

MARCH 4, 2023



PACIFIC REGIONAL CONFERENCE

AGENDA

CREST COMMUNITY CHURCH
3431 MT VERNON AVE, RIVERSIDE, CA 92507

BIC U.S. – Pacific Conference Annual Meeting
March 4, 2023
Crest Community Church, 3431 Mt Vernon Ave, Riverside, CA 92507

Zoom Link for Virtual Attendees:
<https://bicus.zoom.us/j/84088393405?pwd=UXVwUlpMDkKdUluZEdSRVI2bUIMZz09>

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We extend our heartfelt thanks to Crest Community Church for hosting our annual meeting. While it appears to be a simple task, there is a lot that goes on behind the scenes to make the day go as smoothly as possible.

Thank you for coming today to celebrate and invest in the pastors, people, and ministries of the Pacific Conference as part of the wider BIC church family. We have worked to make today a special time of fellowship, worship, and praise, while being informative and tackling the items necessary to keep the conference running smoothly *and* forging ahead in faith and mission.

Enjoy the day, make connections, and renew friendships. Rejoice in the positives and overlook the inevitable moments of administrative awkwardness that can happen during gatherings like this. Above all, let's glorify God in everything we do today!

INTRODUCING OUR GUEST SPEAKER FOR THE DAY:

ANER MOREJON, Bishop, Southeast Conference



Aner has been serving as bishop of Spanish-speaking congregations in the Southeast Conference since 2012.

At an early age, Aner was introduced to Christ through his parents — both pastors in the Church of the Nazarene in Havana, Cuba. Baptized at 12, he was called to ministry at 18. After working as the youth pastor for a church in Camaguey, Cuba, he returned to Havana to finish his studies at Seminario Teológico Nazareno Cubano.

A year after moving to the U.S., Aner joined a BIC ministry that has grown to become Maranatha BIC, Hialeah, Fla., now a thriving congregation of Spanish-speaking believers. For 21 years, Aner served as senior pastor at Maranatha BIC.

An influential leader in Miami's faith community, Aner serves on the board of directors for the Greater Miami Ministers Association — assuming the role of president from 2009 to 2010. A member of the reference committee for Mennonite Central Committee, Aner is also a leader of an interdenominational prayer group consisting of 18 pastors from various churches in Hialeah.

Aner and his wife, Vivian, have two grown children, Anler and Magbys, and four grandchildren.

REGIONAL REPORTS

Interim Bishop's Report – Warren Hoffman

The Lord has blessed the Pacific Conference with a profusion of bishops in 2022. In the same way that he led for 20 years, Bishop Perry finished well on April 30. National director Alan Robinson carried on from May through July. At that point, I was recruited from Pennsylvania to complete the year (and more) as interim bishop of the Conference.

To renew my understanding of the Conference, I received good orientation from Perry. I talked with all of our pastors, most onsite and some by zoom or phone. I visited all of our churches, usually with Connie. I met with our Board of Directors. From these conversations and more, I developed an initial sense of what could be helpful.

As appropriate aims for an interim season, I endeavored to clear a backlog of tasks interrupted by the pandemic. As a larger aim, I wanted to strengthen community so that our incoming bishop can actively cast vision, nurture health, and pursue mission.

Among normal administrative tasks, I worked with pastors and church boards to update or renew ten pastoral agreements. Ken Dawes is the newly assigned pastor at Waukena. With the retirement of Paul Lehman-Schletewitz, Peter Song stepped into the lead pastor role at Gateway Karis. At this point, all of our churches have assigned pastors except (at their choice) for Madison Street and Palabra de Vida.

In response to an assessment for back taxes, we scrambled to get a current EIN number for Aqua Viva—and recognized the need for all of our churches to have essential legal documents (articles of incorporation, by-laws, and EIN numbers) in place. To assist in this, attorney Cloyd Havens is available to work with any church in need of these documents. As incentive and assistance in completing this legal work, which normally costs around \$600, the Conference will cover half of the cost and fees.

Alan Claassen Thrush, John Brubaker, and Peter Song were instrumental in shaping a new initiative for the Conference. With 30 pastors and prospective pastors needing ministerial credentials, we launched a series of six monthly seminars, called BIC Perspectives. The aims of the seminars are for the 20+ participants to be: established in solid biblical convictions amid rampant untruth in our culture; bonded with other pastors in the Conference; and for the ones seeking credentialing, support in completing doctrinal questionnaires. Alan and John, along with Bill Donner, Ryan Showalter, Nick Hankins, and Terry Brensinger serve as teachers and mentors.

Steve Airth is leading the Equipping Team in an effort to provide training and coaching for pastors in the Pacific Conference. A cohort of lead and associate pastors meets monthly in Growing Healthy Churches sessions for encouragement and training. Quarterly “All-in” training events offer training for pastors, associates, institutional leaders, and lay workers. In addition, twelve of our leaders meet monthly with coaches. Though not yet fully realized, the overall aim of the Equipping Team is to have tools and training for every one of our pastors and churches.

As team leader, Todd Rettberg is working with our Multiplication Team to pave the way for good pastoral appointments and church plantings. This involves promoting internships with a new brochure, building a list of potential pastors and church planters, enlarging our assessment plan to encompass emerging pastors as well as church planters, and monitoring the progress of emerging leaders in order to provide helpful next steps in ministry. The aim is to develop expanding company of church leaders as a vital component of church health and growth.

We are rejoicing in two church plants and a restart. Rebeca Pedroza and El Monte Calvario are nurturing Iglesia Querit in nearby Woodburn, led by Heriberto and Lourdes Santos. Drew and Millyellen Strayer

are giving leadership to Peace City Church in West Salem. In addition, Rigoberto and Angelica Cano are restarting Ministerios el Shaddai (Rialto) under a new name, El Regalo de la Gracia.

Sadly, Ministerios el Shaddai (Riverside) requested disassociation from the BIC. The stated reasons were the language barrier and limited training resources by the Conference. With regret, our Board of Directors honored this request with the aim to maintain a good relationship with pastor Edgar Calderon and the congregation for the sake of the wider Church and kingdom of Jesus.

To assist Spanish-language churches, Domingo Fernando, Tino Flores, and Frank Juarez worked with me to plan two events. So that persons from Oregon could participate onsite, *HEC Confraternidad 2023* was scheduled for the day before our annual meeting, March 3, with Bishop Aner Morejon as resource person. We projected *Reunion Pastoral del Pacifico HEC* as an evening of fellowship and worship at Church of the Second Chances on Saturday evening, June 3. Pastors and people from all our churches are invited to this event as a way to nurture *koinonia* among our churches.

Youth leaders Daniel Storm of Upland, Tim Bunyan of Valley Christian, Isaiah Airth of GracePoint, and Ryan Showalter of Solid Ground collaborated to plan our annual winter youth camp, January 27-19, with five participating churches. Gateway Karis hosted a first-time winter missions retreat, December 26-28, with an invitation to youth and young adults from all Conference churches.

In overall governance of the Conference, the Board of Directors (BOD) welcomed two new members, Dennis Ho and Tino Flores, with appreciation for the prior service of Charnpreet Dhillon and Ana Preciado-Juarez. Jeff Wright serves as assistant chair, Ingrid Cantrell as secretary, and Nick Hankins as treasurer.

This year the BOD worked with Crest Community in the sale of a cell tower and reviewing a long-term lease agreement with Olive Crest for housing, a multi-purpose room, and ministry on the Crest property. The board is currently responding to a gas leak at the Church of Second Chances (Ontario) that required extensive repairs. For presentation at this annual meeting, the board crafted a Ministry Operations Handbook to accompany our Conference by-laws.

In our BIC church family each congregation ministers in its unique context. At the same time, through our Common Ministry we minister beyond what can be accomplished locally. As congregations give 10 cents of every dollar they receive, we are able to fund ministry across the country and around the world. These funds, combined with donations, gifts, and bequests from individuals and organizations, allow the BIC U.S. to finance multiple areas of shared ministry.

On behalf of all the people and ministries that benefit from BIC Common Ministry, I want to thank twelve of our 19 churches that contributed to Common Ministry in 2022. I want to recognize El Monte Calvario, New Community, and Redwood Country for significant increases. I want to especially thank Perry Engle and Upland, along with Mike Collins and Solid Ground, for leading the way in generosity to Common Ministry.

To highlight several initiatives among our churches that could go unnoticed, Valley Christian Church is to be commended on optimum stewardship of their facilities. Valley Christian hosts two Spanish-language churches and a Christian school with ministry activity in their facilities six days a week, morning to night. Redwood Country Church in Grants Pass, Oregon, has an active ministry to homeless people with a food truck, meals, and a community garden. People at New Community are strongly invested in volunteer roles with the MCC and Pacific Community Center. Like the Bereans in Acts 17, Etiwanda is systematically studying the Bible, week by week.

Institutional ministries in our Conference are thriving: Mile High Pines under the leadership of Gabe Valencia with a new camp, Alpine; Connect Senior Services with executive director, Nick Hankins, in plans for expansion of Upland Manor; and Pacific Lifeline Women's Shelter with executive director, Carmen Hall, in first-rate services that guide women to self-sufficiency. Board chair, Gerad Clarkson, and newly appointed executive director, Marc Longanecker, are diligently striving to bring Pacific Community Center to effective ministry and solid financial undergirding.

For a number of years, Weston and Jessica Martin from our Conference have served as BIC associate missionaries with InnerChange in Minneapolis. Now the Pacific Conference anticipates sending another couple among us, Steve and Phyllis Smith, as global workers serving through BIC World Missions with BIC churches in Japan.

The Conference has benefitted greatly from the proficient, proactive administrative assistance of Mary Ellen Feight who serves remotely by texts, emails, and zoom calls from Bedford, PA. Mary Ellen's assistance with all manner of supportive tasks and responsibilities has been invaluable for me as interim bishop.

On a personal note, this interim time as been a joy for Connie and me. We began our courtship at Mile High Camp, served as the first youth pastor at Upland, led a team of young adults at Labish (now El Monte Calvario), and served four years at our Navajo Mission in Blomfield, NM (at the time part of the Pacific Conference). In a sense, our first twelve years of ministry here have come full circle back to the Pacific Conference.

Since this role is half-time, Connie and I have enjoyed renewing relationships with family and friends; days at the beach, mountains, and desert; driving trips along the coast and to Oregon, and basking in the climate of southern California.

Connie grew up in Upland for her first eighteen years and, during this interim time, has once again bonded with the people, places, and climate of southern California. I am fervently hoping that, once we pass the baton to our new bishop, that she will be willing to return with me to Pennsylvania!

With deep appreciation for your kindness and partnership with us,
Warren (and Connie) Hoffman

Treasurer's Report – Nicholas Hankins

Greetings Conference,

The Pacific Regional Conference continues to maintain a healthy financial balance sheet. We ended the 2022 fiscal year with \$18,022 being added to our reserves.

Our overall our current assets sit at \$585,438. The majority of those funds have come from saving for church plants and from income from the sale of closed churches in the past.

The Conference has no outstanding Liabilities as of the end of 2022.

In the last year we have been able to fund educational programs for pastoral staff and lay leaders through our Growing Healthy Leaders, provided internship to help foster the growth of future leaders. In addition, we helped provide funds to make camp more affordable for youth throughout the conference.

We look forward to the 2023 year as we continue to look to advance the grace of God in our Pacific Regional Conference.

Blessings,

Nick Hankins, Treasurer, Pacific Regional Conference

Pacific Conference
Balance Sheet
December 31, 2022

	<u>Dec 31, 2022</u>	<u>Dec 31, 2021</u>	<u>Inc (Dec)</u>
ASSETS			
CASH	\$85,882	\$72,088	\$13,794
ACCOUNTS RECEIVABLE	\$2,483	\$2,483	\$0
INVESTMENTS	\$497,073	\$492,845	\$4,228
TOTAL ASSETS	\$585,438	\$567,416	\$18,022
LIABILITIES			
ACCOUNTS PAYABLE	\$0	\$1,250	(\$1,250)
TOTAL LIABILITIES	\$0	\$1,250	(\$1,250)
NET ASSETS - UNRESTRICTED			
Board of Directors	\$463,974	\$446,097	\$17,877
Board for Evangelism & Church Planting	\$82,721	\$81,237	\$1,484
Board for Congregational Life	\$10,827	\$12,366	(\$1,539)
TOTAL UNRESTRICTED NET ASSETS	\$557,522	\$539,700	\$17,822
NET ASSETS - TEMPORARILY RESTRICTED			
Education and Evangelism	\$5,000	\$5,000	\$0
Bishop's Assistance Fund	\$13,923	\$9,973	\$3,950
Camp Scholarships	\$8,993	\$11,493	(\$2,500)
TOTAL TEMPORARILY RESTRICTED NET ASSETS	\$27,916	\$26,466	\$1,450
TOTAL NET ASSETS	\$585,438	\$566,166	\$19,272
TOTAL LIABILITIES & NET ASSETS	\$585,438	\$567,416	\$18,022

**Pacific Conference
Income Statement
December 31, 2022**

	Total
Unrestricted Income	
41001 Common Ministry Funding - Conf Ministry Grant	18,000
41002 Common Ministry Funding - Church Planting Grant	25,000
41003 Common Ministry Funding - Project 250	9,000
41010 Shaping Leaders Grant	2,412
41105 Congregation	6,525
41110 Individuals	-
41205 Investment Income	4,781
41301 Registrations	5,829
Total Unrestricted Income	71,547
Restricted Income	
42002 Congregation	3,950
42003 Individuals	-
42120 Investment Income	-
Total Restricted Income	3,950
Total Income	75,497
Ministry Teams	
50100 Environments Team	-
50200 Equipping Team	4,800
50300 Multiplication Team	4,891
50400 Discipleship Team	-
Total Ministry Teams Expense	9,691
Travel Expense	
51030 Mileage	-
51045 Travel Meals	-
51046 Business Meals	408
Total Travel Expense	408
Office Expense	
51060 Supplies	-
51065 Postage	-
51085 Miscellaneous Office	60
Total Office Expense	60
Regional Conference Grants	
51160 Ministry Grants (Internships, Outreach Grants, etc.)	6,750
51165 Church Planting Grant	12,000
Total Regional Conference Grants	18,750
Other Expenses	
51203 Honoraria	2,000
51205 Benevolence	-
51210 Event Representative	-
51220 Professional/Contract Services	17,946
51245 Service Fees	-
51315 Professional Dues/Subscriptions	769
Total Other Expenses	20,716
Retreats and Events	
51616 Womens Retreat	-
51618 Youth Camp	6,600
Total Retreats and Events	6,600
Total Expenses	56,224
Net Income (Loss)	19,273
Beg. Fund Balance - 1/1/22	566,166
Transfers - In/(Out)	-
End. Fund Balance - 12/31/22	585,439



Pacific Conference
Budget 2023

	Board of Directors	Total
Unrestricted Income		
41001 Common Ministry Funding	43,000	43000
41002 Common Ministry Funding	9,000	9000
41010 Shaping Leaders Grant	1,586	1586
41105 Congregation	3,900	3900
41110 Individuals		0
41205 Investment Income	2,771	2771
41301 Registrations	5,000	5000
Total Unrestricted Income	65257	65257
Restricted Income		
42002 Congregation	0	0
42003 Individuals	0	0
42120 Investment Income	0	0
Total Restricted Income	0	0
Total Income	65257	65257
Ministry Teams		
50100 Environment Team	6300	6300
50200 Equipping Team	15467	15467
50300 Multiplication Team	13500	13500
50400 Discipleship Team	10800	10800
Total Ministry Teams Expense	46067	46067
Travel Expenses		
51030 Mileage	1350	1350
51045 Travel Meals	350	350
51046 Business Meals	2100	2100
Total Travel Expense	3800	3800
Office Expense		
51060 Supplies	1200	1200
51065 Postage	125	125
51085 Miscellaneous Office	1862	1862
Total Office Expense	3187	3187



	Board of Directors	Total
Regional Conference Grants		
51160 Ministry Grants (Internships, Etc)	4500	4500
51165 Church Planting	25000	25000
Total Regional Conference Grants	<u>29500</u>	<u>29500</u>
Other Expenses		
51203 Honoraria	1200	1200
51205 Benevolence		0
51210 Event Representative	2500	2500
51220 Professional Services	325	325
51245 Service Fees		0
51315 Professional Dues		0
Total Other Expenses	<u>4025</u>	<u>4025</u>
Total Expenses	<u>86579</u>	<u>86579</u>
Net Income (Loss)	-21322	-21322
Beg. Fund		
Transfers In/Out		
End Balance	<u><u>-21322</u></u>	<u><u>-21322</u></u>

Mile High Pines – Gabe Valencia

More than one year ago on October 24, 2021, we acquired the keys to Alpine, our newest camp. Having the new Alpine campus makes it easy to run and offer a quality summer camp program and we invite the youth and children of our BIC churches to partner with us this coming summer. In our first full year of stewardship of Alpine Retreat and Camp along with Mile High Pines Camp, we had nearly seven-hundred campers come to faith in Christ by receiving Jesus as their Savior for the very first time.

Nearly eighty staff and volunteers helped to make serving a record high twelve-thousand guests possible. Like many businesses and ministries, finding staff was a challenge but God provided. This past year's staff came from across the country and beyond our borders to invest in the lives of our campers. Many of our campers needed financial assistance and we were able to provide about five-hundred full and/or part time scholarships to help kids get to camp.

This year, we hope to surpass our previous year's number of attendees, offer more program camps including a youth workers camp, and a family camp for our Latino community. Additionally, we will break ground on a new treetop learning bridge that was funded by a state grant through the California Parks and Recreation Department. The elevated learning apparatus will be accessible to all regardless of mobility challenges.

As we continue to invest into the camp and campers, our goal is to assure accessibility to all and by all regardless of ability, disability, or financial standing. We are excited about what God will do in the coming year. Our mission continues to be to provide opportunities for life changing encounters with God.

Pacific Christian Center – Marc Longanecker

Last year was another year of transition and growth for Pacific Community Center (PCC). As we are coming into a new year, I am pleased to report on some of the collaboration initiatives we were able to accomplish last year, as well as our ongoing vision for PCC.

One of our biggest goals for PCC last year was to increase public awareness of who we are and become more engaged with our community. We did this by networking with the city of Upland, local businesses, and other nonprofits of Brethren in Christ.

We got connected with the city of Upland's event coordination team. In partnership with them, we hosted a Fall Fest, a craft fair featuring 50 vendors, live music, food trucks, and a petting zoo. This event generated \$2,237.57 in revenue, and a great amount of traffic to Pacific Community Center as well. Our plan is to continue hosting similar events that will produce consistent revenue, support local small businesses, acquire new clients for our rentable spaces, and allow us to better connect with the community. We will continue to pursue further collaboration with the city of Upland so that we can become a hub for city events and outreach.

In October, PCC officially became a member of the Upland Chamber of Commerce. This allows us to attend monthly meetings with other local businesses and nonprofit organizations; further assisting us in our efforts to network, acquire clients for our rental spaces, and connect with our community. The Upland Chamber of Commerce has offered to set up a ribbon cutting ceremony to celebrate us joining, which we plan to arrange after we update our signage around campus.

In November, we arranged a meeting between the local Brethren in Christ nonprofits including: Pacific Lifeline, Upland Brethren in Christ, Pacific Community Center, and the Upland Manor. In this meeting we discussed ways us, as nonprofits of the Brethren in Christ, can collaborate with and support one another throughout the year. We plan to continue having these meetings quarterly so that we can help each other grow our communities and our outreach for Christ.

Looking forward to this next year, we have several projects we are continuing to work on including, but not limited to: building up our community garden and food distribution initiative, partnering with BIC entities and other nonprofits to host events, and growing our presence in the city of Upland and beyond. We are committed to serving our community through building our connections with one another in the name of Christ. We are planning to begin arranging quarterly meetings with the leadership teams of Pacific Lifeline, UBIC, and Upland Manor to discuss ways to collaborate and support one another throughout the year.

Pacific Community Center

Budget Overview: FY_2022 - FY22 P&L

January - December 2022

	JAN 2022	FEB 2022	MAR 2022	APR 2022	MAY 2022	JUN 2022	JUL 2022	AUG 2022	SEP 2022	OCT 2022	NOV 2022	DEC 2022	TOTAL
Income													
ATHLETIC FIELD	760.00	760.00	760.00	760.00	760.00	760.00	760.00	760.00	760.00	760.00	760.00	0.00	\$8,360.00
CHAPEL	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	3,540.00	\$42,480.00
DONATIONS	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	125.00	20,075.00	126.00	1,859.84	\$23,185.84
ED BUILDING	2,000.00	2,000.00	200.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	\$22,200.00
GYMNASIUM	3,950.00	3,950.00	3,950.00	3,950.00	3,950.00	4,050.00	3,950.00	3,950.00	3,950.00	3,950.00	3,950.00	6,542.50	\$50,092.50
INTEREST (deleted)	0.20	0.29	0.41	0.34	0.32	0.26	0.52	0.46	0.56	0.45	0.53	0.54	\$4.88
OTHER	2,061.00	425.00	425.00	425.00	787.00	425.00	2,025.00	425.00	425.00	425.00	425.00	425.00	\$8,698.00
PLAYGROUND	0.00	155.00	155.00	155.00	155.00	355.00	155.00	155.00	155.00	155.00	155.00	0.00	\$1,750.00
RESIDENTS	6,805.00	6,805.00	6,805.00	6,805.00	6,855.00	5,455.00	8,555.00	6,355.00	6,220.00	6,805.00	6,805.00	5,255.00	\$79,525.00
SUMMERLAND APARTMENTS	9,365.00	9,365.00	9,365.00	10,965.00	11,365.00	10,490.00	9,440.00	9,290.00	9,290.00	9,290.00	9,240.00	9,240.00	\$116,705.00
SUMMERLAND MINISTRIES	3,190.00	\$38,280.00											
U-BUILDING	4,200.00	\$50,400.00											
Uncategorized Income	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00	\$3,600.00
Total Income	\$36,296.20	\$34,815.29	\$33,015.41	\$36,415.34	\$37,227.32	\$34,890.26	\$38,240.52	\$34,290.46	\$34,155.56	\$54,690.45	\$34,691.53	\$36,552.88	\$445,281.22
GROSS PROFIT	\$36,296.20	\$34,815.29	\$33,015.41	\$36,415.34	\$37,227.32	\$34,890.26	\$38,240.52	\$34,290.46	\$34,155.56	\$54,690.45	\$34,691.53	\$36,552.88	\$445,281.22
Expenses	\$20,379.11	\$15,394.47	\$26,181.37	\$31,433.82	\$19,110.19	\$32,916.06	\$20,160.24	\$29,321.30	\$22,380.46	\$30,598.92	\$25,674.25	\$17,317.26	\$290,867.45
NET OPERATING INCOME	\$15,917.09	\$19,420.82	\$6,834.04	\$4,981.52	\$18,117.13	\$1,974.20	\$18,080.28	\$4,969.16	\$11,775.10	\$24,091.53	\$9,017.28	\$19,235.62	\$154,413.77
NET INCOME	\$15,917.09	\$19,420.82	\$6,834.04	\$4,981.52	\$18,117.13	\$1,974.20	\$18,080.28	\$4,969.16	\$11,775.10	\$24,091.53	\$9,017.28	\$19,235.62	\$154,413.77

Pacific Community Center
Profit & Loss
January through December 2021

	<u>Jan - Dec 21</u>
Ordinary Income/Expense	
Income	
4100 · RESIDENTS	79,725
4200 · SUMMERLAND APARTMENTS	104,430
4300 · SUMMERLAND MINISTRIES	32,000
4400 · CHAPEL	24,625
4500 · ED BUILDING	16,230
4580 · PLAYGROUND	2,060
4600 · GYMNASIUM	60,789
4680 · ATHLETIC FIELD	9,120
4700 · U-BUILDING	42,538
49900 · Uncategorized Income	2,100
5110 · INTEREST	5
5115 · LATE FEES	50
5150 · DONATIONS	23,080
5200 · OTHER	1,897
	<hr/>
Total Income	398,648
	<hr/>
Gross Profit	398,648
	<hr/>
Expense	302,168
	<hr/>
Net Ordinary Income	96,480
	<hr/>
Net Income	<u><u>96,480</u></u>

Pacific Community Center

Profit and Loss

January 2 - December 31, 2022

	TOTAL
Income	
ATHLETIC FIELD	6,880.00
CHAPEL	46,447.00
DONATIONS	3,831.56
ED BUILDING	16,579.05
GYMNASIUM	73,061.06
OTHER	62,166.83
PLAYGROUND	2,494.00
RESIDENTS	79,695.66
SUMMERLAND APARTMENTS	105,038.07
SUMMERLAND MINISTRIES	37,975.00
U-BUILDING	42,975.00
Unapplied Cash Payment Income	-500.00
Total Income	\$476,643.23
Cost of Goods Sold	\$556.82
GROSS PROFIT	\$476,086.41
Expenses	\$423,335.41
NET OPERATING INCOME	\$52,751.00
Other Expenses	\$500.00
NET OTHER INCOME	\$ -500.00
NET INCOME	\$52,251.00



CONNECT

Senior Services

We believe in the power of connection, joy, and faith to transform lives. We provide opportunities for seniors to experience these through a thriving community that provides housing, events, dining and need based services. We look to help eliminate food scarcity, social isolation, and to provide fair priced housing.

Housing

\$723,005+ in rental assistance over the last 5 years.

Food

35,000+ subsidized meals served over the last 5 years.

Events

1200+ Events over the last 5 years.

Upland Manor has become **Connect Senior Services**

As we continue to look to expand our reach into the greater community, we changed our corporate name to better reflect our vision for our ministry in the community. Even though our name changed we still have the same goals of helping seniors connect to the resources, services, and community they need to thrive. And of course, our primary location in Upland is still called Upland Manor.

The need for additional housing for seniors continues to grow and will continue to do so in the later half of this century. As a small organization we are looking for ways to continue to make a larger impact.

We are always grateful for those looking to come alongside our mission of helping seniors. Fours ways you can partner with us:

1. Our top request is daily prayer for our organization and especially the seniors we serve
2. Volunteer to serve at Upland Manor
3. Be a Social Awareness Champion. Spread the word of our mission and encourage people to connect with us either in person, via Facebook or Instagram, or to sign up at uplandmanor.com for our newsletter.
4. Give to one of our current needs. You can give now by going to uplandmanor.com and click the give button. In less than two minutes, you can change lives. You can make a one-time gift or set up a monthly donation.

As always, we encourage you to check out our website and our Facebook page for upcoming events.

SCAN ME
GIVE NOW



Church Partnerships

We would love to become one of your regular ministry partners. We want to be a place for your volunteers to grow their heart for serving others. Below are some ways we have partnered with churches in the past. We look forward to an opportunity to meet with your team and find ways to grow our ministry together.

Financial

- Donate towards our Endowment or our Annual Fund.
- Host a fundraising meal or an event.
- Hold a love offering for the ministry.
- Sponsor an intern or monthly event.
- Host a supply drive.*

Awareness

- Raise awareness of Connect through your website or social media platforms.
- Invite us to guest speak or to do a ministry moment at your church.

Volunteer

- Host an event for the seniors at Upland Manor.
- Send volunteers to help with events, or serve in a department.
- Send volunteers for a service day.

*- Items for our events program, etc. List available upon request.





Connect Senior Services

Statement of Financial Position

As of December 31, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
11010 Pacific Western Bank - Checking	8,175.50
11011 PWB - Savings	54,369.56
11060 Brethren in Christ Foundation	9,622.62
11070 Morgan Stanley - Unrestricted	505,994.62
11190 Petty Cash	100.00
15105 Annual Fund Savings	54,474.71
15205 Benevolence Endowment	98,430.49
Total Bank Accounts	\$731,167.50
Accounts Receivable	\$ -888.00
Other Current Assets	
11650 Prepaid Insurance	7,209.98
11700 Prepaid Property Taxes	0.07
11750 Prepaid Expenses	3,390.89
Total Other Current Assets	\$10,600.94
Total Current Assets	\$740,880.44
Fixed Assets	
12100 1125 W. Arrow Highway	1,651,002.48
12460 927 W. Arrow Highway	342,978.00
12480 911 W. Arrow Highway	766,262.65
12500 W. Arrow Hwy Expansion Project	1,539,743.45
12600 Vehicles and Equipment	121,400.08
12700 Less Accumulated Depreciation	-1,405,201.08
Total Fixed Assets	\$3,016,185.58
Other Assets	
15500 PCRRG Capital Contributions	12,349.37
Total Other Assets	\$12,349.37
TOTAL ASSETS	\$3,769,415.39



Connect Senior Services

Statement of Financial Position

As of December 31, 2022

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	\$152.26
Credit Cards	\$7,617.48
Other Current Liabilities	
21220 Wages, PR Taxes, Benefits	6,213.48
21221 Vacation Accrual	4,244.39
21500 Security Deposits	54,363.00
Total Other Current Liabilities	\$64,820.87
Total Current Liabilities	\$72,590.61
Long-Term Liabilities	
25450 Note Payable - UBIC	551,278.00
Total Long-Term Liabilities	\$551,278.00
Total Liabilities	\$623,868.61
Equity	
30000 Opening Balance Equity	2,957,196.77
31400 Annual Fund - Encumbered	36,141.91
31600 Benevolence Endowment Encumbered	83,397.60
32000 Income (Loss) Year-To-Date	150,715.55
Net Revenue	-81,905.05
Total Equity	\$3,145,546.78
TOTAL LIABILITIES AND EQUITY	\$3,769,415.39



Connect Senior Services

Statement of Activity
January - December 2022

	CITRUS VILLAGE	SHARED SERVICES	UPLAND MANOR	TOTAL
Revenue				
41000 Total Rental Income				\$0.00
41100 Rental Income	51,960.00		838,380.00	\$890,340.00
41150 Less Rental Assistance			-136,196.00	\$ -136,196.00
41160 Less Affiliation Discount			-25,743.00	\$ -25,743.00
41170 Late Fees	50.00		175.00	\$225.00
41200 Guest Room/Parking			3,531.85	\$3,531.85
41300 Rental Meals			96,680.00	\$96,680.00
41400 General Meals			5,842.50	\$5,842.50
41500 Personnel Meals			6,906.00	\$6,906.00
Total 41000 Total Rental Income	52,010.00		789,576.35	\$841,586.35
41600 Hospitality			96.00	\$96.00
41700 Laundry			6,207.50	\$6,207.50
41750 Housekeeping			6,932.71	\$6,932.71
41800 Processing Fee			-73.05	\$ -73.05
41900 Miscellaneous Income			1,000.00	\$1,000.00
42000 Shared Service Fees		36,000.00		\$36,000.00
Total Revenue	\$52,010.00	\$36,000.00	\$803,739.51	\$891,749.51
GROSS PROFIT	\$52,010.00	\$36,000.00	\$803,739.51	\$891,749.51
Expenditures				
51000 Total Personnel Compensation	1,542.96	55,968.08	279,476.78	\$336,987.82
52000 Total Employee Benefits		600.00	55,368.15	\$55,968.15
52350 Total Office & Administration	19,708.06	2,794.73	78,623.09	\$101,125.88
52611 Management Fee			36,000.00	\$36,000.00
52790 Total Utilities	4,424.71		62,170.31	\$66,595.02
53300 Food			29,462.15	\$29,462.15
53350 Supplies			5,030.59	\$5,030.59
53400 Insurance - Fire/Liability	821.28		32,887.93	\$33,709.21
53420 Flowers and Gifts			2,831.56	\$2,831.56
53450 Interest Expense	16,124.60			\$16,124.60
53500 Miscellaneous Expense			1,073.51	\$1,073.51
53600 Buildings & Grounds Maintenance	11,234.00		79,041.48	\$90,275.48
53650 Building & Grounds Major Repair			18,596.27	\$18,596.27
53700 Depreciation Expense	21,518.20		69,169.39	\$90,687.59
Total Expenditures	\$75,373.81	\$59,362.81	\$749,731.21	\$884,467.83
NET OPERATING REVENUE	\$ -23,363.81	\$ -23,362.81	\$54,008.30	\$7,281.68
Other Revenue				
60070 Annual Fund		15,554.89	0.00	\$15,554.89



Connect Senior Services

Statement of Activity
January - December 2022

	CITRUS VILLAGE	SHARED SERVICES	UPLAND MANOR	TOTAL
60080 Benevolent Endowment Donation		4,380.00		\$4,380.00
61100 Dividend & Interest Income		25,593.03	45.84	\$25,638.87
61130 Unrealized Appreciation-Invest		-133,760.49		\$ -133,760.49
Total Other Revenue	\$0.00	\$ -88,232.57	\$45.84	\$ -88,186.73
Other Expenditures				
71700 Pacific Lifeline Contribution		1,000.00		\$1,000.00
Total Other Expenditures	\$0.00	\$1,000.00	\$0.00	\$1,000.00
NET OTHER REVENUE	\$0.00	\$ -89,232.57	\$45.84	\$ -89,186.73
NET REVENUE	\$ -23,363.81	\$ -112,595.38	\$54,054.14	\$ -81,905.05

NATIONAL REPORTS

National Director's Report – Alan Robinson

I continue to be honored to serve the Church in this role. At the end of July 2023, I will have completed ten years of service as National Director.

The title of “National Director” was first used in 2013 when the roles of General Moderator and General Secretary were merged into one position. A decision was made to not use either of those terms for the newly merged role. However, I think the title “National Facilitator” would be a more apt description because the role is primarily one of facilitating and coordinating the ministry and decision-making of many other groups and individuals. It is Leadership Council (LC) that provides leadership for the Church, subject to the General Conference Board (GCB). In recent years we have developed a Leadership Council Advisory Team (LCAT) with a member nominated by each region. The role of the LCAT is to provide perspectives and counsel to Leadership Council.

In addition to Leadership Council and General Conference Board, many others participate in the shared task of leadership of BIC U.S. The Commission on Ministry and Doctrine (CMD) is comprised of seven persons—one person selected and sent by each of the seven regions of BIC U.S. The Commission for World Missions (CWM) has nine members (including Regional Administrators) from across the country. Each of the seven BIC U.S. Regional Conferences is led by the bishop and the regional conference board of directors (each BOD is required to have a minimum of eight members). The Executive Director of the Brethren in Christ Foundation (BICF), along with the board of the BICF, leads and oversees the work of the Foundation.

Supporting and assisting all this work are the staff members of BIC U.S. in the Shared Services Department, the Missions Department, and in regional conferences.

The combined total of the persons leading and serving in all these roles is typically between 110 – 130. I am honored and privileged to be able to help facilitate this important leadership.

I encourage you to read the World Missions report and the Shared Services report carefully and prayerfully. I encourage you to also read the BIC U.S. Annual Report for 2022. These reports will help you to know more of what we do together in our Common Ministry (CM). As you read, give thanks for those who serve the Church in these important ministry leadership roles, and give thanks for all that is done for the advancement of the Kingdom of God. In all these things, we acknowledge our dependence upon God.

General Assembly 2022

General Assembly 2022 was a wonderful time of fellowship and inspiration as we gathered in Salina, Kansas. This was the first time General Assembly had been held in Kansas since 1951. The Midwest Regional Conference went above and beyond in hosting the event and we are deeply appreciative for the excellent and generous hospitality they provided. General Assembly was preceded by a retreat for BIC U.S. World Missions global workers. It was fitting to have our missionaries in Kansas—the birthplace of BIC U.S. global missions.

A summary of the decisions made at General Assembly can be found at: <https://bicus.org/2022/08/business-wrap-up-general-assembly-2022/>

Project 250

Project 250 is our collective emphasis and effort as we approach 2028—the 250th birthday of the Brethren in Christ. A copy of the report can be found at: <https://bicus.org/wp-content/uploads/2020/12/Project-250-Report.pdf>

The five priorities of Project 250 contain sixteen specific objectives that will help guide our collective efforts and resources. Accomplishing each of these objectives will require effort and resource allocation by ministers, congregations, regions, and the denomination.

Ministers

“Ministers” is the collective term used in the Manual of Doctrine and Government (MDG) for persons credentialed by the Church to serve in specific roles of leadership and ministry. Most ministers serve as pastors, many serve as missionaries, some serve in administrative or other roles. Six of the sixteen objectives of Project 250 are targeted at the ministers of the Church. Each of these objectives has set a goal that, by 2028, 75% of assigned ministers will participate in specific education/training on:

- the BIC U.S. core values
- discipleship
- disciple-making
- servant-leadership
- cross-cultural ministry
- the global BIC.

Our plan is to provide at least one targeted education/training event each year. In 2021 we provided ***The Basin and the Towel***, a seminar focused on global awareness and cross-cultural ministry. Two hundred and forty persons (240) attended the seminar. One hundred forty-five (145) of those who attended were assigned ministers.

Assigned ministers who have not yet participated in this training event will have opportunity to do so through electronic means. This will help us reach our participation goal of 75% of assigned ministers.

The 2023 seminar is planned to address the topic of discipleship and disciple-making.

Congregations

Most of the ministry of the Church takes place in local congregations. We desire that our congregations will be healthy communities of faith where lives are being reached and transformed. Five of the sixteen Project 250 objectives require congregational commitment and work. These are:

- better understanding the demographic realities of their congregation and community
- developing a congregational guide and plan to be a healthy and reproducing congregation
- developing a contextually specific “roadmap” for developing lifelong disciples of Jesus
- better understanding and connecting with BIC U.S. missionaries
- understanding the core values of BIC U.S. and using them in congregational ministry

We hope that 75% of BIC U.S. congregations will accomplish each of these five objectives before 2028.

The 2022 seminar ***The Neighbor Next Door*** was intended to help all congregations better understand their demographic realities. BIC U.S. partnered with MissionInsite to provide “QuickInsite” and “FullInsite” community demographic reports for all 228 congregations. These reports are saved and stored in the

denominational database and are accessible to bishops. In addition, thirty-eight (38) congregations utilized the opportunity we provided to also do “ComparativeInsite” reports that compared their congregation’s demographics with their community demographics.

Regional Conferences

The role of the regional conference, including the bishop and the regional conference board of directors, is to help encourage and support ministers and congregations in their ministry. Four of the sixteen Project 250 objectives will require significant investment of time and resources by the region. These are:

- Multiplying sites of missional vitality that draw people into a lifelong relationship of knowing, loving, and following Jesus
- Increasing the number of women and people of color serving in BIC U.S. assigned ministry roles
- Increasing the number of women and people of color serving on Regional Conference and General Conference governing boards
- Increasing the number of women and people of color serving/advising the BIC U.S. Leadership Council

I am grateful for the work of each bishop and regional leadership in pursuing these objectives. It will take collective effort for these to be accomplished, especially the goal of an increase of twenty-five congregations by 2028.

Denominational

BIC U.S. is committed to helping ministers, congregations, and regional conferences as they pursue these objectives. This includes providing education, training, encouragement, resources, tracking and reporting, and encouragement and prayer. In addition to the work of BIC U.S. to support all the above objectives, BIC U.S. is specifically responsible to provide an updated edition of *Focusing Our Faith* (the book on BIC U.S. core values). A proposal for the new edition of the book has been developed, reviewed, and approved by Leadership Council and we are currently working to develop the editorial committee who will oversee the work.

250th Birthday Celebration

The 2028 General Assembly will be an opportunity to celebrate and give thanks to God for the work of the Brethren in Christ for 250 years. Our hope is to host at least 250 people from BIC congregations outside of the U.S. Many of these individuals will not be able to cover the expenses of attending the 2028 Assembly. Therefore, we invite every congregation in the U.S. to help by committing to an annual gift of at least \$250 designated for the 250th anniversary celebration. Some congregations have already started doing this. Thank you. However, we need many more to join us in this exciting endeavor. (We ask that all designated donations are in addition to the normal, undesignated, giving to CM to support our Common Ministry).

Conclusion

Thank you for your partnership in the gospel. We are not ashamed of the gospel of Christ because it is the power of God for salvation. We are his ambassadors: ministers of reconciliation in a divided world. We preach Christ crucified: a stumbling block to Jews and foolishness to Gentiles, but to those whom God has called, both Jews and Greeks, Christ the power of God and the wisdom of God. May we all be faithful in this high and holy calling.

BIC Foundation – Jim Reynolds

The Brethren in Christ Foundation supports the Church by providing Christ-centered financial services enabling local congregations to transform lives through Jesus.

In 2022, the Foundation funded four loans for pastors and another five loans for congregations and affiliated ministries. Two of these loans are great examples of drawing people toward Christ. A congregation in the Allegheny Conference was able to obtain a much larger facility in an area that is a perfect fit for their demographic. Since moving to their new building, the church has grown in attendance, giving and outreach. They plan to continue to expand their varied outreach programs and services throughout the community. The Foundation is also proud to have partnered with Peace Promise, a ministry for victims of human trafficking, located in Camp Hill, PA. They intend to use their new location to house Ruby Coffee + Co. Founded by two Messiah University students, Ruby Coffee + Co is designed to employ and teach job skills to trafficking survivors. The coffee shop, along with Peace Promise's Soaps by Survivors product line, will provide much needed employment, support, guidance, and care to the victims of trafficking.

Throughout 2022, the U.S. economy has been experiencing levels of inflation not seen for many years. Rates across the entire financial landscape have dramatically increased. The average mortgage rate last January was 3.183%. By December 31, 2022, the average rate for a 30-year mortgage had increased to 6.373%. Consumer prices also increased drastically throughout the year. While the overall financial market saw these large increases, the Foundation made the decision to temper our own rate increases for our borrowers. Rates averaged 4.30% for organizations and 3.30% for pastors in January 2022. After two modest rate increases, our rates now average 5.50% for organizations and 4.75% for pastors. As you can see, these rates are far below the current market rates.

For our investors, rates are competitive with standard rates in the marketplace as of this writing. While they may not be the highest rates available, we believe the ministry aspect of investing in the Foundation remains attractive to our investors.

The Foundation continues to invest in new technologies. This past year was spent planning and acquiring new software to enable staff to operate more efficiently and offer our customers a better experience. By summer 2023, the Foundation will have a fresh new website, a new and improved on-line financial management experience, as well as a mobile application for our clients. We are also in the process of developing new lending and investment products.

We remain excited about the future of the Foundation and its partnership with BIC U.S.

BIC U.S. Development Officer – Mark Templeton

Looking back on my first full year serving as Development Officer with the BIC U.S., quite a bit of solid foundational work was accomplished. The BIC U.S. Legacy Society was established; re-branding of the www.bicgift.org page was completed; the Gift Legacy eNewsletter was re-launched in the fall; and other key projects were accomplished. Now that the foundational work is underway, we are poised for growth and expanding awareness of charitable financial stewardship and its impact on BIC U.S. ministry reach.

As of the writing of this report, 64 people have affirmed legacy gifts and joined the Brethren in Christ U.S. Legacy Society. Members of the Legacy Society are people who have made a provision for a gift to the

Brethren in Christ U.S., BIC U.S. World Missions, a regional conference, or a specific Brethren in Christ ministry or congregation by:

- including Brethren in Christ U.S. in their will,
- naming Brethren in Christ U.S. as beneficiary on a life insurance policy or retirement plan,
- opening a Charitable Gift Annuity naming Brethren in Christ U.S. as beneficiary, or
- creating a charitable trust naming Brethren in Christ U.S. as beneficiary.

With a goal of 250 members by 2028, these 64 members represent 25% progress toward the goal! In 2023, plans are in process to build momentum through an increased number of presentations in congregations, mailings that build awareness of legacy giving and its potential for impact on BIC U.S. ministry, expanded distribution of the Gift Legacy eNewsletter, individual visits with donors and pastors, and pieces in denomination-wide communications like the annual report.

Interest in wills/estate workshop events is gaining traction in addition to interest from local congregations on other development topics like campaign coordination and endowment basics. These events will provide good exposure and open conversation with members with charitable intentions to advance the ministry of BIC U.S.

I hope to attend at least 5 of the 7 regional conference annual meetings in person to continue building relationships and learning more about each region and its ministry. I am excited to visit the Pacific and Southeast Conferences for the first time. On each trip I plan to visit several pastors and spend a few days to learn more about their ministry context and how I can best serve as a helpful resource.

As these plans continue to build momentum, I will continue to increase my knowledge base relative to more complex gifts such as real estate and technical gift models like Charitable Trusts. Additionally, I recognize that the younger generation's posture toward giving and methods of giving are dramatically different than those of us over 50. While encouraging current estate gifts is primary, closely following in importance is learning to communicate the benefits and blessings of charitable giving to future generations.

All of these efforts seek to encourage participation and financial support of local, regional, and global BIC U.S. ministry that shares the love of Jesus and reaches those who haven't heard the good news.

BIC U.S. Shared Services – Mitch Martin

BIC U.S. shared services exists to provide the various ministry areas of Brethren in Christ U.S. (BIC U.S.) and the Brethren in Christ Foundation (Foundation) with communications, human resources (HR), development and administrative and financial services.

In preparation for writing this report, I reflected on my 2021 report. The recurring theme of 2021 was transition. We said goodbye to several employees as they took on new opportunities and welcomed several others who joined our team. We transitioned from systems used for over 2 decades to new systems. And we took on new initiatives prompted by Project 250 priorities. Throughout 2022, we began to find our stride again and started to reap the benefits of the transitions that took place in 2021.

This report highlights some of the accomplishments of 2022.

Communications

The communications team provides a vital ministry of facilitating conversation among our BIC U.S. family, helping create a sense of denominational unity. This involves sharing ministry stories and denominational matters through a common voice and brand.

Annual Report

The communications team continues to produce an [Annual Report](#) in both print and digital formats. The report highlights stories about local congregations, updates on Project 250 and the new work in the area of planned giving, new approaches to missionary service and shares statistics about BIC U.S. congregations,



pastoral credentialing, global workers serving around the world and global partnerships in the form of projects, scholarships and leadership training. The annual report also shared preliminary financial results of BIC U.S. The 12-page report, produced in English and Spanish, was mailed to BIC U.S. Lead Pastors and 600 key financial supporters of BIC U.S. The report continues to serve as a comprehensive explanation of the common ministry of the BIC U.S.

Social Media

Facebook continues to be an important platform for sharing content and promoting various events. In 2022 we saw an increase in international interactions on this page, with many people from the global BIC church interacting with our posts.

Our top performing post of 2022 was a recap with photos from the Global Team Retreat in Kansas (555 likes, 25 comments, 41 shares). Since launching Instagram in 2021, our following has grown to 284, a slow but steady increase. Instagram has created unique opportunities for us to interact directly with congregations, including shared their content with our broader audience. These



kinds of online interactions continue to be meaningful and impactful, and we hope to find more ways to incorporate them into our regular schedule. Our top performing post on Instagram was from our recent BIC Leaders Orientation.

Connect Newsletter

We sent six issues of our *Connect* newsletter via email, and it continues to be an important tool for our communication strategy. We consistently outperform others in our category. Open rate refers to the percentage of people who received the email and opened the email. Click rate refers to the percentage of our contacts who received the email and then also engaged through clicking a link within the email.

	Open Rate		Click Rate	
	Industry Average	Connect	Industry Average	Connect
2022	42.9%	47.6%	2.3%	11.9%
2021	*unknown	37.7%	*unknown	13.7%

Multimedia

We continue to see the strategic value in producing multimedia content to share about the exciting work happening in the U.S. and around the world. This includes creating and sharing resources with our constituents including videos, webinars and pre-planned social media posts. In 2022, we produced 16 videos highlighting global workers and 1 short form documentary sharing about the work of BIC U.S. World Missions in Greece. We launched a Multimedia Library to house all of these videos and digital resources and make them easily available to our congregations: bicus.org/resources/multimedia-library.



Human Resources

The Human Resources department continues to be an important component of Shared Services’ support of the local, regional, national and global ministry of BIC U.S.

One of the significant undertakings led by Peter Guinther, human resources administrator, was the transition from a long-term third-party administrator for our self-funded health plan for missionaries to another third-party administrator. This required extensive communication with missionaries and various partners. We are glad to have moved through that significant transition rather smoothly.

We have continued to revise our policy for responding to Ministerial Misconduct. After several rounds of revision, we determined that we needed to procure additional training for Leadership Council who will be primarily tasked with handling the response procedures. We contracted with [G.R.A.C.E.](#) to provide live training for Leadership Council. [G.R.A.C.E.](#) also provided a number of resources that will be helpful as incidents are reported and is available to do ongoing consultation and conduct investigations as deemed necessary. Next steps include procuring Ministerial Misconduct Response Team members (at least 1 male and 1 female) for each regional conference. These individuals will help to receive initial incident reports and also help to conduct interviews of those involved. In addition to having these individuals in place, Leadership Council needs to complete a final review of the policy and then we will publish the policy and procedures on our website where we will also provide access to an online reporting form.

Lastly, Peter continues to be available to congregations and pastors to provide insight on topics such as health insurance options, child protection policies, and church security resources. We are committed to providing resources to congregations and pastors and coming alongside them as they seek information on various HR issues facing the church.

Development

After adding the new development department to Shared Services in 2021, we saw incredible growth in this area in 2022. Mark Templeton continues to serve as our development officer. We are grateful to have Mark on board as he has done an excellent job of connecting with donors, pastors and key stakeholders.

Mark also represents BIC U.S. at various events throughout the year. I believe we are in the process of building a great foundation for planned giving and donor development which we will be able to build upon for years to come. Please refer to Mark's written report to LC and GCB for more details about the work he has been doing.

Finance

The finance team continues to be vital to the success of the common ministry of the BIC U.S. The team seeks to balance the tasks associated with internal operations such as payroll, expense reimbursements, and keeping accurate records with the tasks that have more of an external focus such as: donor relations, training and consulting with pastors and congregation treasurers, and providing record-keeping services for both the Great Lakes Conference and the Pacific Conference.

We continue to utilize our new accounting and database software that we transitioned to in 2021. We have rolled out several new features that help to make information about our congregations, pastors and donors more accessible to our staff. We are also able to utilize the system to generate statistical reports used to track progress on various Project 250 objectives.

Over the course of the year, our team processes nearly 1,600 outgoing payments and over 8,500 contributions from BIC U.S. congregations and donors. In addition to the day-to-day processing of incoming and outgoing payments, our team plays an important role in supporting the work that happens around the world. In 2022, our team processed 168 international wires in 11 different currencies to 14 different countries. A significant undertaking this year was releasing over \$98,000 in Global Compassion funds for 17 different needs in 8 countries.

We continue to offer assistance and resourcing to our pastors and treasurers in the area of church finance. Most calls or emails that we get from pastors and treasurers is related to the tax treatment of pastors and how to correct past years of misclassification. We offered a webinar on the topic of minister's taxes to address many of these questions.

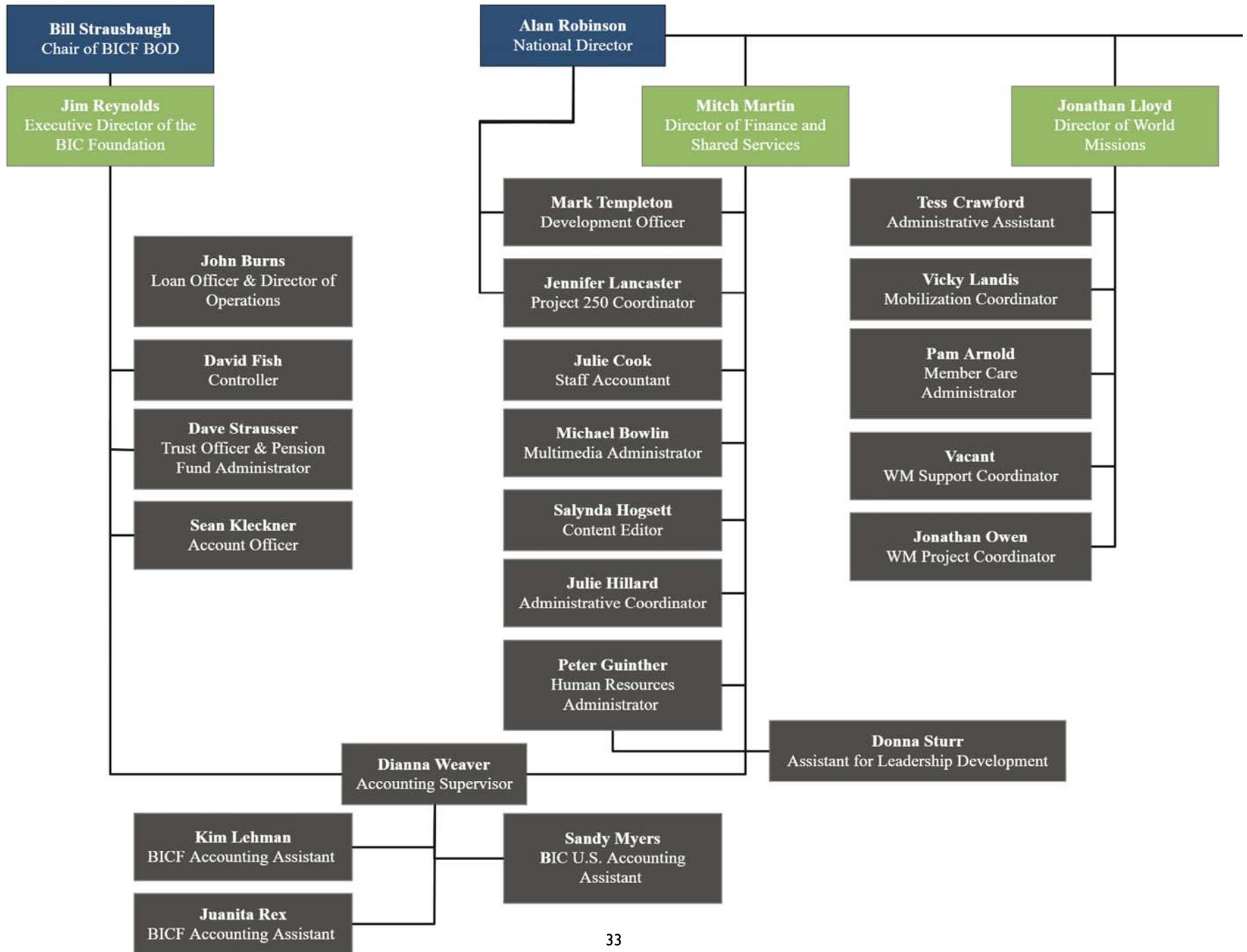
Education and Training

A new endeavor of Shared Services has been to enhance existing education opportunities of BIC U.S. and provide additional training opportunities in the form of webinars. Over the course of 2022, we began utilizing an online education platform, Pathwright, for our directed study program (DSP) courses. These courses previously were completed via email correspondence between student and facilitator. Through the online platform, students are able to interact with the facilitator and others taking the course via discussion boards and assignment submissions. Facilitators can provide feedback within the online system making for a streamlined user experience. Six courses have been moved to Pathwright, and we anticipate that the remaining 11 courses will be moved to this platform by the end of 2023. Individuals taking courses on the new platform have commented on the enhanced experience and have appreciated the opportunity to further interact with others who are also taking the course. This platform is also being used to develop a self-paced course to help prospective pastors become more familiar with the beliefs and values of the Brethren in Christ.

I am grateful to serve alongside the Shared Services team to support the local, regional, national and global ministry of BIC U.S. Our team continues to believe that Shared Services is a great expression of the value of doing ministry together compared to on our own.

Mitch Martin, Director of Finance and Shared Services

BIC U.S. Mechanicsburg Office Staff



BIC U.S. World Missions – Jonathan Lloyd

Moving into 2023, I remain deeply grateful for the work God is doing around the world through our BIC family. Both in the US, and in more than 20 countries around the world, God is glorified as we serve Him and share His love with those around us. As BICUS World Missions, we seek to shepherd our cooperative missions effort. This takes many different forms in different places. Part of our work involves sharing resources to help with leadership training in BIC churches where that is needed. We also encourage and assist BICUS congregations as they participate in the Great Commission. We train, send, and support global workers in many different contexts. Some of these people plant churches, some support existing BIC churches, and some partner with organizations in areas of significant need where BIC churches don't exist. In all of these areas, we have seen God do transforming work, and we rejoice.

Some of our reasons for thanksgiving:

1. We are seeing a growing number of BIC churches globally. Amid very real challenges, there are new congregations coming into existence. In areas and among people groups with little gospel presence like Odisha India, Northeast Thailand, and the Yao of Malawi, people are coming together in appropriate ways to form churches!
2. Our missionaries and partner churches are communicating the gospel in effective ways. From systematic chronological Bible teaching in the heart language of the host culture, to hospitality and medical care, our missionaries are utilizing a broad range of gifts to communicate the gospel.
3. A growing number of international BIC conferences are engaging in cross-cultural missions beyond their own borders. Professional Zambian educators visited Malawi to explore ways of using their skills to strengthen this neighboring conference, and BIC Japan is considering hosting a core course for other Asian leaders in 2023. God continues to lead his global church in missions!
4. We are continuing to see people willing to deploy from BIC U.S. into both long and short-term assignments. This is a healthy discipleship indicator for BIC U.S., and I believe this will be helpful to domestic congregations for years to come.
5. We are excited for the growth in missionaries from the Southeast Conference. We have become the sending agency for Yosuel and Jacqueline Medina in their work in Ecuador. L (from Vida Abundante) is settling into her new location with her husband (P). Misa and Yanet are in the MDP and are looking to deploy, possibly to the Middle East.

Challenges, prayer requests, and opportunities to see God overcome!

1. Sending of traditional missionaries to “closed” or to people groups with little access to the gospel. This work often requires overcoming complex obstacles in order to be an effective witness for the gospel.
2. The effort needed to create and operate financial systems that provide both appropriate accountability and operational sustainability and simplicity. This is complicated by host countries who make it especially difficult to move funds for church-related work.

3. The tension between congregational and denominational connections. There can be a pull toward congregations or individual BIC members engaging international missions independently instead of together. There are so many benefits of cooperating as a denomination in this important work, but it can also be challenging. It can be difficult to see the benefits from the perspective of individual congregations.
4. The challenges that many pastors across the U.S. and around the world are facing, and the decline in participation with in-person congregational gatherings in the U.S.

Denominational Project 250 goals related to missions:

As a part of Project 250, we are seeking ways to partner with our BIC pastors and congregations as they participate in the Great Commission.

1. Our “On Mission Together” breakout session at General Assembly in Kansas was a blessing to our BIC global workers and other attendees - both pastors and lay people. In the session, we talked about the paradoxes that exist as we follow God on mission, including the fact that we can experience deep joy and sorrow almost simultaneously. This is true for all of us: pastors, missionaries, anyone who is following God’s will for their life.

To close the breakout session, each participant had an opportunity to share joys and challenges in a small group and pray for one another. Attendees reported a sense of connection and blessing as they supported one another in prayer.

2. We would love to send a missions speaker to your congregation. By being a part of the BIC US Church, you are a part of our missions outreach. Please email missions@bicus.org with questions or to request a speaker.
3. We have lots of opportunities to get involved in our denominational missions outreach. One of the best ways to find out which of these could be helpful for your church is to contact us at missions@bicus.org. We would be glad to talk with you and discern together opportunities for your congregation to get more involved.

Global Workers 2023: We have a fantastic group of Global Workers. This QR Code will introduce you to them. If you don’t have a QR code reader, you can visit the website at <https://bicus.org/missions/global-team/> to find out more, or email missions@bicus.org.



Prayerfully,
Jonathan Lloyd



Left: A resident's new car. Right: Case Manager Evelyn Segovia.

Evelyn Segovia, Pacific Lifeline's Case Manager, meets weekly with every resident woman. She is instrumental in helping them set goals and embark on career paths that make it possible for them to achieve self sufficiency and support their children. In 2022, she helped women achieve the following goals:

- Create budgets and save money
- Pay off debts and improve credit
- Get driver's licenses, buy cars
- Enroll children in childcare and school
- Create resumes, get jobs, increase hours & income
- Enroll in college courses toward degrees
- Regain custody of children
- Move into permanent housing

In 2022, we welcomed Jaclyn Saavedra, Child Life Specialist, as Pacific Lifeline's Children's Program Coordinator. Child Life Specialists are educated and trained in the developmental impact of trauma, stress, injury, and illness. She, along with the Child Life interns she supervises, help children and their mothers cope with uncertainty and stress through therapeutic play and developmentally appropriate education to reduce anxiety, stress, and fear that are associated with traumatic life events.



Left: Child Life Specialist Jaclyn Saavedra. Right: An intern works with a resident child.



Artist's rendering of duplex.

In addition to our shelter, Pacific Lifeline offers two houses at reduced rent to families who complete our shelter program. An exciting part of 2022 was the progress made toward building two duplexes on our property, which will expand our Next Steps Housing program, offering housing at very reduced rent to four more families. We are grateful to the individuals, corporations, and foundations that have given, and continue to give generously, to make this project a reality. Estate bequests from late BIC members have helped with this effort. Construction will start in early 2023.

OUR MISSION

A faith-based ministry, Pacific Lifeline empowers women and their children facing chronic homelessness and helps them achieve personal and social stability.



Grateful for Community Support

ACTS Thrift Store
 A Lot of Good, Inc.
 Amazon Smile
 Arena Staffing
 Beauty and Beast in Business
 Blue Water Pools and Spas
 Boone Trucking
 Bouma Air Conditioning & Heating
 Chino Commercial Bank
 Church in the Valley Diamond Bar
 City of Upland
 CVB Consulting
 Edison International
 Fairview Brethren in Christ Church
 Faith Bible Church of San Francisco
 Gregg Electric, Inc.
 John Elway's Crown Toyota
 Inland So Cal United Way
 In N Out Burger Foundation
 Interiors Plus
 International Language School for Children & Adults
 James L. White Foundation
 Kroger
 Langwasser & Company
 Life Bible Fellowship Church
 Marvin R. Bernstein Foundation
 MK Smith Chevrolet
 Monroe's Auto Service
 Morongo Band of Mission Indians
 Mt Baldy Village Church
 Northkirk Presbyterian Church
 Ontario Community Foundation
 Panda Restaurant Group, Inc.
 Peace Mennonite Fellowship
 Premium Promotionals
 Rauch Family Foundation
 San Manuel Band of Mission Indians
Solid Ground Brethren in Christ Church
 Stater Bros. Charities
 Superior One Source, Inc.
 Tax & Retirement Services
 The Stout House, LLC
 Thrivent Financial
 Tri-Star Properties
 Union Pacific Foundation
Upland Brethren in Christ Church
 Upland Christian Church
 Upland-Foothill Kiwanis
 Upland Manor
 Upland Woman's Club, Inc.
 Zeta Lambda Masters



Thankful for Prayer Support

We are so grateful for the prayers of Brethren in Christ members: our friends across the U.S. praying for Pacific Lifeline's prayer requests listed in the BIC Prayer Focus, Solid Ground BIC's Pastor Showalter praying for us on Facebook Live, and BIC members remembering to lift up Pacific Lifeline as a part of their personal prayer time. God hears and answers prayers!

"Tell all of those beautiful souls, my brothers and sisters in Christ, thank you from the bottom of my heart. I felt peace come over me. I went from crying to peace like a blink of an eye. I knew it was God. Then I went to sleep. When I woke up, peace was in me. Worries were gone and God held me. I felt you all. By all of you guys being obedient and faithful children of God, your prayers pleased God and gave me the peace and strength I needed to humble myself and allow me to feel His presence. I love you all. I appreciate you so much. I am truly blessed to have you in our lives. Thank you."

Thankful for Involvement

We are grateful for the Brethren in Christ churches that join us in ministry, whether it be through financial support, prayer, or involvement. This year, Solid Ground Brethren in Christ sponsored four children through our Back to School program, providing backpacks, school supplies, and gift cards toward clothing and shoes (they sponsored three children in 2021). Also in 2022, Upland Brethren in Christ sponsored two families for Christmas; members chose 'wishes' off of a giving tree and donated gifts for two women and two children. Also through Upland Brethren in Christ, the Comfort Givers quilting group provided quilts for seven resident children for Christmas.

Services Provided in 2022

- Shelter, food, and essentials
- Credit and budget counseling
- Career counseling
- Childcare search support
- Job and housing search support
- Wellness plan counseling
- Grief therapy
- Trauma informed therapy
- Cognitive behavioral therapy
- Psychoeducation support group
- Domestic violence support group
- Process therapy support group
- Parent-child therapy
- Children's developmental play therapy
- Attachment therapy
- Parenting skills coaching
- Family therapy
- Life skills training
- School supplies and clothing
- Thanksgiving food
- Christmas gifts



A Family Served in 2022

"We received the following from a woman desperately seeking shelter for herself and her daughter: "I am currently looking for housing for me and my child. We are currently homeless. I am really in need, and I know I can find a job. I worked in schools for 20 years. I just have had some bad luck."

This family moved into Pacific Lifeline, and the mother immediately started working on goals, including finding a job. She was able to get extended child care for her child so she would be able to work full-time. She also reached her goal of starting a twelve-step program. She secured a full-time job, but it was not in her career field, so she continued to look for jobs while working full-time. Soon she secured a great job within her career and also found housing for herself and her daughter. We know they will thrive, continuing to use the skills they learned while at Pacific Lifeline.

Covenant Relationship Reports

2023 report for BIC Pacific Conference

MCC U.S. and West Coast MCC
(559) 638-6911 • westcoast@mcc.org • mcc.org



Have you ever compiled a list of all of the ways that water can be life-giving? Maybe that's an impossible task, but here are a few examples.

In the photo at the right, Phann Soy, a farmer in rural Kompong Trabek District, Cambodia, feeds fish in a fishpond behind his house. The pond was designed and built by an MCC partner as part of a model to help farmers adapt to climate change. In addition to enhanced income from fish, it provides water for vegetable gardening during the dry season. You helped make these ponds possible through My Coins Count offerings at the SoCal Festival & Sale - Thank You!



MCC photo/Charles Conklin

In Ethiopia's Amhara region, an MCC partner's work has helped farmers double and even triple their harvests. Combining watershed rehabilitation with conservation agriculture means that land is protected from erosion and soil quality is improved via water retention strategies.

Isaiah 55:1 is an invitation, 'Come, all you who are thirsty, come to the waters...' Jesus used this passage to point to himself - He is the living water, the one who offers eternal life. As God's people we point to Jesus. Thank you for being a vessel of hope to thirsty people in times of need - for being conduits of Jesus' living water. Your prayers, financial support and volunteer efforts touch lives in the name of Christ.

In appreciation,

Ann Graber Hershberger, MCC U.S. Executive Director
Dina Gonzalez-Piña, West Coast MCC Executive Director
Kevin Malamma, U.S. Board Member



MCC and partners in Ukraine continue to meet needs in the midst of war. The photo shows an unexploded rocket in the garden of a destroyed home in the Chernihiv region. "People have immense needs right now—food, water, shelter—which we're working to address," said Blaine Derstine, recent interim representative for MCC

MCC's 2023 guiding Scripture
Come, all you who are thirsty, come to the waters . . .

West Coast MCC in 2022

- MCC hosted a peace camp for young adults in June.
- MCC celebrated 50 years of Thrift! Thank you for your work with and support of MCC relief sales, thriftshops and material resources.

BIC Conference 2022 Partnership

- Southern California Festival & Sale: \$97,000
- MCC Rancho Cucamonga Thriftstore: \$433,459 - a record year! (8603 Baseline Rd, Rancho Cucamonga)

Upcoming Events

- Accepting SALT & Summer Service Applications - mcc.org/get-involved
- May 20 Southern CA Festival & Sale - Upland, CA
- Oct 21 Mennonite Oregon Relief Sale - Albany, OR

MCC Staff from BIC Churches: Alan Claassen Thrush, Crest Community BIC; Gloria James, New Community BIC

BIC Board Members: Pauline Peifer, Pacific Conference; Rebeca Pedroza, El Monte Calvario BIC

in Ukraine. "And even with the unclear picture of the future in Ukraine, we also have to be thinking for the long-term, what needs people will have if and when they start returning to Ukraine." Pray for the people and leaders of Ukraine and Russia.

Photo courtesy of Mikhailuk Maya

Awaken – Maureen Brown, Director

Awaken, the BIC network for women in ministry continues to pursue innovative ways to reach, empower, and equip women in ministry. We are wholeheartedly committed to the vision of mutuality in every aspect of ministry in our churches. We believe this is a critical component for a healthy and flourishing culture of goodness, in our church communities.

We have experienced some big changes over the last two years. Navigating the issues and roadblocks of a global pandemic was certainly confronting. This is certainly not a unique situation, as we all had to do this within our respective ministry contexts. It has been a challenging time pushing our team to re-evaluate how we do things to accommodate a new season. Over the last two years, we've continued to look at how we can better leverage technology to enhance connection. There is no substitution for an in-person connection, but as we develop and nurture a network of relationships across this country, we have to get creative. This takes time, and much effort all the way around.

Pauline Peifer, who has faithfully led Awaken for many years, retired from her position as Director of Awaken at the end of 2021. As the team evaluated the work of this role, it became clear that moving into this new season would require more. Armed with the recommendation of the Task force (a team commissioned by the Leadership Council), Awaken determined that it was time to make the Director of Awaken a paid position. I was hired and officially stepped into the role of Director in July 2022.

Over the last six months of 2022, Awaken has been working to re-engage and revitalize our ministry offerings. We believe that one on one mentoring is a powerful tool in our mission to empower and equip women in ministry. We have been working through new resources and building a broader team of mentors, who are available to encourage any woman interested in ministry development (credentialed or not). I want to clearly say, Awaken is not simply a resource for women who pursue pastoral licensing, but also for any woman seeking to discern and develop her gifting and place in the body of Christ.

We also launched a Credentialing Cohort for women who are working through the credentialing process. This Cohort is specifically designed to help women work through their Doctrinal Questionnaire, with regular zoom meetings, established writing times, and opportunities to discuss and process the questions together. We are excited to pilot this program and so far the response has been overwhelmingly great.

Awaken has also been diligently working on a Webinar slated for March of 2023. This virtual offering is the first of what we hope becomes a regular series, allowing us to nurture the conversation of why mutuality matters and how we continue to re-image the ways we practice serving through our gifting and calling as one united body—male and female. We are thrilled to be working with Bishop Lynn Thrush and Bishop Heather Beaty on this project.

As we look to 2023, we anticipate continued movement as we redevelop and launch new iterations and ideas to help support a vision that emboldens women in ministry in the church. We are so very grateful for the privilege to partner with each conference. Your investment helps in significant ways as we work together for this purpose. Thank you.

Thanks to Bishop Heather Beaty, who after serving on the Awaken team for several years, stepped into the role of interim Director after Pauline resigned. Bishop Heather helped lead the team through the first part of 2022 in addition to leading the hiring process for the new Director. Although Bishop Heather has completed her official work with Awaken, she continues as a friend of the team and co-worker in the mission. Awaken welcomes Bishop Bryan Hoke to the team as our new Leadership Council Liaison. We

are thankful for his presence and contribution to this important work and look forward to what this partnership will bring.

Our Awaken Leadership Team for 2023: Pam Arnold, Carmen Carpenter, Margaret Engle, Bishop Bryan Hoke, Vicki Podjasek, Amber Supplee, Ryan Showalter, Jill Thompson.

CONFERENCE BUSINESS

Nomination for Bishop of the Pacific Regional Conference

BIC U.S. Bylaw 4.2.3

“Each Regional Bishop shall be nominated by a search committee composed of the National Director (who serves as chair), the Regional Conference board of directors for the Regional Conference in which the Regional Bishop will serve, and any appointees by that board. The search committee shall present its nominee to General Conference Board. Upon approval by General Conference Board, the nominee will be appointed by the voting members of the annual business meeting of the Regional Conference. Each Regional Bishop shall be accountable to the National Director.” (Page 43, 2022 MDG)

Search Committee Nomination

The Board of Directors of the Pacific Regional Conference of the Brethren in Christ U.S., serving in the role of Bishop Search Committee, nominated **Bill Donner** to serve as bishop of the Pacific Regional Conference. The General Conference Board has approved this nomination. A majority vote, by ballot, to approve the nomination and appoint Bill as bishop will be taken at the annual meeting of the Pacific Regional Conference on March 4, 2023. If appointed, his term will be August 1, 2023 – July 31, 2028.

Bishop Nominee – Bill Donner

Education

- Pomona College, B.A., 1984
- Fuller Theological Seminary, M. Div., 1993

BIC Ministerial Credentials

- BIC Minister’s License, 1990
- BIC Ordination, 1994

Ministry Experience

- Youth and Associate Pastor, Walnut Valley BIC (1983-1996)
- Chief Operations Officer, Mercy Ships (2000-2002)
- Senior Pastor, New Community Brethren in Christ Church (2002-2011)
- Commission for Ministry and Doctrine (CMD) BIC U.S., (2004 – 2016)
- Leadership Council, Youth with a Mission (YWAM) Ships (2011-present)
- Missions Pastor, Gateway Karis BIC Church (2013-present)



Bio

Bill Donner first came to faith as a teenager and was shortly after introduced to the Brethren in Christ through a church plant in his hometown of Walnut, California. That congregation nourished, challenged, and strengthened Bill’s fledgling faith and ultimately inspired him to become a BIC pastor.

Since then, he has served in several BIC churches in California and with missions organizations around the world. He was a youth and associate pastor at Walnut Valley BIC for over ten years and the senior pastor of New Community BIC in Pomona, Calif., from 2002 to 2011. He currently serves as the missions pastor

at Gateway Karis BIC in Chino, Calif. He additionally sat on the BIC Commission for Ministry and Doctrine from 2004 to 2016 and has taught several Directed Study Program courses.

Outside of the BIC, Bill was the chief operations officer for Mercy Ships and on the leadership council of Youth with a Mission (YWAM) Ships, both organizations that seek to provide medical care to isolated coastal communities through hospital ships.

Bill received a bachelor’s degree in government from Pomona College and a Master of Divinity and cross-cultural studies from Fuller Theological Seminary.

His wife Janet served alongside him throughout his decades of ministry. She dealt with complications from a brain tumor for many years and passed into the Lord’s presence in December of 2021. Bill lives in Diamond Bar, Calif., and enjoys fishing and woodworking in his free time. He has four adult children.

In his communication with the Pacific Conference Board of Directors during the bishop search process, Bill wrote: “I believe we are living in times ripe for revival. Our country is again looking for answers that transcend politics—answers that Jesus alone can give. I am available, equipped, and excited to be His hands and feet in that good work for as long as He wants to use me.... I submit my application to my brothers and sisters to help me discern the calling of the Lord.”

Confirmation of 2023 Pacific Regional Conference Board of Directors

Member	Position	Term	Term Concludes
Warren Hoffman	Interim Bishop / Chair		
Jeff Wright	Assistant Chair	2	2026
Ingrid Cantrell	Secretary	2	2026
Nick Hankins	Treasurer	2	2026
Tom Law	General Conference Board Rep		
Tino Flores	Member-at-Large	1	2024
Dennis Ho	Member-at-Large	1	2024
Kelly Byer	Member-at-Large	1	2024
Open	Member-at-Large	1	2027

CONFIRMATION OF TRUSTEES 2023

CONGREGATION	TRUSTEES TO BE CONFIRMED
Agua Viva	Domingo Fernando, Alejandro Chilin, Juventino Flores, Elizabeth Chilin, Olga Lydia Melendrez
Church of Second Chances / Ontario	
Crest Community Church	John Dixon, Kent Byer, Mike Hansberger, Cheryl Hansberger, Alan Claassen-Thrush
El Monte Calvario	Vicente Ramos, Antonio Rivera, Yanet Almada,
Etiwanda	
Gateway-Karis	Peter Song, Bruce Beardwood, Kevin Yoo Kim, Dennis Ho, Chris Chan, Bill Donner, Kathy Wen, Joy Zhang, Sarah Cheng
GracePoint	Becky Knight, Kevin Zilvar, Peter Corel, Mary Holden, Sheena Thrush, Margie Muscente
Madison Street	
Ministerios El Shaddai – Rialto	
New Community	Gary Roberts, Brian Zuk, Don Wendell, James Morehouse, Marilyn Pulgar, Donna Call
Palabra de Vida	
Peace City	Drew Strayer, Millyellen Strayer
Redwood Country	Terell Bowdoin, Del Duncan, Felix Maron, Ron Wood, Allan Wytcherley
Solid Ground	Joe Henry, Rudy, Dave Vutetakis, Frank Kalowsek, Dan Shibley, Steve Bayless
Upland BIC	
Valley Christian	Martin Saine, Gennaro (Jerry) Mongello, Roger Kramer, Nathan Mayer
Waukena	Keith Dawes, Richard Brewer, Shellie Brewer, Deanna Gabbard, Leroy Fite, Ken Dawes

If there are changes to be made or your 2023 trustees do not appear in this listing, please submit them to the Pacific Conference office at bicpacific@bicus.org by March 15, 2023 to be included in the minutes.

Pacific Regional Conference Ministry Operations Handbook

Approved by the Pacific Regional Conference Board of Directors – February 18, 2023

1. The purpose of the Ministry Operations Handbook (MOH) is to provide the Pacific Regional Conference (Conference) bishop with an organizational strategy that is consistent with the BIC Manual of Doctrine and Government (MDG) and the bylaws of the Conference and is also workable within the context of the Conference region.
2. The organization of Conference will consist of three inter-related entities: the annual meeting, the board of directors, and the ministry teams.
 - a. The bishop will have authority and responsibility to lead these three interrelated entities within the Pacific Conference:
 - b. The annual meeting of the Conference is outlined in the MDG and the Conference Bylaws
 - i. Members
 1. The voting membership of annual meetings shall consist of the officers of the Conference, ministers currently credentialed by the General Conference, the chief executives of a conference institution (see point 3 below), and delegates of congregations within the Conference.
 2. Delegates from congregations¹ within the Conference shall be elected or designed by the congregations at the ratio of one (1) delegate to every fifteen (15) members or fraction thereof, with a maximum of twenty (20) delegates per congregation.
 3. All voting members shall be sixteen (16) years of age or older.
 - ii. Reports
 1. All churches, teams, and institutions are responsible for submitting reports as requested for the annual meeting to the Conference.
 2. With the approval of the bishop and the Conference secretary, reports to the annual meeting may be received from other agencies whose ministries are compatible with the purpose and ministry of the Conference.
 - c. The Board of Directors of the Conference (BOD).
 - i. Members
 1. The BOD shall consist of no fewer than eight (8) members. The bishop is a voting member and chairperson of the BOD.
 2. The General Conference Board member from the Conference shall also serve as a voting member of the BOD.

¹ As defined by the MDG.

3. Six (6) BOD members shall be nominated by the BOD and confirmed by action of the annual meeting.
4. Two (2) BOD members will be chosen each year for three (3) year staggered terms². Elected BOD members may serve up to three (3) consecutive BOD terms and must then rotate off the BOD for at least one (1) year.
5. The BOD shall choose its officers from within the Board at the first BOD meeting following the annual meeting.

ii. Meetings

1. The BOD will meet at least quarterly, at the call of the chair, and at other times and places as called by the chair.
2. A quorum for BOD meetings is a majority of those BOD members currently serving.
3. The bishop must be present for a quorum to exist unless the bishop or the national director of the Brethren in Christ Church, U.S. (BIC US) has approved a meeting of the BOD without the bishop present.

iii. Duties of the BOD

1. The duties of the BOD are outlined in the Bylaws of the Conference.
2. The BOD serves as the legal governing board for the Conference.
 - a. The BOD shall direct and as needed, assist the bishop to comply with all necessary local, state, and federal compliance filings and legal registrations.
 - b. The BOD shall generate and approve an annual operations budget, including the compensation for conference staff serving at the direction of the bishop.
 - c. The BOD shall regularly review the finances and financial policies of the Conference and conference institutions. The BOD also has the authority to review congregational financials and financial policies as needed.
 - d. The BOD shall review, edit, and approve essential legal documents for congregations and Conference institutions. The BOD shall oversee congregational and institutional compliance with all financial policies of the BIC US.
 - e. The BOD shall fulfill any additional requirements necessary to maintain legal and regulatory compliance and shall recommend to

² The initial staggering of terms shall be determined by the BOD and reported to the Annual Meeting.

congregations and institutions' best practices to maintain legal and regulatory compliance.

3. The bishop may deputize, from time to time, at the bishop's sole discretion, a representative of the BOD as a representative to various groups and events.

d. The Ministry Teams

- i. The bishop shall have the discretionary responsibility and authority to appoint staff and/or volunteers to perform various ministry assignments consistent with the strategic plans of the Conference.
- ii. The bishop shall recruit, equip, deploy, and support members of the ministry team. The bishop has the authority to hire, supervise, and if needed, terminate staff and/or volunteers on an "at will" basis. Compensation for staff shall be set by the bishop in consultation with the treasurer, and with the approval of the BOD.
- iii. The various ministry teams created are to meet for prayer, fellowship, encouragement, and strategic thinking, at least three (3) times per year or at the direction of the bishop. The chief executives of the various Conference institutions can be invited to participate in these equipping and strategic gatherings.

3. Conference Institutions

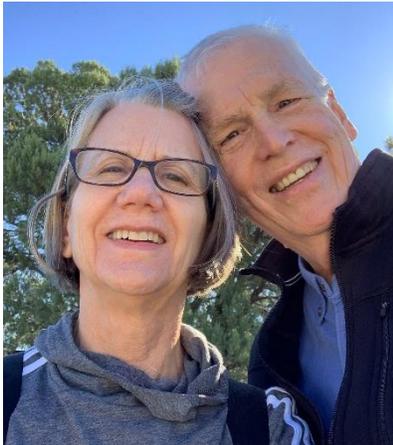
- a. Conference institutions are those institutions and agencies related to the Conference by approval of the Conference, which provide a vital ministry consistent with the mission and values of the Brethren in Christ Church, and maintain a mutually supportive relationship with the Conference.
- b. Institutions will relate to the Conference through the BOD and the bishop.
- c. Any sale or other conveyance of assets, which have a value greater than half the value of all the assets of the institution, shall not be effective until approved by a two-thirds vote of the Conference BOD.
- d. Guidelines for Institutions
 - i. Upon dissolution or cessation of the organization's ministry, the assets of the institution shall be distributed to the Conference.
 - ii. Initial adoption of the governing document and any amendments (including any merger, division, or conversion) are not effective until approved by a two-thirds vote of the Conference BOD.
 - iii. A majority of the members of the board shall be members of the Brethren in Christ Church.
 - iv. The Conference bishop or the bishop's designate shall be the liaison to the Conference institutions and may attend their board meetings and events as deemed appropriate.

- v. The institution and the Pacific Conference Board of Directors may mutually agree to additional requirements or modify these requirements when appropriate.
 - e. Reports - Institutions shall present a general report and a financial statement annually to the Conference BOD at the annual meeting. These reports may come by way of the Conference bishop.
 - f. Election of Trustees/Directors - The Conference BOD will approve the method by which trustees/directors of Conference institutions will be elected or appointed. Institutions will provide the Conference a list of their directors annually.
 - g. Liability - Neither the Conference or BIC US is not liable or responsible for the operations of the institution. The institution shall maintain adequate liability insurance.
4. The Manual of Operational Handbook shall be reviewed by the BOD annually and may be amended as needed. Any such amendment(s) shall not be construed as an amendment to the MDG or Bylaws.

Approved by the BOD—February 18, 2023

CONSECRATIONS AND CLOSURE

Missionaries on Assignment – Steve and Phyllis Smith



Five years ago this month, Steve and Phyllis Smith received an invitation to travel to Japan and speak at the annual spiritual life conference for Brethren and Christ Churches in Japan, of which there are currently seven. At the time, they did not realize that they were the first foreigners to be invited as part of a new visitation effort to reconnect the Japanese church with the larger Brethren in Christ community.

Steve and Phyllis could see God opening doors from the beginning. During their first visit, they were made aware that one of the pastors was not open to any foreigner preaching at his church. Yet, by the end of the conference, they received a personal invitation to come and speak at his church. With each visit to Japan, and they have now visited three times, God has continued to open doors for ministry. They have

witnessed a missionary woman, whose life fell apart on the mission field, be restored to church fellowship. They met with a Buddhist couple, after which, the couple wanted to know the source of love that Steve and Phyllis carried for Japanese people. These are just three of many stories where God opened doors for Ministry.

On their first visit, Steve and Phyllis sensed a connection with the Japanese people and have grown to love them dearly. During their last visit, they sensed God calling them to increased involvement with the church in Japan. As they worked to discern what this call would look like. They have come to believe it looks like taking up residence in Japan for up to six months per year.

With that belief, in their hearts, they have begun to prepare. They realized they could no longer remain in leadership at the Upland congregation where they served for nearly 23 years, so they began to transition out of leadership. They realized they had to reduce their financial obligations and sold their house, downsized, and moved to a community where they could eliminate their house payment and all other debt. They initiated a Global Volunteer relationship with Brethren in Christ U.S. World Missions as their sending organization.

Steve and Phyllis are currently inviting others to partner with them as they serve the BIC church in Japan. They are gathering intercessors for their prayer support team. And they are responsible to raise funds to cover ministry travel and living expenses while they are abroad.

To partner with the Smiths in prayer, send an email to StevenSmith2065@gmail.com with the subject line "Prayer Support." To help undergird the Smith's ministry expenses, send contributions through BIC Missions at bicus.org/donate with the annotation, "preference for Steve and Phyllis Smith."

Consecration of Our Newly Appointed Bishop, Bill Donner

Meeting Adjournment



BIC U.S. – PACIFIC CONFERENCE

814-494-4865

BICPACIFIC@BICUS.ORG

WARREN HOFFMAN, INTERIM BISHOP

