00	6,500.00	6,500.00	0.00	6,500.00
East Chippewa	13,100.00	0.00	13,100.00	13,100.00	9,000.00
East Nimishillen	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Eden	1,619.00	1,600.00	1,600.00	1,600.00	1,600.00
Elm Street	950.00	0.00	950.00	0.00	950.00
Faith in Action	0.00	0.00	1,900.00	0.00	0.00
Freeburg	0.00	0.00	0.00	0.00	2,000.00
Hartville	300.00	300.00	300.00	300.00	300.00
Jonah's People	300.00	0.00	0.00	0.00	0.00
Lake Breeze	100.00	100.00	100.00	100.00	204.00
Lakewood	2,500.00	0.00	2,500.00	3,000.00	3,500.00
Lick Creek	3,000.00	3,090.00	3,090.00	3,090.00	3,090.00
Mansfield	3,885.00	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	200.00	200.00
Mohican	20,000.00	0.00	15,999.97	0.00	5,333.32
Mount Pleasant	3,000.00	3,000.00	3,000.00	0.00	0.00
New Philadelphia	1,900.00	0.00	1,400.00	0.00	1,400.00
North Bend	10,000.00	10,000.00	10,000.00	0.00	15,000.00
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	3,000.00	3,000.00
Paradise	0.00	0.00	0.00	0.00	0.00
Pleasant View	1,225.00	1,250.00	1,300.00	1,250.00	1,325.00
Poplar Ridge	8,240.00	8,240.00	8,240.00	8,000.00	8,000.00
Reading	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00
Richland	600.00	600.00	600.00	0.00	600.00
Ross	0.00	0.00	0.00	0.00	0.00
Silver Creek	1,000.00	1,500.00	1,500.00	1,500.00	1,500.00
Sugar Creek West	500.00	0.00	0.00	0.00	0.00
Sugarcreek East	0.00	0.00	500.00	0.00	0.00
Swan Creek	0.00	0.00	0.00	0.00	0.00
Woodworth	250.00	0.00	250.00	0.00	300.00
Zion Hill	1,200.00	0.00	0.00	0.00	0.00
Individual	2,175.00	0.00	2,395.00	0.00	2,500.00
CC fees			18.51	0.00	22.12
TOTAL	132,184.00	85,291.00	128,008.46	62,946.00	111,319.20

Stewardship and Finance Commission	Budget 2023	Budget 2024	Proposed Budget 2025	Change from 2024	Comments
5101 Commission Expenses	100	0	0		
5109 Financial Secretary Honorarium	1,000	1,000	1,000		
5110 Treasurer Honorarium	3,000	3,000	3,000		
5113 Audit Fees (NOHCOB)	2,750	3,000	3,100	100	
5114 Audit Fees (Inspiration Hills)	3,000	3,000	3,100	100	
Total Discipleship	10,000	10,000	10,200	+200	
Connections Commission					
5201 Commission Expenses	65	65	65		
5202 Education Training	380	380	380		
5203 Jr/Sr High Youth Cabinets	525	525	525		
5204 Youth Ministry	1,045	1,045	1,045		
5205 SISTERS Fellowship	165	165	165		
5206 Men's Fellowship	95	95	95		
5207 Young Adult Ministry	200	200	200		
5210 Child Protection/Background Checks	140	140	140		
5103 Disaster Representative	95	95	95		
5104 Disaster Travel*	0	0	0		
5105 BVS Representative*	0	0	0		
5107 VOAD/General Scholarship*	50	50	50		
5306 Peace Task Team*	140	140	140		
Total Fellowship	2,900	2,900	2,900	0	
Congregational Commission					
5301 Commission Expenses	300	300	300		
5302 Leadership Training	0	0	0		See* below
5303 Spiritual Life Retreats	0	0	0		
5305 New Church Development	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	600		
5412 Ministerial Background Checks	0	50	50		
Total Ministerial	950	950	950	0	

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

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

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

	Budget 2023	Budget 2024	Proposed Budget 2025	Change from 2024	Comments
District Executive					
5501 Salary	48,800	48,800	48,800		
5502 Housing Expenses	12,000	12,000	12,000		
5503 Medicare/Taxes	0	0	0		
5504 Health Insurance	0	0	0		
5506 Workers Compensation	200	200	200		
5507 Travel and Expenses	12,500	12,500	12,000	-500	
5508 Annual Conference	1,600	1,600	1,600		
5509 Professional Growth	500	500	500		
5510 CODE dues	540	540	585	+45	
5511 Retirement Pension	7,296	7,296	7,296		
5512 Professional Expenses	400	400	400		
Total District Executive	83,836	83,836	83,381	-455	
District Administrative Secretary					
5601 Salary	27,955	25,600	22,000	-3,600	
5602 Health Insurance	350	0	350	+350	
5603 SS/Medicare/Taxes	2,236	2,048	1,760	-288	
5604 Workers Compensation	100	100	100		
5605 Professional Growth, Travel, Expenses	600	600	600		
5618 Retirement Pension	1,677	0	0		
Total District Administrative Secretary	32,918	28,348	24,810	-3538	
District Office					
5606 Office Administrative Expenses	1,000	950	1,250	+300	
5607 Office Equipment Repair	200	200	200		
5608 Office Equipment Lease	3,800	3,900	3,800	-100	
5609 Telephone	1,200	1,450	1,200	-250	
5610 Computer On-Line	800	800	800		
5611 Herald and Directories	3,700	3,000	3,000		
5612 Utilities (electric, gas, water, trash)	3,200	3,250	3,250		
5613 Groundskeeping	1,900	2,000	2,000		
5614 Facility Security	850	850	950	+100	
5615 Facility Maintenance	1,700	1,700	1,500	-200	
5616 Real Estate Taxes	2,950	2,950	2,900	-50	
5619 Office Supplies	1,200	1,100	1,200	+100	
5620 Dues and Subscriptions	3,400	3,400	3,500	+100	
5621 Office Equipment New	500	600	600		
5622 Congregational Background checks	0	0	0		
5623 Postage	900	900	750	-150	
Total District Office	27,300	27,050	26,900	-150	
District Youth Coordinator					
5701 Salary	16,500	16,500	17,800	1,300	
5702 SS/Medicare/Taxes	1,320	1,320	1,584	264	
5704 Workers Compensation	75	75	71	-4	
Medical Stipend (if combined w/Camp)			2,000	2,000	
5705 Travel	3,800	3,800	3,000	3,000	
Pension (if combined w/Camp)			1,068	-2,732	
5706 Professional Growth	250	250	250		
5707 District Conference	50	50	50		
Total District Youth Coordinator	21,995	21,995	25,823	+3,828	

	Budget 2023	Budget 2024	Proposed Budget 2025	Change from 2023	Comments
District Peace & Conciliation Advocate					
5801 Salary	6,386	6,578	6,776	+198	
5802 SS/Medicare/Taxes	511	526	542	+16	
5803 Workers Compensation	25	25	25		
5805 Office Expenses	100	100	100		
5806 Continuing Ed Education	100	100	100		
5807 Travel	200	300	250	-50	
5808 District Conference	50	50	50		
5809 Health Insurance	0	0	0		
Total District Peace & Conciliation Advocate	7,372	7,679	7,679	+164	
District Board Expense					
5901 District Board Expenses	2,000	2,500	3,000	+500	
5902 Annual Conference Assess	2,500	1,900	1,700	-200	
5903 Ohio Council of Churches	1,450	1,450	1,450		
5904 Standing Com Delegates	1,300	1,300	1,500	+200	
5905 Historical Committee	300	300	200	-100	
5906 Shalom Team	250	250	250		
5907 Legal Fees	2,000	2,000	2,000		
5908 District Liability Insurance	1,475	1,375	1,375		
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	12,375	12,175	12,575	+400	
Sub Totals					
Total Commission/Board Expenses	26,525	26,325	26,925	+600	
Total Staff/District Office Expenses	173,421	168,908	168,757	-151	
Total Budget	199,946	195,233	195,682	+449	
Income (* = estimates)	Actual 2023	Projected 2024	Projected 2025	Change from 2024	
Self-Allocations	111,319	*105,000	*95,000	-10,000	
Hottle Endowment Disbursement	44,035	*41,000	*40,000	-1,000	
Peace Worker Endowment Disbursement	7,372	7,679	7,843	164	
Income	162,726	153,679	142,843	-10,836	
Amount of Reserve Funds to be used	1,008 ⁺	*41,554	*52,839	*11,289	
Total Income	163,734	195,233	195,682		
Budget vs Income Difference	0.00	0.00	0.00		

(+2023 Budget allowed for \$12,574 in reserve funds to be used to balance the budget. Only \$1008 of those funds were needed. Total actual 2023 expenses were \$163,734.08.)

2024 Congregational Commission Report

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

Hottle grants have been approved for 6 congregations for a total of \$29,777 since last year's District Conference. Grants of up to \$5000 are available to congregations for:

- Project grants within the church to expand the ministry of the church.
- Outreach Ministry grants that impact not only the church but the community at large and may include changes to the physical plant.
- Program Development grants within the church to stimulate growth or spiritual health and may include changes to the physical plant.

Additional money is still available for grant requests through the rest of the 2024 calendar year. Applications are available on the district website or by calling the district office.

We assisted the Lake Breeze congregation in selling their property and beginning ministry at a new location. They could no longer afford the maintenance and upkeep on the old property and the move will allow the congregation to remain intact and continue with their ministry.

Our commission is sponsoring an insight session on live stream technology at District Conference and are interested in hearing about other topics that your church would find helpful for workshops in the fall or spring.

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

In Christ's Love,

The Congregational Commission

Beverly Wengerd, Chair

Mark Pollock

Steve Keib

Fred Brinkman

2024 Jonah's People Fellowship, Fostoria Report

The Jonah's People Fellowship meets on Sunday mornings at 10:30 in the Good Shepherd Home chapel. We enjoy our time of worship and fellowship with each other and with the Lord. We appreciate the audio and video multimedia capabilities of the chapel, because they greatly enhance our worship experience.

Over the winter attendance dropped a bit because of the cold weather, but when the weather improved and the Lenten season began, more Good Shepherd Home residents from our hallways and across our campus, and from the Fostoria area, began to attend.

We observe bread and cup communion in the pew on the first Sunday of each month using good sanitary practices. On Maundy Thursday evening we invited church members and GSH residents to a special "modified" three-fold communion service in the adjacent dining hall using disposable wipes for handwashing, sharing bread and cup communion by intinction, and enjoying an "uncommon" common meal afterwards of individual disposable ice cream cups and toppings of choice. Over 50 people were in attendance.

With the return of warm weather we are reaching out across our campus and inviting residents and their families to worship with us. We are also becoming involved with the greater Fostoria area churches and their ministers.

Respectfully submitted,

John Ballinger
Interim Pastor

2024 Connections Commission Report

The Connections Commission is focused on ways that we can connect people across our district. The SiSters welcomed Cheryl Brumbaugh-Cayford as the main speaker for their retreat, Men's Fellowship is hoping to have a fall retreat 2024 (planning has not yet been started), and Creation Care Advocate continues to produce newsletters.

The Youth Cabinet is in an in between stage as we discuss how to move forward with needed roles in youth ministry throughout the district. We are working with the camp on possibilities to merge the District Youth Coordinator and the Camp Program Coordinator positions into one full-time position.

The Missions Advocates are continuing the work to connect, inform, and encourage those who receive the denominational mission updates. We are researching additional ways we can offer opportunities to serve and fellowship together. So much of our work is done through resourcing the volunteers that serve in these important ministries. We are very grateful for these volunteers and are always looking for more.

We have also planned two Insight Sessions for this conference, which we hope you will attend. They will be Welcoming the Stranger about Immigration and an update about the service opportunities the denomination offers.

We are grateful to all those that help to connect us. We pray that we will be able to connect as we serve Jesus for the glory of God and our neighbors' good.

The Connections Commission,
Jocelyn Siakula, chair
Dean Foster
Samantha Luginbill
Crystal Zellers

2024 Brethren Disaster Ministries Report

Brethren Disaster Ministries District Coordinator Team

Our team is excited to report how our district has ministered to others in need through volunteers who served with Brethren Disaster Ministries in Dawson Springs, KY. Dawson Springs was hit by a tornado in December 2021 and over 600 homes were destroyed. Brethren Disaster Ministries (BDM) is partnering with Habitat for Humanity and the Long-Term Recovery group in the area.

Six volunteers worked the week of September 3-9, 2023, and seven volunteers worked the week of May 19-25, 2024. We partnered with the Southern Ohio/KY district volunteers each week working, fellowshiping, eating delicious food, playing together, praying, and sharing devotions along with the dedicated leaders who are always willing to teach and encourage. The weeks' work included caulking, painting, roofing, drywall finishing, wrapping a house to prepare for siding, adding fascia around a house, cooking, cleaning and more. We are thankful for the twelve volunteers who are from seven different churches in the Northern Ohio district.

We have committed to sending seven volunteers for the week of September 8-14, 2024, partnering again with Southern Ohio/KY district volunteers. We are reaching out to those who have volunteered in the past and trying to encourage others. Please help us by getting the word out to people in your own congregations who can contact us if they are interested in learning more about BDM. Volunteers with all skill levels are needed. Funds from the District Disaster Ministry fund are used for vehicle rental and gas and volunteers have no costs other than a few meals while traveling.

Our focus continued to be on the rebuilding part of BDM and we are hoping to expand our volunteer times in 2025. At the time this report was written, we have not received information about where the next rebuilding site will be located after August 2024. We plan to increase our efforts in the future toward Children's Disaster Ministries and the Global response which are also a part of Brethren Disaster Ministries.

We thank you for your support and prayers and look forward to the next year as we serve others in Christ's name.

Sandy Humphrey (330-603-9073)

Kim Morckel (330-618-2379)

Pete Snyder (419-685-0903)

2024 Sisters Report

Warm greetings from the SiSTERS Team. We pray that all women across the District are finding ways to connect, enrich, and serve in their respective congregations.

This year, Billi Janet Burkey's term came to an end as chairperson. We would like to thank Billi Janet for her years of dedicated service, not only to this ministry, but to our District as a whole. She has led and poured into others for many years, and has always been a source of SiSTERhood, Christian friendship and love. Crystal Zellers has taken over this position, and is looking forward to connecting with women across our district and discovering new ways for us to serve one another.

Speaking of connecting, looking ahead to this next year, we would love some ideas on how we can best connect the women in our district. What kind of events would you be interested in attending? How can the SiSTERS ministry help women's groups in your congregations? Do you have ideas about how to get women of all ages involved at a district level? We'd love to hear any and all ideas of these topics!

We had a wonderful day of retreat on April 6th, where about 25 women gathered at Richland CoB. We were joined by speaker Cheryl Brumbaugh-Cayford who shared the message "Be Encouraged". Cheryl shared stories using rich histories of women in the Church of the Brethren as well as the wider church. We broke into groups and worked on a craft and others shared and prayed, keeping with the theme of encouragement.

Thank you to Richland CoB for their hospitality and being a wonderful host church for this event.

Details about our retreat in 2025 will be forthcoming, and we look forward to hearing any ideas you can share with us!

Thanks + Blessings,
Crystal Zellers | Fern Dews | Linda Smith | Sandra Washington
Crystal Zellers: (330) 705-0594

2024 Ministerial Commission Report

“Preach the word! Be ready in season and out of season. Convince, rebuke, exhort, with all longsuffering and teaching” 1 Timothy 4: 2

Striving to live a Godly life and equipping the Pastors in the District is what we try to do.

We did have a few interviews this past year, three for Ordination and three for Licensing.

We provided a gift to each of our licensed, commissioned, and ordained clergy in October for pastor appreciation month.

We had to cancel the Clergy/Spouse Retreat due to many factors. We have a Presenter/Speaker and location for next year.

Our Biggest Thank You is to Paul Bozman, who is now stepping down AGAIN as the Ministry Education Director. He spearheaded the formation of the BBI (Buckeye Brethren Institute), and 2 years ago worked at getting us recertified for the next 5 years. We want to say how much we appreciate all you have done for education in the district Paul. Tina Hunt has agreed to become the new director of education. We want to pray for Paul in his future endeavors. We want to thank Tina and pray for her as she keeps us going and moves into this new position.

We are saddened with the departure of the churches that have left us. We do pray for those that remain, and those that have left that God would be Glorified in all things.

God Be With You,

Steve Simmons, Bill Holsopple, Mike Huffaker

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.

2024 Buckeye Brethren Institute - Annual Report

The Buckeye Brethren Institute (BBI) has completed another year in preparing students for service within our churches, even though our enrollment remains low as most of the year we only had one student. However, we have had a couple of new students join along with some others who are prayerfully considering beginning the program. During the past year, one student has completed the cycle of classes. Therefore, BBI is proud to recognize Moses Siakula for this accomplishment.

During the past year, the following 4 courses were offered:

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

Plans are being made for the courses that will be offered in the year ahead as the BBI goes through some transition in its leadership beginning in August as I step down from my role as Ministry Education Director. After nearly 10 years of educational leadership in the district between TRIM and starting the BBI program, it is time for me to step aside. But I know that God continues to lead our education program and the Northern Ohio District as we step forward and continue to faithfully follow Him.

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

Respectfully Submitted,

Paul Bozman

Pastor, Reading Church of the Brethren

Ministry Education Director, Northern Ohio District

2024 Inspiration Hills Camp Strategic Planning Report

When the Strategic Planning Committee presented its interim report to District Conference in 2023, the report acknowledged the financial struggles facing the camp and stated that the primary focus of the committee's work was to look for ways to increase the camp's income. Realizing that it would take a considerable investment in time and resources to implement many of the recommendations contained in the report, the committee planned to review the camp's financial situation in early 2024, evaluate the effectiveness of actions taken in 2023, and decide what steps needed to be taken going forward.

Unfortunately, the financial woes of the camp improved very little in 2023, and it is through the continued financial support of the District that the camp continues to operate. Some initiatives contained in the interim report were implemented in 2023, including :

- Making presentations at Northern Ohio District churches to improve communications between the camp and the churches as well as to promote the youth camping program prior to the early registration deadline.
- Sending camp promotional materials to churches, schools and businesses in the surrounding counties.

Some modest gains were seen in youth camping and rental income from 2022 to 2023, but a much greater increase is needed.

Upon the resignation of Shannon Kahler in the fall of 2023, a search committee was appointed by District Board to find a new Executive Director for the camp. Three members of the Strategic Planning Committee served on the seven-member search committee. Through the work of this committee, it was decided to seek an interim director for the camp (for a two year term), with a strong emphasis in the job description that we were seeking someone "to design and implement marketing campaigns for the camp to help improve continued communications and use of the camp by Church of the Brethren churches in the Northern Ohio District as well as encourage camp use by outside groups." As a result of the search process, Andrew Kauffman was called as the camp's new Interim Executive Director and began his work at the camp on December 1, 2023.

During the search process, the financial situation at the camp was shared openly with prospective candidates, one being Kevin Eichhorn, Director of Camp Koinonia in Washington state. Kevin has taken his camp from an income of \$250,000 in 2018 to an annual budget of \$800,000+ in 2023. While not being directly interested in the position, Kevin offered to consult with the new Director at Inspiration Hills to share his knowledge, experience and insights. With the encouragement of the Strategic Planning Committee and the support of District Board, Kevin has held Zoom meetings (four as of May 9th) with Andrew Kauffman, Kris Hawk and myself. The primary content of these meetings very broadly fall under the topics of hospitality issues, marketing (especially through social media) and an awareness of social/political issues. Kevin hopes to visit the camp this summer during the youth camping season and will continue to consult with Inspiration Hills Camp through the coming year.

The Strategic Planning Committee has reviewed the topics discussed during the zoom meetings and strongly supports the content and recommendations given by Kevin during these zoom sessions and the actions taken by Andrew Kauffman to implement them as quickly as possible.

The Strategic Planning Committee is optimistic that the future of the camp is looking brighter for the following reasons:

- New leadership at the camp, including Interim Executive Director Andrew Kauffman, as well as new personnel in all other permanent staff positions provides the opportunity to shape a new organizational culture at the camp.
- Capital improvements to Pine Lodge were made possible by a matching grant from District Board utilizing Gordon Bucher bequest funds.
- Ongoing improvements to the small cabins are making them more livable and rentable for an extended season.
- More/better communications are taking place with the District's churches.
- Implementation of recommendations from consultation with Keven Eichhorn should improve marketing effectiveness and visitor satisfaction resulting in long term success.

However, the camp can never truly succeed without the support of individuals and the churches in the District. For the camp to truly fulfill its mission, our churches must see themselves as an active partner in ministry with the camp, each doing their part.

Respectfully submitted,

David Bassett, Chair

Lisa Ballinger, Mark Dickerhoof, Russ Matz, Cindy Peel - Members

2024 Inspiration Hills Camp Report

“Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you.” 1 Thessalonians 5:16-18

Our summer theme this year is “This is our prayer.” I find the scripture above to be especially relevant in the life of the camp right now. I know how much the camp means to so many people in our district. I know the camp hasn’t been doing well financially for a while now. I also know that the camp is going through a lot of changes this year.

Despite the difficulties the camp has faced, we have SO MANY reasons to rejoice and to give thanks! Nearly 60 years ago God gave the leaders in our district a vision of a site for Christian camping. They were guided to this beautiful camp and developed and maintained an incredible facility.

We are so grateful for those that have poured their time, effort, and hearts into this beautiful place. We are also so very grateful for the many people who continue to do so! We utilize volunteer chaplains, counselors, lawn mowers, tree trimmers, cabin remodelers, flower planters, kitchen workers, and so so many more!

We are grateful for former staff who have maintained a positive relationship with the camp and its new staff. Having people we can call with questions, or even in some cases volunteering to come out and help, is so incredibly valuable to us!

At the time of this writing, we are a couple of weeks into our summer camping season. There is a LOT of work that goes into preparing for the summer. However, at least for me, seeing the impact the Holy Spirit is able to work in the campers' lives over a week at camp changes my heart and rebuilds my soul. I believe that is true for many of our staff and volunteers as well.

When I was hired, it was made very clear to me that the camp had been struggling financially and that for the long term sustainability of the camp we needed to make some changes. Our new staff has taken that charge very seriously. We’ve looked at past bills and have worked to make cuts in ways that make sense. We have also worked very hard to make changes that would help us to bring new rentals to the camp. We’ve reached out to Christian schools in the area, we’ve sent mailers to all of the churches in Ashland and Wayne counties. We shared a booth with the Paradise Church of the Brethren at the Wayne County Home and Garden show. We’ve redesigned our website to make it more user friendly for those who might be interested in renting our camp and are also working to make it more search engine friendly by optimizing it to rise towards the top of people's searches.

Our Camp Administrative Committee has been an incredibly valuable resource since the time I started in December. Their knowledge of how things work, camp history, familiarity with the district, and so many more things have just been so incredibly helpful. Not to mention, so many of them have given generously of their time and resources to make sure that the camp is moving forward on a strong footing.

Similarly, I have enjoyed meeting with the Strategic Planning Committee. We are working with a consultant from another Church of the Brethren camp as they have been able to turn their camp around financially. I have enjoyed meeting other Church of the Brethren camp leaders at the Outdoor Ministry Association meeting in October. (We will be hosting it in 2025!) I have also appreciated staying in touch with some of those I've met at that meeting.

There are also many people to thank that have given financially toward the camp in the last year. In fact, likely more than I know about since I haven't been here a whole year yet! But since December, we've been given a truck (since the camp didn't have one), we've had medical supplies donated, and received a financial donation to purchase the rest of what we needed. We've received a new air conditioner for the office and we've received donations of program and craft supplies off of our Amazon wishlists. We had a group of churches get together and do a mission project here at the camp and also worked with an ATV business to donate a great utility vehicle for us to be able to get around this summer! We are also incredibly blessed and grateful for the many individuals that give financially to the camp as well as the churches that allocate some of their already tight resources.

There is still much work to be done here, and we still have many needs. We continue to need many volunteers. While we hired some great counselors this summer, we definitely could have used a few more. I had to double up as a counselor during Junior High camp this summer because we couldn't get enough counselors. We have some great volunteers that help us mow our lawns, but once the grass starts growing in spring, it's a never-ending chore to keep up and we could definitely use some more folks willing to help. We will keep a wishlist posted for items that we need around camp posted on our website.

We are definitely going through some growing pains right now, but we are beyond blessed! Please note on your calendars that our fall festival this year will be on October 5th! More details coming soon!

With gratitude,
Andrew Kauffman
Interim Executive Director



2024 Camp Administration Committee Report

I want to first thank all our new camp staff for wearing MULTIPLE hats during this year of transition! Andrew Kauffman (Interim Camp Director) and Bob Simonsick (Facility Manager) not only have been doing their jobs but also completed food safe certification so they could be in the kitchen. They completed summer programming, trained summer staff, were counselors, fire makers, peace keepers, etc. We have also added Maddi Stokes in the kitchen along with several summer staff. This, along with MANY volunteers, have allowed the camp to continue to thrive.

The CAC members have also had to do a lot more to help fill in some of the empty spots and met 9 times as a group and additional sub-committee meetings throughout the past year.

This year has been a learning experience for all of us! The Search Committee continues to help us as we navigate this new path. Currently we are working on a sound mission statement for the camp. Kris Hawk and Lisa Snyder have been instrumental in developing written financial policies for the camp along with the financial sub-committee (Russel Matz & Linda Smith). We also have added a much needed financial secretary – Bev Wengerd. A financial budget was completed by Andrew and the team which is showing improvement from last year. This budget will come to the delegates for consideration.

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

The maintenance sub-committee (Erich Bassett, Mark Dickerhoof & Allen Luginbill) along with Bob Simonsick continue to improve the facility grounds along with all the volunteers. Pete Snyder and Mark Dickerhoof are weekly volunteers helping with the grounds along with Ben Allshouse who often helps on weekends to finish the cabin renovations.

We want to thank all the people who help behind the scenes at the camp. Whether it is through financial help, scheduled work days, mission camps, fund raisers, cookie making, electrical, or volunteering a few hours or 100's of hours!

I want to thank all the committee members who will be leaving us this year for all their dedication and work – Denise Layman, Erich Bassett & Allen Luginbill.

Sincerely, Linda Smith, CAC chair

Inspiration Hills Camp

Statement of Financial Position Comparison

As of December 31, 2023

	TOTAL	
	AS OF DEC 31, 2023	AS OF DEC 31, 2022 (PY)
ASSETS		
Current Assets		
Bank Accounts		
1100 Petty Cash	0.00	
1160 Checking Acct - Farmers State	18,691.79	31,055.77
1170 Savings Acct - Farmers State	4,444.28	2,443.84
Total Bank Accounts	\$23,136.07	\$33,499.61
Accounts Receivable		
1190 Accounts Receivable (A/R)	1,541.18	1,569.68
Total Accounts Receivable	\$1,541.18	\$1,569.68
Other Current Assets		
1180 Investments - Eder Financial	2,784.49	2,607.54
Total Other Current Assets	\$2,784.49	\$2,607.54
Total Current Assets	\$27,461.74	\$37,676.83
TOTAL ASSETS	\$27,461.74	\$37,676.83
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2100 Accounts Payable (A/P)	19,593.41	0.00
Total Accounts Payable	\$19,593.41	\$0.00
Other Current Liabilities		
2200 Sales Tax Payable	-16.25	0.00
2250 Pension Plan Withheld	-108.41	122.15
2300 Loan Payable - NOHCOB	0.00	50,000.00
Total Other Current Liabilities	\$ -124.66	\$50,122.15
Total Current Liabilities	\$19,468.75	\$50,122.15
Total Liabilities	\$19,468.75	\$50,122.15
Equity		
3100 Net Equity	24,868.95	24,868.95
3200 Retained Earnings	-37,314.27	
Net Revenue	20,438.31	-37,314.27
Total Equity	\$7,992.99	\$ -12,445.32
TOTAL LIABILITIES AND EQUITY	\$27,461.74	\$37,676.83

Inspiration Hills Camp

Statement of Activity YTD Comparison

January - December 2023

	TOTAL	
	JAN - DEC 2023	JAN - DEC 2022 (PY)
Revenue		
4100 Rental and Retreat Income	49,194.85	43,372.35
4150 Food Service Income - Rentals	39,895.53	38,056.64
4160 Youth Retreats	1,660.00	3,425.00
Total 4100 Rental and Retreat Income	90,750.38	84,853.99
4300 Summer Camp	33,286.20	25,122.77
5110 Contributions		
5120 Individual Contributions	25,818.06	13,518.76
5124 Hottle Fund Transfer	44,035.24	47,424.92
5125 Church Allocations	42,223.86	54,798.29
5130 Scholarship Income	3,516.35	
5140 Capital Improvement Donations	26,641.19	
5150 District Contribution	70,000.00	
Total 5110 Contributions	212,234.70	115,741.97
5200 Fundraiser Income		
5201 Fall Festival	8,862.45	9,276.63
5202 Other Fundraising	33.93	460.00
Total 5200 Fundraiser Income	8,896.38	9,736.63
5300 Camp Store Revenue	2,330.77	1,358.35
5400 Miscellaneous Income	1,871.99	3,818.94
5500 Gas Well Revenue	4,049.56	5,108.06
Total Revenue	\$353,419.98	\$245,740.71
GROSS PROFIT	\$353,419.98	\$245,740.71
Expenditures		
6000 Salary and Wages		
6100 Executive Director		
6110 Salary - Executive Director	58,750.08	55,000.08
6120 Payroll Taxes- Executive Director	4,449.88	4,175.76
6130 Workers' Compensation- Executive Director	175.50	162.00
6140 Medical Insurance- Executive Director	662.18	827.31
6150 HSA- Executive Director	3,000.00	3,000.00
6160 Pension Plan- Executive Director	8,180.05	5,168.00
6180 Other Expenses- Executive Director	200.00	
Total 6100 Executive Director	75,417.69	68,333.15

Inspiration Hills Camp

Statement of Activity YTD Comparison

January - December 2023

	TOTAL	
	JAN - DEC 2023	JAN - DEC 2022 (PY)
6200 Facility Manager		
6210 Salary-Facility Manager	46,562.50	45,000.00
6220 Payroll Taxes- Facility Manager	3,561.73	3,442.56
6230 Workers' Compensation- Facility Manager	1,407.99	1,332.68
6240 Medical Insurance- Facility Manager	-4.80	
6250 HSA- Facility Manager	3,000.00	3,000.00
6260 Pension Plan- Facility Manager	2,250.00	1,612.50
Total 6200 Facility Manager	56,777.42	54,387.74
6300 Director of Program and Operations		
6310 Salary - Director of Program and Operations	37,316.73	42,190.08
6320 Payroll Taxes-Director of P&O	2,840.10	3,220.63
6330 Workers' Compensation- Director of P&O	1,143.93	1,034.12
6340 Medical Insurance- Director of P&O	380.90	1,288.90
6360 Pension Plan- Director of P&O	1,850.31	2,392.29
Total 6300 Director of Program and Operations	43,531.97	50,126.02
6600 Kitchen Staff		
6610 Wages - Kitchen	14,992.50	8,973.75
6620 Payroll Taxes- Kitchen	1,153.00	612.54
6630 Workers' Compensation -Kitchen	93.12	101.32
Total 6600 Kitchen Staff	16,238.62	9,687.61
6700 Maintenance Staff		
6710 Wages - Maintenance	3,333.75	7,072.50
6720 Payroll Taxes- Maintenance	91.80	86.64
6730 Workers' Compensation -Maintenance	66.22	99.00
Total 6700 Maintenance Staff	3,491.77	7,258.14
6800 Program Staff		
6810 Wages - Program	45.00	555.00
Total 6800 Program Staff	45.00	555.00
6900 Summer Staff	900.00	
6910 Wages - Summer staff	12,960.00	10,885.00
6920 Payroll Taxes - Summer staff	1,106.23	1,416.85
6930 Workers' Compensation- Summer Staff	74.25	102.63
6950 Training/other expense- Summer Staff	271.70	1,064.59
Total 6900 Summer Staff	15,312.18	13,469.07
Total 6000 Salary and Wages	210,814.65	203,816.73

Inspiration Hills Camp

Statement of Activity YTD Comparison

January - December 2023

	TOTAL	
	JAN - DEC 2023	JAN - DEC 2022 (PY)
7000 Operating Expenses		
7100 Professional Services	4,335.30	
7105 Financial Service Fees	4,430.00	5,339.00
7120 Licenses	1,425.00	1,165.00
7130 Insurance - Fire & Liability	16,464.26	21,506.51
7150 Association Fees	985.00	939.00
7170 WWTP Monitoring	1,800.00	1,800.00
7180 Real Estate Taxes	389.92	383.64
Total 7100 Professional Services	29,829.48	31,133.15
7210 Summer Registration	4,426.06	2,785.09
7220 Marketing	5,352.64	3,404.31
7230 Office Supplies & Equipment	3,739.64	4,419.88
7240 Postage	1,847.27	1,759.41
7250 Camp Store Goods	1,181.79	1,199.24
7300 Food Purchases		
7310 Food Purchases - Retreats	10,153.75	16,680.10
7320 Food Purchases - Summer Camp	12,479.64	7,614.28
7330 Food Purchases - Volunteers	1,071.18	1,052.08
Total 7300 Food Purchases	23,704.57	25,346.46
7400 Supplies		
7420 Misc Fundraiser Expenses	194.32	
7430 Facilities Supplies	6,189.92	6,666.05
7440 Program Supplies	445.30	1,550.47
7450 Medical Supplies	68.37	544.94
7460 Craft Supplies	59.06	212.47
7470 Recreation Equipment	240.75	750.13
7480 Miscellaneous Expenses		295.07
7490 Kitchen Supplies	2,470.90	3,709.10
Total 7400 Supplies	9,668.62	13,728.23
Total 7000 Operating Expenses	79,750.07	83,775.77
8100 Utilities		
8110 Telephone & Internet	4,614.99	5,208.04
8120 Electricity	19,342.00	22,621.00
8130 LP Gas & Natural Gas	18,753.21	20,216.92
8140 Trash Removal	2,831.25	2,879.98
8150 Gasoline & Diesel	2,705.92	3,935.88
8160 Gravel	1,193.33	414.00
8170 WWTP Testing	2,204.70	1,547.04
Total 8100 Utilities	51,645.40	56,822.86
8200 Maintenance	1,220.19	2,959.76
8300 Repairs	8,449.52	13,111.25

Statement of Activity YTD Comparison

January - December 2023

	TOTAL	
	JAN - DEC 2023	JAN - DEC 2022 (PY)
8400 Annual Inspections	828.13	469.66
8500 Small Tools & Equipment	253.00	380.65
8600 Grounds & Conservation		191.17
8700 Pest Control	2,221.72	1,827.32
Total Expenditures	\$355,182.68	\$363,355.17
NET OPERATING REVENUE	\$ -1,762.70	\$ -117,614.46
Other Revenue		
9000 Other Income	16.08	642.52
9100 Interest Received	66.89	86.33
9200 Market Value Fluctuation	260.50	-1,074.78
9300 Timber Revenue	1,270.00	91,671.20
9400 Forgiven Loans	50,000.00	
Total 9000 Other Income	51,613.47	91,325.27
Total Other Revenue	\$51,613.47	\$91,325.27
Other Expenditures		
9500 Other Expenses		50.00
9501 Admin fees Eder Financial	150.00	126.06
9502 Late fee and penalties		216.70
9700 Capital Improvements		8,439.93
9710 Cap Imp - Primitive Cabins	4,247.37	
9712 Cap Imp - Lodging (Pine, Dogwood, Cherry, etc)	25,015.09	
9730 Cap Imp - Other		2,192.39
Total 9700 Capital Improvements	29,262.46	10,632.32
Total 9500 Other Expenses	29,412.46	11,025.08
Total Other Expenditures	\$29,412.46	\$11,025.08
NET OTHER REVENUE	\$22,201.01	\$80,300.19
NET REVENUE	\$20,438.31	\$ -37,314.27

CAMP INSPIRATION HILLS

Income vs. Expense

	2022	2023
EXPENSES		
Executive Director	68,333.15	75,417.69
Facility Manager	54,387.74	56,777.42
Director of Program and Operations	50,126.02	43,531.97
Kitchen Staff	9,687.61	16,238.62
Maintenance Staff	7,258.14	3,491.77
Program Staff	555.00	45.00
Summer Staff	13,469.07	15,312.18
Operating Expenses	83,775.77	79,750.07
Utilities	56,822.86	51,645.40
Maintenance and Grounds	18,939.81	12,972.56
Total Expenses	363,355.17	355,182.68
REVENUE		
Rental Income	84,853.99	90,750.38
Summer Camp	25,122.77	33,286.20
Individual Contributions	13,518.76	25,818.06
Hottle Fund	47,424.92	44,035.24
Church Contributions	54,798.29	42,223.86
Fundraiser Income	9,736.63	8,896.38
Camp Store	1,358.35	2,330.77
Misc Income	3,818.94	1,871.99
Gas Well	5,108.06	4,049.56
Timber	91,671.20	1,270.00
Subtotal	337,411.91	254,532.44
Emergency Loan	50,000.00	70,000.00
Total Revenue	387,411.91	324,532.44
Income minus expense (before loan)	25,943.26	100,650.24

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)

Inspiration Hills Camp / Proposed 2025 Budget

	Actual 2023	Budget 2024	Budget 2025	Change from 2024 budget
Revenue				
4100 Rental and Retreat Income	49,194.85	100,000.00	100,000.00	0.00
4150 Food Service Income - Rentals	39,895.53	50,000.00	81,000.00	31,000.00
4160 Youth Retreats	1,660.00	4,000.00	22,575.00	18,575.00
Total 4100 Rental and Retreat Income	\$ 90,750.38	154,000.00	203,575.00	49,575.00
4300 Summer Camp	33,286.20	35,000.00	45,000.00	10,000.00
5110 Contributions				
5120 Individual Contributions	25,818.06	15,000.00	25,000.00	10,000.00
5124 Hottle Fund Transfer	44,035.24	40,000.00	38,000.00	-2,000.00
5125 Church Allocations	42,223.86	40,000.00	35,000.00	-5,000.00
5130 Scholarship Income	3,516.35		3,500.00	3,500.00
5140 Capital Improvement Donations	26,641.19			0.00
5150 District Contribution	70,000.00			0.00
Total 5110 Contributions	\$ 212,234.70	\$ 95,000.00	\$ 101,500.00	6,500.00
5200 Fundraiser Income				
5201 Fall Festival	8,862.45	10,000.00	12,000.00	2,000.00
5202 Other Fundraising	33.93	1,000.00	100.00	-900.00
Total 5200 Fundraiser Income	\$ 8,896.38	11,000.00	12,100.00	1,100.00
5300 Camp Store Revenue	2,330.77	2,000.00	3,000.00	1,000.00
5400 Miscellaneous Income	1,871.99	0.00	0.00	0.00
5500 Gas Well Revenue	4,049.56	5,000.00	3,500.00	-1,500.00
Total Revenue	\$ 353,419.98	\$ 302,000.00	\$ 368,675.00	66,675.00
Gross Profit	\$ 353,419.98	302,000.00	368,675.00	66,675.00
Expenditures				
6000 Salary and Wages				
6100 Executive Director				
6110 Salary - Executive Director	58,750.08	50,000.00	45,800.00	-4,200.00
6120 Payroll Taxes- Executive Director	4,449.88	3,800.00	3,664.00	-136.00
6130 Workers' Compensation- Executive Director	175.50	165.00	137.40	-27.60
6140 Medical Stipend - Executive Director	662.18	830.00	4,000.00	3,170.00
6150 HSA- Executive Director	3,000.00	3,000.00	0.00	-3,000.00
6160 Pension Plan- Executive Director	8,180.05	7,150.00	6,688.00	-462.00
6180 Other Expenses - Executive Director	200.00		608.00	608.00
Total 6100 Executive Director	\$ 75,417.69	\$ 64,945.00	\$ 60,897.40	-4,047.60
6200 Facility Manager				
6210 Salary-Facility Manager	46,562.50	45,000.00	37,500.00	-7,500.00
6220 Payroll Taxes- Facility Manager	3,561.73	3,445.00	3,600.00	155.00
6230 Workers' Compensation- Facility Manager	1,407.99	1,335.00	1,125.00	-210.00
6240 Medical Stipend - Facility Manager	-4.80		7,500.00	7,500.00
6250 HSA- Facility Manager	3,000.00	3,000.00	0.00	-3,000.00
6260 Pension Plan- Facility Manager	2,250.00	2,250.00	2,250.00	0.00
Total 6200 Facility Manager	\$ 56,777.42	55,030.00	51,975.00	-3,055.00
6300 Program Manager				
6310 Salary - Program Manager	37,316.73	43,000.00	17,800.00	-25,200.00
6320 Payroll Taxes-Program Manager	2,840.10	3,270.00	1,584.00	-1,686.00
6330 Workers' Compensation- Program Manager	1,143.93	1,035.00	71.20	-963.80
6340 Medical Stipend - Program Manager	380.90	0.00	2,000.00	2,000.00
6360 Pension Plan- Program Manager	1,850.31	2,000.00	1,068.00	-932.00
63?? District Conference			25.00	25.00
63?? Travel/Mileage			1,500.00	1,500.00
Total 6300 Program Manager	\$ 43,531.97	49,305.00	24,048.20	-25,256.80
	Actual 2023	Budget 2024	Budget 2025	Change from

	2024 budget			
6400 Food Service Manager				
6410 Salary - Food Service Manager			35,600.00	35,600.00
6420 Payroll Taxes - Food Service Manager			3,168.00	3,168.00
6430 Workers Compensation - Food Service Mngr			142.40	142.40
6440 Medical Stipend - Food Service Manager			4,000.00	4,000.00
6460 Pension Plan - Food Service Manager			2,136.00	2,136.00
Total 6400 Food Service Manager			45,046.40	45,046.40
6600 Kitchen Staff				
6610 Wages - Kitchen	14,992.50	10,000.00	15,000.00	5,000.00
6620 Payroll Taxes- Kitchen	1,153.00	760.00	1,368.00	608.00
6630 Workers' Compensation -Kitchen	93.12	120.00	400.00	280.00
Total 6600 Kitchen Staff	\$ 16,238.62	10,880.00	16,768.00	5,888.00
6700 Maintenance Staff				
6710 Wages - Maintenance	3,333.75	8,000.00	2,000.00	-6,000.00
6720 Payroll Taxes- Maintenance	91.80	610.00	152.00	-458.00
6730 Workers' Compensation -Maintenance	66.22	100.00	100.00	0.00
Total 6700 Maintenance Staff	\$ 3,491.77	8,710.00	2,252.00	-6,458.00
6800 Program Staff				
6810 Wages - Program	45.00	1,000.00	4,150.00	3,150.00
Total 6800 Program Staff	\$ 45.00	1,000.00	4,150.00	3,150.00
6900 Summer Staff				
6910 Wages - Summer staff	12,960.00	11,000.00	20,000.00	9,000.00
6920 Payroll Taxes - Summer staff	1,106.23	840.00	1,520.00	680.00
6930 Workers' Compensation- Summer Staff	74.25	105.00	500.00	395.00
6940 Orientation expenses - Summer Staff		850.00		-850.00
6950 Training/other expense- Summer Staff	271.70	500.00	500.00	0.00
6960 Summer Staff Stipend	900.00	0.00	0.00	0.00
Total 6900 Summer Staff	\$ 15,312.18	13,295.00	22,520.00	9,225.00
Total 6000 Salary and Wages	\$ 210,814.65	203,165.00	227,657.00	24,492.00
7000 Operating Expenses				
7100 Professional Services	4,335.30			
7105 Financial Service Fees	4,430.00	6,500.00	5,000.00	-1,500.00
7120 Licenses	1,425.00	1,200.00	2,000.00	800.00
7130 Insurance - Fire & Liability	16,464.26	16,000.00	17,000.00	1,000.00
7150 Association Fees	985.00	950.00	2,000.00	1,050.00
7160 Watershed Tax/Real Estate Tax				0.00
7170 WWTP Monitoring	1,800.00	1,800.00	1,800.00	0.00
7180 Watershed Tax	389.92	390.00	320.00	-70.00
Total 7100 Professional Services	\$ 29,829.48	\$ 26,840.00	\$ 28,120.00	1,280.00
7210 Summer Registration	4,426.06	3,500.00	10,000.00	6,500.00
7220 Marketing	5,352.64	3,600.00	6,000.00	2,400.00
7230 Office Supplies & Equipment	3,739.64	4,500.00	1,200.00	-3,300.00
7240 Postage	1,847.27	1,800.00	2,500.00	700.00
7250 Camp Store Goods	1,181.79	2,000.00	2,000.00	0.00
Total 7200 Office	16,547.40	15,400.00	21,700.00	6,300.00
7300 Food Purchases				
7310 Food Purchases - Retreats	10,153.75	20,000.00	20,000.00	0.00
7320 Food Purchases - Summer Camp	12,479.64	10,000.00	15,000.00	5,000.00
7330 Food Purchases - Volunteers	1,071.18	1,200.00	1,400.00	200.00
Total 7300 Food Purchases	\$ 23,704.57	31,200.00	36,400.00	5,200.00
	Actual 2023	Budget 2024	Budget 2025	Change from 2024 budget
7400 Supplies				

7410 Outreach Expenses		0.00	0.00	0.00
7420 Misc Fundraiser Expenses	194.32	0.00	0.00	0.00
7430 Facilities Supplies	6,189.92	7,000.00	7,000.00	0.00
7440 Program Supplies	445.30	1,600.00	500.00	-1,100.00
7450 Medical Supplies	68.37	600.00	200.00	-400.00
7460 Craft Supplies	59.06	250.00	100.00	-150.00
7470 Recreation Equipment	240.75	500.00	500.00	0.00
7480 Miscellaneous Expenses		300.00	300.00	0.00
7490 Kitchen Supplies	2,470.90	4,500.00	4,500.00	0.00
Total 7400 Supplies	\$ 9,668.62	14,750.00	13,100.00	-1,650.00
Total 7000 Operating Expenses	\$ 79,750.07	88,190.00	99,320.00	11,130.00
8100 Utilities				
8110 Telephone & Internet	4,614.99	4,500.00	2,000.00	-2,500.00
8120 Electricity	19,342.00	23,000.00	18,500.00	-4,500.00
8130 LP Gas & Natural Gas	15,796.70	20,250.00	15,000.00	-5,250.00
8140 Trash Removal	2,831.25	3,000.00	2,000.00	-1,000.00
8150 Gasoline & Diesel	2,705.92	4,000.00	3,000.00	-1,000.00
8160 Gravel	1,193.33	3,000.00	3,000.00	0.00
8170 WWTP Testing	2,204.70	1,500.00	2,500.00	1,000.00
Total 8100 Utilities	\$ 48,688.89	59,250.00	46,000.00	-13,250.00
8200 Maintenance	1,220.19	3,500.00	3,500.00	0.00
8300 Repairs	8,449.52	13,000.00	13,000.00	0.00
8400 Annual Inspections	828.13	500.00	900.00	400.00
8500 Small Tools & Equipment	253.00	500.00	500.00	0.00
8600 Grounds & Conservation		200.00	200.00	0.00
8700 Pest Control	2,221.72	2,000.00	2,500.00	500.00
Total Maintenance	12,972.56	19,700.00	20,600.00	900.00
Total expenses other than salaries/wages	141,411.52	167,140.00	165,920.00	-1,220.00
Total Expenditures	\$ 352,226.17	370,305.00	393,577.00	23,272.00
Net Operating Revenue	\$ 1,193.81	-68,305.00	-24,902.00	43,403.00
Other Revenue				0.00
9000 Other Income	16.08			0.00
9100 Interest Received	67.17			0.00
9200 Market Value Fluctuation	306.72			0.00
9300 Timber Revenue	1,270.00		1,200.00	1,200.00
9400 Forgiven Loans	50,000.00			0.00
Total 9000 Other Income	\$ 51,659.97	\$ 0.00	\$ 1,200.00	1,200.00
Total Other Revenue	\$ 51,659.97	\$0.00	\$1,200.00	1,200.00
Other Expenditures				0.00
9500 Other Expenses				0.00
9501 Admin fees Eder Financial	112.50			0.00
9502 Late fee and penalties				0.00
9700 Capital Improvements	4,247.37			0.00
9730 Cap Imp - Other	25,015.09			0.00
Total 9700 Capital Improvements	\$ 29,262.46	\$0.00	\$0.00	0.00
Total 9500 Other Expenses	\$ 29,374.96	\$0.00	\$0.00	0.00
Total Other Expenditures	\$ 29,374.96	\$0.00	\$0.00	0.00
Net Other Revenue	\$ 22,285.01	\$0.00	\$1,200.00	1,200.00
Net Revenue	\$ 23,478.82	-\$68,305.00	-\$23,702.00	44,603.00

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.

North Bend Church of the Brethren

Changing name with state to North Bend Church / going independent

Active Members 246

First Vote: March 4, 2024, 100% yes to withdraw (83 of 83)

Second vote May 20, 2024, 100% yes to withdraw (75 of 75)

Financial settlement plus legal fees: \$ 67,650

Service of Blessing Forward to be held July 15, 2024

- a. The District Board recommends the disorganization of the North Bend Church of the Brethren.

East Nimishillen Church of the Brethren

Changing name with state to East Nimishillen / going independent

Active members 53

First Vote: April 28, 2024, 87% yes to withdraw (34/39)

Second Vote: June 23, 2024, 91% yes to withdraw (42 of 46)

Financial settlement plus legal fees: \$ 14,575

Service of Blessing Forward to be held July 21, 2024

- b. The District Board recommends the disorganization of the East Nimishillen 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.

Query from Dupont Church of the Brethren Background and Possible Delegate Responses

The Dupont Church of the Brethren leadership wrote a query titled “Questioning the LGBTQ+ proliferation in our society and its non-scriptural support and acceptance by the church”. This was approved by their congregation and brought to the District Board for further action.

That query, in full, is on the next page.

At the September 2023 District Board meeting, the Board returned it to Dupont as it did not meet all the guidelines in the query process. A committee from the district met with Dupont’s leadership and revisions were made. Dupont integrated some of the recommendations of the committee into a revised version.

This revised version came to the District Board at the March 9, 2024, Board Meeting and after much discussion, the board voted 8 to 6 to send the query on to District Conference. Only a simple majority was needed to pass at the Board level.

For a query to be passed along to the denominational Annual Conference officers, it must be approved by the conference delegates. **Our District Conference policy requires a 2/3 majority vote by the delegates for a query to be passed at our conference level.**

A query cannot be amended by the delegates; it will be voted on as is. Here are the options for the delegates to consider in response to the Dupont query.

1. Approve the query to send on to the denomination.
2. Return the query to Dupont with a decision to not move the query forward through the district.
3. Return the query to Dupont asking for revisions with the opportunity for the congregation to bring back a revised query to the District Board.

Business Item #5: Dupont Query

Query: Questioning the LGBTQ+ proliferation in our society and its non-scriptural support and acceptance by the church.

Whereas: The 1983 Church of the Brethren Statement - Human Sexuality from a Christian Perspective - states that 'the church holds to the teaching that sexual intercourse, which can be the most intimate expression of sexuality and the bonding of human relationships, belongs within heterosexual marriage', and that "homosexual behavior is considered contrary to the heterosexual norm that runs throughout scripture".

Whereas: The 1983 Church of the Brethren Statement states "Covenantal relationships between homosexual persons is an additional lifestyle option but, in the church's search for a Christian understanding of human sexuality, this alternative is not acceptable."

Whereas: The 1983 Church of the Brethren Statement states as the Church's Response that "The Church of the Brethren upholds the biblical declaration that heterosexuality is the intention of God for creation."

Whereas: These statements have been previously accepted and approved by the Church of the Brethren, and have been accepted as established church position since 1983, a period of four decades of set precedence of that accepted and established position.

Whereas: Matthew 19:4-5 states, He answered, "Have you not read that he who created them from the beginning made them male and female, and said, 'Therefore a man shall leave his father and his mother and hold fast to his wife, and the two shall become one flesh'? Jesus' words affirmed Gods' original intention from creation.

Whereas: Leviticus 18:22 and 20:13 denounce homosexual acts.

Whereas: Romans 1:23-27 states that both male and female homosexuality are manifestations of the corruption that arises from idolatry.

Whereas: 1 Corinthians 6:9-11 and 1 Timothy 1:9-11 include homosexuality on a list of sins, all of which are condemned and contrary to sound doctrine.

Whereas: In John 13:34 ESV, Jesus himself states that we are to "love one another: just as I have loved you, you also are to love one another". If we truly love one another, we as Christians must not knowingly condone sin, for Romans 6:23 says, "**for the wages of sin is death**, but the free gift of God is eternal life in Christ Jesus our Lord".

Whereas: Over 100 congregations from the Church of the Brethren, a statistically significant number representing nearly 10% of our congregations, have chosen to leave the denomination due to what is seen as a departure from the Anabaptist-Pietist heritage the church was founded on, and furthermore a number of other congregations are contemplating the possibility of also leaving The Church of the Brethren due to that same departure from our founding beliefs.

Therefore: Should the Church of the Brethren issue a clear statement that LGBTQ+ individuals must not be placed in positions of leadership in the church and that any LGBTQ+ lifestyle must not be supported, nor promoted by church position, nor any agency of the church, nor individuals entrusted with church leadership.

(Dupont Church of the Brethren 7/20/2023, Approved by District Board on 3/18/2024 to send on to District Conference)

2024 Standing Committee Report

May 2024

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, serving on Nominating Committee of Standing Committee and serving on the Process for Handling Conflicts with Annual Conference Agencies subcommittee.

As I reported last year, Standing Committee, by Church of the Brethren polity, is charged with 4 important functions:

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

By the time the Northern Ohio District receives this report, the 2024 Annual Conference will be history and Standing Committee will have addressed all 4 of the above functions over this past year.

In addition to the 4 normal functions of Standing Committee, two additional duties assigned to Standing Committee by the 2022 Annual Conference continue to receive time and attention by the appointed subcommittees:

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.

The Covenant Committee has asked for an additional year to complete their task of creating new covenants with the 3 Annual Conference Agencies. I serve on the Conflict Process Committee and after much prayer, conversation and diligence, we submitted the process we developed to the Leadership Team and Annual Conference Officers in April for their review and to be placed on the Standing Committee business agenda.

As we turn our attention to the 2025 Annual Conference, I want to share several highlights from the Church of the Brethren Manual of Organization and Polity in regards to Annual Conference, the delegates, and the local church. Too often we have considered the delegates to Annual Conference in isolation from the broader ministry of the local church.

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

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

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

The practice of the Church of the Brethren is to call a Review and Evaluation Committee in the 5th year of each decade to do just as the name implies. The Nominations Committee needs the prayerful support of each member, congregation and district as they work this coming year to gather names and prepare a ballot for the 2025 Annual Conference.

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!

I am filled with gratitude for the remarkable ministries and transformative work being carried out by the Church of the Brethren in your local congregations and through the work and ministries of denominational staff on your behalf. Your unwavering commitment to serving God and our communities has been an inspiration and a testament to the enduring power of faith and compassion.

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 Jesus in the Neighborhood vision calls us to “*develop a culture of calling and equipping disciples who are innovative, adaptable, and fearless.*” As we live into that vision, we are currently evaluating much of what we do, wanting to make certain that we are supporting the needs of our congregations and leaders as best we can. To that end, if you have questions or needs, please let us know.

The challenges that we face as a Church can be daunting at times, especially if we get distracted by all the noise around us. I continue to be drawn to the vibrant church reflected in Acts 4:32-35. That vibrancy was centered in Christ and in caring for one another and their community. It reflected a radical generosity that ensured that all the needs were met within the community. In the same way, our own communities need the grace and love that we have to offer. While the needs of each of our communities may look different, they need the same radical generosity that we have to offer as followers of Jesus. Let’s not overthink it, but simply do what Jesus did. God’s grace is and will be transformational for the community through our witness of Jesus’ love.

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

Your servant in Christ,

David Steele
General Secretary



Church of the Brethren

Dear Sisters and Brothers,

May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit. Romans 15:13 (NIV)

Responding through volunteers and partners in the US and globally, Brethren Disaster Ministries relies on the power, strength, joy, and peace of God to bring hope and healing to brothers and sisters caught up in the chaos of both natural and human-caused disasters. In 2023, BDM supported relief and recovery from tornadoes, floods, wildfires, and a typhoon in the United States and its territories, and to natural disasters, war, and other humanitarian crises around the world, by walking side by side with survivors as they rebuilt their lives.

And yet, it is not only disaster survivors who are blessed when BDM responds to a need. Those who serve are also blessed—indeed, some are changed forever. One volunteer who served on a rebuilding site in Kentucky commented that “an unexpected experience was the overwhelming presence of the Spirit of God. I expected the experience to be faith based, but it was an amazing week for me.” Another declared, “I came home with my cup running over, what an experience, I am ready to go again.”

In 2023, Children’s Disaster Services (CDS) faced back to back challenges responding to disasters in the Pacific, both at the invitation of partner Red Cross. Typhoon Mawar caused destruction and displacement of people when it hit the US Territory of Guam in May. A team of six volunteers traveled to Guam, serving in shelters for three weeks and caring for 563 children. In August, when a devastating wildfire destroyed much of the town of Lahaina on Hawaii’s island of Maui, CDS volunteers were called there to care for children in assistance centers. Over a six-week period, three teams of volunteers made 457 child contacts. While the typical CDS volunteer serves for two weeks at a time, these two groups of volunteers served for three weeks each, due to the distance and other logistical concerns.

CDS responded to seven other disasters in 2023, including an apartment fire, a home explosion, and tornadoes. They also cared for children of asylum seekers. In October, a team of CDS Critical Response Childcare (CRC) volunteers, who are specially trained to support traumatized children and families after mass casualty events, traveled to Lewiston, Maine, following a mass shooting there. The need for peace and hope in all of these situations was great and CDS volunteers brought their calm and reassuring presence as a beacon to the children and their families. A total of 44 CDS volunteers engaged with 1,185 child contacts during the year.

The BDM Rebuilding Program project sites in 2023 were located in two areas of Kentucky. BDM partnered with Habitat for Humanity of the Pennyrile Region for the entire year to support the rebuilding of the town of Dawson Springs, which had suffered through deadly and destructive tornadoes in December 2021. As groups of BDM volunteers helped to build houses for first-time homeowners who had lost so much when their rental properties were destroyed, they wrote Bible verses and messages of support and hope on the lumber framing the structures and prayed for the families who would eventually live there. This project site is scheduled to continue until at least June 2024.

In partnership with the Eastern Kentucky Conference of the United Methodist Church Disaster Response, BDM volunteers spent a total of 12 weeks during 2023 in Eastern Kentucky rebuilding and repairing homes damaged

during massive flooding that occurred in July and August of 2022. A total of 708 volunteers and project leaders served 52 families in 2023 on these two Kentucky sites.

The BDM Global Response supports relief and recovery for vulnerable people around the world facing war, violence, floods, earthquakes, and other disasters and humanitarian crises. In partnership with the Global Churches of the Brethren (CoB) and other international agencies, the challenge to respond is matched by the knowledge that Emergency Disaster Fund (EDF) grants bring hope and joy where both may be hard to find. In 2023, these EDF grants equaled \$695,700. The majority of these grants were in response to conflicts in the countries and communities of the Global Church of the Brethren family. This includes the Democratic Republic of Congo (\$94,500), Haiti (\$60,200), South Sudan (\$40,000), and Nigeria (Nigeria Crisis Response, \$220,000). An additional \$220,000 was granted to three partners serving populations displaced by the Russia-Ukraine war.

The Nigeria Crisis Response continues as a partnership with Ekklesiyar Yan'uwa a Nigeria (EYN, Church of the Brethren in Nigeria), which celebrated its 100th anniversary in 2023 and remains strong amidst continued violence in the country. The response program includes continued support for internally displaced people, food distributions, medical assistance, livelihood training centers for widows and orphans, distribution of seeds and fertilizer, new wells for drinking water, education assistance for orphan children, trauma workshops, and home repairs for the most vulnerable.

The total BDM programmatic expenses in 2023 were \$1,103,235. This includes the expenses from EDF allocations that support specific programs such as \$184,064 for U.S. responses (Rebuilding, CDS, etc.); \$237,447 for the Nigeria Crisis Response; \$305,424 for other Global CoB partners; and \$376,300 for all other global responses, including the Russia-Ukraine war and the Turkey-Syria Earthquake Response.

Brethren Disaster Ministries and all whom we serve are forever grateful for the steadfast and faithful support to these ministries, as well as the tireless and persistent work of the many volunteers without whom the event could not happen. Our ministry supporting hope and healing is but an extension of the compassion and love that comes from God and is demonstrated by each person who serves in God's name. It is the result of the body of Christ coming together to share God's blessings with survivors of disasters and with each other. We thank you for your part in this work!

It is our prayer that through our ministry, with your support, God's glory will be known.

A handwritten signature in black ink that reads "Roy Winter". The signature is fluid and cursive, with the first name "Roy" being more prominent than the last name "Winter".

Roy Winter, Executive Director for Service Ministries

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



ANNUAL REPORT 2023-2024 BRETHREN VOLUNTEER SERVICE

THREE-QUARTERS OF A CENTURY AND COUNTING

Marking a milestone: Events commemorate BVS' 75th anniversary

The past year was a year of celebration, as communities around the country held events to mark a milestone: The 75th anniversary of Brethren Volunteer Service.

Gatherings took place in California, Kansas, Maryland, Pennsylvania, and elsewhere during the year, bringing BVS alumni and friends together to share stories, enjoy fellowship, and lift up the ministry of BVS.

In addition, the 2023 Annual Conference included a special recognition of BVS' diamond jubilee during business, and a sellout BVS luncheon during the Conference added to the



festivities. A new book from author Jim Lehman and Brethren Press, *A Year of Living Differently*, also helped mark the occasion. BVS director Chelsea Goss

Skillen said it was a chance to "honor the legacy of those who have dedicated their time, skills, and hearts to be the hands and feet of Jesus."

BVS BY THE NUMBERS

Volunteers currently serving:

26

*(19 in the US, 2 in Europe,
4 in Asia, 1 in Africa)*

Active BVS project sites:

About 55

Number of US states home to BVS
project sites:

16 (plus Washington D.C.)

Current BVS monthly stipend:

\$250

BVS goes remote

It was announced this spring that Brethren Volunteer Service would be going remote for the first time in its history, as director Chelsea Goss Skillen relocated to her home in Richmond, Va.

All other full-time staff in the department were already working remotely. BVS will continue to maintain a small office presence in Elgin, Ill., with some part-time work and occasional volunteers located there.

STAFF UPDATES

Virginia Rendler began in July 2023 as interim volun-



teer coordinator for BVS. Working remotely from N. Manchester, Ind., she connects

regularly with volunteers through the year and plays a key role in making orientation plans.

Marissa Witkovsky-Eldred had the "interim" removed from her title last fall as she continues to serve as coordinator for FaithX.

Units 333 and 334 join the chorus with orientations in 2023

Twenty-two volunteers completed orientation this past year, with Unit 333 taking place at Inspiration Hills in northern Ohio in late July and early August, and Unit 334 meeting at Camp Koinonia in Cle Elum, Wash., in the fall.

Members of those groups who were serving in the US gathered for a mid-year retreat at Camp Ithiel near Orlando, Fla., in March, and all volunteers do regular check-ins with BVS staff members.

The orientations typically include a variety of training sessions, sharing and conversations, games, a service project, worship, and cooking meals together.



ON THE SCHEDULE: UNITS 335 & 336

This year's **summer unit (Unit 335)** will hold orientation July 28-Aug. 5 at Camp Colorado, located near Sedalia, Colo., southwest of Denver. The **fall unit (Unit 336)** will gather Sept. 17-25 at Camp Brethren Heights in Rodney, Mich., north of Grand Rapids. Online pre-orientation meetings also take place before each group gathers.

Explore the BVS
Facebook group
and e-news!



FaithX: A 'beloved' message of service

A new older adult service trip highlighted the FaithX short-term service opportunities in 2024, with 15 people taking part in a February event at Camp Ithiel in Florida.



Another dozen trips were offered over the summer including experiences for youth and young adults, an adult trip to Ecuador, and the We Are Able trip for those with developmental disabilities. Domestic trips spanned nine states, from North Carolina to Indiana to Washington. More than 190 people registered.

The 2024 FaithX theme is "Beloved," drawn from 1 John 4:7. That also served as the theme for the denomination's Service Sunday in February.

DID YOU KNOW?

- BVS welcomed several new projects in the past year, including Lydia's House in Cincinnati, Christ House in Washington D.C., the San Diego Peace Campus, and the China Potato Project. Others are in the pipeline.
- BVS has recently done enhancements to its website, created a new purple promotional brochure, and developed an online project resource guide for volunteers. It also puts out a monthly e-newsletter with updates.
- The message of BVS hit the road frequently in recent months, with staff sharing at regional youth conferences, Young Adult Conference, college visits, and Annual Conference.

Eder Financial District Conference Report 2024

Greetings!

Did you know Eder Financial can make a positive impact on your life, directly or indirectly, whether you qualify to use our services or not?

That's because we serve congregations and their staff so they can better perform their ministries for their members.

Eder provides a fantastic retirement plan and employee-based insurances for pastors, congregational, district, and camp employees. We can also manage special funds, like ministry funds, memorial funds, cemetery funds, and building funds for congregations and other church-related organizations.

We also provide several free workshops that help congregations learn how to grow their endowments, encourage people to include the congregation in their end-of-life financial decision-making, how to run the church as a business with good governance, and more. Ask the Eder representative attending your conference how we can bring a workshop to your congregation.

Can we serve you and your congregation if we aren't already? Give us a chance. You'll be glad you did. Ask us if your congregation, district, and camp are using our services. We welcome the conversation.

Eder Financial is now in its third year with its new name, having changed from Church of the Brethren Benefit Trust in May 2022. The transition has been well received in the denomination because of our core business model

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

1505 Dundee Ave. • Elgin, IL 60120-1619 • ederfinancial.org • 847-695-0200 • 800-746-1505 toll-free • 847-742-0135 fax

We also help tenured pastors and congregational, district, and camp staff who have extraordinary financial needs, if they meet certain guidelines. In 2023, the Church Workers' Assistance Plan that Eder manages granted \$282,865 to 40 people who found themselves in financial distress with nowhere else to turn.

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

Serving others who have common bonds and convictions

Committed to serving as a Church of the Brethren Annual Conference agency, Eder also serves people and organizations of faith that profess a like-mindedness with Eder Financials' values as an organization grounded in

Christian faith. Program strength, product options, and lower costs come from a strong volume of business. Therefore, Eder will grow stronger in the long term by offering its ministries to others who seek competitive products backed by concierge service. If you know of a congregation, nonprofit, or other faith-based organization that would benefit from Eder's services, please let us know.

EDER FINANCIAL BOARD and staff

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

We also have 30 people on our staff working in retirement, employee insurance, organizational investing, finance, investments, client relations, marketing, public relations, IT, data, special projects, and business development. We are a family friendly, faith-based organization that strives to provide concierge level service to our members and clients while also providing a fulfilling work environment in a permanent work-from-home setting. If you or someone you know is interested in an Eder Financial job, let us know.

CONCLUSION

Despite the expansion of its charter to bring in other members and clients of like mind from beyond the Church of the Brethren, Eder Financial remains committed to the denomination. Our organization was created by Annual Conference to serve pastors, employees, churches, and organizations. That commitment to service has not wavered. We are here to help our members and clients achieve their financial goals. If you and/or your congregation have not walked with us in the past, let us do so in the future. In other words, those who have not given Eder Financial a look for a few years, or ever, should do so. Together, Eder will help you reach your financial goals, which will help strengthen your ministry to the church.

Jan Fahs

Board Chair

Nevin Dulabaum

President



OUR COMMITMENT TO OUR STUDENTS AND THE CHURCH



I am delighted to report that Bethany Theological Seminary continues to thrive! Our enrollment is growing, student debt is decreasing, professors are creating courses and programs to meet student needs, and a loyal group of alumni and friends is providing unprecedented financial support to the Seminary. Even as we expand our offerings and welcome students from diverse backgrounds and with varied interests, I want to emphasize that preparing students for pastoral ministry remains a core commitment at Bethany. The following article explores the complexity of preparing pastors for the contemporary church. I hope you will take a few minutes to read and reflect on how Bethany is helping students to answer the call to ministry and service.

Blessings,

Rev. Dr. Jeff Carter, President

Use this QR code
to read our 2024
Annual Conference
Written Report.



Where Do Pastors Come From?

BY JONATHAN GRAHAM

Are you preparing pastors? It's a question that Bethany representatives are asked wherever they go. Many congregations in the Church of the Brethren struggle to find pastoral leadership, and it is obvious that the patterns of developing clergy have changed over the last several decades. The Seminary has changed as well.

In the last 10 years, enrollment has doubled at Bethany, but the growth is due mostly to the introduction of new master's degree programs – the Master of Arts in Theopoetics and Writing and the Master of Arts in Spiritual and Social Transformation – which attract an increasingly ecumenical group of students. Despite these new ventures, the Master of Divinity remains a core offering with strong enrollment. But the paths students take to theological education and pastoral ministry seem more varied and complex than was true in the past.

Dr. Dan Poole, assistant professor of ministry formation, notes that many current MDiv students and recent alumni began serving as pastors prior to entering seminary. Often they are called to ministry within a church they attend, and then figure out how to attain theological education.



"It is relatively rare to see students enter Bethany directly after college. Many individuals come to ministry as a second career, often as a way of giving back to a congregation that has nurtured them," notes Poole. While this approach often produces excellent results for both the pastor and congregation, it is a very different approach than the one that was common in 1950s-90s, which saw individuals earning the MDiv in their mid-to-late 20s and serving as pastors for 40 years or more.

"Congregations are needing to consider different models when it comes to hiring pastors," says Poole.

Recent graduates provide examples of how both congregations and would-be pastors benefit from an open-minded approach to pastoral leadership that goes beyond the models that worked in the past, but are not as effective today.

Phil Collins, MDiv 2023, is pastor of Living Peace Church, in Plymouth, Michigan. He took on this pastoral role a full year before he earned his degree. The church had been without a pastor for several years, and while volunteer leaders had managed to maintain weekly services, even during the Covid-19 pandemic, they were tired and needed new leadership.

Collins was seeking a small church with an interest in social justice concerns, and he has found Living Peace an excellent fit. Both he and

the congregation had to trust that they could make the arrangement work, even before Collins had completed his degree.

"I came to this job without much experience running a church week-to-week. They gave me the opportunity to figure that out, and I was able to give them a break from the burden of organizing everything. Now that we have spent time together, it is great to see them pursue some new outreach efforts that they have been wanting to do for some time."



PHIL COLLINS

Collins helped the congregation start a community garden, helped along from a fortuitous connection with a neighbor who had started a lot of plants in containers, and was looking for somewhere to plant them. The church, which is located in a suburb of Detroit, has also gotten involved

in helping refugees. These initiatives grew out of existing interests in the congregation, but Collins was delighted to provide leadership and help the congregation meet some ministry goals.

Other aspects of his ministry at Living Peace have provided new challenges that Collins has been excited to embrace. He says that while he was an undergraduate at Judson University (Elgin, Illinois), he assumed he would become a youth minister, but about half of his current congregation is older adults.

"There is a whole different set of pastoral care issues," says Collins. "I have appreciated the opportunity to develop new skills."

Collins answered the call from Living Peace in June 2022, while finishing his Bethany coursework. Over the last decade, it has become common for Bethany MDiv students to already be serving as pastors when they receive their degrees.

While this is quite different from the pattern of a few decades ago, some aspects of what is happening now track with the history of the Church of the Brethren.

"Our denomination has always called from within, but what we are seeing now is different than in the 1950s and 60s when professional training for pastors became the norm," notes Poole.

Individuals who become pastors later in life, as a way of giving back

to a specific congregation, often stay in pastorates longer than has been typical in the past. Those who enter ministry as a second career have families and ties to the communities where they live. Even those who serve more than one congregation in their careers land at churches close to where they are already living. For a congregation hoping to recruit a pastor to move to their community, this pattern presents challenges.

“Congregations are discovering that they need to approach things a little differently than they would have in the past,” says Poole, noting that Bethany’s approach to pastoral training has evolved to meet present needs.

The Seminary provides strong training in theology and the Bible, informed by an Anabaptist and Radical Pietist witness, but when it comes to ministry formation, Bethany is very attentive to current trends in the church, and the skills graduates will need to be successful.

“We talk about what good leadership looks like, and that includes fostering self awareness and solid spiritual practice in students. Pastors need to be able to take on organizational leadership, but they also need to be able to come alongside members of their congregations who are providing leadership and be prepared to support those efforts. This requires a lot of emotional intelligence and interpersonal skills.”

Poole acknowledges that declining membership means that pastors

face a different landscape than in previous times. And he is happy to seek Bethany alumni responding positively to change.

“We talk about what **good leadership looks like**, and that includes fostering self awareness and solid spiritual practice in students.”

“There was a time when there was a lot of interest in church planting or building new ministries from scratch. Recently we have seen a renewed interest in established churches and the revitalization of congregations. I think there is an acknowledgment that we better restore the churches that are already here.

Collins notes that serving as a pastor also requires one to set reasonable goals with the congregation, and to set some limits on what any single individual can accomplish.

Like many current pastors, Collins’ contract is less than full-time. His schedule allows him to cook meals for, and spend additional time with his wife, Kayla Collins, who earned a Master of Arts with a concentration in theological studies from Bethany

in 2022, and is now an administrator at Henry Ford Community College. But working two-thirds time means that he needs to be thoughtful about sharing responsibilities with others.

“When I arrived here, this church had been without a pastor for several years, and they needed a break. I was able to make sure that some people who had been providing a lot of volunteer leadership had time to rest,” he says. “Now we need to work together to figure out what the future looks like.”

The congregation includes members with long family ties to the Church, but members live in several different towns across the region. The church doesn’t currently draw members from the town where it is located, which creates a great opportunity for outreach.

“We think there are a lot of people in our neighborhood who would love this church,” Collins says.

Many congregations find that the most productive place to search for future pastors is in their own pews. Audri Svay, MATW 2022, was a recent graduate of Manchester University when she began attending Eel River Community Church of the Brethren to support her husband, Jake Svay, who was choir director there.

Svay grew up in the denomination, and had received “a few nudges” toward pastoral ministry, but had earned an undergraduate degree in



AUDRI SVAY

secondary education and planned to seek a teaching job after her husband completed his education.

“I hadn’t imagined serving as a pastor, but I knew I enjoyed preaching, so I volunteered to pulpit fill.”

After guest preaching at the church, she was invited to apply for a part-time pastor position, and was hired in April 2019. She initially served alongside two semi-retired ministers who were also in part-time roles. The congregation supported her matriculation to Bethany, where she focused on theopoetics and writing courses, but also took courses in pastoral care and worship that have proven hugely beneficial.

“Bethany deepened my appreciation of the theology behind each part of a

worship service, and encouraged me to connect all my different passions — including the Bible, literature, and personal narratives,” she says. “When I first became a pastor, I was anxious about the pastoral care part of the job, but my faculty and classmates at Bethany helped me to realize that oftentimes, being present and listening is what people need most.”

In addition to her work as a pastor, Svay teaches writing courses at the University of St. Francis in Fort Wayne, Indiana, offering a course for first-year students that focuses on purpose and identity.

“I think my Master of Arts in Theopoetics and Writing influences the texts that I assign students, the writing assignments I give them, and the way I structure discussions,” says Svay. “I consider my teaching a form of ministry, too.”

Like many other Bethany graduates, Svay appreciates the opportunity to minister and serve in a variety of ways. She hopes to continue teaching, and as an ordained minister in the Church of the Brethren, she intends to continue to use her gifts as a preacher, and connect with faith communities in whatever professional roles she steps into.

Bethany remains committed to training pastors, even as it acknowledges that many students are interested in serving outside traditional church settings.

The Seminary’s innovative and creative approach is responsive to the changing needs of the students it serves, and it continues to demonstrate that excellent theological education provides good preparation for those hope to minister, serve, and lead in a variety of contexts.

“Bethany deepened my appreciation of the theology behind each part of a worship service and encouraged me to connect all my different passions.”

“Our alumni have so much to offer the organizations and communities they serve,” says President Jeff Carter. “There are so many difficult issues in the world, but over and over, our alumni show the capacity to bring people together and to help make a positive difference for congregations, for other organizations, for neighborhoods, and for the world.”

This article was originally published in the Fall/Winter 2024 issue of Wonder & Word.

2024 Brethren Academy for Ministerial Leadership Report

The Brethren Academy for Ministerial Leadership (BAML) coordinates non-graduate, certificate-level ministry training through the following programs: Training in Ministry (TRIM), Seminario Bíblico Anabautista Hispano de la Iglesia de Los Hermanos (SeBAH-COB), Education for Shared Ministry (EFSM), Educación Para un Ministerio Compartido (EPMC), and Academy Certified Training Systems (ACTS). BAML also oversees continuing education for the Church of the Brethren.

Ministry Training enrollment includes nineteen TRIM students, thirteen SeBAH-COB students, seven students in either EFSM or EPMC, and six ACTS programs, each maintaining its own census. Five SeBAH-COB students are Global Brethren, three from Venezuela and two from Honduras. Funding is made available through a partnership of the Church of the Brethren Office of Global Mission, the Mennonite Education Agency, and BAML.

- Three new TRIM students and one new EFSM student attended the 2023 TRIM/EFSM orientation.
- Two TRIM students completed in the 2023-2024 academic year.
- The 2024 TRIM/EFSM orientation will take place July 23-25 at Bethany Theological Seminary.

Embracing Diversity, Facing Division: BAML is offering a series of TRIM-level courses to help clergy and lay leaders address polarization issues in the church and society. Each course will address the topic in part or whole.

Participants may enroll for TRIM or EFSM credit, CEUs, or personal enrichment.

- Polarization as an Opportunity for Ministry (April 11-13, 2024) - PAST
- Interim Ministry (July 31-September 24, 2024)
- Introduction to Worship (January 15-March 11, 2025)
- Intercultural Competence (Spring 2025, dates TBD)
- Leadership and Admin Course (August 13-October 14, 2025)
- Intro to Preaching (Spring 2026, dates TBD)

ACTS Summits: Leadership from the six ACTS programs meet several times a year for mutual support, sharing ideas and resources, and program development.

Basic Ethics Training: BAML offers “Ethics for the Set-Apart Ministry: Basic Course” on behalf of the Office of Ministry. The “Basic Course” is designed for newly licensed ministers and credentialed ministers new to the denomination. This training is offered via Zoom several times each year.

Strength for the Journey: Strength for the Journey is a cohort-based program offered by BAML for active clergy in the Church of the Brethren. Cohorts, assisted by skilled conveners, meet 10-12 times during one year for mutual support and continuing education. The 2024 cohorts are gathering around the following topics:

- New Pastors
- District Executive Ministry
- Ministry with a Contemplative Approach
- Issues of Church and Culture

Applications for 2025 cohorts will be accepted between July 3 and September 23, 2024.

The BAML Staff includes Janet Ober Lambert, Director; Audrey Hollenberg-Duffey, Coordinator of English-Language Ministry Training Programs; Arlyn Morales, Coordinator of Spanish-Language Ministry Training Programs; and Terri Moses, Administrative Assistant.

Respectfully Submitted,



Janet Ober Lambert, Director



Dear District Delegates,

Since 1974, OEP has developed programs serving youth and young adults, congregations, and community groups, as we walk in partnership with Church of the Brethren congregations, camps, districts, and Annual Conference.

In 2024, we are celebrating our 50th anniversary as a ministry in the Church of the Brethren. As we reflect, we consider **legacy and hope**, which empower us to resist war, make peace, and pursue justice with faith and courage. Lamentations 3:21-23 says “But this I call to mind, and therefore I have hope: The steadfast love of the Lord never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness.” We go with hope into the next fifty years, eager for the time when peace endures and justice prevails.

Our purpose as an agency of the Church of the Brethren Annual Conference is to help the Church of the Brethren become a relevant, vital, “living” peace and justice church equipped to create vital relationships and initiatives on contemporary issues of violence and injustice. Let us disarm ourselves of violence and re-equip ourselves with the tools of active nonviolence and conflict reconciliation. Let us prepare ourselves to become vibrant bearers of God’s love, vital, relevant, and ready to respond to the needs of our times.

GUN VIOLENCE. In 2023, On Earth Peace launched the **Church of the Brethren Gun Violence Prevention Action Team**, a group of more than ten leaders from across the country, working to galvanize the Church of the Brethren to be faithful as an effective force for reducing gun violence wherever it occurs. The Action Team planned a major public vigil and witness at Cincinnati City Hall as part of the 2023 Annual Conference, and spent the fall connecting with concerned Brethren yearning to reduce gun violence in their own communities and our country. In 2024, the committee began inviting individuals to volunteer as **Congregational Ambassadors for Gun Violence Prevention**. For more information, email COB-GVP@OnEarthPeace.org or visit <https://www.OnEarthPeace.org/gvp-cob>.

YOUTH GROUP SUPPORT. OEP supports youth groups and their efforts by offering **up to \$500 in grant funding to support a youth-initiated project for peace and justice in their community**. We accompany youth through webinars, coaching, and accompaniment as they connect with their neighborhoods. In 2023-2024, OEP offered grants to youth in Ohio and Nigeria.

AGAPE MAGAZINE: What is War, and How Do We Resist it? At On Earth Peace, we have a dream of a world with no oppression, no violence, and no war. The new Agape magazine series will introduce children to how they can resist war, make peace, and pursue justice. We look forward to exploring these ideas together as we work toward our dream. The paragraphs below are drawn from the first issue. From the first issue:

War is so big and happens in so many places. Simply put, war hurts people like you and me and separates families like yours and mine. It takes away important resources like having enough food, clean water, or a safe shelter. It also robs people of valuable opportunities like going to school, seeing/making friends, and playing outside. It can be hard to know how to respond and what can be done to stop war.

As long as there has been war, there have been people who resist war, who fight against the idea that violence is needed to solve conflicts, and who work to stop the things that lead to war. Saying no to war and actively working to stop the things that lead to war is courageous. People who refuse to participate in war are called conscientious objectors (COs). Many COs say no to war because of their faith, which reminds them that all people are created by God and that we need to care for our neighbors. This is true across different religious traditions. Dr. Martin Luther King Jr. taught that "Nonviolence is a way of life for courageous people." Read more here: <https://heyzine.com/flip-book/e9308caa69.html#page/1>

STANDING WITH PEOPLE OF COLOR. In 2022, On Earth Peace was delegated by the Annual Conference to join with the Southern Ohio and Kentucky District to lead a denominational study/action process, "Standing with People of Color." OEP staff continues providing leadership and support for that committee, along with staff from the Church of the Brethren, Inc. Through 2023, that committee launched the "7 Prompts" for Crucial Christian Conversation which is being used at many levels throughout the denomination. In summer 2024, the committee will introduce a new volunteer role, **Church of the Brethren Racial Justice Advocates.** More information available by writing SWPOC@OnEarthPeace.org and also online at www.OnEarthPeace.org/swpoc

2023 Highlights

- 40 web events hosted with 683 attendees.
- 97 people or families made three-year financial pledges to support On Earth Peace.
- 100+ people participated in the Gun Violence Prevention vigil in Cincinnati during the Church of the Brethren Annual Conference.
- 227 Brethren have been trained in Kingian Nonviolence as part of our 1000 Brethren Kingian Nonviolence Training Project goal.

Your individual and family financial support, and your congregation's financial support, make this work possible. We only exist today because of the vision and foresight of supporters and participants in the last fifty years, and we need your support to make the next fifty years possible. If you are moved by what you read on these pages, please join our faithful donors.

Sincerely,



Matt Guynn, Marie Benner-Rhoades, and Darlene Johnson, co-executive directors



If you would like to receive mailings directly from On Earth Peace, please use this code to sign up or visit www.OnEarthPeace.org/join.



Church of the Brethren

Dear Siblings in Christ in the Northern Ohio District,

I greet you in the name of our Lord and Savior, Jesus Christ. My prayers are lifted for you as you prepare your hearts and minds for District Conference. As the community of God, may these special meetings and worship times honor our Lord and celebrate the many ways each of you and your congregations are carrying forth the message of the Good News of Jesus. Sharing Christ's love and the gospel is still our call and mission. May we together move forward with God's Spirit and guidance to share love with God and all our neighbors.

I am looking forward to our 238th recorded Church of the Brethren Annual Conference, scheduled for July 2-6, 2025, in Greensboro, North Carolina. There will be business sessions, bible studies, equipping session, worship, and many opportunities for fellowship and celebration as the Body of Christ gathers. Annual Conference exists to unite, strengthen, and equip the Church of the Brethren to follow Jesus.

One of the core values of the Annual Conference is to continue building loving relationships with one another, despite any differences we may have. Love seems to be having a hard time in our world and in the church. We are called to love and respect each other in the divisive times we find ourselves. At times, agape love, a love embodied by God's love for all humankind in the life, death, and resurrection of Jesus Christ seems impossible. Rabbi Harold S. Kushner theologian shares, "If we are brave enough to love, strong enough to forgive, generous enough to rejoice in another's happiness, and wise enough to know there is enough love to go around for us all, then we can achieve a fulfillment that no other living creature will ever know." I pray we embrace the words of 1 Corinthians 13 as our focus to love as Christ loves us. May we be able to say, "And now, faith, hope, and love abide, these three, and the greatest of these is love." 1 Corinthians 13: 13.

I look forward to seeing each of you in Greensboro as we gather as the wider church to continue the love and work of Jesus, peacefully, simply, together.

Blessings and love to you all,

Dava Hensley

2025 Annual Conference Moderator



June 2024

Dear kindred connections in the Church of the Brethren,

In November 2023, Dr. Stacy Horner Young '96 was inaugurated as Manchester's 16th president. In the first year of her leadership, Manchester has taken significant steps to navigate the challenges facing higher education in the current social, economic, and political contexts.

University Profile

- Fall 2023 enrollment: 912 undergraduates and 263 students in graduate/professional programs
- 54 undergraduate faculty and 33 graduate program faculty in North Manchester and Ft. Wayne
- Manchester continues to strive to be an inclusive and welcoming institution. In Fall 2023:
 - 20.6% of our students are students of color
 - .8% are international students (reflecting a steep decline from 2.9% in 2017)
 - 26% are first generation students
 - 26 states and 5 countries are represented
 - 83% of students are from Indiana and roughly 2% each from Ohio, Michigan, and Illinois
- While Manchester's records indicate only 18 students identify as members of the Church of the Brethren – about 2% of our student body – these students contribute disproportionately to the vibrancy of our school.

University Initiatives and Activities

- Manchester's nursing program is gaining traction, offering a traditional Bachelor of Science in nursing in addition to an accelerated Bachelor of Science in nursing – a 16-month program for people already holding an undergraduate degree in another field.
- College Factual ranked MU's Master of Athletic Training program ranked first in the state.
- This spring, Manchester launched a 12-month MBA program, designed for those who hold a bachelor's degree or are completing one. Three specialized tracks are offered: management, accounting, and pharmacy.
- Manchester's Spartan Pride Marching Band was a finalist in the Metallica collegiate competition. In just four years since its founding, the marching band has become an exciting feature of campus life and strengthened all the music ensemble programs at Manchester.
- The Henney Department of Education received a \$500,000 grant from the Lilly Endowment's Science of Reading initiative, allowing Manchester to develop a reading lab and professional development opportunities for education majors.
- Manchester gratefully received a gift of \$1.5 million from the estate of Alice R. Dentler '53, an Elkhart County, Indiana elementary schoolteacher.
- Tuition freeze! Tuition will be fixed at current levels for four years for students who begin in fall.
- Manchester is expanding our Early College Experience Program, which allows high school students to enroll in courses with MU faculty in both on-site and remote courses.
- The spring edition of the Manchester *Magazine* describes current enrollment initiatives, new developments for experiential education, and updates to MU's Strategic Plan. See the edition online at <https://magazine.manchester.edu/issue/spring-2024/>.
- ***Preserving Brethren Traditions and Connections***
- Camp Mack Day brought more than 500 students, staff, and faculty to the camp for canoeing, games, and community-building activities.
- Weekly "chapel check-ins" in Petersime Chapel provide a space for people of different backgrounds to discuss a wide range of topics connected to faith.

- Simply Brethren, a club for Brethren students and friends advised by Peace Studies and faculty in Philosophy & Religious Studies, met regularly for fellowship and organized activities for the greater campus community:
 - sessions on Brethren history and core beliefs
 - a session hosting David Radcliff to learn about New Community Project
 - Love Feast services for Focus on Faith Week (October) and Peace Week (April)
- Campus Interfaith Board, a group devoted to exploring questions of faith and diversity advised by Peace Studies and faculty in Philosophy & Religious Studies, organized:
 - attendance at “Rooted and Grounded” at Anabaptist Mennonite Biblical Seminary
 - a field trip to Congregation Achduth Vesholom, the oldest Jewish congregation in Indiana
 - a session on Diwali, the ‘Festival of Light’ important to Hinduism, Sikhism, and Buddhism
 - a panel presentation with students representing diverse faith backgrounds (Mennonite/Brethren, Sikh, Mormon, Catholic, and agnostic) reflecting on their faith experiences at Manchester
- MU’s Peace Studies program co-sponsored the regional COB youth gathering, Powerhouse, at Camp Mack.
- Radically Obedient Brethren Outreach Team (ROBOT) delivered a worship service for Manchester COB, where many students worship during the school year.
- Dr. Maggie Elwell, Assistant Professor of Peace Studies and Director of Bethany BOLD, visited Manchester in October for a presentation and to share information about Bethany’s programs.
- 11 Manchester students, staff, and faculty visited Bethany in April to meet with President Jeff Carter and Dr. Elwell and to participate with Bethany students in community service projects.
- Two students represented Manchester at National Young Adult Conference to gather ideas for campus activities and strengthen our connections with denominational programming.
- President Young will present a “State of the University” address at the Manchester University luncheon at Annual Conference in Grand Rapids. We hope to see you there!

We value your continued support and prayers as Manchester strives to live up to our mission and reflect the values of the Church of the Brethren. A baccalaureate service organized by the Department of Philosophy & Religious Studies incorporated a blessing based on the ‘Chautauqua Salute’ – the waiving of white handkerchiefs – that was used to send off Brethren missionaries as they left Annual Conference. We hope that the education Manchester provides these graduates contributes, through their work, to a more peaceful, just, and compassionate world.

With gratitude for our fellowship,

Katy Gray Brown, Professor of Peace Studies and Philosophy & Religious Studies
 Megan Sarber, Director of Alumni Relations

GOOD SHEPHERD HOME

District Conference Report

2024

Greetings from Good Shepherd Home! The past few years have certainly been a challenge to those of us in the healthcare field with adversities due to COVID. We are grateful and blessed to have returned to much normalcy of the “pre-COVID” days and have become a more strongly knit team because of it.

We are pleased and excited to announce the Good Shepherd Home Choir, “Hooked On Singing!” Under the direction of Karis Matz, a retired school teacher and choir director, the choir is made up of our very own residents and have performed several concerts since its inception in Spring 2023. The first, in Good Shepherd Home's main dining room, drew such a crowd that the next two were moved to the more spacious area on the lower level. Matz said the group has evolved to where its members are working with Matz on the songs' arrangements.

"They'll tell me that they want a note cut off or they want it sustained," she said. "They have all kinds of ideas. It's wonderful. It really is. They want to interpret it the way they hear it, and that's wonderful for me. I like that they feel they can add their own ideas to how we interpret the music." 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 nine outstanding employees who were nominated by residents, family members of residents, and fellow employees. Also in May 2024, we celebrated the 21st annual Good Samaritan Dinner & Auction. The theme, “Springing Forward,” was decided on by the planning committee as a way to convey not just the time of year, but that we at Good Shepherd Home are indeed, springing forward; in care, dedication and innovation. This is our biggest fundraiser and funds raised from this year's event exceeded \$25,000! 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 June 2024, we held our first ever 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 reached our goal of over 20 teams and were able to raise over \$8,000! 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 excited to be holding our 2nd Annual Mary Rose Golf Classic this summer on July 12, 2024.

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.

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**Report to the
Northern Ohio District Conference
Church of the Brethren
August 9-10, 2024**

Hartville Church of the Brethren, Hartville 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 2023 and 2024 Activities

- The OCC's Anti-Racism Team sponsored our third Anti-Racism Sunday on October 15, 2023. Several OCC member congregations participated in this effort which was designed to draw attention to the faith that racism is sin. We also held a focused consultation with member churches who have anti-racism ministries.
- Facilitated conversations regarding camping ministries with the United Church of Christ, the Disciples of Christ, and the United Methodist Church.
- The Faith and Order Commission is working on developing theological and scholarly resources on gun violence prevention.
- The Executive Director, Rev. Dr. Jack Sullivan, Jr., participated in the Appalachia Working group along with the West Virginia and Kentucky Council of Churches. He traveled to West Virginia and spoke at the conference in Logan, WV. He spoke on the subject, "Seeking the Beloved Community in Appalachia."
- 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 abolition of the death penalty.
- The Executive Director and Associate Director planned and moderated an OCC Bishops and Executives Prayer Forum focused on the wars in Israel-Palestine and the Ukraine.
- In partnership with the State of Ohio, we received a grant from the State of Ohio Mental Health and Addiction Services. We hosted a conference at Trinity Seminary titled "Building Bridges and the Intersection of Faith and Mental Health. We are in the process of planning another event to be held August 29 at the Methodist Theological School of Ohio.
- We began planning with the Anti-Racism team an event that will honor the ministry of Dr. Otis Moss, Jr. and initiate a institute focused on non-violence and anti-racism. This event is tentatively scheduled for 2025.
- The Executive Director attended the 12th General Assembly of the All Africa Conference of Churches in Abuja Nigeria.
- The Executive Director and the Associate Director attended the Christian Unity gathering of the National Council of Churches in Nashville, TN. The Executive Director began his term on the Governing Board representing the Christian Church (Disciples of Christ).
- The Associate Director attended the National Workshop on Christian Unity in Milwaukee, WI.
- The Executive Director presented during an interfaith forum on white Christian nationalism and was part of a panel discussion on death penalty abolition in Cincinnati.
- Developed a program titled "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 Executive Director is a co-author and participant in the song "Ceasefire" that was developed during the Red Letter Christians retreat at the Alex Haley Farm in Tennessee.
- We visited several of our judicatory annual meetings, namely the Church of the Brethren, Northern District, the African Methodist Episcopal Church North Ohio Conference, the United Church of Christ Heartland Conference, and the United Methodist Church East Ohio Conference.
- The Executive Director has visited schools around the state talking about our gun violence prevention work.
- The Executive Director and the Associate Director have penned several op-eds in Columbus area newspapers on issues related to gun violence and safe elections.
- We have partnered with the Hunger Network of Ohio in holding advocacy days at the Ohio Statehouse inviting legislators and faith leaders to come together on issues of hunger and housing.

Hartville

Church of the Brethren

Insight Sessions
Board
Reorganization



Second Floor

