

**A G E N D A**  
**VIRGINIA DISTRICT BOARD – CHURCH OF THE BRETHREN, INC.**  
**Saturday, September 21, 2019 - 9:00 A.M.**  
**Christiansburg Church of the Brethren**  
**Christiansburg, Virginia**

- I. Devotions – Paul J. Stover, Jr.
- II. Minutes of May 18, 2019 – Scheduled Meeting
- III. Approval of Agenda – Tony R. Robertson
- IV. Informational Items from Commissions:
  - A. Commission on Ministry – Michael G. Battle
    - 1. Interviews – June 7, 2019
      - A. Christian J. Becker - Placement (Grace Brethren)
    - 2. Interviews - August 2, 2019
      - A. Chris C. Foster – Reinstatement (Oak Grove, South)
      - B. Gina Wright Hawkins – Licensing (Roanoke, Oak Grove)
  - B. Commission on Nurture – Hannah M. Oakes
  - C. Commission on Stewardship – Stacy W. Goff
    - 1. Financial Reports
      - a. Treasurer – Kathie Robinson Aug. 31, 2019
      - b. Camp Bethel Financial – Kathie Robinson Aug. 31, 2019
      - c. Financial Secretary / Self-Allocation Aug. 31, 2019
      - d. Brethren Foundation - David K. Shumate Aug. 31, 2019
      - e. Nolley Funds - David K. Shumate Aug. 31, 2019
      - f. Seed, Scattered and Sown Sept. 2, 2019
      - Pledges - 278
      - Amount Pledged - \$549,292
      - Amount Received - \$432,984
      - g. 2018 Financial Records Review - DKS
  - D. Commission on Witness – Roger G. Stultz
  - E. Outdoor Ministries Committee – Samuel C. Foster
  - F. New Church Development Committee – David A. Bess
- V. Old Business
  - A. Real Estate
    - 1. Purchase of Placid Lane
  - B. Other
    - 1. Proposed Revisions to the Constitutions and By-Laws
    - 2. District Visioning Process
- VI. New Business
  - A. Executive Committee
    - 1. Proposed Replacement for Unfulfilled District Board Term (9A/OD)  
***Resolved, that Gary W. Bauer (21-1), a member of the Durham – Peace Covenant Church, be appointed to fulfill the unexpired term***

*of Nancy B. Hillsman (21-2).*

2. Appointments

***Resolved, that the Executive Committee recommends that the Virlina District Board - Church of the Brethren, Inc., approve the appointments presented:***

a. - Discipleship and Reconciliation Committee

George D. Barnhart (22-2) Roanoke, Central

b. - District Staff Counseling Committee

Jennie Lou Waering (22-1) Roanoke, Central

c. - Historical Committee

Monnie R. Martin (22-1) Spruce Run

Marilyn E. Bussey (22-1) Roanoke, Wmsn. Road

d. - New Church Development Committee

Dava C. Hensley (22-2) Roanoke, First

Daniel L. Rudy (22-2) Roanoke, Ninth Street

Mauyer Gallimore (22-1) Beaver Creek

e. - Outdoor Ministries Committee

Junior R. King (22-2) Mount Hermon

(22-1)

f. - Long Range Financial Committee

Jeremy K. Adkins Boones Chapel-SC

Myrna M. Ferguson Jones Chapel

Nancy B. Hillsman Durham, Peace Cove.

Roger L. Keffer Roanoke, First

Beth I. Middleton Antioch

Harry S. Rhodes Roanoke, Central

Zachary Tabor Nineveh

g. - Personnel Policies Committee

Leland W. Flora Roanoke, Oak Grove

Cathy S. Huffman Germantown Brick

Naomi L. Powers Daleville

3. Proposed District Board Budget for 2020

***Resolved, that the Executive Committee recommends the adoption of the District Board Budget for 2020.***

4. Proposed District Conference Resolution in Support of Calling the Called 2020

***Resolved, that the Executive Committee recommends the resolution from the Calling the Called Committee to the Virlina District Board - Church of the Brethren, Inc. for consideration by the 2019 Virlina District Conference.***

B. Commission on Nurture

1. Appointments

***Resolved, that the Commission on Nurture recommends that the Virlina District Board - Church of the Brethren, Inc., approve the appointments presented.***

a. - Children's Cabinet

- (22-1)  
(20-1)
- b. - Disabilities Ministries Committee  
 Patricia A. Ronk (22-2) Roanoke, Oak Grove  
 (22-1)
- c. - Family Life Ministries Representative  
 Harmony Johnson (22-1) Copper Hill
- d. - Spiritual Development Retreat Committee  
 Matthew Gardner (22-1) Laurel Branch  
 (22-1)

C. Commission on Witness

1. Appointments

***Resolved, that the Commission on Witness recommends that the Virgina District Board – Church of the Brethren, Inc. approve the appointments presented.***

a. - Disaster Response

Eric C. Anspaugh (22-2) Roanoke, Central  
 Tabby Patterson (22-2) Roanoke, First

b. - Good News Team

Kathryn B. Blackwell (22-2) Red Oak Grove

c. - Peace Affairs

Ronald "Ron" Robinson (22-2) Roanoke, Oak Grove  
 (22-2)

d. - Smaller Membership Congregational Committee

Annette V. Battle (22-2) Burks Fork

e. - West Virginia Council of Churches (Board and Annual Assembly)

Emma Jean F. Woodard (22-2) Roanoke, Oak Grove

D. Commission on Ministry

1. Appointments

***Resolved, that the Commission on Ministry recommends that the Virgina District Board - Church of the Brethren, Inc., approve the appointments presented.***

a. - District Ethics Committee

Jean W. Garst (22-2) Green Hill  
 James R. Worline (22-2) Lynchburg  
 Charles A. Hite, III (22-2) Roanoke, Central (Alternate)

2. Proposed Ordination of Chris C. Foster (ORDER OF DAY – 11:30 AM)  
***Resolved, that the Commission on Ministry recommends that Chris C. Foster be ordained to the set-apart ministry following the positive (above 2/3) vote of the Oak Grove - South, Church of the Brethren.***

3. Proposed Commissioning of Harold E. Boyd  
***Resolved, that the Commission on Ministry recommends that Harold E. Boyd, an ordained minister of the Church of God – Anderson, Indiana currently serving as pastor of the Coulson Church of the Brethren, be commissioned to the Gospel Ministry of***

***the Church of the Brethren pending his willingness to learn about the heritage, faith and practice of the Church of the Brethren.***

E. Outdoor Ministries Committee

1. Proposed Outdoor Ministries Committee Budget for 2020

***Resolved, that the Outdoor Ministries Committee does hereby recommend to the Virlina District Board - Church of the Brethren, Inc., the adoption of the 2020 Camp Bethel Budget as presented.***

VII. Informational or Discussion Items

- A. Compelling Vision Process update
- B. Annual Conference Office Nominations
- C. Other

VIII. Reports

- A. District Conference Moderator – Roy U. Turpin
- B. District Resource Center - David K. Shumate

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**MINUTES**  
**VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**May 18, 2019 - 9:00 A.M. - Bethel Church of the Brethren**  
**Arrington, Nelson County, Virginia**

**Voting Members of the Board Present**

David A. Bess	Kathy B. Blackwell	John W. Collins	Stacy W. Goff
Brian E. Harmon	Gayle M. Harms	Zachary R. Hatcher	Merle L. Heckman
Nancy B. Hillsman	Dan L. Johnson	Terry R. Johnson	Robin W. Lavinder
Samuel T. Light	Frederick E. Martin	Hannah M. Oakes	Richard T. Randall
Tony R. Robertson	Samuel St. John	Roger G. Stultz	Rudy H. Taylor
Amy S. Vilelle			

**Ex-Officio Members of the Board Present**

Donna G. Hornsby	Cathy S. Huffman	Kathie L. Robinson	David K. Shumate
Susan C. Starkey	Roy U. Turpin	Edward C. Woodard	Patrick C. Starkey

**Guests Present**

Mary Sink St. John      Johnny L. Thompson      Sherry Thompson

There being a quorum present, Brother Tony called the meeting to order at 9:01 a.m. Packets were distributed to those who needed them.

**WORSHIP - PATRICK C. STARKEY**

Patrick C. Starkey, pastor of the Cloverdale Church of the Brethren, led the board in a devotional exercise. He read from John 19:25b-27 and led the group in prayer. He acknowledged his appreciation of the District Conference theme for 2019, "Don't Hide the Cross." His remarks pointed toward the awfulness of the cross, while also describing it's awesomeness.

Among the points made were these: "Up to that day, crosses were not about the glory of God. Crosses were about the glory of empirical rule. "You want to raise up a challenge to the powers-that-be? OK- you'll see- we'll raise you up!"

Crucifixion - the sight of it, the smell of it, the sounds- everything about it was meant to nauseate and intimidate. The only thing it was meant to inspire was cowering submission to the people "in charge." Up to that day, the cross proclaimed that relationships between people are based on this power."

"Blood ties are powerful. The home one has already known exerts strong influence. But Jesus was going around pulling people together for something bigger, people who wouldn't otherwise have been together. Why, he called both a tax collector for the empire and a zealot from the resistance!

These people, together- are you kidding? It's no joke to Jesus, pulling men and women together across their very different life experiences, with their varying angles on the world. He's on God's project to form a new people.

He was still on it, while he was on the cross. Once held in her tender arms, but then held by cruel nails, Jesus saw Mary standing beside the beloved disciple and said, "Woman, here is your son," -- and to the other, "here is your mother." From the cross comes Jesus' compelling vision of a new relationship. "

"The church has life, not by the power of crucifixion, intimidation, dehumanization, the casual and callous disregarding and discarding of others. The church has life by the power present on Christ's cross. It is the power of that self-giving love which cannot be stopped. It is a power far greater than the love of mother and child. It is God's love for each and for all, even the doubter, the denier, the deserter. It is that love which got Jesus out of the grave.

It is a power alive and at work in him all along. Like when, on the night he was betrayed, he took up a basin and towel, washed his followers' feet and declared: A new commandment I give you- that you love one another- just as I have loved you."

### **FROM THE PAST TO THE PRESENT**

#### **Approval of Agenda (EXHIBIT A)**

An addition was made to the agenda to include consideration of a credit card for the use of Betty M. Wills of the District Resource Center.

#### **Minutes of District Board Meeting of February 16, 2019 (EXHIBIT B)**

The minutes of the February 16, 2019, having been previously distributed, were approved (Goff-m, Dan Johnson-2) with no abstention nor opposition.

### **NEW BUSINESS**

#### **Executive Committee**

##### **Proposed Replacement for Unfulfilled District Board Term (Order of the Day at 9:15 a.m.)**

Due to the resignation of Sister Beam and the employment of Sister Cassell by the denomination, the Executive Committee recommends that Nancy B. Hillsman of the Peace Covenant Church be appointed to fulfill the unexpired term. This will count as a second term for Nancy since she just went off of the board in November 2018.

The following resolution was adopted with no abstention nor opposition:

***Resolved, that Nancy B. Hillsman (21-2), a member of the Durham – Peace Covenant Church, be appointed to fulfill the unexpired term of Frances S. Beam (21-1).***

### **LIFE AND WORK AS A DISTRICT BOARD**

#### **Commission on Ministry – Michael G. Battle**

In the absence of Brother Battle, Sister Vilelle reported on the activities of the commission (EXHIBIT C). They last met on April 12, 2019. At that meeting the commission interviewed David A. Ansley (Church of God – Anderson) for approval to seek pastoral placement in the Virginia District. The commission has been very active.

#### **Commission on Nurture – Hannah M. Oakes**

Sister Oakes arrived just in time to share the report of the commission. She stated that the commission had met on April 15 and welcomed Mary Sink St. John as Director of District Conference, Nurture and Witness. Among the items the commission has been working on were filling vacancies on various subcommittees such as the Spiritual Development Retreat Committee and the Children's Cabinet. Much attention has been given to the employment of a Coordinator of

Children, Youth and Young Adult Ministries. Future events, such as the Gilligan's Island Dinner Cruise at Copper Hill on June 15, were mentioned.

**Commission on Stewardship - Stacy W. Goff**

It was reported that the committee met on April 26. The commission is proposing the formation of a Long Range Financial Committee.

**Financial Reports**

Treasurer - Kathie L. Robinson	April 30, 2019 (EXHIBIT D)
Camp Bethel Financial - K. Robinson	April 30, 2019 (EXHIBIT E)
Financial Secretary / Self-Allocation	April 30, 2019 (EXHIBIT F)
Brethren Foundation - D. K. S.	April 30, 2019 (EXHIBIT G)
Nolley Fund - David K. Shumate	April 30, 2019 (EXHIBIT H)
2018 Financial Records Review - DKS	

**Commission on Witness - Roger G. Stultz (EXHIBIT I)**

Brother Stultz reviewed his written report.

**Outdoor Ministries Committee - Samuel C. Foster**

In the absence of Brother Foster, no report was received.

**New Church Development Committee - David A. Bess (EXHIBIT J)**

Brother Bess reviewed his written report.

**SHARING FROM PARTNERS IN MISSION**

**Bethany Theological Seminary - Lynn N. Myers and Cathy S. Huffman**

In the absence of Brother Myers, Sister Huffman reported for the seminary.

**Brethren Benefit Trust - Harry S. Rhodes**

In the absence of Brother Rhodes, no report was received.

**Bridgewater College - Dewey M. Williard**

In the absence of Brother Williard, no report was received.

**Mission and Ministry Board - Patrick C. Starkey and Dava C. Hensley (EXHIBIT K)**

Brother Starkey presented various highlights from his written report.

**On Earth Peace - George D. Barnhart**

In the absence of Brother Barnhart, no report was received.

**OLD BUSINESS**

**Real Estate**

**Proposed Purchase of Placid Lane**

This item was sufficiently cared for by the report of the New Church Development Committee.

**Other**

**Credit Card for Wesley Shrader**

The card, authorized by the September 2018 meeting, has been received and is in use.

**District Board Visioning**

This is a placeholder to remind us to review our gleanings from the January 2019 retreat.

## **NEW BUSINESS**

### **Executive Committee**

#### **Proposed Replacement for Unfulfilled Term on Nominating and Personnel**

Brother Shumate stated that he and Emma Jean Woodard had asked Brother Fulcher to serve in lieu of Sister Light during the time between Tabitha Rudy's departure and Mary St. John's employment. There is no clear process for filling vacancies on District Conference committees including how persons are selected and who approves them. Therefore, he proposed that the Executive Committee recommend that the board concur with this appointment.

The following resolution was adopted without opposition or abstention for consideration by the board:

***Resolved, that Timothy D. Fulcher, a member of the New Hope Church, be appointed to fulfill the unexpired term of Nicole M. Light (20).***

#### **Proposed Authorization for Credit Card for Mary Sink St. John**

It was noted that we had neglected to authorize a credit card for Mary Sink St. John when we voted to employ her as Director of District Conference, Nurture and Witness. Brother Shumate stated that she would need this, particularly for travel connected with her position. He further explained the various categories of cards (i.e., Class A – debit with no limitation, Class B – credit card with \$5,000 monthly limit, and Class C – credit card with \$2,000 monthly limit).

The following resolution was adopted without opposition or abstention:

***Resolved, that the Executive Committee does hereby recommend to the Virgina District Board - Church of the Brethren, Inc., to authorize a business credit card limited to \$5,000 maximum usage during each monthly billing period for Mary Sink St. John, the Director of District Conference, Nurture and Witness, in the discharge of her duties.***

#### **Proposed Constitutional Amendments (EXHIBIT L)**

Brother Shumate reviewed the proposed constitutional amendments with the board. He stated that this is a first reading. We will finalize our recommendations at the September 2019 board meeting at Christiansburg.

The following changes were suggested by Brother Shumate or added/edited by members of the board.

#### **ARTICLE II – NAME AND MEMBER CONGREGATIONS (Page 2)**

This section was revised to conform to the decision by the 2018 Virgina District Conference to adjust our boundary in West Virginia with the West Marva District and the District of Southern Ohio and Kentucky. It was not highlighted as this decision has been made, although not confirmed by the Standing Committee of the Annual Conference.

#### **ARTICLE V – DISTRICT BOARD (Page 4)**

Section B of this article needs to be in conformity with the decision of the board at the February 2019 meeting for consideration by the district conference. This should read, per the minutes of that meeting, as follows:

***The District Board shall consist of ~~33~~ 34 members. Thirty members shall be elected by the Conference. Of these thirty, each area shall be represented on a basis of one board member per seven hundred fifty members, or fraction thereof. The remainder of the thirty, if any, will be***



***electd at large. Ten members shall be elected to the Board annually. The chairperson of the New Church Development Committee shall serve as a voting member of the District Board by virtue of office. The New Church Development Committee and the Outdoor Ministries Committee shall each select two representatives, one of whom shall be the Chairperson of the respective committees, to serve on the Board with vote. The Outdoor Ministries Committee shall select two representatives (including the Chairperson) to serve on the Board with vote. In the event the board representative is elected chairperson of the Outdoor Ministries Committee, the vice chairperson of the committee shall serve. The District Moderator, Moderator-elect, Treasurer, Financial Secretary, District Executive Minister, Associate District Executive Minister, Camp Director, Standing Committee Delegates, and any Church of the Brethren Mission and Ministry Board members residing within the District shall be ex-officio members without vote. If a board member is elected to the position of District Moderator, Moderator-elect, Treasurer or Financial Secretary, their former position on the Board shall be declared vacant.***

Section C of this article needs altered in some further respect in regard to the Moderator-Elect and the inclusion of New Church Development Committee with Outdoor Ministries Committee in the last sentence.

Section D of this article was modified in sub-section 3 to include the New Church Development Committee and to remove the treasurer as a member of that committee and the Outdoor Ministries Committee.

Section E of this article (Page 5) was modified to remove the wording concerning the Executive Committee membership in sub-section 1 and the Outdoor Ministries Committee in sub-section 2. Both of these pertained to the former position of Associate District Executive Minister.

Section F of this article (Page 5) was re-titled "Review of Financial Statements" replacing "Auditing Committee." The language was updated to reflect current practice.

The proposed revisions of the By-Laws included the following:

#### **ARTICLE II – EMPLOYED STAFF**

Section A of this article (Page 6) was amended to delete the content referring to the Associate District Executive and to renumber the former number three (-3-) as number two (-2-).

#### **ARTICLE III – STAFF EMPLOYMENT PROCEDURES**

Section A of this article (Page 7) was amended to delete "General Board" and replace with "denominational."

#### **ARTICLE IV – CONFERENCE OFFICERS, DELEGATES AND FINANCIAL OFFICERS**

Section F of this article (Page 8) was amended to remove the redundant wording in sub-section 2. It was noted that we need language allowing grammatical and other non-substantive changes without having the conference vote on such matters.

#### **ARTICLE V – DISTRICT BOARD FUNCTIONS**

Section B of this article (Page 9), sub-section 23, notations a, b and c were amended to included "commissioning" with a comma before the "and" after the added word.

Section C of this article (Page 9), sub-section 1, was amended to remove "including an annual review of the committee." This conflicts with every third-year evaluation of commission and committees otherwise mandated.

#### **ARTICLE VI – COMMISSION AND COMMITTEE RESPONSIBILITIES**

It was suggested by Brother Hatcher that sub-section 5 of Section D pertaining to the talent bank be eliminated and that the subsequent sub-sections be renumbered.

#### **ARTICLE VII – BUSINESS MEETINGS**

The proposed language presented concerning open meetings would be moved to the end of Section B of this article on Page 12.

#### **ARTICLE X – AREAS**

The various areas were updated to show changes and movements in various congregations and fellowships since the constitution was last revised. Like the grammatical changes, it would be helpful to do these without further conference action when fellowships and congregations are received.

Brother Shumate noted that we went for fifteen years without any amendment to the original document, then twelve in the next 26 years and once in the last six.

#### **Proposed Authorization for Credit Card for Betty M. Wills**

Brother Shumate reported that Betty Wills, our secretary/receptionist, has asked for the use of a business credit card. Since the rearrangement of the associate position and the resignation of the Coordinator of District Facilities – West, it has become her task to purchase supplies for the office including water, paper towels, napkins and other items necessary to conduct business.

It was asked why we don't just use petty cash. The response indicated that a small amount of cash is kept on hand. This is used mostly for postal dues and tips for car washes. It would not be sufficient for purchase of supplies.

The following resolution (Goff-m, Light-2) was adopted without opposition or abstention:

***Resolved, that the Virginia District Board - Church of the Brethren, Inc., hereby authorizes a business credit card limited to \$2,000 maximum usage during each monthly billing period for Betty M. Wills, the Secretary/Receptionist at the District Resource Center, in the discharge of her duties.***

#### **Commission on Ministry**

##### **The Proposed Commissioning of Harold E. Boyd (EXHIBIT M)**

In the absence of Brother Boyd from the meeting, consideration of his commissioning was deferred until the September 2019 meeting. It was reported that he and his wife are very much appreciated by the Coulson Church. He is a member of this board and serves on the Commission on Stewardship. He has indicated a desire to participate in the "Connections" program at Bethany.

#### **Commission on Stewardship**

##### **Proposed Formation of a Long Range Financial Committee**

Brother Goff presented the recommendation of the Commission on Stewardship to the board. It was noted that we have had such committees in the past. Brother Shumate stated that the last committee had codified our financial policies (adopted in 2011), had proposed the writing, printing and distribution of our stewardship curriculum Give of the First Fruits (printed in 2013), and called

for our current mission resourcing campaign Seed Scattered and Sown: Reaching Beyond this Generation (approved by District Conference in 2011 and undertaken in 2014). A previous committee had determined the distribution of the Nolley Fund. This prevented this bequest from becoming an item of contention in the district.

Following minimal discussion, the following resolution was adopted:

***Resolved, that the Commission on Stewardship recommends that the Virgina District Board- Church of the Brethren, Inc. approve the formation of a committee to study the long range financial needs for the ministries of the District Board and Camp Bethel. Be it further resolved, that this committee will give particular attention to: 1) review and make recommendations concerning budget sustainability, 2) a review of the financial policies of the district with attention to needed revisions and additions, and 3) any other related items as the committee shall deem of importance.***

### **Commission on Witness**

#### **Appointments**

Brother Stultz presented the following resolution from the Commission on Witness. It was adopted without abstention or negative vote.

***Resolved, that the Commission on Witness recommends that the Virgina District Board - Church of the Brethren, Inc. approve the appointments presented.***

Peace Affairs Committee

Karin Y. Musselman (21-1)      Roanoke, Oak Grove

Smaller Membership Congregational Committee

Annette V. Battle (19-1)      Burks Fork

Nancy Y. Britt (21-1)      Mount Bethel

Thomas E. Wright (21-1)      Boones Mill

At this juncture, the board took a break. Following the break, the business resumed.

### **Outdoor Ministries Committee**

#### **Proposed Change in District Board Personnel Policies**

In the absence of the chairperson of the Outdoor Ministries Committee and the Camp Bethel Director, Kathy Blackwell was asked to give the background of this item. It was stated that this was recommended by the committee as a way to retain younger employees for whom time off is sometimes more important than salary. When it was considered by the executive committee it was altered to include not only the employees of Camp Bethel but also the one full time employee at the District Resource Center. The purpose of this was to maintain parity and uniformity.

The motion, as amended by the Executive Committee of the District Board at their meeting on April 29, 2019 is as follows:

***Resolved, the Outdoor Ministries Committee does hereby recommend to the Virgina District Board - Church of the Brethren, Inc. the following amendment of the Personnel Policies of the Virgina District Board - Church of the Brethren, Inc., Section VI, letter D, number 1. "Vacation":***

***1. Vacation. Vacation with pay will be stated in the record of agreement. Non-probationary regular full-time employees, except those whose written agreements indicate otherwise, are entitled to vacation time according to the following schedule:***

***After completion of the 90-day probationary period = 6 days vacation.***

***After 1 year = 12 days vacation.***

*After 3 years = 15 days vacation.  
After 5 years = 18 days vacation.  
After 7 years = 21 days vacation.  
After 10 years = 24 days vacation.  
After 12 years = 27 days vacation.  
After 15 years = 30 days vacation."*

Brother Hatcher expressed his concern about this proposed change. He presented a substitute motion (EXHIBIT N) which was seconded by Terry Johnson. Discussion of the substitute motion led to a number of changes, some of a grammatical nature and others as points of proper order and process. There was considerable discussion of this motion. Debate was suspended in order that the board might proceed to an order of the day, followed by the luncheon meal.

### **Commission on Ministry**

#### **The Proposed Commissioning of Johnny L. Thompson (EXHIBIT O)**

Sister Vilelle introduced Johnny and Sherry Thompson to the board.

Brother Thompson stated that his last visit to the Bethel Church was for a revival during September 2001. While he was there the terrorist attack on New York and Washington took place. His memory and his GPS were not sufficient to guide him there this time. However, he and Sherry finally made their way there. He is currently serving as interim pastor of the Peters Creek Church of the Brethren in Roanoke. The congregation is willing to employ him with the approval of the District Board. Although he is an ordained minister in the Assemblies of God, he previously served for over a decade as pastor of the Henry Fork Church of the Brethren near Rocky Mount, Virginia.

During examination by the board, Brother Thompson described his appreciation for the love feast and for the emphasis of the denomination on baptism. He expressed a willingness to take part in area, district and denominational activities. He attended some of the recent Awakening services at the Ninth Street Church and most of the morning Bible Studies. He is one of Peters Creek's delegates to the Annual Conference in Greensboro, NC. In his own denomination he has served as a pastor, as well as in administrative and teaching roles. He would have interviewed with the board in February, but had another commitment within the Assemblies of God.

Brother Thompson was called to the ministry at the age of 17. Due to his early marriage and the need to raise a family, his education was delayed. He described himself as a lifelong learner. His experience as a hospice chaplain has awakened within him the sense that different people approach God in different ways. He has an appreciation for other forms of Christianity beside his own tradition.

Sister Sherry is gifted in music and worship. She previously served on our district committee that formerly existed to assist congregations in these matters. Her initiative led to the creation of the praise band at the Henry Fork Church. Her ministry is to work with John in an assistive role.

Following questioning, the Thompsons were excused from the meeting. Brother Harmon described his relationship with Johnny as a member and the head deacon of the Peters Creek Church. He expressed positive thoughts about the proposed commissioning. Brother Shumate outlined his previous relationship with the Thompsons at Henry Fork. When the Assemblies of God assigned Johnny to their congregation across the parking lot from Henry Fork, there was no exodus of membership from the Henry Fork Church. This is a testimony to Johnny's understanding of appropriate boundaries and ethics. Sister Hannah expressed her difficulty with the pre-

commissioning interview guide and the short answers. Brother Shumate responded that Johnny does better in person than in writing. He also described the turnover in the Office of Ministry and the effect that has had on the revision of the forms after the crash of the former system.

After the discussion, the board voted to adopt the following resolution with one abstention and no negative votes:

***Resolved, that the Commission on Ministry recommends that Johnny L. Thompson, an ordained minister of the Assemblies of God, be commissioned to the Gospel Ministry of the Church of the Brethren pending a call that warrants such action, presentation of good-standing in his denomination, a positive background check and willingness to learn about the heritage, faith and practice of the Church of the Brethren.***

The Thompsons were recalled to the meeting and informed of the board action. The action was celebrated by the singing of "Blest be the tie." Prayer for the meal was offered and luncheon was served.

After lunch, the meeting resumed with discussion of the personnel policies.

### **NEW BUSINESS**

#### **Outdoor Ministries Committee**

##### **Proposed Change in District Board Personnel Policies**

Brother Hatcher withdrew his previous motion from consideration with the assent of Terry Johnson as the second. He then proposed another substitute motion. This motion was to refer the recommendation from the Outdoor Ministries Committee back to the Executive Committee of the District Board for further review. The intent of the motion was that the personnel policies in their entirety be reviewed by the board at some future date with recommendations for changes to originate in the Executive Committee. It was noted that no one present had a copy of the personnel policies of the district and that only one copy was available at the prior meeting of the Executive Committee. Following discussion the following substitute motion (Hatcher-m, Terry Johnson-2) was approved with no abstentions and one negative vote:

***Resolved, that the Virgina District Board - Church of the Brethren, Inc. hereby refers the recommendation of the Outdoor Ministries Committee to the Executive Committee of the District Board for further review.***

### **DISCUSSION**

#### **Replacement of Coordinator of District Facilities - West**

Samuel T. Light, Coordinator of District Facilities - West, resigned effective April 11, 2019. The Commission on Stewardship has discussed dividing this position into two or more volunteer positions. Perhaps one would work with district owned properties currently occupied by congregations and/or fellowships. Another might focus on needs at the District Resource Center and the vehicles. Those present were asked to suggest by electronic mail such persons as might be possible candidates.

#### **Vehicle and Property Insurance Matters**

Brother Shumate reported that he has been in contact with Mark Hoover of the Mutual Aid Association of the Church of the Brethren (MAA). At this time our corporate name is listed on the insurance policies pertaining to all of the district-owned facilities. These include Camp Bethel, the District Resource Center and the various church meeting facilities that we own outright.



The need to check on this came to light when it was discovered that the PleasantDale Church has, without notice to the district, cancelled our policy on the property and building there in order to find "cheaper" insurance during 2017. Except for the personal property of the congregation, they have no insurable interest in the property or building. The PleasantDale Church has been diminishing in number during the past year or so. Their pastor informed the District Executive Minister in April that there had been damage to the building in December 2018. This was caused by a vault truck entering the cemetery by going behind the building. We need to make clear to the various groups in these buildings that they need to have timely contact with the district. Again, this makes clear the need for a coordinator of district facilities.

It was also reported that the Disaster Response Committee had expressed some difficulty with the new vehicle use policy approved by the District Board in September 2018. There was discussion concerning the Disaster Response Van, where it should be located and the pressure from some quarters to rent it to congregations and groups. Some thought was voiced in the Executive Committee that it might be moved to the District Resource Center along with the trailer. There was general consensus that we not be in the business of renting the vehicles.

It was further reported that we need to verify both primary and secondary drivers of each of the vehicles garaged at the District Resource Center, Sports Car Clinic and Camp Bethel. A form will be sent to the various responsible parties, filled out by those who drive and returned. This includes, but is not limited to all of the full time staff persons. We have not had much response since the forms were distributed. Brother Harmon reported that there is a list of persons qualified to drive the disaster response van with trailer.

#### **Proposed Removal from the District Board**

One of the members elected to the District Board in November 2018 has not attended a board or commission meeting since the reorganizational meeting. However, there has been response to e-mail polls within the assigned commission. ARTICLE 1, SECTION E of the Virgina District By-Laws states the following: *"Anyone who does not serve in an elected or appointed position in a responsible way and is absent from meetings for six months may have the office declared vacant by the Board."*

It was ascertained that the board chairperson had not had opportunity to contact this individual. Brother Randall volunteered to contact the individual concerning their willingness to participate as a board member. If not willing, we will propose another individual from the "at-large" list at the September 2019 meeting.

#### **REPORTS**

##### **District Conference Moderator - Roy U. Turpin**

Brother Turpin looked back to the days of his youth when he and others who farmed with draft animals endured hearing the others brag about their tractors and mechanized devises. He stated that he was "chomping at the bit" and looking forward to the district conference in November. He said that it could be one of the best. He previewed a logo for the theme of "Don't Hide the Cross." It was developed by his daughter, Connie, and by a grand-daughter of Hebron Quesenberry. He encouraged us all to stay close to the cross!

##### **Standing Committee - Susan C. Starkey, Stafford C. Frederick and Edward C. Woodard**

Sister Starkey reported on behalf of our Standing Committee delegates. The delegate briefing was held on May 4 at the Summerdean Church with Annual Conference Moderator Donita Keister

presenting the Compelling Vision Process. Susan stated that she is a firm believer that God has something great in store for the Church of the Brethren.

**Camp Bethel Director - Barry S. LeNoir**

In the absence of Barry S. LeNoir, no report was received.

**District Resource Center - David K. Shumate and Mary Sink St.John**

Sister Mary, Director of District Conference, Nurture and Witness, reviewed her report (EXHIBIT P). She stated that she had completely reorganized the assigned office without interference from the District Executive Minister. The deadlines for District Conference are looming and she feels the pressure from this.

She reviewed several upcoming events as a reminder to the board. These included the Gilligans Island Dinner Cruise (men's event) at Copper Hill on June 15, a family life event on August 17, the choir festival in September, the Kingdom Builders Evangelism Conference at Rocky Mount on May 31/June 1 and the bus to National Older Adult Conference.

Brother Shumate stated that those present could review his written report (EXHIBIT Q). He did, however, point out several items he believes of interest to the board. These include the following:

- a) The Compelling Vision process is just that, a vision process. While it may suggest changes, at the end of the process, the polity and policies of the Church of the Brethren continue in place. The Greensboro or subsequent Annual Conferences should not be seen or entered into as if they are a "sudden death playoff!" While he has shared this with the area ministers groupings, he notes comments on social media from other persons which indicate that this has not been understood.
- b) The pastoral placement process is in stasis. During the past quarter no pastors or interim pastors were placed. During 2018 ten pastors were placed during the course of the year. While progress is being made, there are two facts that need to be considered. First, that congregations should be encouraged to share their pastors across two or more congregations. Secondly, that placement of pastors in congregations with single-digit attendance is a serious moral question in the current context.
- c) That any contribution to the work of our congregations, district and denomination is important. We appreciate the earnest endeavor of our laity, ministers, pastors and leaders in sharing the burden and lightening the load. Each individual and congregation is important.
- d) We will probably lose one Standing Committee delegate in the next year due to membership loss. Our church clerks need to work with the appropriate congregational bodies to update membership rolls. Our pastors need to be diligent in returning the statistical information to the General Offices. A couple of our congregations and fellowships are showing zero (-0-) members, thus provoking calls from the Annual Conference office to determine whether they are active or not.
- e) The preparation of the minutes of each meeting is a time consuming task. It is the equivalent to a term-paper required in school each time it is done. Our commissions and committees need to be turning in their minutes for inclusion in the District Board Minute Books as these are the permanent record of our work together.

He concluded his remarks by stating that he enjoys his work and does not suffer from underemployment. Most tasks are done for free, a few are highly paid.

There being no further business, the meeting was adjourned with prayer at 3 p.m.

**NEXT MEETING**

The board will meet, the Lord willing, on Saturday, September 21, 2019 at the Christiansburg Church of the Brethren in Christiansburg, Virginia.

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**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**DISTRICT BOARD - SUMMARY INCOME STATEMENT**  
**JANUARY 1, 2019 - AUGUST 31, 2019**

ITEM	BUDGET	ACTUAL
<b>INCOME SOURCES:</b>		
Church Allocations	\$ 222,000.00	\$ 121,493.98
Miscellaneous Income	\$ 8,000.00	\$ 3,807.50
Interest/Investment Income	\$ 31,500.00	\$ 21,167.28
Ind. Gifts/No Designation	\$ 2,800.00	\$ 453.00
Refunds and Reimbursements	\$ 2,301.27	\$ 1,989.89
Designated Items	\$ 500,000.00	\$ 283,992.96
Transfers from Escrow Accounts for Staff Services	\$ 5,291.26	\$ -
<b>TOTAL INCOME</b>	<b>\$ 771,892.53</b>	<b>\$ 432,904.61</b>
<b>PROGRAM EXPENSES:</b>		
Commission on Ministry	\$ 1,800.00	\$ 216.00
Commission on Stewardship	\$ 2,425.00	\$ 720.46
Commission on Witness	\$ 5,300.00	\$ 2,179.54
Commission on Nurture	\$ 1,675.00	\$ 136.45
Executive Committee	\$ 3,100.00	\$ 3,206.80
Board and Conference Expenses	\$ 14,283.90	\$ 12,667.65
District Office Expenses	\$ 38,120.00	\$ 20,741.93
<b>TOTAL</b>	<b>\$ 66,703.90</b>	<b>\$ 39,868.83</b>
<b>DESIGNATED NON-BUDGETED EXPENSES:</b>	<b>\$ 500,000.00</b>	<b>283,992.96</b>
<b>STAFF EXPENSES:</b>		
District Executive Salary and Housing	\$ 67,291.80	\$ 44,855.28
District Executive Benefits/Expenses	\$ 32,323.50	\$ 22,622.18
Associate District Executive Salary/Housing	\$ 38,533.42	\$ -
Associate District Executive Benefits/Expenses	\$ 11,124.01	\$ -
Administrative Assistant- Salary (Dir Sup Serv)	\$ 30,557.14	\$ 20,371.68
Administrative Assistant Benefits/Expenses	\$ 10,129.70	\$ 7,269.85
Temp office contract staff	\$ -	\$ 3,256.45
Coordinator of Financial Services Salary	\$ 14,146.83	\$ 9,431.20
Coordinator of Financial Svc Benefits/Expenses	\$ 1,082.23	\$ 721.44
Director of District Conference, Nurture and Witness Sala	\$ -	\$ 15,243.00
Director of District Conference, Nurture and Witness Ben,	\$ -	\$ 3,043.86
Coordinator of Children, Youth and Young Ad. Ben/Exp	\$ -	\$ 38.25
<b>TOTAL</b>	<b>\$ 205,188.63</b>	<b>\$ 126,853.19</b>
<b>TOTAL EXPENSES</b>	<b>\$ 771,892.53</b>	<b>\$ 450,714.98</b>

**NET INCOME**

**\$ (17,810.37)**

**PRIOR YEARS PERFORMANCE**

NET INCOME/(LOSS) ON AUGUST 31, 2019	(\$17,810.37)
NET INCOME/(LOSS) ON AUGUST 31, 2018	(\$42,167.96)
NET INCOME/(LOSS) ON AUGUST 31, 2017	(\$26,279.54)
NET INCOME/(LOSS) ON AUGUST 31, 2016	(\$28,915.97)
NET INCOME/(LOSS) ON AUGUST 31, 2015	(\$40,960.36)
NET INCOME/(LOSS) ON AUGUST 31, 2014	(\$18,302.81)
NET INCOME/(LOSS) ON AUGUST 31, 2013	(\$16,690.07)
NET INCOME/(LOSS) ON AUGUST 31, 2012	(\$22,166.44)
NET INCOME/(LOSS) ON AUGUST 31, 2011	(\$18,292.18)
NET INCOME/(LOSS) ON AUGUST 31, 2010	(\$24,266.75)
NET INCOME/(LOSS) ON AUGUST 31, 2009	(\$39,445.96)
NET INCOME/(LOSS) ON AUGUST 31, 2008	(\$26,683.89)

**VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**COMPARATIVE FUND BALANCES SUMMARY**  
**JANUARY 1, 2019 - AUGUST 31, 2019**

<b>ASSETS</b>	<b>1/1/2019</b>	<b>8/31/2019</b>	<b>CHNG +/-(-)</b>
<b>FUNDS ON DEPOSIT OR LOAN</b>			
SunTrust Account	\$ 150,060.16	\$ 172,727.85	\$ 22,667.69
Nolley Fund- BR Foundation	\$ 80,000.00	\$ 71,556.79	\$ (8,443.21)
Brethren Foundation	\$ 150,000.00	\$ 150,000.00	\$ -
Chesterfield Fund	\$ 140,987.19	\$ 140,987.19	\$ -
Mow Memorial Endowment	\$ 100,000.00	\$ 100,000.00	\$ -
Endowment	<u>\$ 135,000.00</u>	<u>\$ 135,000.00</u>	<u>\$ -</u>
<b>TOTAL FUNDS ON DEPOSIT OR LOAN</b>	<b>\$ 756,047.35</b>	<b>\$ 770,271.83</b>	<b>\$ 14,224.48</b>
<b>PROPERTY AND EQUIPMENT</b>			
Blacksburg, Good Shepherd	\$ 1,385,500.00	\$ 1,385,500.00	\$ -
Concord, Living Faith	\$ 771,120.00	\$ 771,120.00	\$ -
Durham, Peace Covenant	\$ 136,897.00	\$ 136,897.00	\$ -
Fincastle, PleasantDale	\$ 98,500.00	\$ 98,500.00	\$ -
Hopewell, Wakefield Chapel	\$ 54,300.00	\$ 54,300.00	\$ -
Moneta, Lake Side	\$ 642,100.00	\$ 642,100.00	\$ -
Roanoke County, Lighthouse I	\$ 697,000.00	\$ 697,000.00	\$ -
Roanoke County, Lighthouse II	\$ 42,000.00	\$ 42,000.00	\$ -
Newport News, Ivy Farms	\$ 777,000.00	\$ 777,000.00	\$ -
Camp Bethel- Original	\$ 1,524,900.00	\$ 1,524,900.00	\$ -
Camp Bethel- Ranch House	\$ 140,100.00	\$ 140,100.00	\$ -
Camp Bethel- Trailblazer I	\$ 272,300.00	\$ 272,300.00	\$ -
Camp Bethel- Trailblazer II	\$ 845,300.00	\$ 845,300.00	\$ -
Camp Bethel- Vesper Hill	\$ 67,800.00	\$ 67,800.00	\$ -
Roanoke, District Resource Center	<u>\$ 275,970.00</u>	<u>\$ 275,970.00</u>	<u>\$ -</u>
<b>TOTAL PROPERTY AND EQUIPMENT</b>	<b>\$ 7,730,787.00</b>	<b>\$ 7,730,787.00</b>	<b>\$ -</b>
<b>TOTAL ASSETS</b>	<b>\$ 8,486,834.35</b>	<b>\$ 8,501,058.83</b>	<b>\$ 14,224.48</b>
<b>LIABILITIES AND EQUITY</b>	<b>1/1/2019</b>	<b>8/31/2019</b>	<b>CHNG +/-(-)</b>
<b>CURRENT LIABILITIES</b>			
DE Payroll Clearing	\$ 3,000.00	\$ 2,000.00	\$ (1,000.00)
FICA - Employee WH	\$ -	\$ (0.02)	\$ (0.02)
FICA - Employer SH	\$ -	\$ (0.01)	\$ (0.01)
Medicare - Employee WH	\$ -	\$ (0.05)	\$ (0.05)
Medicare - Employer SH	\$ -	\$ (0.02)	\$ (0.02)
Pension - Employee WH	\$ -	\$ 1,389.31	\$ 1,389.31
Employee Charitable Giving	<u>\$ 1.43</u>	<u>\$ 1,374.72</u>	<u>\$ 1,373.29</u>
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$ 3,001.43</b>	<b>\$ 4,763.93</b>	<b>\$ 1,762.50</b>

**LONG-TERM LIABILITIES**

Real Estate Indebtedness	\$	393,343.75	\$	393,343.75	\$	-
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**REAL ESTATE AND IMPROVEMENTS**

Real Estate and Improvements	\$	7,337,443.25	\$	7,337,443.25	\$	-
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**ESCROW FUNDS**

Camp Bethel - Self Allocation	\$	-	\$	800.00	\$	800.00
Church of the Brethren, Inc.	\$	-	\$	330.70	\$	330.70
Bethany Theological Seminary	\$	(71.81)	\$	43.19	\$	115.00
Lake Side Fellowship	\$	-	\$	16,985.76	\$	16,985.76
Camp Bethel - Transfer	\$	-	\$	(3,307.66)	\$	(3,307.66)
Northern Area Ministers	\$	1,036.85	\$	1,081.85	\$	45.00
Christian Growth Institute	\$	14,779.46	\$	17,295.00	\$	2,515.54
Historical Committee fka Bus Tours	\$	1,605.78	\$	1,805.02	\$	199.24
District Conference Escrow	\$	1,767.39	\$	877.51	\$	(889.88)
Awakening	\$	188.57	\$	300.10	\$	111.53
Spiritual Development Retreat	\$	933.37	\$	1,945.87	\$	1,012.50
Blacksburg Facility Escrow	\$	(7,569.39)	\$	(9,416.29)	\$	(1,846.90)
FaithQuest Escrow	\$	114.08	\$	(221.54)	\$	(335.62)
FaithQuest Scholarship	\$	625.00	\$	612.63	\$	(12.37)
Ministry and Mission Day	\$	-	\$	295.76	\$	295.76
NYC 2018 Trip	\$	(5,062.13)	\$	(5,062.13)	\$	-
Minister and Spouse Retreat	\$	(493.51)	\$	-	\$	493.51
Women's Fellowship - Joint	\$	956.38	\$	925.53	\$	(30.85)
Professional/Congregational Growth	\$	-	\$	24.41	\$	24.41
Developmental Disabilities Escrow	\$	58.60	\$	58.60	\$	-
Vehicle Escrow- 32293	\$	145.92	\$	751.44	\$	605.52
Vehicle Escrow- 32294	\$	(20.54)	\$	1,946.41	\$	1,966.95
Leadership Development Escrow	\$	2,495.61	\$	4,777.40	\$	2,281.79
Lighthouse Escrow	\$	(1,978.30)	\$	(1,978.30)	\$	-
Pastoral Prog. Assistance Comm	\$	10,228.74	\$	10,228.74	\$	-
<b>TOTAL ESCROW FUNDS</b>	<b>\$</b>	<b>19,740.07</b>	<b>\$</b>	<b>41,100.00</b>	<b>\$</b>	<b>21,359.93</b>

**OTHER FUNDS**

Nolley Fund	\$	80,000.00	\$	71,556.79	\$	(8,443.21)
Tidewater Mini-Conference	\$	1,650.42	\$	1,650.42	\$	-
Roof Replacement Loan	\$	(21,800.00)	\$	(21,800.00)	\$	-
Youth Escrow	\$	1,527.65	\$	1,767.65	\$	240.00
Youth Escrow - SS&S	\$	65,488.06	\$	64,988.06	\$	(500.00)
Calling the Called - SS&S	\$	4,031.26	\$	3,994.96	\$	(36.30)
Seed Cash Receipts	\$	393,129.72	\$	431,070.72	\$	37,941.00
Seed Campaign Expenses	\$	(8,746.25)	\$	(8,969.22)	\$	(222.97)
Seed New Church Development	\$	(96,041.74)	\$	(110,310.36)	\$	(14,268.62)
Seed Camp Bethel	\$	(35,865.00)	\$	(35,865.00)	\$	-

Seed Leadership Development	\$ (8,000.00)	\$ (8,000.00)	\$ -
Seed Smaller Membership	\$ (16,000.00)	\$ (16,000.00)	\$ -
Seed Child Youth Adult	\$ (72,000.00)	\$ (72,000.00)	\$ -
Forward In Faith Receipts	\$ 687,553.64	\$ 687,553.64	\$ -
Forward In Faith Disbursements	\$ (687,553.64)	\$ (687,553.64)	\$ -
Disaster Relief Fund	\$ 17,900.04	\$ 21,234.96	\$ 3,334.92
Hurricanes Florence & Michael	\$ 12,112.31	\$ -	\$ (12,112.31)
Disaster Response Van	\$ 8,817.80	\$ 9,228.50	\$ 410.70
New Church Development	\$ 156,197.92	\$ 149,323.92	\$ (6,874.00)
Smaller Membership Grant Fund	\$ 28,453.91	\$ 29,453.91	\$ 1,000.00
Permanently Restricted- Endowment	\$ 235,000.00	\$ 235,000.00	\$ -
<b>TOTAL OTHER FUNDS</b>	<b>\$ 745,856.10</b>	<b>\$ 746,325.31</b>	<b>\$ 469.21</b>
<b>RESERVE FUNDS</b>			
General Reserve Fund	\$ 5,872.24	\$ (4,107.04)	\$ (9,979.28)
Retained Earnings	\$ (18,422.49)	\$ (17,810.37)	\$ 612.12
<b>TOTAL RESERVE FUNDS</b>	<b>\$ (12,550.25)</b>	<b>\$ (21,917.41)</b>	<b>\$ (9,367.16)</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 8,486,834.35</b>	<b>\$ 8,501,058.83</b>	<b>\$ 14,224.48</b>

**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**CAMP BETHEL - SUMMARY INCOME STATEMENT**  
**JANUARY 1, 2019 - AUGUST 31, 2019**

<u>ITEM</u>	<u>BUDGET</u>	<u>ACTUAL</u>
<b>Income:</b>		
Self-Allocation Giving	\$ 73,270.00	\$ 48,627.42
Fund Raising Events	\$ 13,940.00	\$ 3,922.14
Heritage Day	\$ 36,620.00	\$ 824.00
Golf Tournament	\$ 15,505.00	\$ 14,404.33
Individual Specific Gifts	\$ 500.00	\$ -
Undesignated Income	\$ 14,000.00	\$ 14,048.40
Undesignated Memorial Gifts	\$ -	\$ 3,023.60
Designated Income	\$ 6,000.00	\$ 11,646.29
Designated Memorial Gifts	\$ -	\$ 4,000.00
Foundations and Grants	\$ -	\$ -
Miscellaneous	\$ 650.00	\$ 856.90
Summer Camp Offering	\$ 3,580.00	\$ 2,563.82
Interest	\$ 4,250.00	\$ 961.90
Sow The Seed	\$ 5,500.00	\$ 7,215.49
Scholarship Income	\$ 8,960.00	\$ 6,483.96
Refunds	\$ -	\$ 1,285.33
<b><i>Income/Gifts - Total</i></b>	<b>\$ 182,775.00</b>	<b>\$ 119,863.58</b>
Outdoor Ministries - Camping Program	\$ 253,139.00	\$ 227,676.99
Kindercritters	\$ 2,600.00	\$ 1,879.96
Trading Post	\$ 14,120.00	\$ 14,639.33
Sounds of the Mountains	\$ 43,910.00	\$ 47,496.96
Outdoor Ministries - Other Activities	\$ 51,040.00	\$ 53,611.20
Meals, Lodging and Rentals - Brethren	\$ 28,160.00	\$ 31,013.48
Meals, Lodging and Rentals - Non Brethren	\$ 92,400.00	\$ 61,957.46
Summer Camps - Non Brethren	\$ 117,800.00	\$ 63,794.00
<b><i>Income/Sales - Total</i></b>	<b>\$ 603,169.00</b>	<b>\$ 502,069.38</b>
<b>TOTAL INCOME</b>	<b>\$ 785,944.00</b>	<b>\$ 621,932.96</b>
<b><u>Expenditures:</u></b>		
Costs/Expenses - Administration	\$ 149,904.00	\$ 121,725.56
Costs/Expenses - Capital Expense/Other	\$ 27,500.00	\$ 20,648.05
Costs/Expenses - Kitchen/Housekeeping	\$ 75,350.00	\$ 66,023.46
Costs/Expenses - Maintenance	\$ 22,130.00	\$ 10,531.59
Costs/Expenses - Program	\$ 49,975.00	\$ 60,218.67
<b><i>COSTS/EXPENSES - TOTAL</i></b>	<b>\$ 324,859.00</b>	<b>\$ 279,147.33</b>
Salaries/Benefits - Camp Director	\$ 70,155.00	\$ 46,454.47
Salaries/Benefits - Office Manager	\$ 3,290.00	\$ 3,451.26

Salaries/Benefits - Food Services Coordinator	\$ 44,071.00	\$ 24,594.36
Salaries/Benefits - Kitchen/Housekeeping	\$ 33,472.00	\$ 46,562.29
Salaries/Benefits - Facilities Manager	\$ 53,850.00	\$ 30,557.66
Salaries/Benefits - Maintenance	\$ 18,250.00	\$ 24,926.77
Salaries/Benefits - Guest Services Coordinator	\$ 36,622.00	\$ 75.00
Salaries/Benefits - Program Coordinator	\$ 38,454.00	\$ 25,793.48
Salaries/Benefits - Program	\$ <u>128,977.00</u>	\$ <u>112,823.98</u>
<b>SALARIES/BENEFITS - TOTAL</b>	<b>\$ 427,141.00</b>	<b>\$ 315,239.27</b>

**TOTAL EXPENDITURES** \$ 752,000.00 \$ 594,386.60

**NET INCOME (LOSS)** \$ 27,546.36

NOTATIONS TO CAMP BETHEL INCOME STATEMENT/BALANCE SHEET

1) The foregoing report is received subject to review

**PRIOR YEARS PERFORMANCE**

NET INCOME/(LOSS) ON AUGUST 31, 2019	\$ 27,546.36
NET INCOME/(LOSS) ON AUGUST 31, 2018	\$ (21,170.73)
NET INCOME/(LOSS) ON AUGUST 31, 2017	\$ (59,304.57)
NET INCOME/(LOSS) ON AUGUST 31, 2016	\$ (28,915.97)
NET INCOME/(LOSS) ON AUGUST 31, 2015	\$ (40,960.36)
NET INCOME/(LOSS) ON AUGUST 31, 2014	\$ (18,302.81)
NET INCOME/(LOSS) ON AUGUST 31, 2013	\$ (16,690.07)
NET INCOME/(LOSS) ON AUGUST 31, 2012	\$ (22,166.44)
NET INCOME/(LOSS) ON AUGUST 31, 2011	\$ (18,292.18)
NET INCOME/(LOSS) ON AUGUST 31, 2010	\$ (24,266.75)
NET INCOME/(LOSS) ON AUGUST 31, 2009	\$ (39,445.96)
NET INCOME/(LOSS) ON AUGUST 31, 2008	\$ (26,683.89)

**Self-Allocation received through July 31 in transit** >700

**VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**CAMP BETHEL**  
**COMPARATIVE FUND BALANCES SUMMARY**  
**JANUARY 1, 2019 - AUGUST 31, 2019**

<b>ASSETS</b>		<b>1/1/2019</b>		<b>8/31/2019</b>		<b>CHANGE</b>
<b>FUNDS ON DEPOSIT</b>						
SunTrust Regular Checking	\$	31,395.13	\$	40,525.64	\$	9,130.51
SunTrust Petty Cash Checking	\$	2,000.00	\$	1,999.92	\$	(0.08)
Brethren Foundation - Endowment	\$	77,166.88	\$	77,166.88	\$	-
Nolley Fund	\$	<u>70,159.50</u>	\$	<u>70,174.44</u>	\$	<u>14.94</u>
<b>TOTAL FUNDS ON DEPOSIT</b>	<b>\$</b>	<b>180,721.51</b>	<b>\$</b>	<b>189,866.88</b>	<b>\$</b>	<b>9,145.37</b>
<b>LIABILITIES AND EQUITY</b>						
		<b>1/1/2019</b>		<b>8/31/2019</b>		<b>CHANGE</b>
<b>CURRENT LIABILITIES</b>						
FICA Employee W/H	\$	-	\$	0.02	\$	0.02
FICA Employer W/H	\$	-	\$	0.02	\$	0.02
Medicare Employee W/H	\$	-	\$	(0.03)	\$	(0.03)
Medicare Employer W/H	\$	-	\$	(0.01)	\$	(0.01)
Insurance W/H	\$	<u>923.49</u>	\$	<u>622.56</u>	\$	<u>(300.93)</u>
<b>TOTAL CURR LIABILITIES</b>	<b>\$</b>	<b>923.49</b>	<b>\$</b>	<b>622.56</b>	<b>\$</b>	<b>(300.93)</b>
<b>ESCROW FUNDS</b>						
New Property - Trailblazer 2 Fund	\$	94.36	\$	94.36	\$	-
Forward In Faith Fund	\$	76,201.82	\$	76,201.82	\$	-
Forward in Faith Expenses	\$	(75,701.82)	\$	(75,701.82)	\$	-
Scholarship Fund	\$	13,122.32	\$	13,122.32	\$	-
River Adventure Programming	\$	(700.00)	\$	(739.97)	\$	(39.97)
Endowment Scholarship Fund	\$	77,166.88	\$	77,166.88	\$	-
Designated Items Escrow	\$	(31.87)	\$	(31.87)	\$	-
Anonymous Memorial Escrow	\$	26,956.59	\$	26,956.59	\$	-
Bishop Estate Escrow	\$	219.17	\$	219.17	\$	-
Facility Replacement/Repair	\$	250.00	\$	250.00	\$	-
Nolley Fund	\$	40,159.50	\$	40,174.44	\$	14.94
Alton and Mildred Hipps Mem Fund	\$	15,671.09	\$	3,471.09	\$	(12,200.00)
Seed, Scattered and Sown Fund	\$	30,000.00	\$	30,000.00	\$	-
Vehicle 39584 - Ford F150 2007	\$	(642.82)	\$	(2,120.80)	\$	(1,477.98)
Vehicle 39585 - Ford P/U 1997	\$	(2,661.09)	\$	(3,164.54)	\$	(503.45)
Vehicle 39586 - 1997 14 Pass Bus	\$	(1,719.26)	\$	(2,122.81)	\$	(403.55)
Vehicle 39587 - 2001 Dodge 7 Pass Va	\$	(208.50)	\$	(382.53)	\$	(174.03)
Vehicle 39588 - 2005 Chev 15 Pass Va	\$	720.59	\$	(752.18)	\$	(1,472.77)
Vehicle 39589 - 2006 Ford 12 Pass Va	\$	<u>485.07</u>	\$	<u>(1,358.18)</u>	\$	<u>(1,843.25)</u>
<b>TOTAL ESCROW FUNDS</b>	<b>\$</b>	<b>199,382.03</b>	<b>\$</b>	<b>181,281.97</b>	<b>\$</b>	<b>(18,100.06)</b>
<b>RESERVE FUNDS</b>						
General Reserve Fund	\$	(24,007.06)	\$	(19,584.01)	\$	4,423.05
Current Earnings	\$	<u>4,423.05</u>	\$	<u>27,546.36</u>	\$	<u>23,123.31</u>
<b>TOTAL RESERVE FUNDS</b>	<b>\$</b>	<b>(19,584.01)</b>	<b>\$</b>	<b>7,962.35</b>	<b>\$</b>	<b>27,546.36</b>



<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$</b>	<b>180,721.51</b>	<b>\$</b>	<b>189,866.88</b>	<b>\$</b>	<b>9,145.37</b>
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**NOTES**

All financial reports are received subject to review by auditor.

The foregoing is a cash basis report.

**Virilna District Board - Church of the Brethren  
Self Allocation and Financial Secretary Report  
As of August 31, 2019**

**SEQUENCE 330**

<u>Congregation/Allocation</u>	<u>2019 District</u>	<u>2019 Receipts</u>	<u>2019 Camp</u>	<u>2019 Receipts</u>
Antioch	\$ 10,142.93	\$ 7,607.20	\$ 2,288.66	\$ 1,716.48
Bassett	\$ 3,600.00	\$ 1,800.00	\$ 800.00	\$ 400.00
Beaver Creek	\$ 1,815.19	\$ 907.58	\$ 1,045.91	\$ 522.94
Bethany	\$ 855.00	\$ 855.00	\$ 610.00	\$ 610.00
Bethel	\$ 330.00	\$ 330.00	\$ 330.00	\$ 330.00
Bethlehem	\$ 2,200.00	\$ -	\$ -	\$ -
Blacksburg, Iglesia del Buen Pastor	\$ 375.00	\$ 195.74	\$ 300.00	\$ 156.60
Blue Ridge	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00
Boones Chapel	\$ 4,000.00	\$ 2,000.00	\$ 3,500.00	\$ 1,750.00
Boones Mill	\$ 1,100.00	\$ 550.00	\$ 400.00	\$ 200.00
Burks Fork	\$ 500.00	\$ -	\$ 500.00	\$ -
Cedar Bluff	\$ 1,450.00	\$ 1,450.00	\$ 950.00	\$ 950.00
Christiansburg	\$ 500.00	\$ -	\$ 200.00	\$ -
Cloverdale	\$ 7,800.00	\$ -	\$ 2,900.00	\$ 2,900.00
Collinsville	\$ 3,200.00	\$ 2,400.00	\$ 1,600.00	\$ 1,200.00
Concord, Living Faith	\$ 2,000.00	\$ 1,500.00	\$ 800.00	\$ 600.00
Copper Hill	\$ 3,700.00	\$ 3,700.00	\$ 1,200.00	\$ 1,200.00
Coulson	\$ 4,000.00	\$ 3,000.00	\$ 2,000.00	\$ 1,500.00
Crab Orchard	\$ 200.00	\$ -	\$ 100.00	\$ -
Daleville	\$ 1,550.00	\$ 1,550.00	\$ 350.00	\$ 350.00
Danville, Emmanuel	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$ 500.00
Duncans Chapel	\$ -	\$ -	\$ 100.00	\$ -
Durham, Peace Covenant	\$ 1,400.00	\$ 1,400.00	\$ 900.00	\$ -
Eden, First	\$ 4,300.00	\$ 2,866.64	\$ 500.00	\$ -
Fairview, Floyd	\$ -	\$ -	\$ -	\$ -
Fairview, Rocky Mount	\$ 2,822.00	\$ 2,822.00	\$ 629.00	\$ 629.00
Ferrum	\$ 100.00	\$ -	\$ 200.00	\$ -
Floyd, Iglesia Cristiana Nueva Vida	\$ 450.00	\$ 355.97	\$ 350.00	\$ 260.85
Fraternity	\$ 5,000.00	\$ 2,500.00	\$ 2,000.00	\$ 1,000.00
Germantown Brick	\$ 3,550.00	\$ 1,775.00	\$ 650.00	\$ 325.00
Good Shepherd	\$ 500.00	\$ -	\$ 100.00	\$ -
Green Hill	\$ 3,150.00	\$ 1,575.00	\$ 3,150.00	\$ 1,575.00
Henry Fork	\$ 2,000.00	\$ -	\$ 950.00	\$ -
Hiwassee	\$ -	\$ -	\$ -	\$ -
Hopewell	\$ 500.00	\$ 375.00	\$ 500.00	\$ 375.00
Jetters Chapel	\$ 3,000.00	\$ 3,000.00	\$ -	\$ -
Jones Chapel	\$ 2,530.00	\$ 1,265.00	\$ 575.00	\$ 287.50
Laurel Branch	\$ 1,800.00	\$ 1,800.00	\$ 1,000.00	\$ 1,000.00
Lighthouse	\$ 200.00	\$ -	\$ 100.00	\$ -
Lynchburg	\$ 950.00	\$ 475.00	\$ 150.00	\$ 150.00
Maple Grove	\$ 200.00	\$ -	\$ 200.00	\$ -
Masons Cove	\$ 800.00	\$ 800.00	\$ 700.00	\$ 700.00
Moneta, Lake Side	\$ 1,437.50	\$ 354.06	\$ 1,437.50	\$ 354.06
Monte Vista	\$ 1,651.50	\$ 1,651.50	\$ 735.00	\$ 1,810.00
Mount Bethel	\$ 550.00	\$ 275.00	\$ 300.00	\$ -
Mount Hermon	\$ 11,000.00	\$ 8,250.00	\$ 5,125.00	\$ 3,843.75
Mount Joy	\$ 200.00	\$ -	\$ 200.00	\$ -

**Virilna District Board - Church of the Brethren  
Self Allocation and Financial Secretary Report  
As of August 31, 2019**

**SEQUENCE 330**

<u>Congregation/Allocation</u>	<u>2019 District</u>	<u>2019 Receipts</u>	<u>2019 Camp</u>	<u>2019 Receipts</u>
Mount Union	\$ 3,000.00	\$ 3,000.00	\$ 200.00	\$ -
New Bethel	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00
New Covenant	\$ 1,525.00	\$ 1,144.00	\$ 1,275.00	\$ 954.75
New Hope	\$ 3,000.00	\$ 1,100.00	\$ 1,000.00	\$ -
Newport News, Ivy Farms	\$ 406.25	\$ 406.25	\$ 93.75	\$ 93.75
Nineveh	\$ 200.00	\$ -	\$ 700.00	\$ -
Oak Grove South (Rky Mt)	\$ 265.00	\$ 265.00	\$ 900.00	\$ 900.00
Oakvale	\$ -	\$ -	\$ -	\$ -
Olean	\$ 300.00	\$ 300.00	\$ 200.00	\$ 200.00
Parkway	\$ 240.00	\$ -	\$ 240.00	\$ -
Peters Creek	\$ 5,075.00	\$ 2,537.50	\$ -	\$ -
Pleasant Valley	\$ 1,150.00	\$ 500.00	\$ 1,150.00	\$ 500.00
Pleasant View	\$ 1,000.00	\$ -	\$ 150.00	\$ -
PleasantDale	\$ -	\$ -	\$ -	\$ -
Poages Mill	\$ 3,815.28	\$ 1,907.64	\$ 878.40	\$ 439.20
Pulaski - First	\$ 500.00	\$ -	\$ 100.00	\$ -
Red Hill	\$ 300.00	\$ 400.00	\$ 400.00	\$ 400.00
Red Oak Grove	\$ 2,500.00	\$ 1,875.00	\$ 1,500.00	\$ 1,125.00
Roanoke, Central	\$ 4,200.00	\$ 6,950.00	\$ 600.00	\$ 600.00
Roanoke, First	\$ 3,800.00	\$ -	\$ 1,500.00	\$ 1,500.00
Roanoke, Hollins Road	\$ 3,000.00	\$ -	\$ 1,350.00	\$ -
Roanoke, Ninth Street	\$ 4,080.00	\$ 2,040.00	\$ 1,820.00	\$ 910.00
Roanoke, Oak Grove	\$ 10,000.00	\$ 5,000.00	\$ 2,000.00	\$ 2,000.00
Roanoke, Iglesia Renacer Cristiana	\$ 800.00	\$ -	\$ 300.00	\$ -
Roanoke, Summerdean	\$ 16,000.00	\$ 12,000.00	\$ 4,750.00	\$ 3,562.50
Roanoke, Williamson Road	\$ 2,730.00	\$ 1,820.00	\$ 1,600.00	\$ 1,064.00
Rocky Mount, First	\$ 350.00	\$ 350.00	\$ 300.00	\$ 300.00
Saint Paul	\$ 300.00	\$ 75.00	\$ 200.00	\$ -
Saunders Grove	\$ 500.00	\$ 250.00	\$ 400.00	\$ 200.00
Schoolfield	\$ -	\$ -	\$ -	\$ -
Selma	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
Shelton	\$ 1,200.00	\$ -	\$ -	\$ -
Smith Chapel	\$ -	\$ -	\$ -	\$ -
Smith Mountain Lake	\$ 3,000.00	\$ 3,000.00	\$ 2,500.00	\$ 2,500.00
Smith River	\$ 2,050.00	\$ 1,025.00	\$ 1,250.00	\$ 725.00
Spruce Run	\$ 1,100.00	\$ 1,100.00	\$ -	\$ -
Stonewall	\$ 1,250.00	\$ 1,250.00	\$ 450.00	\$ 450.00
Topeco	\$ 9,880.00	\$ 4,940.00	\$ 2,736.00	\$ 1,368.00
Trinity	\$ 750.00	\$ 250.00	\$ 750.00	\$ 250.00
Troutville	\$ 4,500.00	\$ 2,250.00	\$ 1,200.00	\$ 600.00
Vinton	\$ 300.00	\$ 600.00	\$ 100.00	\$ -
Virginia Beach, CCU	\$ 89.58	\$ 89.58	\$ 49.88	\$ 49.88
Wakefield Chapel	\$ 200.00	\$ -	\$ 150.00	\$ -
West Richmond	\$ 5,000.00	\$ 3,333.32	\$ 400.00	\$ 300.00
White Rock	\$ 400.00	\$ 400.00	\$ -	\$ -
<b>Total</b>	<b>\$ 198,115.23</b>	<b>\$ 121,493.98</b>	<b>\$ 75,069.10</b>	<b>\$ 49,138.26</b>
<b>% Actual S/A</b>		<b>61%</b>		<b>65%</b>

**Virgina District Board - Church of the Brethren  
Self Allocation and Financial Secretary Report  
As of August 31, 2019**

**SEQUENCE 330**

<b>DEPOSIT BREAKOUT</b>	<b><u>Total</u></b>
#40002 - Self Allocation	\$ 121,493.98
#40012 - Miscellaneous	\$ 3,807.50
#40022 - Interest Income	\$ 21,167.28
#40032 - Individual Undesignated	\$ 453.00
#40042 - Refunds	\$ 1,989.89
#40052 - Designated	\$ 283,992.96
<b>TOTAL DEPOSIT</b>	<b>\$ 432,904.61</b>

<b>DESIGNATED BREAKOUT</b>	<b><u>Total</u></b>
#30200 - Camp Bethel S/A	\$ 49,138.26
#30202 - Bridgewater College	\$ 256.11
#30204 - Church of the Brethren	\$ 2,712.92
#30206 - Bethany Th. Seminary	\$ 121.11
#30208 - Hunger	\$ 748.93
#30214 - Moneta, Lake Side	\$ 24,866.43
#30218 - Renacer - Roanoke	\$ 100.00
#30220 - Special Gifts - District	\$ -
#30230 - Camp Bethel Transfer (to Camp, Non-SA)	\$ 4,551.95
#30236 - Retired Church Workers Fund	\$ 120.00
#30318 - Camp Bethel Transfer (to District)	\$ 89,941.61
#32210 - Youth Escrow	\$ -
#32215 - Northern Area Ministers	\$ 30.00
#32220 - CGI - Overall	\$ 9,853.50
#32221 - CGI - Roanoke	\$ 860.00
#32222 - CGI - Shenandoah	\$ 1,575.00
#32223 - CGI - Southern	\$ 75.00
#32225 - Historical Committee	\$ 199.96
#32230 - District Conference	\$ -
#32240 - Awakening Services	\$ 1,761.52
#32255 - Spiritual Dev. Retreat	\$ 1,395.00
#32265 - Blacksburg Facility Escrow	\$ 25,108.63
#32270 - FaithQuest Escrow	\$ 3,285.00
#32273 - Ministry and Mission Day	\$ 381.00
#32274 - National Youth Conf.	\$ -
#32276 - Pastor and Spouse Rt	\$ 1,480.00
#32278 - Professional/Cong Growth	\$ 975.00
#32280 - Developmental Disabilities	\$ -
#32295 - Leadership Escrow	\$ 3,531.95
#32395 - Calling the Called	\$ 884.90
#32305 - Roof Replacement Loan	\$ -
#32310 - Senior High/IYC Retreat	\$ 240.00
#33305 - Seed, Scattered and Sown	\$ 37,021.18
#33500 - Disaster - General	\$ 7,807.24
#33511 - Disaster Response Van	\$ 856.47
#33600 - New Church Development	\$ 4,671.08
#33700 - Smaller Membership Congregational	\$ 1,000.00
<b>TOTAL DESIGNATED B/O</b>	<b>\$ 283,992.96</b>

Virilina District Board

3402 Plantation Road, NE  
Roanoke, VA 24012  
1/1/2019 - 8/31/2019

SEQUENCE 340

	(1) Beginning Balance	(2) Contributions	(3) Distribution	(4) Transfers	(5) Adjusted Balance	(6) Admin Fees	(7) Interest & Dividends	(8) Market Value Fluctuation	(9) Ending Balance
<b>Endowment - District</b>									
Bond	117,921.56	0.00	-8,000.00	0.00	109,921.56	-384.71	2,595.01	10,415.31	122,547.17
Domestic Stock	128,147.89	0.00	-8,000.00	0.00	120,147.89	-457.79	1,554.91	22,967.35	144,212.36
<b>Endowment - District Totals:</b>	<b>246,069.45</b>	<b>0.00</b>	<b>-16,000.00</b>	<b>0.00</b>	<b>230,069.45</b>	<b>-842.50</b>	<b>4,149.92</b>	<b>33,382.66</b>	<b>266,759.53</b>
<b>Endowment-Camp</b>									
Bond	33,416.77	0.00	-1,328.48	0.00	32,088.29	-111.11	754.59	3,034.50	35,766.27
Domestic Stock	36,088.02	0.00	-1,328.47	0.00	34,759.55	-130.98	447.21	6,542.07	41,617.85
<b>Endowment-Camp Totals:</b>	<b>69,504.79</b>	<b>0.00</b>	<b>-2,656.95</b>	<b>0.00</b>	<b>66,847.84</b>	<b>-242.09</b>	<b>1,201.80</b>	<b>9,576.57</b>	<b>77,384.12</b>
<b>Mow Memorial</b>									
Bond	43,304.56	0.00	-1,721.58	0.00	41,582.98	-143.99	977.88	3,932.37	46,349.24
Domestic Stock	46,766.30	0.00	-1,721.58	0.00	45,044.72	-169.85	579.83	8,477.57	53,932.27
<b>Mow Memorial Totals:</b>	<b>90,070.86</b>	<b>0.00</b>	<b>-3,443.16</b>	<b>0.00</b>	<b>86,627.70</b>	<b>-313.84</b>	<b>1,557.71</b>	<b>12,409.94</b>	<b>100,281.51</b>
<b>New Chesterfield</b>									
Bond	60,072.75	0.00	-931.11	0.00	59,141.64	-199.70	1,364.18	5,517.94	65,824.06
Domestic Stock	64,277.72	0.00	-931.11	0.00	63,346.61	-233.49	802.44	11,670.03	75,585.59
<b>New Chesterfield Totals:</b>	<b>124,350.47</b>	<b>0.00</b>	<b>-1,862.22</b>	<b>0.00</b>	<b>122,488.25</b>	<b>-433.19</b>	<b>2,166.62</b>	<b>17,187.97</b>	<b>141,409.65</b>
<b>Nolley Fund-Brethren Foundation Account #10450</b>									
Bond	35,511.07	0.00	-1,329.43	0.00	34,181.64	-117.85	802.08	3,225.96	38,091.83
Domestic Stock	36,697.26	0.00	-9,772.64	0.00	26,924.62	-127.55	404.65	6,727.89	33,929.61
<b>Nolley Fund-Brethren Foundation Account #10450 Totals:</b>	<b>72,208.33</b>	<b>0.00</b>	<b>-11,102.07</b>	<b>0.00</b>	<b>61,106.26</b>	<b>-245.40</b>	<b>1,206.73</b>	<b>9,953.85</b>	<b>72,021.44</b>
<b>Operational Escrow</b>									
Bond	64,971.39	0.00	-2,583.65	0.00	62,387.74	-215.87	1,467.15	5,899.85	69,538.87
Domestic Stock	70,138.42	0.00	-2,583.63	0.00	67,554.79	-254.51	869.89	12,714.03	80,884.20
<b>Operational Escrow Totals:</b>	<b>135,109.81</b>	<b>0.00</b>	<b>-5,167.28</b>	<b>0.00</b>	<b>129,942.53</b>	<b>-470.38</b>	<b>2,337.04</b>	<b>18,613.88</b>	<b>150,423.07</b>
<b>Virilina District Board Totals:</b>	<b>737,313.71</b>	<b>0.00</b>	<b>-40,231.68</b>	<b>0.00</b>	<b>697,082.03</b>	<b>-2,547.40</b>	<b>12,619.82</b>	<b>101,124.87</b>	<b>808,279.32</b>



**PROPOSED REVISIONS TO THE  
CONSTITUTION AND BY-LAWS  
OF THE VIRLINA DISTRICT  
CHURCH OF THE BRETHREN**

**8 PREAMBLE**

9 God is the active creator of all things. God speaks and the world is formed. God acts and the human family  
10 is created in God's image. God calls all persons into the family of God.

11  
12 Through Jesus Christ, God speaks, acts and calls into being a new community; a community of love,  
13 compassion, justice and peace. Christians are those people who accept that call and strive to follow the one whose  
14 name they bear.

15  
16 We, the Virlina District of the Church of the Brethren, accept God's call. By the power of the Holy Spirit we  
17 seek to be faithful to the Gospel in word and deed. Drawing upon our Pietist and Anabaptist traditions, we affirm that  
18 faith cannot be constrained by simple statements and creeds. Therefore, we hold the New Testament to be our rule of  
19 faith and practice.

20  
21 In order that we may operate within the confines of our world, we adopt this constitution and by-laws for our  
22 structure and function. May God's Word become flesh through the ministry and mission of the Virlina District.

**24 MISSION STATEMENT**

25 *"God saw everything that He had made, and, indeed, it was very good." (Genesis 1:31 NRSV)*

26  
27 *"...be transformed by the renewing of your minds,  
28 so that you may discern what is the will of God  
29 what is good and acceptable and perfect." (Romans 12:2 NRSV)*

30  
31 That which God creates, God also redeems. Therefore the mission of the Virlina District is to:  
32 - be faithful caretakers of this wondrous gift through outdoor ministries  
33 - promote renewal through education, spiritual growth and worship.

34  
35 *"But you are a chosen race, a royal priesthood, a holy nation, God's own people,  
36 in order that you may proclaim the mighty acts of him who called you out of darkness  
37 into his marvelous light." (I Peters 2:9 NRSV)*

38  
39 Through baptism, each Christian is called to be in ministry. Therefore the mission of the Virlina District is to:  
40 - equip and strengthen local congregations;  
41 - join with congregations in calling and training persons for set-apart ministry;  
42 - identify and develop human and material resources for the work of the District.

43  
44 *"Go therefore and make disciples of all nations,  
45 baptizing them in the name of the Father and of the Son and of the Holy Spirit,  
46 and teach them to obey everything that I have commanded you." (Matthew 28: 19-20a NRSV)*

47  
48 *"...truly I tell you, just as you did it to one of the least of these who are members of my family,  
49 you did it to me." (Matthew 25:40 NRSV)*

50  
51 As those who continue the work of Jesus, the mission of the Virlina District is to:  
52 - encourage congregations to call new disciples;  
53 - establish fellowships that share the vision of the Church of the Brethren;  
54 - create and support compassion, justice, peace and love.

1 Ours is a great calling. May God bless our efforts in mission and ministry. Amen.

2  
3 **ARTICLE I. -PURPOSE**

4 The purpose of the District shall be to administer and coordinate the religious and business activities of the  
5 Church of the Brethren within the bounds of the District, seeking to fulfill the great commission of Jesus Christ  
6 (Matthew 28: 18-20). The District shall recognize its relationship to the denomination by being subject to the policies  
7 and cooperative with the program of the denomination and in other appropriate ways, (e. g. members of Standing  
8 Committee elected by District Conference serve as delegates to Annual Conference). The District may appoint  
9 representatives to cooperative religious bodies as need and opportunity arises. The District shall have power to own  
10 and convey real estate, and to be trustee of property, endowment and other funds.

11  
12 The District is a group of congregations located in geographic proximity to each other. Having common  
13 purposes the District enables member congregations to do together what they cannot do separately and provides  
14 resources and help to member congregations to discover and carry out their own unique ministries.

15  
16 **ARTICLE II. - NAME AND MEMBER CONGREGATIONS**

17 The Virlina District of the Church of the Brethren shall be comprised of those congregations, fellowships,  
18 projects, and special ministries located within West Virginia beginning at the confluence of the Ohio and Big Sandy  
19 Rivers northward along the Ohio River, thence east along the Kanawha River to the western boundary of Kanawha  
20 County; thence along the northern boundaries of Kanawha, Fayette and Greenbrier Counties to the West  
21 Virginia/Virginia border; thence along the northern boundaries of Alleghany, Botetourt and Bedford Counties, and the  
22 City of Lynchburg; thence along the James River, including the entirety of Nelson County east of the main line of the  
23 Norfolk Southern Railway, to the western boundary of Henrico County; thence along the northern boundaries of  
24 Henrico, Hanover and New Kent Counties to the south bank of the York River to the Atlantic Ocean. On the south,  
25 the line, beginning at the confluence of the Ohio and Big Sandy Rivers, runs along the boundary of Kentucky and West  
26 Virginia; thence along the Virginia/West Virginia border to Interstate 77; thence south to Wytheville, VA along the  
27 route of Interstate 77 to the North Carolina/Virginia border including the entirety of Carroll County; thence east to U.S.  
28 Highway 52, south on U.S. Highway 52 to U.S. Highway 601 at Mt. Airy, NC; thence south on U.S. Highway 601 to  
29 the North Carolina/South Carolina border, but including the entirety of Cabarrus County; thence following the North  
30 Carolina/South Carolina state line to the Atlantic Ocean, and as amended.

31  
32 **ARTICLE III. - INCORPORATION**

33 The District shall be incorporated under, and pursuant to, the laws of the Commonwealth of Virginia where  
34 its principal office is located. The District Office shall be the principal place of business. The affairs of the corporation  
35 shall be managed by the District Board whose chairperson, vice-chairperson, secretary, and/or treasurer shall be the  
36 legal officers of the corporation. The District Executive Minister shall be the chief executive officer of the corporation,  
37 acting at the direction of the Board. The Board may designate from among its legal officers who will sign specific legal  
38 documents.

39  
40 **ARTICLE IV. - DISTRICT CONFERENCE**

41 A. Purpose of District Conference

42 It is a meeting to which delegates and other interested persons from the member congregations come  
43 in business sessions to give implementation to District purpose. District Conference is the final  
44 authority of the District on policy, program, and procedure. With worship and fellowship as a vital  
45 part of the District Conference, the following agenda is indicative of its principal business function:

- 46 1. Celebrate achievements.
- 47 2. Survey continuing opportunities and needs.
- 48 3. Outline objectives, determine priorities, and set goals.
- 49 4. Approve strategy and accept policy.
- 50 5. Elect conference officers, the District Board, and other personnel as called for in this  
51 constitution.
- 52 6. Organize for action and delegate responsibility.
- 53 7. Dedicate human and material resources.
- 54 8. Challenge participants to go forth in service.

- 1 B. Conference Delegate Body  
2 1. All members of the congregations and fellowships of the District shall have the privilege of  
3 moving and discussing the business of District Conference. However, only the official  
4 delegates shall have the right to vote.  
5 2. There shall be four delegates including the Pastor and Church Board Chairperson from each  
6 member congregation and recognized fellowship with 200 members or fewer. Larger  
7 congregations shall have one delegate more for each additional 100 members or major fraction  
8 thereof.  
9 3. Each congregation and recognized fellowship shall be represented by the following as  
10 delegates:  
11 a. Pastor.  
12 b. Church Board Chairperson, or equivalent, whose alternate shall be the Vice  
13 Chairperson or equivalent.  
14 c. Elected delegates based on membership.  
15 4. Delegates other than the Pastor and Church Board Chairperson shall be elected for a two-year  
16 term with half of their number being selected each year.  
17 5. The congregation may provide for alternate delegates in case any regular delegate cannot  
18 serve. If an alternate for an elected delegate should serve during the first year of the term the  
19 alternate shall complete the term. In case of a pastoral vacancy, the Interim Pastor or a  
20 member of the Church Board designated by the local congregation may serve in place of the  
21 Pastor.  
22

- 23 C. Conference Officers  
24 1. The officers of District Conference shall be the Moderator, Moderator-elect, and Clerk.  
25 2. The Moderator-elect shall be elected by District Conference to serve a two-year term: the first  
26 year as Moderator-elect, the second year as Moderator.  
27 3. The Clerk shall be elected by District Conference to serve a three-year term.  
28 4. Conference appointments may be made by the officers subject to the approval of District  
29 Conference.  
30

- 31 D. Conference Committees  
32 1. Nominating and Personnel Committee  
33 The Nominating and Personnel Committee shall consist of twelve members. One member  
34 shall be elected by District Conference from each of the nine areas (see By-Laws, Article X)  
35 to serve on the Nominating and Personnel Committee. They shall serve for one three-year  
36 term and may not succeed themselves. The Moderator-elect serves as chairperson of the  
37 committee. The Moderator and Clerk of the District Conference shall complete the committee.  
38 2. District Conference Program and Arrangements Committee  
39 The District Conference Program and Arrangements Committee shall consist of eight  
40 members. The Moderator serves as chairperson. Other members shall be the Moderator-elect,  
41 the Clerk, and five persons elected by District Conference. They shall serve for one three-year  
42 term and may not succeed themselves.  
43

- 44 E. Standing Committee Delegates  
45 The appropriate number of delegates shall be elected by District Conference to represent the District  
46 on the Church of the Brethren Annual Conference Standing Committee. The directives of Annual  
47 Conference shall be followed in determining their eligibility and tenure.  
48

## 49 ARTICLE V. - DISTRICT BOARD

- 50 A. Purpose of the District Board  
51 The District Board, hereinafter referred to as the Board, shall manage and administer the work of the  
52 District within the respective budgets, as authorized by District Conference. The Board is the legal  
53 agent of the District and shall be empowered to act on behalf of the District Conference *ad interim*  
54 except for those actions specifically reserved for District Conference as set forth in this constitution



1 and by-laws.

2  
3 B. Board Members

4 The District Board shall consist of ~~33-34~~ members. Thirty members shall be elected by the  
5 Conference. Of these thirty, each area shall be represented on a basis of one board member per seven  
6 hundred fifty members, or fraction thereof. The remainder of the thirty, if any, will be elected at large.  
7 Ten members shall be elected to the Board annually. ~~The chairperson of the New Church  
8 Development Committee shall serve as a voting member of the District Board by virtue of office.  
9 The New Church Development Committee and the Outdoor Ministries Committee shall each  
10 select two representatives, one of whom shall be the Chairperson of the respective committees,  
11 to serve on the Board with vote. The Outdoor Ministries Committee shall select two  
12 representatives (including the Chairperson) to serve on the Board with vote. In the event the  
13 board representative is elected chairperson of the Outdoor Ministries Committee, the  
14 vice-chairperson of the committee shall serve.~~ The District Moderator, Moderator-elect, Treasurer,  
15 Financial Secretary, District Executive Minister, ~~Associate District Executive Minister~~, Camp  
16 Director, Standing Committee Delegates, and any Church of the Brethren Mission and Ministry Board  
17 members residing within the District shall be ex-officio members without vote. If a board member is  
18 elected to the position of District Moderator, Moderator-elect, Treasurer or Financial Secretary, their  
19 former position on the Board shall be declared vacant.

20  
21 C. Board Officers and Organization

22 The Board shall be organized annually by the Secretary of the Board during District Conference after  
23 the election of new board members for the next District Conference year. The Chairperson, Vice-  
24 chairperson, the Commission Chairpersons, and Board Representative to the Outdoor Ministries  
25 Committee, shall be selected by the Board from among its elected members. The District Executive  
26 Minister shall serve as secretary of the Board. The Board shall appoint a treasurer and financial  
27 secretary. **The Moderator-Elect shall serve on a commission of their choice without vote.** All  
28 members of the Board, excluding the Board Chairperson, District Moderator, Standing Committee  
29 Delegates and Mission and Ministry Board members, shall be assigned to commissions upon the basis  
30 of aptitude and interest. The Board will appoint one of its members to be a voting member of the  
31 Outdoor Ministries Committee. This person shall be a voting member of the Commission on Nurture.  
32 There shall be an approximate equal number of elected members on each commission. The Board  
33 Chairperson shall be ex-officio member of all commissions and committees. The Treasurer and  
34 Financial Secretary shall be on the Commission on Stewardship with full privileges of the commission.  
35 No person can serve **simultaneously** as an elected member of ~~both~~ the District Board, **and the New  
36 Church Development Committee** or the Outdoor Ministries Committee **simultaneously**.

37  
38 D. Commissions and Committees

- 39 1. The work of the Board shall be implemented by the following:
- 40 a. Commission on Nurture
  - 41 b. Commission on Witness
  - 42 c. Commission on Ministry
  - 43 d. Commission on Stewardship
  - 44 e. New Church Development Committee
  - 45 f. Outdoor Ministries Committee
- 46 2. The commissions shall be responsible to the Board. Each shall elect its own vice-chairperson  
47 and secretary.
- 48 3. **The New Church Development Committee and the Outdoor Ministries Committee shall**  
49 **be accountable to the Board. It Each shall elect its chairperson, vice-chairperson, and**  
50 **secretary, and treasurer.**
- 51 4. The Commissions and the Outdoor Ministries Committee may find it advantageous to appoint  
52 task groups for specific assignments, chosen on the basis of interest and ability.

53  
54 E. Committees

- 55 1. Executive Committee

1 There shall be an Executive Committee of the Board consisting of the following: the  
2 Chairperson and Vice-chairperson of the Board, who shall be the officers of the committee,  
3 the four commission chairpersons, the chairperson of the New Church Development  
4 Committee and the chairperson of the Outdoor Ministries Committee. The District Executive  
5 Minister shall serve as secretary of the Executive Committee. The District Moderator,  
6 Moderator-elect, Treasurer, Financial Secretary, ~~and the District Executive Minister and~~  
7 ~~Associate District Executive Minister~~ shall be ex-officio members without vote.  
8

9 2. Outdoor Ministries Committee

10 There shall be an Outdoor Ministries Committee consisting of thirteen voting members. Six  
11 voting members will be elected by District Conference (Two each year); six voting members  
12 will be elected by the District Board (Two each year). A District Board member from the  
13 Commission on Nurture serves on the committee with full privileges. The Chairperson shall  
14 be elected from the voting members of the committee and shall be a member of the District  
15 Board Executive Committee with vote. The ~~Associate District Executive Minister~~, Camp  
16 Director and Treasurer shall be ex-officio without vote.  
17

18 The Outdoor Ministries Committee shall organize annually. The term and tenure for all  
19 members shall be the same as for other District offices.  
20

21 3. New Church Development Committee

22 There shall be a New Church Development Committee consisting of eight to fifteen (8-15)  
23 members. These persons shall be appointed by the District Board Executive Committee and  
24 confirmed by vote of the District Board. The Chairperson, Vice-Chairperson and Secretary  
25 shall be elected from the membership of this committee. The Chairperson shall be a member  
26 of the District Board and the District Board Executive Committee with vote.  
27

28 4. Historical Committee

- 29 a. There shall be a Historical Committee of three members appointed by the board.  
30 b. The Secretary of the Board shall serve as executive of this committee.  
31

32 F. ~~Review of Financial Statements~~ **Auditing Committee**

33 The District Board shall provide for an annual **review of the corporate financial statements by a**  
34 **certified public accountant (CPA). audit.** ~~The Auditing Committee shall consist of one or more~~  
35 ~~persons selected by the District Board. Normal tenure shall apply to auditors except in the case~~  
36 ~~of a certified public accountant (CPA) who may have indefinite tenure.~~ **The auditor's report of**  
37 **the annual review** shall be distributed to the District Board and made available to the District  
38 Conference.  
39

40 **ARTICLE VI. - SPECIAL COMMITTEES**

41 The District Conference, District Board, or the Executive Committee of the Board may constitute or authorize  
42 such other continuing or short-term committees as necessary to enable the District and/or local church to best  
43 accomplish its purpose. When the specific assignment of a committee is achieved, the committee shall be dissolved.  
44 Refer to Article 5, Section C, #2 (By-Laws) for detail of the process of review and dissolution.  
45

46 **ARTICLE VII. - RELATED INSTITUTIONS**

47 The District may enter into relationship with separately organized religious institutions such as homes for the  
48 aging, colleges, and other institutions of interest to the District. In each instance there shall be mutual agreement  
49 between the District and said institution as to the nature of the relationship. The involvement of the District in terms  
50 of financial support, selection of Trustees, program endorsement, receiving of reports, etc., shall be subject to District  
51 Conference action.  
52

53 **ARTICLE VIII. - THE AREA PLAN**

54 The District shall function through nine designated areas in order to facilitate the organization and

1 administration of District affairs.

2

3 **ARTICLE IX. - FISCAL YEAR AND DISTRICT CONFERENCE YEAR**

- 4 A. The financial year of the district for reporting purposes shall be the calendar year unless otherwise
- 5 adopted by the Church of the Brethren Annual Conference.
- 6 B. The district conference year for election and reporting purposes shall be from the adjournment of one
- 7 annual district conference to the adjournment of the next annual district conference.

8

9 **BY-LAWS**

10 **ARTICLE I. - PERSONNEL SELECTION AND TENURE**

- 11 A. The Nominating and Personnel Committee shall prepare a ballot for delegates at District Conference
- 12 to elect officers of District Conference, members of committees, Standing Committee delegates, Board
- 13 members, and such other positions as are to be elected by District Conference.
- 14
- 15 B. The ballot shall include only the names of the persons who have consented to be nominees and have
- 16 agreed to fulfill the responsibilities of the office, if elected. Prior to the election, information about
- 17 each nominee shall be given to the delegates. Following the election a letter shall be sent to each
- 18 nominee reporting the results. These duties shall be the responsibility of the Nominating and Personnel
- 19 committee.
- 20
- 21 C. Elections and appointments shall be conducted in such a way as to secure leadership from all parts of
- 22 the District, and be representative of the District membership. Board membership shall provide a good
- 23 balance between pastors and lay members.

24

25 When an area representative, District Board member, member of Nominating and Personnel  
26 Committee, etc. moves from the respective area, the member shall complete the current year of service  
27 but shall then be replaced by another person from that area.

28

- 29 D. The term of office for all elected or appointed personnel shall be three years beginning after the
- 30 District Conference at which they are elected, unless otherwise stated in the constitution or by-laws.
- 31 No one shall be eligible to serve more than two terms in succession; any part of a term shall be
- 32 considered as a full term.
- 33
- 34 E. Anyone who does not serve in an elected or appointed position in a responsible way and is absent from
- 35 meetings for six months may have the office declared vacant by the Board.
- 36
- 37 F. Approximately one third of the membership of the Board and continuing committees shall be elected
- 38 in anyone year.

39

40 **ARTICLE II. - EMPLOYED STAFF**

- 41 A. District Executive Staff
- 42 The District shall employ district executive staff. They shall be persons qualified by training,
- 43 experience, and personal dedication to Christ and the church to guide, counsel, and encourage district
- 44 and local-workers in the development of vital and well-balanced church programs.
- 45 1. District Executive Minister
- 46 The District Executive Minister shall be the executive officer of the Board and shall give
- 47 general oversight to the implementation of District ministries. The District Executive Minister
- 48 shall serve as secretary of the District Board, custodian of all official papers, and be
- 49 responsible for pastoral placement.
- 50 2. ~~Associate District Executive Minister~~
- 51 ~~The Associate District Executive Minister will work with the District Executive Minister~~
- 52 ~~in the implementation of goals and priorities as established by the District Board and~~
- 53 ~~District Conference.~~
- 54 ~~3. Other Executive Staff~~

1 Additional Executive Staff may be employed as District needs justify and funding makes  
2 possible.

3  
4 B. Other Staff

- 5 1. Clerical Staff for the District Office shall be employed by the District Executive Minister and  
6 confirmed by the District Board Executive Committee.  
7 2. When the work and size of the District warrant it, additional qualified staff shall be employed.  
8

9 **ARTICLE III. - STAFF EMPLOYMENT PROCEDURES**

- 10 A. Selection, employment, evaluation and compensation of District Executive staff and other professional  
11 persons, except where otherwise designated, as well as the termination of such services, shall be the  
12 responsibility of the Board in keeping with denominational procedures and policies and in consultation  
13 with the appropriate ~~General Board~~ denominational staff personnel.  
14  
15 B. The terms of employment for all personnel shall be carefully stipulated and reviewed annually. Such  
16 terms shall be set forth in writing on approved forms and shall be considered an agreement between  
17 the contracting parties.  
18  
19 C. When there is multiple staff, the division of responsibility and the lines of authority shall be clearly  
20 defined and annually reviewed by the appropriate District officials. Although there must be close  
21 cooperation and harmony between staff members, in the final analysis all personnel are responsible  
22 to the Board except where otherwise designated.  
23  
24 D. There shall be a written position description for each employee.  
25

26 **ARTICLE IV. - CONFERENCE OFFICERS, DELEGATES AND FINANCIAL OFFICERS -**  
27 **QUALIFICATIONS AND DUTIES**

- 28 A. All officers and delegates shall be members in good standing of a member congregation of **this district**  
29 **of** the Church of the Brethren and shall serve faithfully in their respective offices.  
30  
31 B. The Moderator shall preside at business sessions of the District Conference and shall be ex-officio  
32 member of the Board and Executive Committee. The Moderator shall be chairperson of the Conference  
33 Program and Arrangements Committee and shall serve on the Nominating and Personnel Committee.  
34 The Moderator shall study the needs of the District and give interpretation and counsel to the Board  
35 and District Conference, and to other appropriate District agencies.  
36  
37 C. The Moderator-elect shall perform the duties of the moderator in the Moderator's absence or at the  
38 Moderator's request and shall become familiar with the program of the District in preparation for  
39 moderatorship. The Moderator-elect shall be an ex-officio member of the Board and Executive  
40 Committee and shall serve on one of its commissions. The Moderator-elect shall be chairperson of the  
41 Nominating and Personnel Committee and a member of the District Conference Program and  
42 Arrangements Committee.  
43  
44 D. The Clerk shall record the minutes of District Conference and shall, in cooperation with the designated  
45 District Executive Minister, prepare them for publication and distribution to the churches. The Clerk  
46 shall be a member of the Program and Arrangements Committee and Nominating and Personnel  
47 Committee.  
48  
49 E. Congregational delegates and alternates shall be elected from the active membership of the  
50 congregation. Delegates shall be expected to attend all sessions of District Conference. They shall  
51 report and communicate actions and concerns from District to congregations and vice-versa. (See  
52 Annual Conference Minutes, 1947.)  
53

54 Delegates shall be informed of the work and opportunities of the Church of the Brethren at all levels  
55 of its organization and program. Delegates shall be expected to attend local congregational business



1 meetings. Delegates shall be elected at the time of general elections in the congregations and shall  
2 serve on a year-round basis. Delegates' names and addresses shall be reported to the District Office  
3 when elected. Delegates shall register at District Conference in order to officially represent their  
4 congregation.  
5

6 **F. Financial Officers (Appointees of District Board who serve the District)**

- 7 1. The Treasurer shall be custodian of all district funds, disbursing them as authorized by the  
8 District Conference and the District Board. The Treasurer shall be an ex-officio member of  
9 the District Board and Executive Committee and shall serve on the Commission on  
10 Stewardship. The Treasurer shall make written reports to the District Board and to the District  
11 Conference as requested and submit the financial records for an annual external review.
- 12 2. The Financial Secretary shall receive all funds for the unified budgets of Camp Bethel and the  
13 District Board and deposit them promptly in a depository designated by the Board. In the  
14 absence of the Financial Secretary, the District Executive Minister and/or Camp Director may  
15 substitute in order to expedite prompt deposits. The Financial Secretary shall be an ex-officio  
16 member of the Board and Executive Committee and shall serve on the Commission on  
17 Stewardship. The Financial Secretary shall prepare quarterly a report of the giving from  
18 member congregations and of all other receipts. The reports shall be made available to the  
19 Commission ~~of Commission~~ on Stewardship, the District Board and the congregations. The  
20 records shall be submitted for an annual external review.  
21

22 **ARTICLE V - DISTRICT BOARD FUNCTIONS**

23 **A. The Executive Committee of the Board shall:**

- 24 1. Recommend District Executive Staff for employment by the Board.
- 25 2. Counsel with or provide for counsel for the District Executive Staff regarding their work and  
26 records of agreement including periodic evaluation.
- 27 3. Assist the chair of the Board in developing agendas, reviewing business items and making  
28 recommendations to the Board.
- 29 4. Formulate and recommend the District budget to the Board including setting the salaries for  
30 all staff personnel.
- 31 5. Direct the work of church development of new or merging congregations and the dissolving  
32 of congregations.
- 33 6. Serve *ad interim* when the work of the Board can be expedited without infringing upon the  
34 Board's responsibilities and authority.  
35

36 **B. The Board shall:**

- 37 1. Fulfill the directives of the District Conference and make an annual report to the Conference.
- 38 2. Develop and review annually position descriptions for each District Executive staff person  
39 which clearly outline responsibilities and accountability by delegation of said responsibilities  
40 to appropriate sub-groups.
- 41 3. Assign, supervise, coordinate and review annually the work of the Commissions and  
42 Committees and also interpret the rules of procedure of the Commissions and Committees.
- 43 4. Review the reports and approve the budget of the Outdoor Ministries Committee.
- 44 5. Assist the member congregations in self study and fulfilling their mission.
- 45 6. Project long-range planning, set goals, and initiate and terminate programs.
- 46 7. Promote, administer and supervise the denominational program through the Commissions and  
47 Committees of the District.
- 48 8. Employ and direct the work of the District Executive Staff.
- 49 9. Make all appointments for which the Board is responsible and clarify the responsibilities of  
50 each.
- 51 10. Fill vacancies in District offices occurring between District Conferences and fill such other  
52 vacancies not provided for otherwise.
- 53 11. Have responsibility for all District funds, endowments and annuities, and hold title to District  
54 properties. Distribute and invest District funds as authorized by the District Conference.

- 1 Negotiate the purchase and sale of property, and the borrowing and lending of money on
- 2 behalf of the District.
- 3 12. Approve all capital funds campaigns by commissions, committees and organizations within
- 4 the District.
- 5 13. Prepare the District budget for presentation to the District Conference.
- 6 14. Provide for an annual review of financial accounts and procedures.
- 7 15. Allocate and define authority with respect to the establishment of bank accounts and the
- 8 signing of checks and other legal documents.
- 9 16. Arrange for bonding of District personnel.
- 10 17. Receive, consider and make disposition of concerns brought by any person or church group.
- 11 18. Coordinate the District program.
- 12 19. Process queries or other business initiated by congregations or the District Board and process
- 13 according to denominational polity.
- 14 20. Plan or otherwise provide in-service training opportunities for Board members, employed
- 15 staff, and other District personnel.
- 16 21. Recommend to District Conference the recognition of fellowships and the chartering of
- 17 congregations.
- 18 22. Give direction to the formation of special interest and/or age groups within the District. All
- 19 such organizations shall exist to aid in fulfilling the mission of the church at large in the
- 20 District. All such organizations shall be subject to the oversight and direction of the Board or
- 21 its respective commissions.
- 22 23. Recognize ministers.
- 23 a. Initiative for licensing, **commissioning** and ordaining persons to the ministry may
- 24 originate either with the individual, local congregation, the District Commission on
- 25 Ministry, or the District Board.
- 26 b. All candidates for licensing, **commissioning** and ordination shall be interviewed by
- 27 the Commission on Ministry.
- 28 c. The Commission on Ministry shall recommend candidates for **commissioning and**
- 29 ordination to the District Board for approval and shall have the authority to license
- 30 individuals.
- 31 d. Approved candidates shall be reported to the local congregation for its action.
- 32 e. When the congregation approves a recommended candidate for licensing **or**
- 33 ordination, the Commission on Ministry shall then schedule the appropriate service.
- 34 24. Handle problems of discipline and appeal.
- 35 a. When problems of discipline arise, the District Board shall provide a reconciliation
- 36 committee for the purpose of listening to, counseling with, and offering
- 37 recommendations regarding the party or parties involved.
- 38 b. The committee shall make a report to the Board when appropriate.
- 39 c. The committee shall refer unresolved cases to the Board for its further consideration
- 40 and action.
- 41 d. Matters not resolved satisfactorily under the direction of the Board may be referred
- 42 to the Standing Committee of Annual Conference.

C. Special Committees

- 45 1. The Board shall provide supervision, training and instruction to each special committee
- 46 established by the District Conference, Board or Executive Committee **including an annual**
- 47 **review of the committee.**
- 48 2. The Board shall evaluate the need for and effectiveness of each special committee every third
- 49 year (staggered so that not all committees are evaluated in the same year). For special
- 50 committees established by District Conference, the Board shall recommend to the District
- 51 Conference whether the committee should continue or be dissolved. For committees
- 52 established by the Board or the Executive Committee, the Board shall decide whether the
- 53 committee should continue or be dissolved. The committee shall be dissolved unless
- 54 continuation is approved by a majority vote.
- 55

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**ARTICLE VI. -COMMISSION AND COMMITTEE RESPONSIBILITIES (The lists are not exhaustive.)**

The listing of responsibilities below is regarded as suggestive.

**A. Commission on Nurture**

The Commission on Nurture shall:

1. Initiate and promote such program and work in the congregations as fosters the spiritual growth and development of persons.
2. Shall stimulate the congregations to have a vital encounter with God.
3. Promote the total cause of Christian education.
4. Provide opportunities for training leaders and workers.
5. Counsel and coordinate age and interest groups.
6. Provide resources and nurture the inner life of the congregation.
7. Provide supervision, training and instruction to each committee that the commission appoints including an annual review of the committee.
8. Evaluate the need for an effectiveness of each committee that the commission appoints every third year (staggered so that not all committees are evaluated in the same year) and recommend to the Board at its September meeting whether the committee should continue or be dissolved.

**B. Commission on Witness**

The Commission on Witness shall:

1. Direct and undergird the witness of the churches to the world.
2. Urge each congregation to share the love of God and the gospel of Christ with persons everywhere through the work of evangelism.
3. To support missions at home and abroad.
4. Provide service workers.
5. Act on social concerns.
6. Proclaim and use the power of God to meet the needs of the world.
7. Provide supervision, training and instruction to each committee that the commission appoints including an annual review of the committee.
8. Evaluate the need for and effectiveness of each committee that the commission appoints every third year (staggered so that not all committees are evaluated in the same year) and recommend to the Board at its September meeting whether the committee should continue or be dissolved.

**C. Commission on Ministry**

The Commission on Ministry shall:

1. Give counsel and guidance to all ministerial affairs in the District.
2. Seek ways to strengthen the relationship and understanding between congregations and pastors.
3. Provide training for local persons responsible for church-pastor relations.
4. Encourage pastors in their professional growth and effectiveness of the pastoral ministry.
5. Counsel and assist congregations and individuals in the various phases of extending and receiving a call to the ministry, such as: equipping and training for the ministry, and licensing and ordaining ministers.
6. Review the ministerial list periodically and shall make recommendations to the Board regarding those ministers who no longer appear to show interest or dedication in their ministerial calling.
7. Provide supervision, training and instruction to each committee that the commission appoints including an annual review of the committee.
8. Evaluate the need for and effectiveness of each committee that the commission appoints every third year (staggered so that not all committees are evaluated in the same year) and recommend to the Board at its September meeting whether the committee should continue or be dissolved.

1 D. Commission on Stewardship

2 The Commission on Stewardship shall:

- 3 1. Aid and challenge the congregations and District to be faithful stewards of all of God's gifts.
- 4 2. Promote a program of general stewardship education and enlistment in the congregations.
- 5 3. Supervise the financial interests of the District.
- 6 4. Safeguard and utilize the property of the District.
- 7 ~~5. Develop and maintain a talent bank.~~
- 8 6.5. Solicit support for the basic work of nurture, witness, and ministry through the local
- 9 congregations, the District, and the denomination.
- 10 7.6. Provide supervision, training and instruction to each committee that the commission appoints
- 11 including an annual review of the committee.
- 12 8.7. Evaluate the need for and effectiveness of each committee that the commission appoints every
- 13 third year (staggered so that not all committees are evaluated in the same year) and
- 14 recommend to the Board at its September meeting whether the committee should continue or
- 15 be dissolved.
- 16

17 E. Outdoor Ministries Committee

18 The Outdoor Ministries committee shall:

- 19 1. Develop and promote outdoor ministry programs for congregations and the District.
- 20 2. Plan, promote, and supervise the operation of Camp Bethel and its ministries.
- 21 3. Conduct an annual evaluation of program in the light of the adopted philosophy and make
- 22 projections for future direction.
- 23 4. Report both the operating and capital phases of the program and recommend a budget to the
- 24 District Board approval.
- 25 5. Submit minutes, legal records and business records to be filed in the district office. Additional
- 26 copies are to be retained at Camp Bethel. Historical and reference materials will also be
- 27 lodged at the camp.
- 28 6. Be responsible for selection and tenure of the Camp Director subject to approval of District
- 29 Board; will formulate the director's position description.
- 30

31 F. New Church Development Committee

32 The New Church Development Committee shall:

- 33 1. Develop and update a strategy for new church development for Virlina District.
- 34 2. Survey areas for the District to determine potential for new church development utilizing the
- 35 services of an outside consultant.
- 36 3. Make recommendations to the Executive Committee for the approval of District Board on
- 37 plans for the initiation and development of new congregations including location, site, timing,
- 38 funding necessary and style of ministry considered most appropriate.
- 39 4. Review and make recommendations concerning projects initiated by individuals or
- 40 congregations within the District.
- 41 5. Counsel with the Commission on Stewardship concerning financial arrangements and fund-
- 42 raising efforts necessary for New Church Development.
- 43 6. Appoint steering committees for new projects.
- 44 7. Maintain an overview and supervisory responsibility for all New Church Development
- 45 projects.
- 46

47 G. Historical Committee

48 The Historical Committee shall:

- 49 1. Be concerned with all matters of historic interest to the District.
- 50 2. Shall collect, preserve, write, and as authorized, publish such materials.
- 51

52 **ARTICLE VII. - BUSINESS MEETINGS**

53 A. District Conference

- 54 1. The District Conference shall convene once each year. Special meetings may be called at the
- 55 discretion of the Conference officers in consultation with the Board. The Conference should



1 convene at a place centrally located.

2 2. District Conference shall begin on the second Friday night of November.

3 3. The District Conference Program and Arrangements Committee shall be responsible for length  
4 of conference, conference program, obtaining leadership, determining the place of meeting,  
5 securing facilities, providing for exhibits, registering delegates, and making other necessary  
6 arrangements for the Conference.

7  
8 B. District Board

9 The Board shall meet quarterly. Special meetings of the board may be called by the Executive  
10 Committee. **All meetings of the District Board are open to the public, except for executive**  
11 **sessions that deal with personnel issues, litigation, or sensitive matters.**

12  
13 C. Commissions and Committees

14 The Commissions and Committees shall meet regularly or as the Board may direct.

15  
16 D. Advance Notice

17 Adequate advance notice of all business meetings shall be given to the membership involved.  
18

### 19 **ARTICLE VIII. - QUORUM**

20 A No quorum shall be required for District Conference except as may be specified by rules of order or  
21 state corporation law. It is desirable to have as many delegates present as possible for the District  
22 Conference.

23  
24 B. For meetings of the Board and Commissions a majority of the elected members shall constitute a  
25 quorum.

### 26 27 **ARTICLE IX. - RULES OF ORDER**

28 Unless otherwise specified in the by-laws, Robert's Rules of Order shall be the official rules of order for the  
29 District Conference and the Board meetings.

### 30 31 **ARTICLE X. - AREAS**

32 The following areas shall be recognized as units to facilitate geographic representation, organization and  
33 administration of District affairs. At the initiative of the District Board, or congregation(s) the board shall review the  
34 congregational alignment and revise as circumstances may require.

35  
36 1. Franklin County:

37 Antioch, Bethany, Bethlehem, Boones Chapel (Snow Creek), Boones Mill, Cedar Bluff, Fairview  
38 (Rocky Mount), Ferrum, Germantown Brick, Henry Fork, Monte Vista, Nineveh, Oak Grove (South),  
39 Rocky Mount-First, Smith Mountain Lake.

40  
41 2. Martinsville:

42 Bassett, Collinsville, Danville-Emmanuel, Jones Chapel, Mount Hermon, New Bethel, New Hope,  
43 Schoolfield, Smith River.

44  
45 3. North Carolina:

46 Concord-Living Faith, Durham-Peace Covenant, Eden-First, Fraternity, Maple Grove, Shelton.  
47

48 4. Floyd County:

49 Beaver Creek, Burks Fork, Copper Hill, Duncan Chapel, Fairview (Floyd), ~~Floyd-Renacer~~  
50 **Fellowship Floyd - Iglesia Cristiana Nueva Vida**, Laurel Branch, Parkway, Pleasant Valley, Red  
51 Oak Grove, Saint Paul, Stonewall, Topeco, White Rock.

52  
53 5. Roanoke County:

54 Green Hill, Lighthouse, Masons Cove, Mount Union, Peters Creek, Poages Mill, Red Hill, **Roanoke -**

1 **Iglesia Cristiana Renacer**, Roanoke-Oak Grove, Roanoke-Summerdean, Vinton.

2  
3 6. **Roanoke City:**

4 Roanoke-Central, Roanoke-First, ~~Roanoke-Renacer Fellowship~~, Roanoke-Hollins Road, Roanoke-  
5 Ninth Street, Roanoke-Williamson Road.

6  
7 7. **New River Valley:**

8 **Blacksburg - Iglesia del Buen Pastor**, Christiansburg, Coulson, Crab Orchard, Good Shepherd,  
9 Hiwassee, Oakvale, Olean, Pleasant View, Pulaski-First, Smith Chapel, Spruce Run.

10  
11 8. **Eastern Virginia:**

12 Bethel, Hopewell, Lynchburg, New Covenant, Newport News-Ivy Farms, Virginia Beach-Christian  
13 Church Uniting, Wakefield Chapel, West Richmond.

14  
15 9. **Botetourt County:**

16 Blue Ridge, Cloverdale, Daleville, Jetters Chapel, Moneta-Lake Side Fellowship, Mount Bethel, Mount  
17 Joy, PleasantDale, Saunders Grove, Selma, Trinity, Troutville (including New Bethel).

18  
19 **ARTICLE XI. - EFFECTIVE DATE AND AMENDMENTS**

20 A. The initial plan of organization of Virilina District Church of the Brethren became effective upon  
21 adoption by the uniting District Conference October 30, 1971 at the Christiansburg Church and  
22 became fully operative at the beginning of the fiscal year in 1972, succeeding the previous  
23 organizations of the First District of Virginia and the Southern District of Virginia, incorporated as  
24 First District Board of Virginia, Church of the Brethren, Inc. and District Board of the Church of the  
25 Brethren of the Southern District of Virginia, Inc.

26  
27 B. The Constitution and By-laws of the District may be amended by a two-thirds vote of the delegates  
28 present and voting at any regular session of a District Conference. Written notice of the proposed  
29 amendment shall be given with the call of the meeting issued at least thirty days prior to the meeting.  
30 **The District Board is authorized to make grammatical and other non-substantive changes**  
31 **without having the conference vote on such matters. Such changes shall be reported to the next**  
32 **regularly scheduled District Conference.**

33  
34 This Constitution and By-laws have been revised and amended as follows:

35 By District Conference on November 15, 1986, at the Christiansburg Church of the Brethren.

36 By District Conference on November 14, 1992, at Bethel Baptist Church, Salem, VA.

37 By District Conference on November 9, 1996, at Bonsack Baptist Church, Roanoke, VA.

38 By District Conference on November 15, 1997, at Bonsack Baptist Church, Roanoke, VA.

39 By District Conference on November 14, 1998, at Derbyshire Baptist Church, Richmond, VA.

40 By District Conference on November 11, 2000, at Franklin Heights Baptist Church, Rocky Mount, VA.

41 By District Conference on November 10, 2001, at Bonsack Baptist Church, Roanoke, VA.

42 By District Conference on November 13, 2004, at Green Ridge Baptist Church, Roanoke, VA

43 By District Conference on November 12, 2005, at United Methodist Temple, Beckley, WV

44 By District Conference on November 11, 2006, at Franklin Heights Baptist Church, Rocky Mount, VA

45 Constitution and By-laws updated on December 1, 2010 to reflect previous actions of District Conference.

46 By District Conference on November 12, 2011 at Bonsack Baptist Church, Roanoke, VA

47 By District Conference on November 10, 2012 at Bonsack Baptist Church, Roanoke, VA

48 By District Conference on November 10, 2018 at Bonsack Baptist Church, Roanoke, VA

49  
50 e:\wpwin\board\proposed constitutional revisions2 919.wpd

**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN  
2020 PROPOSED BUDGET**

**SEQUENCE 600**

	<b>Budget 2017</b>	<b>Budget 2018</b>	<b>Budget 2019</b>	<b>Proposed 2020</b>	<b>Annotations</b>
<b>1 INCOME SOURCES</b>					
2 Self-Allocations	\$ 226,000.00	\$ 222,000.00	\$ 222,000.00	\$ 222,000.00	Direct giving from Virlina District congregations
3 Miscellaneous	\$ 8,129.00	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	Camp Bethel financial services (7,690.78) and other misc. income
4 Investment Income/Withdrawals	\$ 26,800.00	\$ 24,000.00	\$ 31,500.00	\$ 29,124.67	Investment income from Brethren Foundation and bank interest
5 Individual Gifts, Undesignated	\$ 7,000.00	\$ 2,000.00	\$ 2,800.00	\$ 2,200.00	Direct giving from members of Virlina District congregations
6 Refunds and Reimburseals	\$ 2,395.48	\$ 1,114.63	\$ 2,301.27	\$ 2,500.00	Refunds and reimburseals
7 Designated Income	\$ 400,000.00	\$ 400,000.00	\$ 500,000.00	\$ 450,000.00	Camp Bethel Self Allocations, Special Offerings and other pass through
8 Transfers from Other Accounts (CYYAM, DDCNW and DEM)	\$ 8,969.14	\$ 3,488.68	\$ 5,291.26	\$ 10,999.71	From NCDC (\$3,466.86), Dist. Conf. (\$1,532.86), CYYAM (\$6,000)
<b>9 TOTAL INCOME</b>	<b>\$ 679,293.62</b>	<b>\$ 660,603.31</b>	<b>\$ 771,892.53</b>	<b>\$ 724,824.38</b>	
10					
<b>11 PROGRAM EXPENSES</b>					
12					
<b>13 COMMISSION ON MINISTRY</b>					
14 Expenses - Commission on Ministry	\$ 450.00	\$ 450.00	\$ 400.00	\$ 400.00	Ordination and licensing expenses, postage and other
15 Ministry Formation - Training in Ministry (TRIM)	\$ 900.00	\$ 900.00	\$ 900.00	\$ 900.00	Stipend for TRIM Director
18 Program - Ethics Committee	\$ 75.00	\$ 100.00	\$ 100.00	\$ 100.00	Ethics Committee expenses, if needed
17 Program - Pastor to Pastors	\$ 75.00	\$ 400.00	\$ 400.00	\$ 400.00	Pastor to Pastors travel and expenses, as needed
<b>18 TOTAL</b>	<b>\$ 1,500.00</b>	<b>\$ 1,850.00</b>	<b>\$ 1,800.00</b>	<b>\$ 1,800.00</b>	
19					
<b>20 COMMISSION ON STEWARDSHIP</b>					
21 Expenses - Financial Records Review	\$ 1,450.00	\$ 1,525.00	\$ 1,525.00	\$ 1,650.00	District Board share of corporate financial records review
22 Expenses - Bank Service Charges	\$ 300.00	\$ 250.00	\$ 250.00	\$ 100.00	Bank service charges
23 Expenses - Commission on Stewardship	\$ 600.00	\$ 650.00	\$ 650.00	\$ 650.00	Stewardship materials, postage and other
<b>24 TOTAL</b>	<b>\$ 2,350.00</b>	<b>\$ 2,425.00</b>	<b>\$ 2,425.00</b>	<b>\$ 2,400.00</b>	
25					
<b>26 COMMISSION ON WITNESS</b>					
27 Council of Churches - N.C.	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	Support of interdenominational work in North Carolina
28 Council of Churches - Virginia	\$ 2,800.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	Support of interdenominational work in Virginia
29 Council of Churches - West Virginia	\$ 400.00	\$ 500.00	\$ 500.00	\$ 500.00	Support of interdenominational work in West Virginia
30 Expenses - Commission on Witness	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	Commission expenses, postage and other
31 Outreach - Grace Inside	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Support of prison chaplaincy in Virginia
32 Outreach - Va. Interfaith Center for Public Policy	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	Support of interfaith work in Virginia
33 Program - Good News Team	\$ 50.00	\$ 50.00	\$ 50.00	\$ 500.00	Evangelism Committee Expenses, as needed
34 Program - Peace Affairs	\$ 200.00	\$ 400.00	\$ 400.00	\$ 400.00	Peace Affairs Committee Expenses and Peace Center support
35 Program - Smaller Membership Congregations	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	Smaller Membership Congregational Committee expenses
36 Program - Urban Ministries Committee	\$ -	\$ -	\$ -	\$ 50.00	Urban Ministries Committee expenses
<b>37 TOTAL</b>	<b>\$ 4,800.00</b>	<b>\$ 5,300.00</b>	<b>\$ 5,300.00</b>	<b>\$ 5,800.00</b>	
38					
<b>39 COMMISSION ON NURTURE</b>					
40 Age Group Program - Junior Youth	\$ 100.00	\$ 100.00	\$ 100.00	\$ 200.00	Youth Cabinet expenses for Junior Youth
41 Age Group Program - Young Adult and Older Adult	\$ 100.00	\$ 100.00	\$ 100.00	\$ 200.00	Young Adult and Older Adult activities, as needed
42 Age Group Program - Youth	\$ 150.00	\$ 150.00	\$ 150.00	\$ 300.00	Youth Cabinet expenses for Senior High Youth
43 Age Group Program - Children	\$ 125.00	\$ 125.00	\$ 125.00	\$ 250.00	Children's Cabinet expenses
44 Christian Education - General	\$ 50.00	\$ 50.00	\$ 50.00	\$ 25.00	Promotion of Christian Education, if needed
45 Christian Education - Teacher Training	\$ 150.00	\$ 150.00	\$ 150.00	\$ 100.00	Teacher Training expenses, as needed



VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN  
2020 PROPOSED BUDGET

SEQUENCE 600

1	Educational Resources - Resource Center	\$ -	\$ -	\$ -	\$ -	\$ 50.00	Resource Center expenses, not including magazine subscriptions
2	Educational Resources - Subscriptions	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	\$ 175.00	Magazine subscriptions
3	Expenses - Commission on Nurture	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	Commission expenses, postage and other
4	Program - Disabilities Ministries	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	DDM Committee expenses
5	Program - Marriage Enrichment and Family Life	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 100.00	Support of Marriage Enrichment and Family Life Retreats
6	Spiritual Development Retreats - Non Specific	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 100.00	Support of Spiritual Development Retreats
7	Spiritual Development Retreats - Pilgrimage	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	Support of Pilgrimage Retreat
8	<b>TOTAL</b>	\$ 1,675.00	\$ 1,675.00	\$ 1,675.00	\$ 1,675.00	\$ 2,200.00	
9							
10	<b>EXECUTIVE COMMITTEE</b>						
11	Discipleship and Reconciliation Committee	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 275.00	Expenses of the Discipleship and Reconciliation Committee
12	District Executive Evaluation Consultant	\$ -	\$ 800.00	\$ 800.00	\$ -	\$ -	Consultant expenses for executive staff evaluation
13	Insurance and Corporation Expenses	\$ 6,000.00	\$ 4,000.00	\$ 4,000.00	\$ 3,050.00	\$ 3,500.00	Insurance, corporation and legal expenses
14	<b>TOTAL</b>	\$ 6,050.00	\$ 4,850.00	\$ 4,850.00	\$ 3,100.00	\$ 3,775.00	
15							
16	<b>BOARD AND CONFERENCE EXPENSES</b>						
17	Annual Conference - Assessment	\$ 6,888.70	\$ 6,724.90	\$ 6,724.90	\$ 6,633.90	\$ 6,550.00	District share of Annual Conference expenses (.65 per member)
18	Annual Conference - Standing Committee	\$ 5,400.00	\$ 6,000.00	\$ 6,000.00	\$ 5,400.00	\$ 5,400.00	Standing Committee Delegate expenses
19	Council of District Executives	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00	\$ 840.00	District Board share of Council of District Executives expenses
20	District Board - Meeting Expenses	\$ 1,000.00	\$ 1,050.00	\$ 1,050.00	\$ 1,200.00	\$ 1,200.00	District Board meeting expenses, primarily meals provided
21	<b>TOTAL</b>	\$ 14,338.70	\$ 14,824.90	\$ 14,824.90	\$ 14,283.90	\$ 13,990.00	
22							
23	<b>DISTRICT RESOURCE CENTER EXPENSES</b>						
24	Maintenance - Janitorial Services	\$ 300.00	\$ 3,120.00	\$ 3,120.00	\$ 3,240.00	\$ 3,625.00	Janitorial services for the District Resource Center
25	Maintenance - District Resource Center	\$ 400.00	\$ 500.00	\$ 500.00	\$ 400.00	\$ 400.00	Maintenance expense for the District Resource Center
26	Maintenance - Office Equipment	\$ 3,000.00	\$ 4,000.00	\$ 4,000.00	\$ 5,000.00	\$ 6,000.00	Maintenance expense for office equipment
27	Maintenance - Indebtedness on Roof Replacement	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	Principal and interest for indebtedness on roof replacement
28	Office Equipment - Copier Lease	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00	\$ 3,200.00	\$ 3,200.00	Lease of photo-copier
29	Office Equipment - Equipment Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	Replacement of office equipment
30	Office Expenses - Computer Program/Training	\$ 2,500.00	\$ 2,400.00	\$ 2,400.00	\$ 3,000.00	\$ 2,500.00	Computer programs and updates, office staff training
31	Office Expenses - Contract Mailing Services	\$ 4,400.00	\$ 4,000.00	\$ 4,000.00	\$ 2,800.00	\$ 2,900.00	Mailing expenses for the HEADLINER and other publications
32	Office Expenses - General Postage	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 900.00	\$ 900.00	General postage expenses
33	Office Expenses - Bulk Email List Serve	\$ 425.00	\$ 200.00	\$ 200.00	\$ 210.00	\$ 210.00	Email listerv expenses
34	Office Expenses - Miscellaneous	\$ 700.00	\$ 1,500.00	\$ 1,500.00	\$ 2,000.00	\$ 2,300.00	Miscellaneous office expenses, including Christmas outing
35	Office Expenses - Paper	\$ 300.00	\$ 300.00	\$ 300.00	\$ 320.00	\$ 320.00	Paper expenses
36	Office Expenses - Printing	\$ 3,500.00	\$ 3,750.00	\$ 3,750.00	\$ 3,600.00	\$ 2,500.00	Printing expense for HEADLINER, DIRECTORY and other
37	Office Expenses - Supplies	\$ 500.00	\$ 700.00	\$ 700.00	\$ 750.00	\$ 1,000.00	Office supply expenses
38	Utilities - Electricity	\$ 3,800.00	\$ 3,100.00	\$ 3,100.00	\$ 3,700.00	\$ 4,100.00	Electrical service
39	Utilities - Telephone and Internet	\$ 3,400.00	\$ 3,500.00	\$ 3,500.00	\$ 4,600.00	\$ 4,500.00	Telephone and internet service
40	Utilities - Water	\$ 550.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	Water and sewer service
41	<b>TOTAL</b>	\$ 33,575.00	\$ 37,270.00	\$ 37,270.00	\$ 38,120.00	\$ 38,855.00	
42							
43	<b>SUB-TOTAL PROGRAM EXPENSES</b>	\$ 64,288.70	\$ 68,194.90	\$ 68,194.90	\$ 66,703.90	\$ 68,820.00	
44							
45							







**RESOLUTION TO 2019 VIRLINA DISTRICT CONFERENCE**

WHEREAS a critical shortage of Church of the Brethren ministers exists, and

WHEREAS a substantial number of ministers will retire from active pastorates in Virlina congregations within the next decade, and

WHEREAS a greater number of candidates for pastoral placement and other vital ministries must be called by our congregations, and

WHEREAS a greater openness to recognize and call forth the God-created gifts of all persons, regardless of ethnicity and gender, to the set-apart ministries of the church is needed if we are to address our leadership crisis, and

WHEREAS the Commission on Ministry has sponsored six "Calling the Called" workshop series since 1996 to aid and encourage congregations and individuals to call persons to the set-apart ministry, and

WHEREAS a seventh series, jointly sponsored by the Virlina and Shenandoah Districts of the Church of the Brethren is planned at the Brethren Woods Camp and Retreat Center on April 17-18, 2020, and

WHEREAS it is hoped that many persons will explore the call to ministry in the next few years,

BE IT RESOLVED THAT the Virlina District Board – Church of the Brethren, meeting at the Christiansburg Church of the Brethren on September 21, 2019 recommends to the 2019 Virlina District Conference that the "Calling the Called" process be commended to the congregations of Virlina District for their support and participation.

Chairperson – Tony R. Robertson

Secretary – David K. Shumate

Elgin, Illinois 60120-1694

**PRE-ORDINATION INTERVIEW GUIDE**

Date July 29, 2019

**PERSONAL DATA**

Name Foster, Chris C.  
 Last First Middle

U.S. citizen  Yes  No  
 (If no, provide INS status and additional information at the end of the guide.)

Address 4591 Goodman Road, Roanoke Virginia 24014  
 Street, Box City/Town State Zip

Day phone (540) 597-9521 Evening phone (540) 597-9521

E-mail cfoster1794@hotmail.com Cell phone (540) 597-9521

Membership is in Oak Grove South COB Congregation Virlinia District

Licensing congregation/district (if different from above) \_\_\_\_\_

Date of birth: Month December Day 11 Year 1961

Marital status: Single  Married  Widowed  Divorced

If married, spouse's name \_\_\_\_\_

**EDUCATIONAL PREPARATION**

Indicate in the following categories the educational preparation agreed upon by you and the District Ministry Commission.

1. If you have graduated, or soon will graduate, from seminary, indicate:

Seminary Liberty Baptist Theological Seminary  
 Address 1971 University Blvd., Lynchburg, VA 24515  
 Date of graduation August 2010 Degree received Master of Divinity

2. If you have completed, or soon will complete, the Training in Ministry program (TRIM), indicate the college(s) and or seminary where work was done:

College and/or seminary Bridgewater College  
 Address 402 E. College Street, Bridgewater, VA 22812  
 Date of completion 1994 District Coordinator Carl Zigler



3. If you have completed, or soon will complete, an Academy Certified Training System (ACTS), indicate:

ACTS Program \_\_\_\_\_  
Date of completion \_\_\_\_\_

4. If you have completed, or soon will complete, unit(s) of Clinical Pastoral Education, indicate:

CPE Program \_\_\_\_\_  
Supervisor \_\_\_\_\_  
Date of completion \_\_\_\_\_

#### READINESS FOR MINISTRY (RfM) PROCESS

1. Did you participate in the Readiness for Ministry process as a licensed minister?

Yes  No

If yes, the name of the district:

Virlina

2. A detailed description of the eleven (11) criteria for "ministerial competencies" is outlined in the Readiness for Ministry Document.

#### DEVELOPMENT IN MINISTRY

The licensed ministry circle provides for a time of preparation, formation, and testing of the call to ministry. In light of that understanding, respond to the following questions.

1. Reflect on your spiritual journey.  
A. How has the narrative of your call changed and grown during the years of formation and training?

B. What have you learned about yourself as a child of God?

From Nov. 2010 to Feb. 19, 2018, my spiritual journey was in a dormant state. However on this date in Feb. 2018, I became physically injured with 2 herniated discs. Over the next 6 weeks, I was unable to perform any physical rehabilitation because of the excruciating pain. I was barely able to walk (I could only take a few steps with the use of assistance). During this time, I picked up the Bible like I had done many years before.

Over the next few months, I read the Bible all the way thru and some parts many times over. I cried, I prayed, and I sought guidance from God once again. Physically, I had numerous set-backs, and yet in the midst of this trial, God continued to move in my life through my physical weakness and to grow me spiritually.

Reading the Bible encouraged me in the midst of despair, brought me close to God, brought back many memories of ministry, and inspired me to walk in faith.

I am thankful for my injury in February 2018 because it was used by God to bring me back to Him from my wanderings in the wilderness.

I go forth in the grace and mercy of God.

2. What have you learned about yourself as a spiritual ministerial leader? What changes in your development in ministry have occurred?

My spiritual leadership includes being inspiring and enthusiastic; positive and optimistic; with a willingness to lead and uplift others. I have learned that I like to communicate and present ideas and truths while facilitating dialogue. I am an encourager with the extension of mercy and grace.

I have discovered that I am friendly and loyal.

I can be impulsive, but at times I may be too cautious and miss an opportunity. In other words, there can be a struggle between making decisions too quick or not being able to reach a decision.

I have learned that I must yield more to the Holy Spirit to control my drives, passions, and wills in order that I might motivate others more wisely.

I believe that I have the ability to raise people up and act as an enabler to assist others to walk in their faith on a higher plain of devotion.

I have to be careful of riding the highs and lows in life and to be mindful remaining balanced in my thoughts and actions.

3. What were the pleasant surprises?

Over the past year, while being asked to preach and then being called as a pastor, I discovered that the gifts and the calling was still present even after nearly 8 years of being absent from the ministry.

4. Are there challenges or problems that could hinder your ministry? How are you addressing and responding to these concerns?

The challenges that I face (similar as in the past) are interacting with people who are overly critical of others, lack enthusiasm, and pessimistic. In addition, uncommitted and/or disinterested church members, and a slowness to move forward to share Jesus with others can negatively impact me.

Sometimes, I am unwilling to deal with conflict rather than engage in dialogue.

However, I have significant experience in this area as I supervised the HR department at the communications company where I worked for many years.

The new challenge is to get back into the rhythm of being a pastor. However, preaching most every Sunday has allowed me the opportunity to focus on message preparation each week.

Sometimes in remembering where I came from and where I have been can lead me to beat myself up once again and have feelings raging guilt. Other times, I can peer back into the past, see who I am now, and believe where I am headed, and I will break out in joyous praise of our Lord Jesus!

The only way to address and respond to these concerns is by staying focused on Jesus and allowing the joy of the Holy Spirit to fill my being.

5. What is your understanding of ordination?

I understand ordination as a recognition of a person for leadership in an area of service that would include pastor of a congregation. An ordained minister is a credentialed minister whose call is to a broad ministry that may span multiple congregations or ministry settings over the course of their lives of service. It is valid across the denomination and transferrable across districts.

An ordained minister has the authority to perform all ministerial services and preside at the ordinances practiced by the denomination.

An ordained minister is a representative of the faith community.

It is a call to serve with and among brothers and sisters who are called to ministry and service through the rite of baptism.

6. For what ministry are you seeking ordination? (8 categories) See Ministerial Leadership Paper, page 20)

- Pastor                       Teaching  
 Administration             Chaplaincy  
 Missionary                    Special ministry (please specify) \_\_\_\_\_

7. Indicate your ability, experience, and interest in the areas listed:  
(with 1 being highest and 5 being lowest)

	<u>Ability</u>	<u>Experience</u>	<u>Interest</u>
• Preaching	<u>2</u>	<u>1</u>	<u>1</u>
• Worship, planning and leadership	<u>2</u>	<u>1</u>	<u>1</u>
• Teaching, including Bible study	<u>1</u>	<u>1</u>	<u>1</u>
• Pastoral care, including visitation	<u>1</u>	<u>1</u>	<u>1</u>
• Counseling	<u>2</u>	<u>2</u>	<u>2</u>
• Evangelism	<u>2</u>	<u>2</u>	<u>1</u>
• Administration	<u>2</u>	<u>2</u>	<u>3</u>
• Disciplined study	<u>1</u>	<u>1</u>	<u>2</u>
• Working with groups	<u>1</u>	<u>1</u>	<u>1</u>
• Relating to other denominations	<u>2</u>	<u>2</u>	<u>2</u>
• Working with community agencies	<u>3</u>	<u>3</u>	<u>2</u>
• Working with Support groups	<u>3</u>	<u>3</u>	<u>2</u>
• Youth	<u>1</u>	<u>1</u>	<u>1</u>
• Church Planting	<u>3</u>	<u>4</u>	<u>2</u>
• Mediation/conflict resolution	<u>1</u>	<u>1</u>	<u>1</u>

8. Describe your experience with and relationship to the congregation of call (licensed ministry circle).

My experience with the Oak Grove South congregation has been uplifting and has provided support through prayers and by allowing me to explore my continued call to ministry. Through preaching, consultation, and visitation, I have been encouraged through prayers and verbal validation. Our relationship is strong and healthy, filled with vitality, and includes a sense of being in community with one another.

9. Describe your experience with and relationship to the ministry setting(s) where your ministry formation has occurred.

Refer to #8.

10. Describe your experience with and relationship to the calling cohort.

As to my current calling cohort (informal), I would have to look to David Shumate and Tony Robertson. Over the course of the past year, brother David has provided encouragement to explore ministry again and given opportunity for my spiritual gifts to be reborn. We have met several times and he has offered guidance and spiritual discernment. Brother Tony, a member of the Oak Grove South congregation, has been supportive in the call to pastoral ministry.

11. What doctrines, beliefs, practices, or statements of the Church of the Brethren are important to you? What doctrines, beliefs, practices or statements of the Church of the Brethren do you find to be especially relevant to the current cultural context? Why?

I have an appreciation of our emphasis on reconciliation and peace, the community/priesthood of all believers, believers' baptism, the Love Feast, and living simply. Furthermore, our belief in non-conformity and an emphasis on faith and works (the book of James) give us much to strive for toward maturity in the faith.

Rom. 12:2 states, "Do not be conformed to this world." We should not adopt the patterns of the world around us.

The statement, "Brethren have no creed but the New Testament," resonates with me. It is important to me that we interpret the Old Testament in light of the New Testament. The Bible is our guidebook for living, affirming with it the need for lifelong and faithful study of the Scriptures.

I affirm that the Brethren seek to pattern our daily living after the life of Jesus: a life of humble service and unconditional love. We are called to serve others, heal the broken, and bring new life and hope to the despairing. We are encouraged to take seriously the call of Jesus to love all people, including the "enemy." We are called to live out our faith in the world around us.

In our current world conflict and oppression of the weak, poor, and vulnerable, we need the witness of reconciliation and peace to expand beyond the boundaries of our comfort zone into areas where conflict and oppression exist.

Furthermore, in our world where many claim to be Christians/believers in Jesus and yet fail to follow His example, there needs to be more emphasis placed on the works that follow faith.

12. Which doctrines, beliefs, practices, or statements of the Church of the Brethren raise questions or concerns for you? What steps will you take to engage in formative conversations about these items?

None

13. What are the most important qualities of an ordained minister?

I believe that 1 Timothy 3:1-7 and Titus 1:5-9 provide ample qualifications for the ordained minister. They include: living above reproach; exercising self-control, having the gift of teaching; gentle; not a lover of money; humility (not conceited); living a life that is well thought of by outsiders; being a lover of goodness; not quick-tempered; hospitable; living a life that is just, upright, spiritual, faithful, and dignified; must have a firm grasp of the Word; and able to preach with sound doctrine.

### MINISTERIAL COMPETENCIES

Questions based on areas of ministerial competencies:

1. The Bible bears witness to God's deeds and guides the church in its quest to live as God's people. How will you relate to and incorporate the scriptures in your ministerial role?

As to character and motivation to live as Christ, I look to the Sermon on the Mount (Matt. 5-7, particularly the Beatitudes). It is here that it is learned the expectations that Jesus has on our lives and the way we are to exhibit new life found only in Him.

The book of James connects works to faith. He incorporates a very practical approach to the living out of one's faith in Christ. We must be doers of the Word.

I will personally incorporate in my life these passages from Matt. 5-7, and the book of James to inspire me to strive to model Jesus in my life and ministerial role.

As to the guiding principles for the mission of the church, I look to Matthew 28:19-20 and Acts 2:8. It is here that we discover our ultimate purpose; to make and reproduce disciples/followers of Christ - in our communities with an extension to the whole world. The reproduction model incorporates teaching all that Jesus has commanded us to do.



2. The story of God's people, which begins in scripture, continues on in the life and history of the church across the centuries. Name and describe several significant events in the history of the church where God's people responded faithfully and unfaithfully.

In Acts 15 the council at Jerusalem meet to discuss the issue of what would be required for the Gentiles (race outside of Jews) to be fully accepted into the Christian community. In verse 5, the issue is placed before the meeting, "The Gentiles must be circumcised and required to obey the law of Moses." Peter spoke on behalf of the Gentiles and Paul, "We believe it is through the grace of our Lord Jesus that we are saved, just as they are" (v. 11). Barnabas and Paul shared their experiences with the council about their ministry to the Gentiles. James spoke as well for the Gentiles. They came to an agreement, as the council sent Judas and Silas back to Antioch with guidance for the Gentiles: "It seemed good to the Holy Spirit and to us not to burden you with anything beyond the following requirements: You are to abstain from food sacrificed to idols, from blood, from the meat of strangled animals and from sexual immorality."

The Protestant Reformation that some would argue began in the 1400s and culminated in the Luther's posting of the 95 Complaints (Thesis) is a significant event in Church History. Aspects of the Catholic (One) Church were being publicly challenged on issues such as abuse of authority and corruption in leadership, a return to the Gospel, purgatory, and the cult of saints and relics. On October 31, 1517, Martin Luther posted 95 complaints against the church and focused on the practice of selling indulgences, challenging the teachings on the nature of penance, and the authority of the Pope. In April 1521 the Council (Diet) of Worms convened and ordered Luther to recant his theological views (which included a "priesthood of all believers" and "salvation through faith alone"). Luther refused to do so. He was excommunicated. And thus, the Protestant Reformation, a break became inevitable from the Catholic Church.

The Anabaptist movement (Radical Reformation) is a significant event that affected the church. On January 21, 1525, the radicals met and baptized each other at Zollikon, outside of Zurich. They believed that the church consists only of people who present themselves to be baptized (believer's baptism), in congregationalism, the separation of church and state, an emphasis on discipleship, literal interpretation of the Bible, practicing separation from the world, and non-oath taking. They also believed that Jesus taught non-violence (non-resistance) and thus they believed it was wrong to pick up the sword. Anabaptists were heavily and vigorously persecuted by Protestants and Roman Catholics thru torture and execution. Courageous leaders emerged including Felix Mans, Michael Sattler, Menno Simons, Conrad Grebel, Thomas Muntzer, Hans Hut, Pilgram Marpeck, Melchior Hoffman, Jacob Hutter, and Balthasar Hubmaier. The Anabaptists central beliefs were set forth in the Schleitheim Confession of 1527.

The 3-way split of the Church of the Brethren (German Baptist Brethren) in the 1880s was a significant event in the denomination. Peter Nead was the spiritual leader of the "Old Orders." Their main points of separation included; protesting high school attendance, opposition to Sunday Schools and Revival meetings, opposition to the paid ministry, and concern over the new style of feet washing. The Progressive Brethren was lead by H. R. Holsinger. Their main points of separation were freedom on dress (but modest), favored education and the paid ministry, support of foreign missions, and desiring a congregational style of church government. At first, the moderate group tried to compromise on various issues in an attempt to hold the church together. Later, the moderate group took a more hard line approach and the ending result was a permanent schism within the denomination. In a publication by the Old Orders in 1884, they made the claim "to be the only church which has all, believes all, practices all...modern Christendom is corrupt and has no right what-ever to call itself any longer the Church of Christ." They claimed to be the only true and pure church.

3. The way people confess and practice their faith differs widely from age to age, from place to place, and from one society to another. How will you relate to other faith traditions — Protestants, Roman Catholic, Orthodox, Muslim, Hindu, etc. - in your ministry?

I view other faith traditions in the Christian realm as our brothers and sisters in Christ. Therefore, I would be willing to collaborate (work) with them to uplift and proclaim Christ to the world. This might include ways of sharing Christ with those in communities through word and deed. It is certainly my hope that Christians can find a way to cooperate with one another to advance the reign of God.

I view other faith traditions such as Muslim, Hindu, etc. as non-believers. However, that would not necessarily rule out a desire to work with them for the betterment of our communities. This might include opportunities to work collectively to reduce conflict and violence, to speak up for the oppressed, to assist those who are poor, and to bring communities together that would enhance the lives of people. God's activity is not limited to believers only, but is active in the world.

4. Within the Christian story, Brethren are one of the several groups who share a heritage known as the believers' church tradition. What is your understanding of that tradition? Name and describe the rites and ordinances and their importance to you and the church.

My understanding of the believers' church tradition includes a variety of church beliefs. One is the voluntary membership in the church. One becomes a member of the church by new birth and profession of faith. The baptism (immersion) is only for those who have professed faith in Jesus (believers only), reserved for adolescents and adults. I believe this approach is scripturally accurate and identifies the individual with Christ and the Church.

Second, the church is a fraternal community of mutual aid and edification and is a covenant of voluntarily-gathered believers. No force in religion/belief is essential to the free will of humankind to either accept or reject Christ. Acceptance connects one not only with Christ, but also to His Body - the gathered covenant community.

Third, charity and service in the church are an expression of a healthy Christian life. The emphasis on works that follow faith is scripturally sound and gives evidence of faith in Christ.

Fourth, scriptural authority with an emphasis on the New Testament. Attendance to the inspiration of Scripture as a guide book for living the Christ-like life should not be discounted. Also, the understanding that a believer is under the new covenant (NT) provides support that the OT should be interpreted in/under the light of the NT.

Fifth, a willingness to return to the traditions and practices of the early church. As the early church grew, became more powerful, and intertwined itself with governments/nations, it abandoned some of the practices and traditions of the inaugural church.

Sixth, an emphasis on discipleship to Christ as the Lord of one's life. To call Jesus my Lord is one thing, but to live one's life out in discipleship is far more genuine commitment. To live out that Christ is the master of my life, requires living a sacrificial life of servitude under His full guidance.

Seventh, an understanding that the Church is the Body of Christ. Believers are the Body and each member of the Body is integral to the spiritual health of the Church. We are interconnected with one another and Christ is the Head/Leader.

Eighth, separation from the world (non-conformity). A focus on non-conformity, living out biblical principles and the Christ-like life, requires an individual to consider and discern the negative effects of the culture/world around them. It causes us to examine our lives as followers of Jesus in the face of a world that is in conflict with the desires of God.

Also, when I look to the practices and the ordinances of the church, I believe we are correct by including believers' baptism (trine immersion), Love Feast (Meal and Footwashing) and Communion, and Anointing.

5. As Christians, we celebrate the good news of God's love for us in Jesus Christ. What is your understanding of that good news? How does Jesus Christ impact your life? How does Jesus Christ impact the life of the church? How does the good news challenge the various cultures of our time?

The first words in the Gospel of Mark states, "The beginning of the gospel about Jesus Christ, the Son of God." Although the word "euangelion" is often rendered in English as "gospel," the translation "good news" communicates more clearly that the word is used in the NT for the announcement of the good news concerning Jesus. The word appears most often in Paul's writings (60 out of the 76 uses in the NT).

For Mark, the Good News is the message about Jesus (1:1), one which is verbally proclaimed (1:14; 13:10; 14:9). Mark refers to the following written account of Jesus' ministry. It is a message of good news concerning the life, death, and resurrection of Jesus, a message that brings life and an entrance into the kingdom of God to all who repent and believe.

In Matthew 4:23 it is written, "Jesus went throughout Galilee, teaching in their synagogues, preaching the good news of the kingdom, and healing every disease and sickness among the people." It is the announcement of the Good News! God is at work fulfilling His promise about a Messiah to liberate people from sin and death and bring them into His kingdom.

For the apostle Paul, the gospel was the message about the life, death, and resurrection of Jesus. In 1 Corinthians 15:1-4, Paul defines the Good News: "by this gospel you are saved; Christ died for our sins, he was buried, he was raised!"

The gospel of Christ is the Good News of His coming to provide forgiveness of sins for all who believe (Col. 1:14; Rom. 10:9).

The impact on my life and the life of the church is that this Good News is for me and everyone. God loves you and went to great lengths to reach out to all. No matter who you are, where you have been, what you have done or what others have done to you, what circumstances you are in, or what bad choices you have made, God has Good News for you. You can be liberated and brought to salvation now! We have a Good News story and we are commanded to share it!

In culture and world, there is some much bad news of the suffering of people. There is alienation, hurt, pain, discord, conflict, war, disease, sickness, drug addiction, and oppression of the poor and vulnerable. There is a remedy, a solution, that needs to be proclaimed. There is good news! The solution is the Good News that is all summed up in the person of Jesus.

People in many cultures believe that there is no way out from their circumstances and fail to realize God's forgiveness found in the Good News about Jesus. People can change and be transformed into a new person in Christ. In Jesus, the Good News, there is hope and that hope is only discovered in Jesus.

6. The life of faith is a life in community. Name and describe several biblical images of community, and reflect on how you will use those images in your ministry.

The life of the church is defined by a loving community. In Hebrews 10:24-25, it is written, "And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another...."

We are to lift one another up, learn from one another, and be the friend that each one needs. Community is about encouraging one another to love and to live one's faith.

In Romans 12:4-5, it is written, "For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others."

This passage informs us that there are unique people in the community of the church. Each one with a variety gifts. All are important to the Body as a whole. All have meaning and purpose in the community of faith.

Paul desires that "there be no divisions among you, but that you be perfectly united in mind and thought" (1 Cor. 1:10).

As a community of believers, it is integral to the health of the body/the Church that there be genuine and real unity. Without this unity, where divisions exist, the message of the Good News will be lost and the church will fail to fulfill its central mission.

Acts 2:42-47 reminds us of the closeness of the early Christian community and that "they devoted themselves...to the fellowship...all the believers were together...everyday they continued to meet together..." And the result was that "the Lord added to their number daily those who were being saved.

A community of faith, a church, a congregation, are to be devoted to one another, in a fellowship of love, and together often. Relationships are to be cultivated in the bonds of Christian love. Relationships cannot be developed unless folks come together. God will bless a church community that is dedicated and committed to one another.

Act 4:32 informs us that "All of the believers were one in heart and mind..."

There is so much division in the world that invades the lives of people. It is important that the church offer a beacon of oneness, unity, and togetherness. There is so much conflict in the world that the church must offer a place of peace, free of discord.

7. Central to our understanding of ministry is the belief that ministry is not simply an occupation, but rather a vocation. Describe your call to the ministry and your journey of faith in this context.

I sensed the call to ministry in early elemental school. After denying the call throughout my mid-twenties, I eventually asked God to take my life and use it for His purpose. The faith journey continued into an acceptance of the call to ministry at the age of 28 in 1990. By being faithful to God, He gave me the constant assurance of the call to pastoral ministry. Even in the midst of personal struggles throughout my life, God has always remained faithful. It was in November 2001 when I answered the call of God on my life to enter the full-time pastoral ministry. At that time, I was employed at a small communications company as the Vice-President of Finance.

I resigned from serving as pastor in November 2010 due to personal reasons.

Over the course of the next 8 years, I have had 8 different jobs. Two of the jobs that I had was working part-time on a dairy farm for over 5 years and working at The Feinour Center. Both utilized skill sets that I have developed over the years.

I grew up working on various farms and working there gave me some peace in doing something that I liked and knew how to do. Also, being able to work with a close childhood friend provided a place of love, acceptance, and reassurance.

At the Feinour Center I was asked to lead Bible Study. It had been a long time, but the ability to do so easily returned into my being.

I have found it difficult to maintain an occupation without it being my vocation.

It was not until August 2018 that I filled the pulpit once again. Since that time I have been preaching at various congregations. On July 1, 2019, I was called to serve as the pastor of the Oak Grove South congregation.

Over the years, I have better understood the difference between occupation and vocation (a spiritual calling). When one has a spiritual calling, one is naturally interested and happy with what he does, he doesn't need any kind of outside motivation to do things well, all interest comes from within as given by the Holy Spirit. Set-apart ministry is what I am wired for.



8. The life of faith is more than believing and doing; it is an unending process of spiritual formation and transformation. Name and describe several of your personal spiritual disciplines and how will you continue these practices?

Spiritual formation is derived from nurturing connectivity to God. There must be an emphasis on developing a deep intimacy with God where the soul is bared before Him and the believer determines to bend his will toward the will of God. Furthermore, authentic spiritual formation is developed in the context of community. And the goal of spiritual formation is to be conformed into the image and likeness of Jesus Christ (Rom. 8:29; 2 Cor. 3:18). Spiritual formation requires a living interaction between God and the person.

In 1 Tim. 4:7-10, Paul describes the importance of spiritual disciplines. Spiritual formation involves personal spiritual disciplines, such as prayer, confession, fasting, and biblical meditation, as well as corporate participation in the congregation's shared life of worship, fellowship, teaching, and service.

Mediatively and devotionally reading God's Word opens the door to a deeper relationship with the Lord. Reading scripture facilitates spiritual formation.

It includes contemplation involving slow reflection where reading becomes listening for understanding. It involves observation where time is given for surveying the landscape of God's message found in His Word. The devotion to personal Bible study reflects the desire to want to know Christ more fully and personally.

Also, prayer can be like a royal road that leads to a deepening intimacy with God.

Praying the Scriptures creates the atmosphere for drawing close to God. I have discovered that going to the Psalms and praying through them develops my language for prayer. As I use the the Palms to express my feelings, I have learned that honesty, openness, and sincerity are available to God. This honesty in prayer establishes integrity in my relationship with Christ.

Spiritual formation is directly connected to spending time alone with the Lord. Reading and meditating upon God's Word, engaging in active prayer, and listening to the voice of God speaking to my heart is directly linked to my growth in faith and spiritual formation.

I find that the early mornings and late evenings (prior to going to sleep) are my best times to devote to prayer and meditation on God's Word. It is here where my alone time with God allows for continued growth and reflection. Reading God's Word, reflecting, praying, and in silence listening for God's voice to speak to me encourages me in my daily walk with Jesus.

In addition, I make an effort to go hiking/walking at the Roanoke Explore Park twice a week for two hours. I have discovered that during this time my mind becomes more astitute. I am able to pour out my heart to God, and I find that I see more clearly the things of God. This time of contemplation and reflection on Him deepens my spiritual perception. There is a renewed connectivity to God that inspires, invigorates, and rejuvenates my soul to service for Jesus.

Furthermore, time spent with the church family in worship, Bible study, prayer, and fellowship are an integral aspect of my continued growth in Christ. In community we live, learn, and grow together in our life with Christ.

My faith continues to be nurtured through prayer, meditation, personal Bible reading, Christian relationships, God's activity in my life and the lives of others, and the gift of the Holy Spirit. My personal faith formation is growing and maturing through these avenues. There is a constant striving to be consistent, to represent Christ in every way, and to move toward becoming like Christ everyday.

9. **What plans do you have for continuing professional growth and life-long learning?**

I will look to the Church of the Brethren for continuing educational opportunities.

10. What experiences have helped prepare you to work with conflict? Name and describe several mediation skills that will assist you in dealing with conflict.

When I worked at the communications company from 1984 to 2001, I became the Human Resource person and eventually supervised this area. Throughout my tenure, I learned various mediation skills that included listening (for understanding), open dialogue, unbiasedness toward any individual, and resolving difficult situations that arise in the work place.

In conflict, there should be time given to pause, breathe, and decide the next steps. If possible, an attempt should be made to address the issue privately. It is important to make an attempt to clarify what the issue is. One should consider the most appropriate medium to deal with the conflict. Creating an atmosphere for the opening of communication is a key component toward reconciliation. It may be appropriate to bring both parties together to talk. It is essential to listen and listen with understanding. Repeat back your understanding of the issues. An attempt should be made to get the facts/the truth of the issue (understanding there may be other valid views and perspectives). You may have the opportunity to offer guidance, but be careful about providing solutions (choose words wisely, be constructive). We should allow for silence and reflection. I believe that it is important to continue to monitor and follow-up until reconciliation and/or acceptance occurs with the individuals.

It is imperative in conflict to pray, to relax, to build relationships, ask more questions, allow for discussion, and spend time with people so that all can be understood and fully heard.

In conflict, we need to listen, count the cost, control emotions, be humble, disciplined, careful with words, and conscientious.

In dialogue and consultation, I believe that it is important to bring folks together in prayer and then proceed with discussion...under the thought that we are all valuable and of great worth to God. It may also prove highly worthy to select others to participate in the problem-solving process. Involvement of others may prove critical for development of the best solution and to get buy-in of others for the implementation of the solution. If it will prove to be constructive, it is critical to have the involvement of people throughout the whole process. The community of faith coming together can find solutions by consensus.

**11. Describe yourself as a ministerial leader from biblical, theological, and sociological perspectives.**

The biblical view of the life of leader is epitomized in Ephesians 4-6. It lays the foundation that the leader is required to walk worthy of his calling (4:1-6). This manner of life requires humility, gentleness, patience, exhibiting love and peacefulness. It is imperative that I set the example by being a walking model of what I believe. I am to walk by using my gifts (4:7-16). Each gift is given for the building up and edifying of the church, and to strengthen and encourage the church. I am to walk differently from gentiles (unbelievers) (4:17-24). I am to walk removing the clothes of the old person ((4:25-32) with a strong emphasis on being kind, tender-hearted, and forgiving. I am called to be gentle, caring, helpful, courteous, giving, compassionate, merciful, understanding, and tender. I must walk following God (5:1-7) incarnating His love in my life. It is to love sacrificially (self-giving) in the way that Christ loved. I am to walk as a child of light (5:8-14), carefully and strictly ((5:15-21), in a spirit of submission and love (5:22-33), under the authority of God (6:1-9), and in the full armor of God (6:10-20).

My desire is that my actions should accurately reflect my faith. The leader is to live incarnationally in Christ; that is, he is to incarnate the light in his/her own life. I need to be open to receiving advice and guidance from others (Prov. 19:20). Self-examination is a key element for my growth in Christ and development as a leader (2 Cor. 3:15; Eph. 5:8).

With the assurance of knowing that God stays with me and never leaves me, I can have unwavering confidence to move forward with humility in ministering to His people. In this is found joy, and without joy conveyed in my life I will not be an authentic witness for Jesus. And it only in my total surrendering that the Lord can fully use me in His Kingdom to lead and shepherd His people.

As a ministerial leader I endeavor to train, develop, and equip people with unlimited possibilities and potential. I view people, as significant and valuable, and thus, will expend time and energy in the area of people development, improvement, and advancement. With an eye constantly on Jesus, I can consistently work towards assisting others in the development of becoming more like Christ. I endeavor to be a model that others can follow. People are changed more rapidly through observation.

It is my responsibility to help others discover their purpose and significance. One of my gifts is that of an encourager and encouragement typically brings out the best in people. May I be like a Barnabas (Son of Encouragement). I place a priority on building others up. Therefore, establishing deep and abiding relationships is of crucial importance. A leader must exhibit genuine care for folks before they will allow the leader to assist them in their growth and development.

As a leader, I desire to help people know that their contribution is important and valuable. And in this context, clear expectations provide motivation to action. Expectations must be clearly and directly communicated by the leader to his/her followers. And within the area of expectations, I believe that developing a team approach will enhance the possibility of the creation of opportunity for success.

12. Given your life experience, ministry formation and training, how will you communicate the good news of Jesus Christ in a way that is relevant?

My life experience includes many spiritual highs and lows that is not uncommon to the human experience. My life of highs and lows connect to others who are on a spiritual journey toward finding meaning and purpose in life.

My experiences of death, divorce, conflict, and alienation are experiences that are common to the human existence.

My secular employment provides much insight and experience as to who exists in the world.

I believe that my many varied life experience will allow me to relate to people on a genuine and personal level that can provide guidance and hope!

The Good News is that Jesus is always available to those who genuinely reach out to Him. Psalm 139 reminds us that God is always with us irrespective of where we are in life - what we are doing or where we are in the journey.

Attending Seminary provided a much needed formal training. One of the areas that resonated with me was the pastoral counseling class where an emphasis was placed on the high value that God has placed on each individual. A value so high that God gave His only son for humanity. In John 3:16, I believe that if we would say that not only, "For God so loved the world," but that, "For God so loved (you, me, Chris, etc.) it would give us a deeper insight and understanding of just how personal God's love for us has been personified in Jesus.

All people are created in the image of God (Gen. 1:27) and have infinite value and worth. God loves all people who are the very objects of His love whom He created out of His Love.

Communicating the Good News includes speaking the truth in love! This means that I cannot speak truth without love; otherwise, it is not the Good News.

Another way to communicate the Good News (and maybe the most important), is to model Christ so that others can see Christ in me. I am to walk as Jesus walked, following His example (1 John 2:6). If I am going to be successful sharing Jesus with others, then I must be passionate about reflecting the life of Christ in my own life. My attitude must be right and the same as that of Christ (walking and living in humility) (Philip. 2:5-8).

**WHAT QUESTIONS DO YOU HAVE FOR THE DISTRICT MINISTRY COMMISSION?**

**MINISTERIAL LEADERSHIP AND ETHICS**

1. I have read the current "Ministerial Leadership" paper.  Yes  No  
I have the following questions:
  
2. I have read the current "Ethics in Ministry" paper and accept its requirements and procedures.  Yes  No  
If no, please explain:
  
3. Have you ever been convicted of a felony or misdemeanor?  Yes  No  
If yes, describe the circumstances:
  
4. Has a formal complaint of personal misconduct, as described in the current "Ethics in Ministry Relations" paper, ever been filed against you by an ecclesiastical or secular group?  Yes  No  
If yes, describe the circumstances:
  
5. If I am ordained, I will accept the guidance and discipline of the district and denomination.  Yes  No  
If no, please explain:

Signature Chris C. Foster Date July 27, 2019



**Is there any additional information you would like to share that will be helpful to us?**

**SPACES BELOW TO BE COMPLETED BY DISTRICT REPRESENTATIVES**

Recommendation of interviewers (if other than the District Ministry Commission):

Interviewers: \_\_\_\_\_

Date: \_\_\_\_\_

Recommendation of District Ministry Commission (this section must be signed by the chair and secretary, or by two other commission members designated by the chair):

Signed: \_\_\_\_\_  
Ministry Commission chair                      Ministry Commission secretary

Date: \_\_\_\_\_

District Board action (this section must be signed by the chair, or another member of the board designated by the chair):

\_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
District Board chair

Office of Ministry  
Church of the Brethren  
1451 Dundee Avenue  
Elgin, Illinois 60120-1694

**PRE-COMMISSIONING INTERVIEW GUIDE**

Date July 4, 2018

**PERSONAL DATA**

Name Boyd Harold E U.S. citizen  Yes  No  
(If no, provide INS status and additional information at the end of the guide.)  
 Last First Middle  
 Address 4436 Bonney Rd., Unit 123 Virginia Beach VA 23462  
 Street, Box City/Town State Zip  
 Day phone 757-587-1310 Evening phone 757-739-3371  
 E-mail hboyd49@yahoo.com Cell phone 757-739-3371  
 Membership is in First Church of God Congregation Anderson, Indiana District  
 Licensing congregation/district (if different from above) Same as above  
 Date of birth: Month 09 Day 26 Year 1960  
 Marital status: Single  Married  Widowed  Divorced   
 If married, spouse's name Alett Marie Boyd

**EDUCATIONAL PREPARATION**

Indicate in the following categories the educational preparation agreed upon by you and the District Ministry Commission.

1. If you have graduated, or soon will graduate, from seminary, indicate:

Seminary N/A  
 Address \_\_\_\_\_  
 Date of graduation \_\_\_\_\_ Degree received \_\_\_\_\_

2. If you have completed, or soon will complete, the Training in Ministry program (TRIM), indicate the college(s) and or seminary where work was done:

College and/or seminary Leadership College - First Church of God  
 Address 112 Bellamy Avenue, Norfolk, VA 23523

Date of completion June 9, 2018 District Coordinator Sister Gertrude Goode

3. If you have completed, or soon will complete, an Academy Certified Training System (ACTS), indicate:

ACTS Program N/A  
Date of completion \_\_\_\_\_

4. If you have completed, or soon will complete, the Education for Shared Ministry program, indicate:

Date of Completion N/A  
Congregational Companions \_\_\_\_\_

5. If you have completed, or soon will complete, unit(s) of Clinical Pastoral Education, indicate:

CPE Program N/A  
Supervisor \_\_\_\_\_  
Date of completion \_\_\_\_\_

#### READINESS FOR MINISTRY (RFM) PROCESS

1. Did you participate in the Readiness for Ministry process as a licensed minister?

Yes  No

2. A detailed description of the eleven (11) criteria for "ministerial competencies" is outlined in the Readiness for Ministry Document.

#### DEVELOPMENT IN MINISTRY

The licensed ministry circle provides for a time of preparation, formation, and testing of the call to ministry. In light of that understanding, respond to the following questions.

1. Reflect on your spiritual journey.

A. How has the narrative of your call changed and grown during the years of formation and training?

B. What have you learned about yourself as a child of God?

1A. I was called at the age of 12 into the ministry; however, at that time in my life, I did not think God could use someone like me. Since accepting my call more than 18 years ago, my spiritual journey in Jesus through the leading, guiding, and directing of the Holy Spirit has led me into serving two churches as Associate Pastor and now as a Pastor of First Church of God. I exhibit the Spirit filled life, not only during services but daily as I meet and greet others in the blessed name of Christ.

1B. I have learned that I am of specific value to God. That God has equipped me for His service and that He sees me through every trial and tribulation. I have learned to put my full trust and confidence in Him and that I will faithfully serve Him no matter what the storms may bring. I am confident in knowing that God has never let me down and that He will always be with me, in fact, walking right beside me and interceding on my behalf.

**2. What have you learned about yourself as a spiritual ministerial leader? What changes in your development in ministry have occurred?**

**2. I have grown in knowing that the church is made up of many different and distinct souls. I have learned how to minister to all kinds even if they differ from the way the Holy Spirit speaks to me and causes me to humble myself before Him. It has taught me to remain true to my calling and not take everything as a personal attack against me. I have learned to preach the way the Holy Spirit guides and directs me allowing Him to have full control of the worship experience.**

**Coming from a military style of ministry, I have learned to not water down a message and again to preach the gospel as it is written. I have learned that we must preach the gospel in its entirety. We must preach sin as well as salvation and the comfort we have as Jesus is our Lord and our Savior.**

**3. What were the pleasant surprises?**

**3. I learned that in everything I do if I respond in love, I will accomplish so much more than when I am bitter with someone because of the way I was treated. I learned that when the Spirit is in control of a service and a message then we have the confidence of knowing it will always be brought back around to the gospel message of Christ Jesus our Lord.**

**4. Are there challenges or problems that could hinder your ministry? How are you addressing and responding to these concerns?**

**4. It would be very easy to fall back into the role that everything would bother me; however, I have learned that as long as I am remaining consistent to the Holy Spirit in my life that the truth will always be heard. I am a firm believer that Jesus' Love is and should be very paramount in our lives and when we allow the Holy Spirit to intervene we can always see the fruit of our labor and not be swayed by personalities that we have no control over.**

**5. What is your understanding of commissioning?**

**5. I believe when a person is commissioned they are committing to the ministry to preach, teach, and continuing to work toward licensing and eventually ordination. They need to remain focused on what their superiors are telling them and if placed with a mentor, follow the directions of the mentor they have received. I presently have two ministerial candidates where I serve now and they not only have my direction but that of their mentors as well. In fact, I have one of the two candidates that will be ordained at Camp Meeting this August.**

**6. For what ministry are you seeking commissioning?**

**6. I am seeking the direct transfer of credentials from a Church of God ordained minister to being fully credentialed as a Church of the Brethren ordained minister. I am prayerful that I can be transferred to a church in the western part of the state of Virginia because this is where my youngest daughter plans to relocate in a couple years after her husband retires from the military.**

**7. What steps will you take to honor the commitment to and covenant with those who have called you out?**

**7. I will serve in both a ministerial and spiritual setting with the Church of Brethren community. Also, in leading a congregation in worship through the direct, leading, and guiding of the Holy Spirit. I will hold true to the ordinances set forth just as our Lord and Savior, Jesus Christ did with His disciples as He instructed them what to do. I will be in constant prayer for all members and any that visits during a church setting. I will be an example of Christ's Light so others will see Him living inside of me no matter what setting I am. Just as I have helped my friend Paul with one of his members, Sharon by officiating a funeral for her brother who passed that lived in Norfolk, Virginia. I have tried to remain contact with the widow offering whatever assistance I could assist her with.**



8. Indicate your ability, experience, and interest in the areas applicable to your ministry context: (with 1 being highest and 5 being lowest)

	<u>Ability</u>	<u>Experience</u>	<u>Interest</u>
• Preaching	<u>1</u>	<u>1</u>	<u>1</u>
• Worship, planning and leadership	<u>1</u>	<u>1</u>	<u>1</u>
• Teaching, including Bible study	<u>1</u>	<u>1</u>	<u>1</u>
• Pastoral care, including visitation	<u>1</u>	<u>1</u>	<u>1</u>
• Counseling	<u>1</u>	<u>1</u>	<u>1</u>
• Evangelism	<u>2</u>	<u>3</u>	<u>2</u>
• Administration	<u>1</u>	<u>1</u>	<u>1</u>
• Disciplined study	<u>1</u>	<u>2</u>	<u>1</u>
• Working with groups	<u>1</u>	<u>1</u>	<u>2</u>
• Relating to other denominations	<u>1</u>	<u>1</u>	<u>1</u>
• Working with community agencies	<u>1</u>	<u>1</u>	<u>1</u>
• Working with Support groups	<u>1</u>	<u>1</u>	<u>1</u>
• Youth	<u>2</u>	<u>1</u>	<u>2</u>
• Church Planting	<u>2</u>	<u>5</u>	<u>2</u>
• Mediation/conflict resolution	<u>1</u>	<u>1</u>	<u>1</u>

9. Describe your experience with and relationship to the congregation of call (licensed ministry circle).

9. I have been associated with both Pentecostal Free Will Baptist (PFWB) and Church of God, Anderson (COG). Even though I disagree with PFWB doctrine in specific to the ability to speak in tongues, I still have great friendships within that church body and even at the corporate level. I have been asked numerous times if I would ever give thought to returning to their ranks.

Within the COG, the doctrine is very comparable to my beliefs and I really enjoy the aspect of shepherding a congregation, preaching and teaching God's Word in both sermons, Bible Studies, and small group settings. In fact, I have coordinated and facilitated small groups which I saw as a benefit to get outside the four walls that we have standardized as the church. As we all know, the church is the people and not a building.

I look forward to the opportunity to work within the Church of the Brethren and in serving a congregation as their pastor in the state of Virginia. I also look forward to being involved in the corporate aspects of the Church of the Brethren as well.

**10. Describe your ministry formation experience.**

**10. I have been involved in ministry for over 30 years. As a 22 year Navy Veteran, I worked with Navy Chaplains, serving both as a lay person and in various counseling, Bible Studies, and sometimes sharing from the pulpit when asked. In 2001, I began the process to ordination with the Pentecostal Free Will Baptist (PFWB) and then in 2013 I began the process to ordination as I changed my credentials from PFWB to Church of God (COG). I preached for six months while still an ordained minister for the PFWB when I was asked to become the interim pastor. In August of 2013 I was installed as the Senior Pastor for the church I presently serve. In November of that same year, I was ordained as a COG minister thus changing my credentials from PFWB to COG.**

**I have attended leadership college every October - June school year since October 2013. I daily study and meditate on God's Holy Word doing a morning devotion, preparing weekly sermons, leading Bible Studies and small groups to assist others in maintaining a close and personal relationship with Jesus. I also spend a tremendous amount of time in my prayer closet praying and meditating on God's Word not only for my own personal life but for those that I know are in need of much prayer and for those souls that I know are still lost.**

**11. Describe your experience with and relationship to the calling cohort.**

**11. I have been involved with two different ordaining bodies. I received 100% of the vote from both bodies and have served and carried out my duties in three different churches, two as Associate Pastor, and one as the Senior Pastor. I feel confident that it will be the same in this ordaining body as well. I have served well as pastor of this local congregation, I have also been involved in leadership while serving as the State Men's Ministry President on the Church of God Executive Board for a total of four years. After serving for a three year term, I was asked and was voted to serve a consecutive three year term. I have been asked and preached in numerous Church of God churches for pulpit fill and for revivals. I have been asked and served as a representative of the Church of God in various corporate gatherings and have also been asked to present at numerous training ventures. Some of these topics include; "Dealing with congregational members with special needs", "Counseling", and "Military Ministry verses Church Ministry". I have been trained as a leader for SHAPE (Sustaining Health and Pastoral Excellence) cohort group of pastors, sharing together, offering comraderie, examples of opportunities to leadership growth, understanding ministry within congregations, and working with difficult church members or bodies.**

12. What doctrines, beliefs, practices, or statements of the Church of the Brethren are important to you? What doctrines, beliefs, practices or statements of the Church of the Brethren do you find to be especially relevant to the current cultural context? Why?

12. We serve one God in three persons; Father, Son, and Holy Ghost. We believe in the ordinances of Communion, Baptism, and Feet Washing. We believe in the Love Feast as Jesus did with the disciples. The Church of the Brethren (COB) does very well in sustaining the peace aspect of the body and in living the Spirit filled life. This is extremely important in our culture today because so many are falling away from general beliefs in who Jesus is and what He did for each and everyone of us by providing us His grace through our faith. He saved us from our sins and sanctifies us allowing us to grow in holiness in His Word and in our daily lives.

13. Which doctrines, beliefs, practices, or statements of the Church of the Brethren raise questions or concerns for you? What steps will you take to engage in formative conversations about these items?

13. The only belief that raises questions is about service in the military. I served over 22 years in the United States Navy and served God and country with distinction. In my work with Navy Chaplains it continued to help me grow both in maturity and spirituality. I grew in my walk with God and as I got ready to retire, it was time for me to fully commit and submit my life to the call God put on my life at age 12. My mother, all the way up to her death would tell me that I needed to do what God had asked me to do. As she was dying, I was able to show her my license and a small tear flowed down her face even though she could not speak to me. Other than the military service, I believe whole heartily with the Church of the Brethren doctrines, beliefs, practices, and statements.

**14. What are the most important qualities of a commissioned minister?**

**14. I believe a commissioned minister must have a heart for lost souls. This quality will take them far because they will have the desire to teach, preach, and minister helping others come to the saving grace and mercy of Christ Jesus. A commissioned minister must know it is God working through them, not that it is their own power that does anything for anyone they come in contact with.**

#### **MINISTERIAL COMPETENCIES**

**Questions based on areas of ministerial competencies:**

- 1. The Bible bears witness to God's deeds and guides the church in its quest to live as God's people. How will you relate to and incorporate the scriptures in your ministerial role?**

## MINISTERIAL COMPETENCIES

### **Questions based on areas of ministerial competencies:**

1. The Bible bears witness to God's deeds and guides the church in its quest to live as God's people. How will you relate to and incorporate the scriptures in your ministerial role?

First and foremost, II Timothy 3:16-17 says using (NIV), "All scripture is God breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work. We believe that the Bible is the inerrant word of God and it is completely true and accurate.

I am firm believer of what the Apostle Paul says in Philippians 3:12 where he states; "Not that I have already attained all this, or have already arrived at my goal, but I press on to take hold of that for which Christ Jesus took hold of me." I will continue to present the Word of God as it states in II Timothy as well as staying connected to learning so that I may grow in my walk with the Lord. I don't believe we ever stop learning. My mother used to always say, I would have one foot in the grave and the other on a banana peel yelling, "Wait, I have one more class to take." I guess she was saying I am a lifelong learner.

2. The story of God's people, which begins in scripture, continues on in the life and history of the church across the centuries. Name and describe several significant events in the history of the church where God's people responded faithfully and unfaithfully.

**2A. Faithful** - First, I think I should discuss the faithful before the unfaithful. Genesis 5:32-10:1 gives the account of Noah. Noah was 500 years old and he had 3 sons. God regretted ever making mankind and all the animals and creatures of the world. Scripture reminds us that Noah was righteous and walked with God. Because of his faithfulness, God instructed Noah to build an Ark and, on the Ark, have room for he and his wife, their sons and their wives, and lastly, two of every sort of animal and creature, male and female, so that they could repopulate the earth. God planned to flood the earth and wipe everything else out.

In Hebrews 11 we see many people who were faithful. Noah is mentioned again along with Abel, Enoch, Abraham, Isaac, Jacob, Joseph, Moses' parents, Moses, Rahab, Gideon, Barak, Samson, Jephthah, David, and Samuel. These were all commended for their faith yet none of them received what had been promised.

**2B. Unfaithful** – Again, I feel it is important to start at the beginning. In Genesis we see the making of man and woman, Adam and Eve. In Genesis 3 we are given the account of the fall of Adam and Eve and learn where Eve being persuaded by the enemy to eat of the tree of the knowledge of good and evil. She then shows the fruit to Adam and after he sees that the fruit looks good and his wife ate, he eats of it too. When God comes into the garden to meet with them and talk with them they had hidden themselves because they were naked.

Genesis, chapter 4 gives us the account of Cain murdering Abel.

In the book of Exodus 32, Moses is going up on Mt. Sinai to receive God's law and while he is there, the Hebrew people convince Aaron, his brother, to make them a god fashioned in the likeness of a calf.

Jesus, when He was taken before Pilate, the Hebrew people persuaded by the chief priests yelled for the release of Barabbas, a well known murderer, instead of Jesus who had done nothing wrong. Also, while Jesus hung on the cross between two thieves, the one thief hurled insults at Christ Jesus saying; "Aren't you the Christ? Save yourself and us." This is found in Luke 23:39



3. The way people confess and practice their faith differs widely from age to age, from place to place, and from one society to another. How will you relate to other faith traditions — Protestants, Roman Catholic, Orthodox, Muslim, Hindu, etc. - in your ministry?

In the community I presently serve, I am a part of a group of pastors who serve in an ecumenical setting where we all participate as a group in two services per year. One is on Easter morning where we do an Easter Sunrise Service for the entire community. The second is at Thanksgiving. Every pastor is part of a rotation to preach, while the remaining pastors either read scriptures, lead singing, or are a participant for communion. These are rotated throughout the churches that participate. This is a way to show the community that we can come together and worship together despite our doctrinal differences.

Also, in the Church of God, a Unity Service is done to show comradery every month that has a fifth Sunday. The Church of God in 2011 began to combine Caucasian and African American churches to have a more diverse worship experience. I am a part of the Unity Service Committee and have preached several Unity Service Worship Services as well as being called upon to preach various Revival Services as well.

4. Within the Christian story, Brethren are one of the several groups who share a heritage known as the believers' church tradition. What is your understanding of that tradition? Name and describe the rites and ordinances and their importance to you and the church.

The only thing I can locate on the Church of the Brethren website that seems to relate to "believers' church tradition" is that Church of the Brethren practices living the way Jesus did. The fact that the Brethren subscribes to no formal "creed" or set of rules. The Church of the Brethren practices peaceful living. Simply, the Brethren try to simplify life. Everything is about scripture and how Jesus did as He walked this earth. I am aware that the Brethren believes in the authority of the scripture, that children are dedicated because they do not have the understanding for baptism at an early age, believe in the calling and setting apart of ministry as stated in I Peter 2:9, and the servanthood as Jesus set the example for us in His ministry.

As far as the rites and ordinances, the Church of the Brethren believe in three ordinances which are Baptism, Anointing, and Love Feast. Baptism is part of our following Christ Jesus. Jesus gives us this charge in Matthew 28:18-20. Being baptized publicly shows that we received Christ's forgiveness and shows our commitment and participation within the body of believers. The water of baptism represents a cleansing and gives life. As we enter the water we are reminded that God cleanses us. As we come out of the water we are renewed, and we spend our life following Christ Jesus our Lord.

In the book of James 5:13-16, the half brother of Jesus informs us the importance of anointing. He is basically letting us know that if people are sick we need to bring the elders of the church together, pray for them, and anoint them with oil in Jesus' name. This assures us of God's healing virtues.

The Love Feast is four parts of our following Jesus as He instructed the disciples. First, it is based on John 13:12-15 and I Corinthians 11:23-26. John is sharing with us the aspect of Jesus washing the disciples' feet and instructing them to do the same. In I Corinthians, Paul is informing of the Lord's Supper. In this time of reflection, washing of feet, having a meal together, and then serving communion, we learn Jesus' ultimate gift of love, his death, and His resurrection.

5. As Christians, we celebrate the good news of God's love for us in Jesus Christ. What is your understanding of that good news? How does Jesus Christ impact your life? How does Jesus Christ impact the life of the church? How does the good news challenge the various cultures of our time?

The Apostle Paul reminds in I Corinthians 15 of the good news. The good news is the fact that God loved us enough to send His Son, Jesus Christ who died on the cross for our sins. Also, that on the third day He arose from the grave. Scripture also reminds us that in Acts 1:6-11 that Jesus went to Heaven. There He waits for the Father to tell Him to come back and receive His church. Jesus also told the disciples that He would leave them and go and prepare a place for us so that where He is, we too might be there with Him.

Jesus impacts my every day. He is what wakes me in the morning and what gives me rest every night. He is my morning, noon, and night. His Word lives in me and because He saved me, forgiven me of my sins, and lives within me, He has also given me His Spirit to lead, guide, and direct my comings and goings.

Jesus impacts the church as a body of believers that come together to worship, praise, and honor Him in their every day lives. They pray for one another putting other's needs before their own. We know that one day every knee will bow, and every tongue confess that He is Lord of all.

The good news challenges everything in this world that is not fully submitted and committed to Jesus Christ our Lord. It goes against all of lusts, fornications, adulteries, homosexual, and lesbian communities and calls them to conviction and repentance through the truth and love of His Word.

6. The life of faith is a life in community. Name and describe several biblical images of community and reflect on how you will use those images in your ministry.

I believe the very first scripture I think of when I think of community is Matthew 18:20 which tells us where two or more are gathered in His name, He is right there in our midst. Also, in Matthew 22:37-40, Jesus reminds us that we are supposed to love Him with all our heart, soul, mind, and strength. Also, that we are supposed to love one another as we love ourselves. Finally, I also love to think of Hebrews 10:24-25 which help us understand we are supposed to stir one another up to love and to do good works. It tells us not to neglect meeting together, but instead encourage each other. I like to add that we should keep one another prayed up in the precious name of Jesus because it is only through Jesus that we can stand together.

I will always foster the aspect of community both in the church setting, Bible Studies, small groups, family nights out with other church members, vendor events, and so much more. One of the key things that both my wife and I have been noted for is anytime an event is taking place at the church, we are normally the first ones to arrive and we remain all day and assist in tearing things down at the end of the day.

7. Central to our understanding of ministry is the belief that ministry is not simply an occupation, but rather a vocation. Describe your call to the ministry and your journey of faith in this context.

As I stated previously, I was called into the ministry at age 12, but because I was a victim of child abuse and neglect, I could not see how God could use someone as broken as I was. I entered the Navy as a way of escaping my home life and to my surprise, God ensured I ended up doing something related to religion and that was serving as a Religious Program Specialist with Navy Chaplains for over 22 years. One year before I retired, I began the process of licensing and ordination. I knew all along that God had set me apart for ministry and now I don't want to do anything other than ministry. I am thankful for what God through His Son, Jesus Christ means to me in my life and I will always go to Him for all that I need.

8. The life of faith is more than believing and doing; it is an unending process of spiritual formation and transformation. Name and describe several of your personal spiritual disciplines and how will you continue these practices?

I read, pray, study, and do devotions daily. My quiet time with God normally begins at 4:00am with reading, meditating, praying, and putting a devotion out on Facebook every morning. I believe when the Apostle Paul said to pray without ceasing that I am supposed to be in constant prayer for not only my own needs but especially for those of the body. I am fully submitted to the Lord, Jesus. I also believe in simplicity and don't believe things should be as hard as some make them.

9. What plans do you have for continuing professional growth and life-long learning?

My plan is to request from the VA an extension to go back to school and obtain an MDIV. I have not selected yet which school I would go to; however, I want to continue to learn and be the best possible pastor, mentor, and Christian I can be. I am also open to any other learning opportunities that are afforded to me.

10. What experiences have helped prepare you to work with conflict? Name and describe several mediation skills that will assist you in dealing with conflict.

In my tenure in the Navy, I attended and obtained certification in Critical Incident Stress Management (CISM) and in Critical Incident Stress Debriefs (CISD). These courses help being able to diffuse situations by learning what is the core of the problem, allowing both parties to see what parts of the problems they own, and to share viable options that would allow both parties to become a part of a solution and not always the problem. An acronym that was used was the F.I.S.H. method which asks the question is the problem just how I feel or is it an accurate assessment of what is happening, am I invested in helping solve the situation, am I willing to share openly and not in the heat of the moment, and lastly, am I willing to help others find solutions and not to be the reason for the problem.

I have done very well by calming situations before they can boil over, I am an active listener, and I discuss things quietly and openly with all parties involved showing the utmost respect for each of them.

11. Describe yourself as a ministerial leader from biblical, theological, and sociological perspectives.

One of my favorite scripture is II Timothy 2:15 (NIV) which informs us; "Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth." Both biblically and theological we must show ourselves as a Christian in every setting. This also applies to the sociological sphere because we can't be one way in church and another that is tied to this world.

Also, in I Peter 2:9 we read this; "But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light." This again is for all settings because we are special to God, no one can pluck us out of His hands and that we know we have been taken out of darkness and have deposited within us Christ Jesus' wonderful and glorious light that should shine out to all people.



**12. Given your life experience, ministry formation and training, how will you communicate the good news of Jesus Christ in a way that is relevant?**

God has allowed me to experience numerous things in my life that has caused me to be the Christian I am today. He has blessed me with much training and through obtaining the Master Trainer certification and a member of Toastmasters, He has blessed me with the ability to share them in accordance with His Holy Word and what He has given me in my life time. He has gifted me to never speak above anyone I am talking with and to share the good news as it was shared with us.

**WHAT QUESTIONS DO YOU HAVE FOR THE DISTRICT MINISTRY COMMISSION?**

The only question that comes to mind is this; "What timeframe will be looked as to the length of time it will take for the changing of credentials and if it is approved are there any other requirements that I must do?"

**Is there any additional information you would like to share that will be helpful to us?**

I just feel that I am a well-rounded pastor, one that comes with a vast amount of knowledge in many different areas. Through my tenures as an Associate Pastor as well as a Pastor, I continue to grow and will not stop here. It is my goal to have the VA give me an extension to achieve an MDIV; however, even with that I will not stop learning. I am very skilled in computer operations and in speaking and training. I believe that I would be a great asset to the Church of the Brethren and will uphold the traditions as I have done in the other two bodies I have been associated with.

I hold a MA in counseling and am skilled in providing counseling in numerous areas. My prayer is that this board will see the positive attributes I can bring into this body and will give me a favorable endorsement.

**MINISTERIAL LEADERSHIP AND ETHICS**

1. I have read the current "Ministerial Leadership" paper.  Yes  No

I have the following questions:

It is self explanatory.

2. I have read the current "Ethics in Ministry" paper and accept its requirements and procedures.  Yes  No

If no, please explain:

3. Have you ever been convicted of a felony or misdemeanor?  Yes  No

If yes, describe the circumstances:

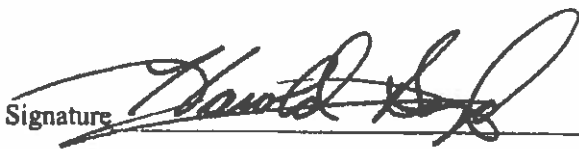
4. Has a formal complaint of personal misconduct, as described in the current "Ethics in Ministry Relations" paper, ever been filed against you by an ecclesiastical or secular group?  Yes  No

If yes, describe the circumstances:

5. If I am commissioned, I will accept the guidance and discipline of the district and denomination.  Yes  No

If no, please explain:

Signature



Date

July 4, 2018

**Is there any additional information you would like to share that will be helpful to us?**

**SPACES BELOW TO BE COMPLETED BY DISTRICT REPRESENTATIVES**

Recommendation of interviewers (if other than the District Ministry Commission):

Interviewers: \_\_\_\_\_

Date: \_\_\_\_\_

Recommendation of District Ministry Commission (this section must be signed by the chair and secretary, or by two other commission members designated by the chair):

Signed: \_\_\_\_\_  
Ministry Commission chair

\_\_\_\_\_  
Ministry Commission secretary

Date: \_\_\_\_\_

District Board action (this section must be signed by the chair, or another member of the board designated by the chair):

\_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
District Board chair

Office of Ministry  
Church of the Brethren  
1451 Dundee Avenue  
Elgin, Illinois 60120-1694

	A	B	C	D	E	F	G	H	I
		2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
1	<b>CAMP BETHEL ACCOUNTS</b>								
2	<b>Revenues</b>								
3	Self Allocation	\$ 72,181.87	\$ 72,941.96	\$ 73,270.00	\$ 43,961.42	\$ 40,319.43	3,641.99	\$ 73,270.00	
4	Fund Raising Events	13,920.86	10,781.20	13,940.00	2,563.90	2,101.20	462.70	13,940.00	Xmas Together & 5K
5	Heritage Day	36,614.80	35,032.24	36,620.00	824.00	20.00	804.00	36,620.00	
6	Golf Tournament	15,871.31	15,027.82	15,505.00	6,740.00	3,903.54	2,836.46	15,505.00	
7	Individual/Special Gifts	215.00	0.00	500.00	0.00	0.00	0.00	500.00	
8	Undesignated Gifts	16,711.39	19,608.20	14,000.00	13,651.20	12,031.10	1,620.10	14,000.00	
9	Undesignated Memorial Gifts	2,225.88	33,032.50	0.00	3,023.60	881.40	2,142.20	0.00	
10	Designated Gifts	32,959.84	47,723.77	6,000.00	8,884.56	36,024.93	(27,140.37)	6,000.00	
11	Designated Gifts - Memorial	1,700.00	150.00	0.00	4,000.00	218.00	3,782.00	0.00	see line 74
12	Foundations & Grants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
13	Miscellaneous	865.91	0.00	650.00	192.34	0.00	192.34	650.00	
14	Summer Camp Offering	1,731.00	3,579.90	3,580.00	2,563.82	3,579.90	(1,016.08)	3,580.00	
15	Interest	7,428.35	2,876.40	4,250.00	961.90	2,158.65	(1,196.75)	4,250.00	no ability to predict
16	Sow the Seed schol banquet	5,415.00	3,390.00	5,500.00	7,215.49	3,390.00	3,825.49	5,500.00	
17	Scholarship Income	8,963.82	8,761.60	8,960.00	5,013.96	4,193.60	820.36	8,960.00	will push more in 2019
18	Refund	4,214.12	6,147.43	0.00	1,257.35	5,237.27	(3,979.92)	0.00	
19		<b>221,019.15</b>	<b>259,053.02</b>	<b>182,775.00</b>	<b>100,853.54</b>	<b>114,059.02</b>	<b>(13,205.48)</b>	<b>182,775.00</b>	
20	<b>OUTDOOR MIN. PROGRAMS</b>								
21	Trip Camps	27,365.80	15,837.16	27,610.00	18,494.05	12,217.16	6,276.89	27,610.00	
22	Day Camp(s)	11,474.15	10,967.88	10,940.00	6,069.90	7,956.87	(1,886.97)	10,940.00	restructured TDC in 2019
23	Junior High Adventure Camps	34,083.63	27,277.51	34,500.00	15,819.54	23,184.19	(7,364.65)	34,500.00	
24	Junior High Resident Camps	35,518.35	36,299.50	31,645.00	35,375.04	28,801.50	6,573.54	31,645.00	
25	Parent-Child Overnight Camp	3,150.81	2,557.72	3,255.00	2,215.61	2,172.72	42.89	3,255.00	
26	Elementary Resident Camps	95,347.86	93,893.66	95,546.00	95,509.46	76,248.86	19,260.60	95,546.00	
27	Senior High Resident Camps	9,257.29	11,122.51	9,340.00	12,852.90	10,262.51	2,590.39	9,340.00	
28	Specialty Camps	27,717.34	13,277.58	26,330.00	11,821.27	13,277.58	(1,456.31)	26,330.00	
29	Tenderfoot Mini Camps	13,698.71	13,989.42	13,973.00	9,654.72	12,387.92	(2,733.20)	13,973.00	
30		<b>257,613.94</b>	<b>225,222.94</b>	<b>253,139.00</b>	<b>207,812.49</b>	<b>186,509.31</b>	<b>21,303.18</b>	<b>253,139.00</b>	Awaiting 2019 GAG of \$42,918
31	<b>OUTDOOR MIN. OTHER</b>								
32	Kindercritters	3,407.03	2,427.22	2,600.00	1,859.96	2,407.22	(547.26)	2,600.00	shifting to YOC programs
33	Trading Post	12,138.62	16,072.62	14,120.00	13,904.89	13,536.77	368.12	14,120.00	
34	Sounds of the Mountains	43,909.25	35,885.30	43,910.00	47,496.96	35,885.30	11,611.66	43,910.00	2019 was "Donald" year
35	Other Activities	58,502.36	62,524.32	51,040.00	49,520.37	35,648.41	13,871.96	51,040.00	YOC, ACA, WFA, VAAEC '19, etc
36		<b>117,957.26</b>	<b>116,909.46</b>	<b>111,670.00</b>	<b>112,782.18</b>	<b>87,477.70</b>	<b>25,304.48</b>	<b>111,670.00</b>	
37	<b>MEALS, LODGING, RENTALS</b>								
38	Meals - Brethren	9,135.67	11,697.18	9,135.00	6,456.18	7,028.50	(572.32)	9,135.00	
39	Lodging - Brethren	16,328.43	17,263.62	16,220.00	14,837.20	8,514.36	6,322.84	16,220.00	
40	Rentals - Brethren	2,805.00	1,270.00	2,805.00	2,133.69	1,060.00	1,073.69	2,805.00	
41	Meals - Non-Brethren	23,044.06	19,550.92	23,050.00	12,881.98	8,218.17	4,663.81	23,050.00	



A	B	C	D	E	F	G	H	I
	2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
<b>1</b>	<b>CAMP BETHEL ACCOUNTS</b>							
42	Lodging - Non-Brethren	55,950.98	72,669.53	59,980.00	36,072.02	37,652.12	59,980.00	
43	Rentals - Non-Brethren	9,372.00	6,911.41	9,370.00	5,101.24	5,865.20	9,370.00	
44	Summer Camps - Non-Brethren	101,592.00	129,290.00	117,800.00	17,597.00	22,540.00	117,800.00	Awaiting 2019 invoices of \$66,547
45		<b>218,228.14</b>	<b>258,652.66</b>	<b>238,360.00</b>	<b>95,079.31</b>	<b>90,878.35</b>	<b>238,360.00</b>	
46						<b>4,200.96</b>		
47	<b>Total Revenues</b>	<b>814,818.49</b>	<b>859,838.08</b>	<b>785,944.00</b>	<b>516,527.52</b>	<b>478,924.38</b>	<b>785,944.00</b>	
48								
49	<b>Expenses</b>							
50	<b>COST/EXPENSE - ADMINISTRATION</b>							
51	Acct/Bookkp. - Transfer	9,062.41	9,145.00	7,615.00	3,807.50	5,520.00	7,615.00	
52	Acct/Bookkp. - Miscell	251.16	681.97	650.00	329.00	651.97	650.00	
53	Auditor/Review	1,575.00	1,638.00	1,575.00	0.00	0.00	1,575.00	
54	Brethren Vol Service	0.00	0.00	0.00	0.00	0.00	0.00	
55	Credit Card Charges	1,073.36	(225.09)	0.00	12,900.74	11,622.79	0.00	
56	Bank Service Charges	387.69	423.17	390.00	63.44	335.72	390.00	
57	Electric Service	46,645.03	51,932.98	46,650.00	22,344.07	27,117.01	46,650.00	
58	Insurance	37,814.14	38,479.26	37,815.00	20,896.51	20,547.59	37,815.00	
59	Maintenance in office	1,197.39	0.00	500.00	0.00	0.00	500.00	
60	Membership Fees/Subscriptions	2,245.00	1,100.00	1,879.00	282.00	1,100.00	1,879.00	Ch of Comm. OMA
61	Postage	4,849.74	4,189.00	4,800.00	2,627.98	1,790.36	4,800.00	
62	Promotion/Publicity	12,204.91	9,208.30	11,580.00	4,251.28	6,850.42	11,580.00	print, fairs, ads, website, etc.
63	Propane	14,799.30	15,266.33	14,800.00	17,162.73	11,463.98	14,800.00	
64	Service Contracts	3,213.75	5,710.88	3,220.00	7,106.67	3,596.83	3,220.00	copier; HVAC; walk-ins
65	Supplies	5,380.88	4,324.40	3,200.00	1,783.90	1,673.60	3,200.00	
66	Telephone/Internet Service	3,476.70	3,040.97	3,480.00	1,956.93	1,693.66	3,480.00	
67	Trading Post	12,029.89	7,648.96	6,400.00	7,196.59	4,146.98	6,400.00	
68	Professional Services	3,531.91	6,929.72	5,000.00	6,031.37	4,938.55	5,000.00	4 yr supply of USB drives in '17
69	Water Test Kits-Health Dept.	322.89	383.62	350.00	173.19	173.19	350.00	septic, ropes tmg, CPR tmg, etc.
70		<b>160,061.15</b>	<b>159,877.47</b>	<b>149,904.00</b>	<b>108,913.90</b>	<b>103,222.65</b>	<b>149,904.00</b>	
71						<b>5,691.25</b>		
72	Master Planning	0.00	0.00	0.00	0.00	0.00	0.00	
73	Capital Expense/Add'l Cabin(s)	1,508.72	24.00	5,000.00	4,137.51	24.00	5,000.00	
74	Capital Expenses/Gen Imprvm	7,427.43	6,318.27	10,000.00	4,009.05	6,318.27	10,000.00	
75	Designated Items Expense	38,721.00	47,095.09	6,000.00	9,891.00	34,149.00	6,000.00	matching lines 10 & 11?
76	Miscellaneous Expense	249.21	473.38	0.00	0.00	212.92	0.00	
77	Unbudgeted late charges	15.00	0.00	0.00	0.00	0.00	0.00	
78	Summer Camp Offering out	1,731.00	283.60	3,000.00	0.00	0.00	3,580.00	
79	Undesignated Gifts Expense	0.00	0.00	3,500.00	0.00	0.00	3,500.00	
80		<b>49,652.36</b>	<b>54,194.34</b>	<b>27,500.00</b>	<b>18,037.56</b>	<b>40,704.19</b>	<b>28,080.00</b>	
81						<b>(22,666.63)</b>		

PROPOSED BUDGET

A	B	C	D	E	F	G	H	I
	2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
1	<b>CAMP BETHEL ACCOUNTS</b>							
82	<b>COST/EXPENSE - KITCHEN/HOUSE</b>							
83	Food Expense	73,436.29	88,699.01	66,700.00	41,171.95	40,316.25	66,700.00	
84	Housekeeping Supplies	4,240.89	3,383.01	4,250.00	2,495.17	1,142.29	4,250.00	
85	Kitchen Maintenance	0.00	1,773.02	970.00	0.00	1,773.02	970.00	irregular and occasional needs
86	Kitchen Supplies	2,975.94	3,146.33	2,980.00	2,347.92	1,939.61	2,980.00	
87	Catering Outsource	651.90	4,211.01	450.00	346.65	4,031.01	450.00	
88	Housekeeping Outsource	932.38	141.07	0.00	0.00	0.00	0.00	
89		<b>82,237.40</b>	<b>101,353.45</b>	<b>75,350.00</b>	<b>46,361.69</b>	<b>49,202.18</b>	<b>75,350.00</b>	
90								
91	<b>COST/EXPENSE - MAINTENANCE</b>							
92	Brethren/Virlina Vol Service	0.00	0.00	0.00	0.00	0.00	0.00	
93	Equipment	4,193.52	3,420.27	3,600.00	884.87	2,093.45	3,600.00	
94	Exterminator	0.00	0.00	500.00	0.00	0.00	500.00	only as needed
95	Maintenance	4,055.00	585.18	3,800.00	946.24	502.12	3,800.00	
96	Pool Supplies/Repair	5,045.18	1,751.96	2,200.00	2,015.71	1,216.17	2,200.00	
97	Supplies	2,228.18	7,885.02	4,600.00	448.27	4,440.67	4,600.00	
98	Tools	520.65	1,237.49	450.00	66.32	791.16	450.00	
99	Tractor Fuel	1,602.24	2,857.66	2,200.00	1,284.93	1,687.70	2,200.00	
100	Trash Removal	3,660.00	4,187.09	3,660.00	3,419.87	2,263.70	3,660.00	
101	Vehicle Expense	1,540.74	851.13	1,120.00	351.36	693.63	1,120.00	
102		<b>22,845.51</b>	<b>22,775.80</b>	<b>22,130.00</b>	<b>9,417.57</b>	<b>13,688.60</b>	<b>22,130.00</b>	
103	<b>COST/EXPENSE - PROGRAM</b>							
104	Background History/Fees	552.75	449.50	575.00	519.75	393.00	575.00	
105	Maintenance	0.00	33.70	0.00	0.00	33.70	0.00	
106	Other Activities & Services	6,604.73	3,831.29	2,370.00	8,639.12	1,378.97	2,370.00	
107	Supplies & Resources	6,803.72	7,819.11	6,810.00	1,603.89	4,203.75	6,810.00	
108	Heritage Day	1,877.25	2,391.45	1,880.00	300.00	0.00	1,880.00	
109	Golf Tournament	3,679.81	3,089.55	3,400.00	0.00	125.38	3,400.00	2019 = Ashley Plantation
110	Sounds of the Mountains	16,836.54	17,240.78	12,000.00	13,064.12	17,240.78	12,000.00	must encourage spending control
111	Camping Program Refunds	1,850.00	2,650.48	0.00	2,227.50	2,460.48	0.00	
112	Outdoor Min. Activity Refund	405.00	1,940.38	0.00	82.50	329.00	0.00	
113	Adventure / Trip Expenses	33,602.01	25,954.08	22,540.00	5,083.56	476.69	22,540.00	
114	Specialty Camps Expense	0.00	482.86	400.00	4,231.68	450.00	400.00	
115		<b>72,211.81</b>	<b>65,883.18</b>	<b>49,975.00</b>	<b>35,752.12</b>	<b>27,091.75</b>	<b>49,975.00</b>	
116								
117	MLR Refunds - Brethren	0.00	0.00	0.00	0.00	0.00	0.00	
118	MLR Refunds - Non-Brethren	251.00	0.00	0.00	760.00	0.00	0.00	
119	Capital Expense - Nolley	0.00	0.00	0.00	0.00	0.00	0.00	
120		<b>251.00</b>	<b>0.00</b>	<b>0.00</b>	<b>760.00</b>	<b>0.00</b>	<b>0.00</b>	
121								



	A	B	C	D	E	F	G	H	I
		2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
1	<b>CAMP BETHEL ACCOUNTS</b>								
122	<b>SALARIES/BENEFITS</b>								
123	Camp Director Salary	49,080.00	49,571.04	50,067.00	29,205.75	28,916.44	289.31	51,069.00	2% increase
124	Camp Director FICA Taxes	2,767.30	2,756.06	3,014.00	1,595.36	1,610.56	(15.20)	3,167.00	6.20%
125	Camp Director Medicare Taxes	647.20	644.58	726.00	373.09	376.67	(3.58)	741.00	1.45%
126	Camp Director Insurance	9,126.32	10,297.56	10,958.00	5,726.10	5,850.70	(124.60)	11,840.00	Rec'd insurance rates 8/23/2019
127	Camp Director Pension	5,889.60	5,948.52	6,008.00	3,004.02	3,469.97	(465.95)	6,129.00	12%
128	Camp Director Travel Mileage	1,365.46	586.59	1,370.00	70.73	61.27	9.46	1,370.00	
129	Camp Director Prof. Growth	930.00	245.00	300.00	75.00	110.00	(35.00)	300.00	
130	Camp Director Annual Conf.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
131		<b>69,805.88</b>	<b>70,049.35</b>	<b>72,443.00</b>	<b>40,050.05</b>	<b>40,395.61</b>	<b>(345.56)</b>	<b>74,616.00</b>	
132									
133	Admin Asst/Office Mgr Wages	4,732.74	8,249.67	3,000.00	3,206.01	7,144.13	(3,938.12)	4,500.00	
134	Admin Asst/Office Mgr FICA ta	241.21	511.47	190.00	198.78	442.93	(244.15)	279.00	6.20%
135	Admin Asst/Office Mgr Medical	71.23	119.61	50.00	46.47	103.58	(57.11)	66.00	1.45%
136	Admin Asst/Office Mgr Insuran	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
137	Admin Asst/Office Mgr Pensior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
138	Admin Asst/Office Mgr Prof Gr	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
139	Admin Asst/Office Mgr Travel M	0.00	0.00	50.00	0.00	0.00	0.00	50.00	
140		<b>5,045.18</b>	<b>8,880.75</b>	<b>3,290.00</b>	<b>3,451.26</b>	<b>7,690.64</b>	<b>(4,239.38)</b>	<b>4,895.00</b>	
141									
142	Food Svcs Coord Salary	30,420.00	30,125.00	30,000.00	17,500.00	17,625.00	(125.00)	30,600.00	2% increase
143	Food Svcs Coord FICA	1,051.24	0.00	1,860.00	0.00	0.00	0.00	1,898.00	6.20%
144	Food Svcs Coord Medicar	245.86	0.00	435.00	0.00	0.00	0.00	444.00	1.45%
145	Food Svcs Coord Insur	6,331.57	5,312.89	3,416.00	1,872.39	3,708.97	(1,836.58)	3,754.00	Rec'd insurance rates 8/23/2019
146	Food Svcs Coord Pension	3,650.40	3,615.00	3,600.00	1,800.00	2,115.00	(315.00)	3,672.00	12%
147	Food Svcs Coord Travel Mileage	0.00	0.00	200.00	13.82	0.00	13.82	200.00	
148	Food Svcs Coord Prof. G	44.91	183.66	300.00	0.00	19.96	(19.96)	300.00	
149		<b>41,743.98</b>	<b>39,236.55</b>	<b>39,811.00</b>	<b>21,186.21</b>	<b>23,468.93</b>	<b>(2,282.72)</b>	<b>40,868.00</b>	
150									
151	Housekeeping Wages	19,559.02	14,602.83	15,500.00	4,978.38	9,691.02	(4,712.64)	14,600.00	
152	Housekeeping FICA	1,140.13	837.27	961.00	308.61	542.06	(233.45)	905.00	6.20%
153	Housekeeping Medicare	266.65	195.84	225.00	72.18	126.79	(54.61)	212.00	1.45%
154	Housekeeping Travel Mileage	0.00	0.00	50.00	0.00	0.00	0.00	50.00	
155	Kitchen Wages	20,793.25	27,869.43	15,500.00	29,345.65	22,985.14	6,360.51	17,500.00	
156	Kitchen FICA	1,851.44	3,674.98	961.00	2,776.47	2,567.75	208.72	1,085.00	6.20%
157	Kitchen Medicare	433.03	859.55	225.00	649.39	600.54	48.85	254.00	1.45%
158	Kitchen Travel Mileage	0.00	0.00	50.00	0.00	0.00	0.00	50.00	
159		<b>44,043.52</b>	<b>48,039.90</b>	<b>33,472.00</b>	<b>38,130.68</b>	<b>36,513.30</b>	<b>1,617.38</b>	<b>34,656.00</b>	
160									
161	Facilities Manager Salary	29,589.96	29,886.00	30,185.00	17,607.94	17,433.50	174.44	30,789.00	2% increase

	A	B	C	D	E	F	G	H	I
		2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
1	<b>CAMP BETHEL ACCOUNTS</b>								
162	Facilities Mgr FICA Taxes	1,323.45	1,199.38	1,872.00	912.24	693.77	218.47	1,909.00	6.20%
163	Facilities Mgr Medicare	309.52	280.52	438.00	213.36	162.26	51.10	447.00	1.45%
164	Facilities Mgr Insurance	17,259.62	19,227.24	18,690.00	5,982.36	11,213.98	(5,231.62)	9,297.00	Mickey's wife left plan in 2019
165	Facilities Mgr Pension	3,550.80	3,586.44	3,623.00	1,811.10	2,092.09	(280.99)	3,695.00	12%
166	Facilities Mgr Travel Mileage	1,150.22	2,339.54	1,120.00	0.00	0.00	0.00	1,120.00	
167	Facilities Mgr Prof. Growth	0.00	0.00	300.00	0.00	0.00	0.00	300.00	
168		<b>53,183.57</b>	<b>56,519.12</b>	<b>56,228.00</b>	<b>26,527.00</b>	<b>31,595.60</b>	<b>(5,068.60)</b>	<b>47,557.00</b>	
169									
170	Maintenance Wages	22,356.67	21,122.41	16,900.00	19,817.96	13,521.21	6,296.75	18,200.00	
171	Maintenance FICA	1,520.77	1,309.59	1,050.00	1,228.70	838.31	390.39	1,128.00	6.20%
172	Maintenance Medicare	355.69	306.30	250.00	287.35	196.08	91.27	264.00	1.45%
173	Maintenance Travel Mileage	1,052.64	700.00	50.00	0.00	0.00	0.00	50.00	
174		<b>25,285.77</b>	<b>23,438.30</b>	<b>18,250.00</b>	<b>21,334.01</b>	<b>14,555.60</b>	<b>6,778.41</b>	<b>19,642.00</b>	
175									
176	Guest Svcs Coord Salary	29,889.96	15,094.50	20,000.00	0.00	15,094.50	(15,094.50)	20,000.00	Delay until May 1, 2020 or later
177	Guest Svcs Coord FICA Taxes	1,853.16	935.88	1,240.00	0.00	935.88	(935.88)	1,240.00	6.20%
178	Guest Svcs Coord Medicare	433.44	218.88	290.00	0.00	218.88	(218.88)	290.00	1.45%
179	Guest Svcs Coord Insurance	490.93	154.24	2,278.00	0.00	0.00	0.00	2,470.00	
180	Guest Svcs Coord Pension	3,586.80	1,811.34	2,400.00	900.00	1,811.34	(911.34)	2,400.00	12%
181	Guest Svcs Coord Travel	195.95	29.22	200.00	0.00	29.22	(29.22)	200.00	
182	Guest Svcs Coord Prof. Growth	0.00	0.00	200.00	75.00	0.00	75.00	200.00	
183		<b>36,450.24</b>	<b>18,244.06</b>	<b>26,608.00</b>	<b>975.00</b>	<b>18,089.82</b>	<b>(17,114.82)</b>	<b>26,800.00</b>	
184									
185	Program Coord. Salary	29,000.04	29,289.96	30,000.00	17,500.00	17,085.81	414.19	30,600.00	2% increase
186	Program Coord. FICA Taxes	1,683.43	1,699.18	1,860.00	1,006.46	991.20	15.26	1,898.00	6.20%
187	Program Coord. Medicare	393.72	397.42	435.00	235.41	231.84	3.57	444.00	1.45%
188	Program Coord. Insurance	2,580.62	7,280.56	3,496.00	1,912.42	4,223.68	(2,311.26)	3,706.00	Rec'd insurance rates 8/23/2019
189	Program Coord. Pension	3,480.00	0.00	3,600.00	600.00	0.00	600.00	3,672.00	12%
190	Program Coord. Travel	863.18	539.41	800.00	47.96	79.28	(31.32)	800.00	
191	Program Coord. Growth	625.00	235.00	300.00	0.00	135.00	(135.00)	300.00	
192		<b>38,625.99</b>	<b>39,441.53</b>	<b>40,491.00</b>	<b>21,302.25</b>	<b>22,746.81</b>	<b>(1,444.56)</b>	<b>41,420.00</b>	
193									
194	Program Wages & Inat'l Staff	128,056.13	133,790.98	128,100.00	97,196.57	116,967.19	(19,770.62)	128,100.00	64% summer, 36% year-round, line 35
195	Program FICA Taxes	7,941.81	8,349.90	7,943.00	6,077.02	7,262.35	(1,185.33)	7,943.00	6.20%
196	Program Medicare Taxes	1,857.54	1,952.95	1,858.00	1,421.27	1,698.58	(277.31)	1,858.00	1.45%
197	Program Travel Mileage	4,093.26	3,387.40	1,950.00	0.00	0.00	0.00	1,950.00	
198		<b>141,948.74</b>	<b>147,481.23</b>	<b>139,851.00</b>	<b>104,694.86</b>	<b>125,928.12</b>	<b>(21,233.26)</b>	<b>139,851.00</b>	
199									
200	<b>Total Expenses</b>	<b>843,392.10</b>	<b>855,415.03</b>	<b>755,303.00</b>	<b>496,894.16</b>	<b>554,893.80</b>	<b>(57,999.64)</b>	<b>755,744.00</b>	
201	<b>Total Revenues</b>	<b>814,818.49</b>	<b>859,838.08</b>	<b>785,944.00</b>	<b>516,527.52</b>	<b>478,924.38</b>	<b>37,603.14</b>	<b>785,944.00</b>	

	A	B	C	D	E	F	G	H	I
1	CAMP BETHEL ACCOUNTS	2017 Actual	2018 Actual	2019 budget	07.31.2019 as of 08.13.2019	07.31.2018	Change 07.31.2018 to 07.31.2019	Proposed 2020 budget	Notes
202	Surplus for year, if any:	-28,573.61	4,423.05	30,641.00	19,633.36	-75,969.42	95,602.78	30,200.00	
203									
204	FOR REPORTING PURPOSES ONLY.								

## **Compelling Vision Process 2019 District Conference Report**

In Proverbs 29:18 we are reminded that “Where there is no vision, the people perish, but they that keepeth the law, happy are they” (KJV). In *The Message*, Eugene Peterson paraphrases it this way: “If people can’t see what God is doing, they stumble all over themselves; but when they attend to what he reveals, they are most blessed.”

It is unsettling to provide leadership for *and* to engage in a process when there is no preconceived outcome. It requires faith. Brothers and sisters, this has been a journey of faith as we have sought to open ourselves to God’s call and vision. The Compelling Vision Process was not intended or designed to “test”, directly or indirectly, the desire of the body to maintain, change, or establish any particular official position/statement of the Annual Conference. Rather, the intent was to change the focus and tone of our internal discourse as we turned our attention toward God’s Spirit moving among us, seeking to identify that which unites us and discern that which God is calling us to be and do as the body of Christ in these times. Throughout, our work has been shaped by the guiding statement drafted by the Compelling Vision Working Group and affirmed by the Compelling Vision Process Team at the beginning of the process:

*Confessing Jesus Christ as Teacher, Redeemer, and Lord, we desire to serve Him by proclaiming, professing, and walking in His way together bringing His peace to our broken world. Join us in reclaiming a new passion for Christ and helping set a course for our future as the Church of the Brethren serving Him in our communities and in the world!*

Despite faithful engagement in the process by people across the denomination, we know there remain barriers and obstacles to full and widespread embrace and embodiment of the vision yet to be articulated. In an effort to gain a better understanding of these concerns, we asked a question at Annual Conference which allowed each participant to give voice to that which they perceived as barriers or obstacles to their embrace and embodiment of the final vision. The responses gleaned from that question will be shared with the Leadership Team, which will decide how best to respond to these concerns.

That said, we understand firsthand the underlying tension that results from different perspectives. As a team, we are a diverse body, bringing differing cultural, geographic, theological and experiential perspectives to our work together. Just as some discovered around their tables at district conversations and/or Annual Conference, we have had to work hard at building and maintaining relationships and learning to communicate with one another in our discernment about how best to guide this process and theme your responses at each stage of the process.

Some have asked if we will be taking the questions we asked at Annual Conference to other constituency groups to broaden the input. The process was launched with conversations at the 2018 Annual Conference. We then took the conversations into the districts to widen the reach through a series of 73 conversation events across the country (a report on these conversations can be found on the Compelling Vision webpage at [www.brethren.org/compellingvision](http://www.brethren.org/compellingvision)). The conversation then returned to Annual Conference in 2019 to deepen the conversation around some of what we heard in the district conversations. In addition to inviting the delegates to engage in these conversations, non-delegates were given an opportunity to register in advance to sit around tables and engage in the conversation as well. Trusting that the body gathered at Annual Conference was representative of the wider body, we are not planning to take the questions posed



at Annual Conference to other constituencies. That said, we did take four of the questions asked at Annual Conference to the youth gathered there because we knew they had different scheduled activities and would not be participating in the conversations taking place during the business sessions. We appreciated their enthusiastic engagement around the questions and their insightful wisdom.

While we know that the experience varied from table to table and those at some tables did not have a positive experience, we have also heard numerous anecdotal accounts of the ways in which relationships were transformed, trust was built, unity was discovered in the midst of diversity, and hope was renewed. These stories affirmed the conversational nature of the process and the use of the iPad technology provided by CoVision, which allowed for everyone's voice to be heard—not just the voices of a few standing in line at microphones—and gave us the opportunity to share an immediate snapshot of the themes emerging in the conversations.

As the process unfolded at Annual Conference, some expressed curiosity about or skepticism of the questions we chose to ask. So, we offer this small window into our thought process in choosing these questions.

- Thursday morning we asked questions that helped us begin to dream about the future, to affirm where God is already at work among us, and to help us think about our identity through the lens of our practices and passions.
- Friday morning we moved into questions designed to help us think more deeply about what it means to be Christ's community and how we can find ways to live well with each other.
- Friday afternoon we invited participants to take a closer look at some of our historical core convictions which had been affirmed in the District conversations—like discipleship formation, peace, and service. The intent was to help us better understand these convictions and how we are called to put them into practice in these times.
- On Saturday morning we moved to questions designed to inspire big dreams about the future of our calling and work together as God's people, as well as to help us start to envision what those big ideas could look like in practical and specific terms.

For those who are interested, a full list of the questions asked at Annual Conference can be found on the Compelling Vision webpage ([www.brethren.org/compellingvision](http://www.brethren.org/compellingvision)).

Many participants were inspired by the conversation around two particular questions:

- Describe a Christ-centered ministry you have observed in another Church of the Brethren congregation or in the wider body in the last year that made you more hopeful about our future.
- What is the next big idea to address one or more of these needs?

Recognizing that creativity breeds creativity and energy feeds energy, in the coming weeks we will post the complete list of responses to each of those questions on our webpage.

So, where do we go from here? In the coming weeks, we will be analyzing the data more comprehensively. Not only will the Compelling Vision Process Team and Compelling Vision Working Group be working together to do an internal analysis of the data, but we have contracted with Auxano Consulting to do an external and objective analysis of the data. Once the analysis has been completed, we will write and

disseminate a report on the conversations that took place here at Annual Conference. In addition, Auxano will continue to consult with us as we take the gleanings from that analysis and begin to articulate the vision, which will be brought back to Annual Conference next summer for affirmation by the body. The combined Compelling Vision Working Group and Process Team is scheduled to meet September 23-26 to finalize a report on the Annual Conference Data and begin to articulate the vision emerging from the conversations.

During the last fifteen months, we have felt the prayerful support and encouragement of so many undergirding our work. We hope you will continue to hold the team and the unfolding process in your prayers.

At the outset we stated that it was our fervent prayer that as a result of this journey:

- relationships with one another would be deepened, transcending points of disagreement and more fully reflecting Christ's body;
- we would be able to celebrate the ongoing activity of God's Spirit at work among us;
- we would be open to what God is calling us to do *together* as Christ's disciples;
- the vision ultimately articulated would be compelling—not as an external obligation, but because it lays claim to our hearts, our imaginations, and our spirits, shaping our identity and inspiring our ministry at all levels of the church;
- and we would wholeheartedly embrace a way forward, centered in Jesus, affirming contextual creativity as we boldly seek to embody that vision, for the Glory of God and our neighbors' good.

This continues to be our prayer. We hope those who have participated in the process have already experienced a taste of this and that all will join us in this prayer as the process continues to unfold.

## Request for Nominations for Denominational Offices 2020

You can help shape the future of the church! Each member of the Church of the Brethren is invited to recommend possible nominees for the 2020 Annual Conference ballot. As you pray about this, who comes to mind? Whom will the Lord prompt you to nominate?

Please make this document available to the leaders and members of your congregation and urge them to submit nominations. We need nominees from every part of the church.

*Offices Open for Nomination for the 2020 Ballot* and our *Election Procedures* are listed on the back of this page and further detail about these offices is provided in the separate *Information about Offices Open for Nomination for the 2020 Ballot*, which can be found at [www.brethren.org/2020nominations](http://www.brethren.org/2020nominations). Please note the specific categories from which some of the nominations must be made. If you know persons who work in one of the areas from which nominees must come this year, please make a special effort to prayerfully submit the names of persons you know who can make a valuable contribution to the denomination.

Also please note the *Call to Accountability* document at [www.brethren.org/accountability](http://www.brethren.org/accountability), which reminds us to work towards a balance of gender, age, ethnic/racial, rural/urban, and professional representation among our leadership.

There are two ways to submit nominations:

- (1) **Online** via the “**2020 Nominations**” link at the [www.brethren.org/ac](http://www.brethren.org/ac) website. That is very helpful to us. **You must provide the email address** of the person you are nominating in order to submit the nomination online. We will send email to your nominees to invite them to submit their information online. We cannot consider those who do not respond. Please follow up with the persons you nominate to make sure they have received our email and contact us if they did not.
- (2) If you cannot submit online, you may use the **Elected Office Nomination Form** and have your nominee fill out the **Nominee Information Form – 2020** before sending it. Note that **persons being nominated must sign the form**. We must have their permission to consider them as possible nominees.

All nominations should be submitted to the Annual Conference Office via the online process or via postal mail to 1451 Dundee Ave., Elgin, IL 60120 ... **by December 1, 2019**. The earlier, the better. Thank you for your help!

The Nominating Committee depends upon your knowledge of the gifts and availability of diverse persons who can serve. We ask you to be diligent in your prayers and in your discernment of those who can lead and inspire us in our efforts to follow Jesus together.

If you have any questions or concerns, please do not hesitate to contact:

Conference Office Director Chris Douglas at [cdouglas@brethren.org](mailto:cdouglas@brethren.org)  
or 847-429-4364 or 800-323-8039 x 364

or Annual Conference Secretary James M. Beckwith at [acsecretary@brethren.org](mailto:acsecretary@brethren.org)

## Offices Open for Nomination for the 2020 Ballot

**Moderator-Elect** (one person, 3-year term) Ineligible (past 4 Moderators):

Donita Keister, Samuel Sarpiya, Carol Scheppard, M. Andrew Murray

**Annual Conference Program & Arrangements Committee** (one person, 3-year term)

Ineligible (member just completing a term): John Shafer

**Church of the Brethren Mission and Ministry Board** (one person, 5-year term)

from Area 1: Atlantic Northeast, Mid-Atlantic, *Middle PA*, Southern PA, Western PA

**Church of the Brethren Mission and Ministry Board** (one person, 5-year term)

from Area 4: Missouri-Arkansas, *Southern Plains*, Western Plains

Northern Plains is already fully represented.

*Districts not represented on MMB since 2015 are in italics.*

**Bethany Theological Seminary Board of Trustees - Clergy** (one person, 5-year term)

**Bethany Theological Seminary Board of Trustees - Laity** (one person, 5-year term)

**Brethren Benefit Trust Board** (one person, 4-year term)

*skill set requested: finance and/or auditing knowledge, or an expert in the field of investments, or a Brethren Pension Plan member who has knowledge and/or interest in investments*

**On Earth Peace Board** (one person, 5-year term)

**Pastoral Compensation & Benefits Advisory Committee - Laity** (one person, 5-year term)

### Election Procedures

1. From July until December 1<sup>st</sup> each year, Nominating Committee gathers *nominations* from across the denomination, seeking female and male, younger and older nominees from various professional, rural and urban, geographic location perspectives and skill sets.
2. The Nominating Committee meets in early January to prepare a *ballot* of four names for each position. That ballot is distributed only to the current Standing Committee members (those who served at the previous Annual Conference), who keep that ballot confidential. Standing Committee's vote reduces the ballot to two nominees per position. This is the tentative final ballot that will be presented at Annual Conference. It is announced to the denomination at large in February. (AC Minutes 2001)
3. In fairness to all nominees, any *nomination from the floor at Conference* must be made by name only at the time the ballot is introduced to the delegate body. Biographical information and written consent by the nominee must be submitted to the Conference secretary at that time for publication and distribution. (AC Minutes 1979)
4. Each year the Nominating Committee explains the *goals*, needs, and procedures of our election process to the Standing Committee and the delegate body. Delegates are reminded to work towards a balance of age/gender/ethnic representation (AC Minutes 2001) – see the *Call to Accountability* report at [www.brethren.org/accountability](http://www.brethren.org/accountability). Standing Committee's 1983 "Call to Accountability of Representation on Annual Conference Ballots" also authorized Nominating Committee to use at-large categories in the structure of ballots to correct any imbalances of representation.
5. Congregations, districts, and agencies are called to do quality *leadership development*, giving leadership experience to a wide variety of persons to prepare them for possible denominational leadership, in particular to identify and call forth ethnic/minority leadership. All nominees for denominational leadership are encouraged to have participated in at least one *intercultural experience* in the past five years. (AC Minutes 2001 and 2007)



# Church of the Brethren

September 10, 2019

Virlina District, Church of the Brethren  
David Shumate, District Executive

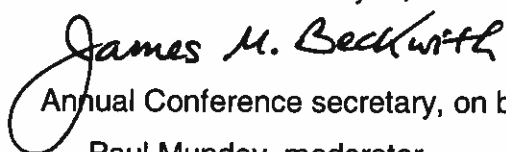
Dear Brother David and Brothers and Sisters of the Virlina District,

At Annual Conference in Greensboro in July, Standing Committee heard from Virlina District's Standing Committee members – Susan Chapman Starkey, Stafford Frederick, and Edward C. Woodard – that Virlina District has finalized new district boundaries with the West Marva and Southern Ohio / Kentucky Districts. The previous year, Standing Committee had heard that if there were no objections, Virlina District intended to have renegotiated boundaries approved at its district conference. This year's report informed Standing Committee that the 2018 Virlina District Conference adopted the new boundaries.

In response to this year's report, Standing Committee acknowledged this change of boundaries during the seating of Virlina's Standing Committee delegates and on Monday, July 1, 2019, Standing Committee officially affirmed the action of the Virlina District in renegotiating its geographic boundaries with the West Marva and Southern Ohio / Kentucky Districts. If you have any questions or concerns about this action, please contact me.

We join you in prayer as you follow God's leading into new ministries in this new territory! May the Lord strengthen and guide you as a district as you carry out vital ministries together as a faithful body of Christ. We are grateful to be Christ's servants together with you in the Church of the Brethren.

In Christ's service with you,



Annual Conference secretary, on behalf of the Annual Conference officers:

Paul Munday, moderator  
David Sollenberger, moderator-elect  
James M. Beckwith, secretary

Copy to: Chris Douglas, director of the Annual Conference Office

and to the Leadership Team:

David A. Steele, general secretary and Leadership Team chair  
Cynthia S. Sanders, Council of District Executives representative on LT  
(the three AC officers are also members of the Leadership Team)

and to Virlina District's Standing Committee members:

Susan Chapman Starkey, Stafford Frederick, and Edward C. Woodard

*Annual Conference exists to unite, strengthen and equip the Church of the Brethren to follow Jesus.*

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

**REPORT OF THE DISTRICT EXECUTIVE**  
**VIRGINIA DISTRICT - CHURCH OF THE BRETHREN**  
**APRIL 1 - JUNE 30, 2019**

**EXECUTIVE COMMITTEE AND RELATED COMMITTEES**

During the past three months I've been in 16 meetings related to the mission and ministry of the district. These include four district board, executive committee or miscellaneous meetings, four new church development or steering committee meetings, one stewardship meeting, two witness related meetings, four ministry meetings and one area meeting. There were eight district resource center staff meetings during the past three months.

04/29/19      District Board Executive Committee

05/06/19      New Church Development Committee

05/06/19      Lake Side Steering Committee at Moneta

05/13/19      Discipleship and Reconciliation Committee

05/18/19      District Board Meeting at Bethel Church, Arrington, VA

06/03/19      Iglesia del Buon Pastor Steering Committee at Willis, VA

06/05/19      Consultation with New Church Development Committee Chairperson

06/07/19      Staff Counseling Committee

06/10/19      Lake Side Steering Committee at Moneta

**COMMISSION ON STEWARDSHIP AND RELATED COMMITTEES**

Our financial stewardship, if measured by self-allocation giving from our congregations and other resources, was down slightly at the end of June. However, our end of July deficit was just below \$11,000, about \$10,000 less than the previous year. The Mission Resource Committee will wind down their active work on October 29. While the total pledges were less than hoped for, we believe that raising a half-million dollars in the current atmosphere of the church and the world is a laudable achievement.

Communication activities come under the Commission on Stewardship. Jerry Naff has been a valuable resource in maintaining and improving the district website. During the second quarter we've sent 21 mass e-mails from the district office, as well as one printed Headliner, two printed Memo for Ministers. Since the end of the second quarter, we've sent the pastoral salary and benefit letters and prepared for the stewardship mailing.

04/26/19      Commission on Stewardship Meeting

**COMMISSION ON WITNESS AND RELATED COMMITTEES**

My ordinary involvement with the Commission on Witness is related to our ecumenical witness. During the second quarter, because of the transition in the second staff position, I took part in the Good News Team and Disaster Response meetings.

04/30/19      Virginia Council of Churches Coordinating Cabinet Conference Call

05/10/19      Good News Team at Rocky Mount, First

06/11/19      Disaster Response Committee



## **COMMISSION ON MINISTRY AND RELATED COMMITTEES**

The calling, training, formation, placement and evaluation of pastors continues to be at the core of my responsibilities. Our Calling the Called Committee, organized jointly with Shenandoah District, is planning the 2020 event. This event, the seventh in a series, will be held at Camp Brethren Woods on April 17-18, 2020. We believe that this will again plant seeds that will ultimately reap a rich harvest for our congregations and district.

We continue to assist seminary students and other persons in ministry formation by tuition and other grants from the Mow Memorial fund income. Christian Growth Institute is moving toward the inclusion of congregational internships and clinical pastoral education in our overall program for non-seminary ministers. The current class in Roanoke is the largest in some time with twelve students. The Southern Center is being phased out.

The task of pastoral placement continues to provide considerable challenge. At the end of June 2019 there were eighteen congregations in the placement process, yet during the year preceding there were eleven placements (two from other districts, two commissioned from outside the denomination, three from within – lateral, two shared with another congregation, one from within – first placement and one from retirement). Eight placement consultations have been undertaken during the past quarter.

During the second quarter an interim pastor was placed at Jeters Chapel and a pastor was placed at Peters Creek. Pulpit supply arrangements were maintained for Bethel, Boones Mill, Red Hill and Trinity. Openings not currently negotiating are Bethel, Eden-First, Fraternity, Jeters Chapel, Jones Chapel, Lighthouse, Lynchburg, Maple Grove, Masons Cove, Moneta-Lake Side, Newport News-Ivy Farms, Red Hill, Roanoke-Renacer, Saint Paul, Shelton and Trinity. Boones Mill and Oak Grove – South have called pastors at the end of the quarter.

During the second quarter, three pastoral-congregational evaluations were in process, at Copper Hill, Roanoke – Hollins Road and Topeco. The former two have been completed and the latter is still in process. Twelve consultations concerning ministry were undertaken, nine with ministers, two with congregational leadership and one with a ministry commission member. In addition, I've attended three ministers meetings, one in the northern area, one in the southern and one joint meeting. An ordination service and a licensing vote were conducted.

04/12/19	Consultation with member of the Boones Mill Church
04/12/19	Commission on Ministry Meeting
04/14/19	Ordained Zachary R. Hatcher at Mount Bethel
04/15/19	Northern/Southern Area Ministers Meeting at Blacksburg, Iglesia del Buen Pastor
04/22/19	Consultation with ordained minister serving as pastor
04/30/19	Placement Consultation at Jones Chapel (candidate interview)
05/05/19	Placement Consultation at Lighthouse (congregational meeting)
05/05/19	Placement Consultation at Oak Grove, South (candidate interview)
05/06/19	Northern Area Ministers Meeting at Roanoke, First
05/10/19	Consultation with ordained minister serving as pastor
05/14/19	Christian Growth Institute Advisory Committee at Buena Vista, Stone
05/15/19	Pastoral/Congregational Evaluation Review - E.B. Shoemaker
05/17/19	Placement Consultation at Jeters Chapel (interim pastor negotiation)
05/20/19	Southern Area Ministers Meeting at Fairview, Floyd (PM)
05/22/19	Consultation with ordained minister serving as pastor

06/04/19 Christian Growth Institute Advisory Committee at Buena Vista, Stone  
 06/04/19 Placement Consultation for Peters Creek (record of agreement details)  
 06/07/19 Commission on Ministry Meeting  
 06/09/19 Placement Consultation at Peters Creek (trial sermon and vote)  
 06/12/19 Consultation with member of the Commission on Ministry  
 06/21/19 Consultation with ordained ministers not currently serving (SPA)  
 06/21/19 Consultation with ordained minister serving as pastor  
 06/23/19 Consultation with ordained minister not currently serving  
 06/23/19 Conducted Licensing Vote at Floyd, Iglesia Cristiana Nueva Vida  
 06/24/19 Consultation with Peters Creek leadership  
 06/26/19 Consultation with non-Brethren minister seeking placement  
 06/26/19 Consultation with ordained minister not currently serving  
 06/26/19 Placement Consultation at Eden, First (candidate interview)  
 06/28/19 Consultation with licensed minister not currently serving  
 06/30/19 Placement Consultation at Masons Cove (Congregational Meeting)

**WORK NOT OTHERWISE SPECIFIED BY NAME**

One of the greatest joys of this position is the ability to share in the special moments of congregational and district life such as anniversaries, special services and so on. During the past quarter, I have been privileged to work with 22 of our congregations (not counting where district events were held). Special district events included the Kingdom Building Evangelism Conference at Rocky Mount-First and the Gilligan's Island Dinner Cruise at Copper Hill. Area events included attendance at all of the Awakening Bible Studies and Worship Services. Congregational events included the retirement celebration for Roanoke-First Church Organist Jim Wood and the 33<sup>rd</sup> Anniversary Bible Study at Hiwassee.

During the past quarter, I've attended 20 worship services (including five funerals) and four Bible Studies. In addition, I conducted three council meetings, attended one church board meeting, made four hospital visits, preached two sermons and taught ten classes (including eight Bible Studies). I've had four miscellaneous consultations and participated in ten conference calls or video meetings.

04/01/19 Travel to Seymour, Indiana  
 04/02/19 Travel to Elgin, Illinois  
 04/02/19 New Church Development Consultation at Elgin, Illinois  
 04/03/19 New Church Development Consultation at Elgin, Illinois  
 04/04/19 New Church Development Consultation at Elgin, Illinois  
 04/04/19 Travel to Beckley, West Virginia  
 04/05/19 Travel to Roanoke, Virginia  
 04/07/19 Attended Worship Service at Maple Grove, NC  
 04/07/19 Attended Awakening Service at Roanoke, Ninth Street  
 04/08/19 Attended Awakening Bible Study at Vinton  
 04/08/19 Attended Awakening Service at Roanoke, Ninth Street  
 04/09/19 Attended Awakening Bible Study at Masons Cove  
 04/09/19 Attended Awakening Service at Roanoke, Ninth Street  
 04/10/19 Attended Awakening Bible Study at Roanoke, First  
 04/10/19 Attended Awakening Service at Roanoke, Ninth Street  
 04/14/19 Attended Worship Service at Cloverdale  
 04/14/19 Attended Palm Sunday Meal at Roanoke, Williamson Road

04/15/19 Attended Funeral Service for Florence "Polly" Kiracofe Houston, Staunton, VA  
 04/17/19 District Office Staff Meeting  
 04/17/19 Taught Bible Study at Bethel Church, Arrington, VA  
 04/20/19 Attended Funeral Service for Wessley C. Patterson in Roanoke, VA  
 04/21/19 Attended Worship Service at Daleville  
 04/23/19 Council of District Executives – Executive Committee Conference Call  
 04/24/19 District Office Staff Meeting  
 04/24/19 Consultation with Masons Cove Treasurer  
 04/24/19 Taught Bible Study at Bethel Church, Arrington, VA  
 04/28/19 Preached at Roanoke, First  
 04/30/19 Awakening Committee  
  
 05/01/19 District Office Staff Meeting  
 05/01/19 Taught Bible Study at Bethel Church, Arrington, VA  
 05/02/19 Council of District Executives – Executive Committee Conference Call  
 05/03/19 Consultation with Standing Committee Delegates  
 05/04/19 Taught Moderator Class at Ministry and Mission Day at Roanoke, Summerdean  
 05/04/19 Taught Congregational Ethics Class at Ministry and Mission Day at Roanoke, Summerdean  
 05/04/19 Annual Conference Delegate Briefing at Roanoke, Summerdean  
 05/05/19 Attended Worship Service at Lighthouse  
 05/07/19 Council of District Executives – Executive Committee Conference Call  
 05/07/19 Pastoral Compensation and Benefit Advisory Committee - Conference Call  
 05/08/19 District Office Staff Meeting  
 05/08/19 Brethren Faith In Action – Conference Call  
 05/08/19 Taught Bible Study at Bethel Church, Arrington, VA  
 05/11/19 Participated in Retirement Celebration for James C. Wood at Roanoke, First  
 05/12/19 Attended Worship Service at Daleville  
 05/12/19 Interviewed for Calling the Called Video  
 05/13/19 Participated in Daleville Church Board Meeting  
 05/15/19 District Office Staff Meeting  
 05/15/19 Taught Bible Study at Bethel Church, Arrington, VA  
 05/19/19 Attended Worship Service at Peters Creek (followed by meal)  
 05/19/19 Conducted Council Meeting at Peters Creek  
 05/21/19 Council of District Executives - Cohort Conference Call  
 05/22/19 District Office Staff Meeting  
 05/22/19 Taught Bible Study at Bethel Church, Arrington, VA  
 05/31/19 Kingdom Building - Evangelism Conference at Rocky Mount, First  
  
 06/01/19 Kingdom Building - Evangelism Conference at Rocky Mount, First  
 06/02/19 Attended Worship Service at PleasantDale (Congregational Meeting Follows)  
 06/03/19 Brethren Faith In Action – Conference Call  
 06/05/19 District Office Staff Meeting  
 06/05/19 Taught Bible Study at Bethel Church, Arrington, VA  
 06/09/19 Attended Worship Service at Peters Creek  
 06/09/19 Conducted Council Meeting at Peters Creek  
 06/09/19 Attended Funeral Service for Stanley Frost at Aldersgate UMC in Pulaski, VA  
 06/10/19 Council of District Executives - Conference Call  
 06/10/19 Consultation with Bishop Emeritus of the Virginia Synod of the ELCA  
 06/12/19 District Office Staff Meeting

06/12/19 Taught Bible Study at Bethel Church, Arrington, VA  
 06/15/19 Attended Gilligan's Island Men's Event at Copper Hill  
 06/16/19 Preached at Roanoke, First Church  
 06/17/19 Council of District Executives – Executive Committee Conference Call  
 06/17/19 Pastoral Compensation and Benefit Advisory Committee - Conference Call  
 06/18/19 Council of District Executives - Cohort Conference Call  
 06/19/19 Attended Funeral Services for John Neil Varner at Mount Hermon  
 06/19/19 Attended 33rd Anniversary Bible Study at Hiwassee (followed with light meal)  
 06/21/19 Visited member of Daleville Church in hospital  
 06/23/19 Attended Worship Service at Fairview (Floyd)  
 06/23/19 Attended Worship Service at Floyd, Iglesia Cristiana Nueva Vida (followed by council meeting and meal)  
 06/23/19 Visited member of Daleville Church in hospital  
 06/24/19 Attended Graveside Service for Glen D. Ellison at Evergreen Cemetery in Ronaoke  
 06/25/19 Visited member of Daleville Church in hospital  
 06/28/19 Consultation with member of the Roanoke, Central Church  
 06/29/19 Visited member of Daleville Church in hospital  
 06/30/19 Attended Worship Service at Masons Cove  
 06/30/19 Travel to Greensboro, N.C.

As of Annual Conference in Greensboro, my time on the Pastoral Compensation and Benefits Advisory Committee has concluded. Continuing assignments are service as Treasurer of the Council of District Executives (including representing CODE on the BFIA Grant Committee) and as a member of the Steering Committee/Coordinating Cabinet of the Virginia Council of Churches.

During the 91 days covered by this report, I have worked 70 days, had 14 days off, used five vacation days and enjoyed two holidays. Five nights were spent away from home. Total mileage for this period was 5,580 (including 1,476 separately reimbursed). Total mileage for the year to date is 9,592. In pursuit of my fitness plan, I walked 107.51 miles over the course of 36.54 hours since April 1.