



# Church of the Brethren

3402 Plantation Road, N.E., Roanoke, VA 24012



**SENT BY E-MAIL**

May 11, 2018

**TO:** Virlina District Board Members and Friends

**FROM:** Tony R. Robertson, District Board Chairperson  
David K. Shumate, District Board Secretary

**SUBJECT:** District Board Meeting Agenda

Please find attached the agenda and some other materials for our District Board meeting scheduled for Saturday, May 19, 2018, **beginning at 9:00 a.m.** at the Schoolfield Church of the Brethren. The Schoolfield Church is located at 37 Glen Oak Drive in Danville, Virginia 24541. A suitable map or directions may be found at <mapquest.com> or some other internet mapping site.

Attached are the following documents: 100) the meeting agenda for May 19, 2018, 120) the balance sheet and 121) the income statement for the District Board dated March 31, 2018, 130) the balance sheet and 131) income statement for Camp Bethel for March 31, 2018, 140) the Financial Secretary/Self-Allocation Report for March 31, 2018, 150) the Brethren Foundation Fund report for March 31, 2018, 200) a pre-ordination interview guide for Samuel T. Light, 220) the SAFETY POLICY REGARDING DISTRICT OWNED VANS and 301) a document related to the Compelling Vision Process. **A limited number of copies of these will be available at the meeting.** Other items, including 110) the March 17, 2018 minutes of the board and 400), 401) the staff reports will be sent by subsequent e-mails or made available at the meeting.

If you are making a report to the board and are not bringing a written report, please give or send your notes to the secretary in order that all matters may be recorded accurately. Thank you for your cooperation.

As is our policy, if we do not hear from you, we will expect to see you at the meeting. Lunch will be planned for your attendance.

TRR/DKS/bmw  
Attachments

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**A G E N D A**  
**VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**May 19, 2018 - 9:00 A.M. – Schoolfield Church of the Brethren**  
**Danville, Virginia**

- I. Worship – Richard W. Berkley, Pastor of the Schoolfield Church
- II. From the Past to the Present
  - A. Approval of Agenda
  - B. Minutes of District Board Meeting of March 17, 2018
- III. Life and Work as a District Board:
  - A. Commission on Ministry – Leland W. Flora
    - 2. Interviews – April 6, 2018
      - a. Samuel T. Light (New Bethel-Pittsylvania) – Ordination
      - b. Naomi L. Powers (Daleville) - License
  - B. Commission on Nurture – Hannah M. Oakes
  - C. Commission on Stewardship – Stacy W. Goff
    - 1. Financial Reports
      - a. Treasurer – Kathie L. Robinson            March 31, 2018
      - b. Camp Bethel Financial – K. Robinson    March 31, 2018
      - c. Financial Secretary / Self-Allocation    March 31, 2018
      - d. Brethren Foundation – D. K. S.            March 31, 2018
      - e. Nolley Funds - David K. Shumate        March 31, 2018
      - f. Seed, Scattered and Sown                    May 11, 2018
    - Pledges -    261
    - Amount Pledged -                                \$507,081
    - Amount Received -                              \$334,794
    - g. 2017 Financial Records Review - DKS
  - D. Commission on Witness – Roger L. Stultz
  - E. Outdoor Ministries Committee – Naomi L. Powers
  - F. New Church Development Committee – David A. Bess
- IV. Sharing from Partners In Mission
  - A. Bethany Theological Seminary - Lynn N. Myers and Cathy S. Huffman
  - B. Brethren Benefit Trust - Harry S. Rhodes
  - C. Bridgewater College - Dewey M. Williard
  - D. Mission and Ministry Board - Patrick C. Starkey and Dava C. Hensley
  - E. On Earth Peace – George D. Barnhart
- V. Old Business
  - A. Real Estate
    - 1. Proposed Purchase of Placid Lane
- VI. New Business
  - A. Commission on Ministry
    - 1. Proposed Ordination of Samuel T. Light

***Resolved, that the Commission on Ministry recommends that Samuel T. Light be ordained to the set-apart ministry following the positive (above 2/3) vote of the New Bethel Church of the Brethren.***

**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:***

***Children's Cabinet***

***Audrey Presley (20-1)***

***Roanoke, Summerdean***

**C. Commission on Stewardship**

**1. Proposed purchase of a new vehicle for use of district staff**

***Resolved, that the Commission on Stewardship recommends that the Virlina District Board - Church of the Brethren, Inc., approve the purchase of a new district vehicle, preferably a mini-van or similar vehicle of high passenger capacity, not to exceed \$25,000, to be numbered as #32294 for accounting purposes. Furthermore, be it hereby resolved that the purchase price of said vehicle be taken from the balance of Accounts #32292 and #32293, that Vehicle #32292 be traded in toward the purchase, with any remainder carried as a negative balance on Account #32294 until such time as mileage reimbursement allows for repayment.***

**2. Proposed appointment of Coordinator of District Facilities**

***Resolved, that the Commission on Stewardship recommends that the Virlina District Board - Church of the Brethren, Inc. appoint Samuel T. Light as Coordinator of District Facilities - West to have oversight of property and improvements belonging to said board in the territory west of U.S. 29 (bisecting the district from north to south) excluding the Blacksburg Facility and Camp Bethel.***

***Be it further resolved, that this shall be a volunteer position with expenses paid as necessary and that the Commission on Stewardship shall develop a comprehensive position description for approval by the board at its September 2018 meeting.***

**3. Proposed District Vehicle Policy**

***Resolved, that the Commission on Stewardship recommends approval of the SAFETY POLICY REGARDING DISTRICT OWNED VANS.***

**D. New Church Development Committee**

**1. Proposed Change in District Boundary Line (needs motion)**

***Resolved, that the New Church Development Committee recommends approval by the Virlina District Conference of the following revision of the boundary line of the Virlina District: The Virlina District of the Church of the Brethren shall be comprised of those congregations, fellowships, projects, and special ministries located within West Virginia beginning at the confluence of the Ohio and Big Sandy Rivers northward along the Ohio River, thence east along the Kanawha River to the western boundary of Kanawha County; thence along the northern boundaries of Fayette and Greenbrier Counties to the West Virginia/Virginia***

***border; thence along the northern boundaries of Alleghany, Botetourt and Bedford Counties, and the City of Lynchburg; thence along the James River, including the entirety of Nelson County east of the main line of the Norfolk Southern Railway, to the western boundary of Henrico County; thence along the northern boundaries of Henrico, Hanover and New Kent Counties to the south bank of the York River to the Atlantic Ocean. On the south, the line, **beginning at the confluence of the Ohio and Big Sandy Rivers**, runs along the boundary of Kentucky and West Virginia; thence along the Virginia/West Virginia border to Interstate 77; thence south to Wytheville, VA along the route of Interstate 77 to the North Carolina/Virginia border including the entirety of Carroll County; thence east to U.S. 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 the North Carolina/South Carolina border, but including the entirety of Cabarrus County; thence following the North Carolina/South Carolina state line to the Atlantic Ocean, and as amended.***

VII. Discussion

- A. Staffing Needs in Light of Work Available and Resources Necessary
- B. Compelling Vision Process – What works best for Virgina District?

VIII. Reports

- A. District Conference Moderator – Deborah S. Humphrey
- B. Standing Committee - Roy A. McVey, Susan C. Starkey and Stafford C. Frederick
- C. Camp Bethel Director - Barry S. LeNoir
- D. District Resource Center - David K. Shumate and Tabitha H. Rudy

**NEXT MEETING:**

The board will meet, the Lord willing, on Saturday, September 15, 2018 at the Topeco Church of the Brethren in Floyd County, Virginia.

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**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**COMPARATIVE FUND BALANCES SUMMARY**  
**JANUARY 1, 2018 - MARCH 31, 2018**

<b>ASSETS</b>	<b>1/1/2018</b>	<b>3/31/2018</b>	<b>CHNG +/-(-)</b>
<b>FUNDS ON DEPOSIT OR LOAN</b>			
SunTrust Account	\$ 166,302.33	\$ 197,318.86	\$ 31,016.53
Nolley Fund- BR Foundation	\$ 80,000.00	\$ 80,000.00	\$ -
Brethren Foundation	\$ 150,000.00	\$ 150,000.00	\$ -
Chesterfield Fund	\$ 138,222.74	\$ 138,222.74	\$ -
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>\$ 769,525.07</b>	<b>\$ 800,541.60</b>	<b>\$ 31,016.53</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	\$ 610,100.00	\$ 610,100.00	\$ -
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	\$ 275,970.00	\$ 275,970.00	<u>\$ -</u>
<b>TOTAL PROPERTY AND EQUIPMENT</b>	<b>\$ 7,643,887.00</b>	<b>\$ 7,643,887.00</b>	<b>\$ -</b>
<b>TOTAL ASSETS</b>	<b>\$ 8,413,412.07</b>	<b>\$ 8,444,428.60</b>	<b>\$ 31,016.53</b>
<b>LIABILITIES AND EQUITY</b>			
	<b>1/1/2018</b>	<b>1/31/2018</b>	<b>CHNG +/-(-)</b>
<b>CURRENT LIABILITIES</b>			
DE Payroll Clearing	\$ -	\$ (600.00)	\$ (600.00)
Social Security	\$ -	\$ 0.01	\$ 0.01
EMPR Soc Sec Payable	\$ -	\$ 0.01	\$ 0.01
EMPL Insurance Withheld	\$ -	\$ 160.14	\$ 160.14
Employee Pension Withheld	\$ -	\$ (1.95)	\$ (1.95)
Employee Charitable Giving	<u>\$ -</u>	<u>\$ 1,500.00</u>	<u>\$ 1,500.00</u>
<b>TOTAL CURRENT LIABILITIES</b>	<b>\$ -</b>	<b>\$ 1,058.21</b>	<b>\$ 1,058.21</b>

**LONG-TERM LIABILITIES**

Real Estate Indebtedness	\$ 399,297.50	\$ 399,297.50	\$ -
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**REAL ESTATE AND IMPROVEMENTS**

Real Estate and Improvements	\$ 7,244,589.50	\$ 7,244,589.50	\$ -
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**ESCROW FUNDS**

Camp Bethel Self Allocations	\$ -	\$ -	\$ -
Camp Bethel Transfers	\$ -	\$ (19.82)	\$ (19.82)
Youth Escrow	\$ -	\$ 190.00	\$ 190.00
Northern Area Ministers	\$ 1,016.85	\$ 1,031.85	\$ 15.00
Christian Growth Institute	\$ 15,945.31	\$ 15,208.47	\$ (736.84)
Historical Committee fka Bus Tours	\$ 1,605.78	\$ 1,605.78	\$ -
District Conference Escrow	\$ 2,079.46	\$ 1,496.90	\$ (582.56)
Awakening	\$ 228.67	\$ 1,246.27	\$ 1,017.60
LCD Escrow	\$ 150.00	\$ 150.00	\$ -
Nurture Commission Escrow	\$ 146.89	\$ 146.89	\$ -
Spiritual Development Retreat	\$ 1,089.37	\$ 1,089.37	\$ -
Blacksburg Facility Escrow	\$ (1,947.10)	\$ (721.90)	\$ 1,225.20
FaithQuest Escrow	\$ 114.08	\$ 114.08	\$ -
FaithQuest Scholarship	\$ 625.00	\$ 625.00	\$ -
Ministry and Mission Day	\$ -	\$ 16.00	\$ 16.00
NYC 2018 Trip	\$ (2,025.34)	\$ 16,574.66	\$ 18,600.00
Minister and Spouse Retreat	\$ (207.37)	\$ 956.38	\$ 1,163.75
Women's Fellowship	\$ 960.58	\$ 56.49	\$ (904.09)
Professional/Congregational Growth Esc	\$ 704.43	\$ 704.43	\$ -
Stewardship Curriculum	\$ 371.65	\$ 371.65	\$ -
Advertising/Website Escrow	\$ 531.25	\$ 531.25	\$ -
Vehicle Escrow- 32292	\$ 9,745.30	\$ 10,118.71	\$ 373.41
Vehicle Escrow- 32293	\$ 6,963.63	\$ 8,584.28	\$ 1,620.65
Lighthouse Escrow	\$ (1,978.30)	\$ (1,978.30)	\$ -
Pastoral Prog. Assistance Comm	\$ 10,695.40	\$ 10,295.41	\$ (399.99)
Leadership Development Escrow	\$ <u>3,044.29</u>	\$ <u>6,125.07</u>	\$ <u>3,080.78</u>
<b>TOTAL ESCROW FUNDS</b>	<b>\$ 49,859.83</b>	<b>\$ 74,518.92</b>	<b>\$ 24,659.09</b>

**OTHER FUNDS**

Nolley Fund	\$ 80,000.00	\$ 80,000.00	\$ -
Tidewater Mini-Conference	\$ 1,650.42	\$ 1,650.42	\$ -
Youth Escrow	\$ 1,591.95	\$ 1,307.59	\$ (284.36)
Youth Escrow - SS&S	\$ 29,489.00	\$ 29,488.06	\$ (0.94)
Calling the Called - SS&S	\$ 5,915.32	\$ 5,235.87	\$ (679.45)
Roof replacement Loan DRC	\$ (22,500.00)	\$ (22,500.00)	\$ -
Seed Cash Receipts	\$ 298,846.36	\$ 328,054.72	\$ 29,208.36
Seed Campaign Expenses	\$ (8,311.68)	\$ (8,457.97)	\$ (146.29)
Seed Leadership Development	\$ (8,000.00)	\$ (8,000.00)	\$ -
Seed Smaller Membership	\$ (16,000.00)	\$ (16,000.00)	\$ -

Seed Child Youth Adult	\$ (36,000.00)	\$ (36,000.00)	\$ -
Forward In Faith Receipts	\$ 687,553.64	\$ 687,553.64	\$ -
Forward In Faith Disbursements	\$ (687,053.64)	\$ (687,053.64)	\$ -
Disaster Relief Fund	\$ 17,505.78	\$ 18,998.69	\$ 1,492.91
Nigerian Crisis Fund	\$ 870.00	\$ 870.00	\$ -
Virginia Tornado Response	\$ 515.00	\$ 515.00	\$ -
Hurricane Harvey	\$ 12,132.00	\$ -	\$ (12,132.00)
Disaster Response Van	\$ 9,861.78	\$ 9,725.03	\$ (136.75)
New Church Development	\$ 85,726.82	\$ 79,491.59	\$ (6,235.23)
New Church Dev Retreat	\$ (50.00)	\$ (50.00)	\$ -
Vehicle Escrow- 33691	\$ -	\$ -	\$ -
Permanently Restricted- Endowment	\$ 235,000.00	\$ 235,000.00	\$ -
Smaller Membership Grant Fund	\$ <u>28,453.91</u>	\$ <u>28,453.91</u>	\$ <u>-</u>
<b>TOTAL OTHER FUNDS</b>	<b>\$ 717,196.66</b>	<b>\$ 728,282.91</b>	<b>\$ 11,086.25</b>
<b>RESERVE FUNDS</b>			
General Reserve Fund	\$ 2,468.58	\$ 2,468.58	\$ 0.00
Retained Earnings	\$ <u>-</u>	\$ <u>(5,787.02)</u>	\$ <u>(5,787.02)</u>
<b>TOTAL RESERVE FUNDS</b>	<b>\$ 2,468.58</b>	<b>\$ (3,318.44)</b>	<b>\$ (5,787.02)</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 8,413,412.07</b>	<b>\$ 8,444,428.60</b>	<b>\$ 31,016.53</b>

## SEQUENCE 121

**VIRGINIA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**DISTRICT BOARD - SUMMARY INCOME STATEMENT**  
**JANUARY 1, 2018 - MARCH 31, 2018**

ITEM	BUDGET	ACTUAL
<b>INCOME SOURCES:</b>		
Church Allocations	\$ 222,000.00	\$ 43,711.81
Miscellaneous Income	\$ 8,000.00	\$ -
Interest/Investment Income	\$ 24,000.00	\$ 10,195.91
Ind. Gifts/No Designation	\$ 2,000.00	\$ 1,000.00
Refunds and Reimbursements	\$ 1,114.63	\$ 1,417.55
Designated Items	\$ 400,000.00	\$ 133,588.17
Transfers from Escrow Accounts for YYAM and DEM serv	\$ 3,488.68	\$ -
<b>TOTAL INCOME</b>	<b>\$ 660,603.31</b>	<b>\$ 189,913.44</b>
<b>PROGRAM EXPENSES:</b>		
Commission on Ministry	\$ 1,850.00	\$ 136.47
Commission on Stewardship	\$ 2,425.00	\$ 117.92
Commission on Witness	\$ 5,300.00	\$ -
Commission on Nurture	\$ 1,675.00	\$ 69.00
Executive Committee	\$ 4,850.00	\$ 1,898.00
Board and Conference Expenses	\$ 14,824.90	\$ -
District Office Expenses	\$ 37,270.00	\$ 10,048.42
<b>TOTAL</b>	<b>\$ 68,194.90</b>	<b>\$ 12,269.81</b>
<b>DESIGNATED NON-BUDGETED EXPENSES:</b>	<b>\$ 400,000.00</b>	<b>\$ 133,588.17</b>
<b>STAFF EXPENSES:</b>		
District Executive Salary and Housing	\$ 65,000.61	\$ 16,213.41
District Executive Benefits/Expenses	\$ 31,422.11	\$ 6,568.73
Associate District Executive Salary/Housing	\$ 24,494.77	\$ 6,167.52
Associate District Executive Benefits/Expenses	\$ 16,083.41	\$ 6,344.24
Administrative Assistant- Salary (Dir Sup Serv)	\$ 30,254.60	\$ 7,563.66
Administrative Assistant Benefits/Expenses	\$ 10,074.64	\$ 3,215.36
Temp office contract staff	\$ -	\$ -
Coordinator of Financials Salary	\$ 14,006.76	\$ 3,501.69
Coordinator of Financials Benefits/Expenses	\$ 1,071.52	\$ 267.87
Director or Youth and Young Adult Salary	\$ -	\$ -
Director or Youth and Young Adult Ben/Expenses	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 192,408.42</b>	<b>\$ 49,842.48</b>
<b>TOTAL EXPENSES</b>	<b>\$ 660,603.32</b>	<b>\$ 195,700.46</b>
<b>NET INCOME</b>		<b><u>\$ (5,787.02)</u></b>



**PRIOR YEARS PERFORMANCE**

NET INCOME/(LOSS) ON MARCH 31, 2018	\$	(5,787.02)
NET INCOME/(LOSS) ON MARCH 31, 2017	\$	(8,974.70)
NET INCOME/(LOSS) ON MARCH 31, 2016	\$	(6,935.76)
NET INCOME/(LOSS) ON MARCH 31, 2015	\$	(17,562.70)
NET INCOME/(LOSS) ON MARCH 31, 2014	\$	(10,469.34)
NET INCOME/(LOSS) ON MARCH 31, 2013	\$	(808.03)
NET INCOME/(LOSS) ON MARCH 31, 2012	\$	(681.46)
NET INCOME/(LOSS) ON MARCH 31, 2011	\$	5,366.47
NET INCOME/(LOSS) ON MARCH 31, 2010	\$	(12,629.59)
NET INCOME/(LOSS) ON MARCH 31, 2009	\$	(18,876.68)
NET INCOME/(LOSS) ON MARCH 31, 2008	\$	(7,263.06)

**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**CAMP BETHEL**  
**COMPARATIVE FUND BALANCES SUMMARY**  
**JANUARY 1, 2018 - MARCH 31, 2018**

<b>ASSETS</b>	<b>1/1/2018</b>	<b>3/31/2018</b>	<b>CHANGE</b>
<b>FUNDS ON DEPOSIT</b>			
SunTrust Regular Checking	\$ 15,124.35	\$ 2,358.95	\$ (12,765.40)
SunTrust Petty Cash Checking	\$ 2,000.00	\$ 2,000.00	\$ -
Brethren Foundation - Endowment	\$ 77,166.88	\$ 77,166.88	\$ -
Nolley Fund	\$ 46,664.65	\$ 32,167.04	\$ (14,497.61)
<b>TOTAL FUNDS ON DEPOSIT</b>	<b>\$ 140,955.88</b>	<b>\$ 113,692.87</b>	<b>\$ (27,263.01)</b>
<b>LIABILITIES AND EQUITY</b>			
	<b>1/1/2018</b>	<b>3/31/2018</b>	<b>CHANGE</b>
<b>CURRENT LIABILITIES</b>			
FICA Employee W/H	\$ -	\$ 117.58	\$ 117.58
FICA Employer W/H	\$ -	\$ 117.59	\$ 117.59
Medicare Employee W/H	\$ -	\$ 27.57	\$ 27.57
Medicare Employer W/H	\$ -	\$ 27.57	\$ 27.57
Pension W/H	\$ 101.36	\$ 101.36	\$ -
Insurance W/H	\$ 424.66	\$ 280.15	\$ (144.51)
<b>TOTAL CURR LIABILITIES</b>	<b>\$ 526.02</b>	<b>\$ 671.82</b>	<b>\$ 145.80</b>
<b>ESCROW FUNDS</b>			
New Property - Trailblazer 2 Fund	\$ 94.36	\$ 94.36	\$ -
Forward In Faith Fund	\$ 75,951.82	\$ 75,951.82	\$ -
Forward in Faith Expenses	\$ (75,701.82)	\$ (75,701.82)	\$ -
Scholarship Fund	\$ 13,122.32	\$ 13,122.32	\$ -
Endowment Scholarship Fund	\$ 77,166.88	\$ 77,166.88	\$ -
Designated Items Escrow	\$ 28.13	\$ 28.13	\$ -
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	\$ 40,217.15	\$ 40,219.54	\$ 2.39
Alton and Mildred Hipps Mem Fund	\$ 9,860.00	\$ 9,860.00	\$ -
Vehicle 39584 - Ford F150 2007	\$ (931.10)	\$ (1,069.11)	\$ (138.01)
Vehicle 39585 - Ford P/U 1997	\$ (2,285.33)	\$ (2,337.33)	\$ (52.00)
Vehicle 39586 - 1997 14 Pass Bus	\$ (1,116.11)	\$ (1,116.11)	\$ -
Vehicle 39587 - 2001 Dodge 7 Pass Va	\$ 115.87	\$ 82.62	\$ (33.25)
Vehicle 39588 - 2005 Chev 15 Pass Va	\$ 236.40	\$ 236.40	\$ -
Vehicle 39589 - 2006 Ford 12 Pass Va	\$ 252.59	\$ 78.58	\$ (174.01)
<b>TOTAL ESCROW FUNDS</b>	<b>\$ 164,436.92</b>	<b>\$ 164,042.04</b>	<b>\$ (394.88)</b>
<b>RESERVE FUNDS</b>			
General Reserve Fund	\$ (24,007.06)	\$ (24,007.06)	\$ -
Current Earnings	\$ -	\$ (27,013.93)	\$ (27,013.93)
<b>TOTAL RESERVE FUNDS</b>	<b>\$ (24,007.06)</b>	<b>\$ (51,020.99)</b>	<b>\$ (27,013.93)</b>

**TOTAL LIABILITIES & EQUITY**            \$        **140,955.88**    \$        **113,692.87**    \$        **(27,263.01)**

**NOTES**

All financial reports are received subject to review by auditor.

The foregoing is a cash basis report

**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.**  
**CAMP BETHEL - SUMMARY INCOME STATEMENT**  
**JANUARY 1, 2018 - MARCH 31, 2018**

<b><u>ITEM</u></b>	<b><u>BUDGET</u></b>	<b><u>ACTUAL</u></b>
<b>Income:</b>		
Self-Allocation Giving	\$ 73,270.00	\$ 16,452.70
Fund Raising Events	\$ 9,650.00	\$ -
Heritage Day	\$ 34,460.00	\$ 20.00
Golf Tournament	\$ 15,915.00	\$ -
Individual Specific Gifts	\$ 500.00	\$ -
Undesignated Income	\$ 14,000.00	\$ 7,167.10
Undesignated Memorial Gifts	\$ -	\$ 555.00
Designated Income	\$ 6,000.00	\$ 2,720.07
Designated Memorial Gifts	\$ -	\$ 150.00
Foundations and Grants	\$ -	\$ -
Miscellaneous	\$ 650.00	\$ -
Summer Camp Offering	\$ 1,735.00	\$ -
Interest	\$ 4,250.00	\$ 2,158.65
Sow The Seed	\$ 5,500.00	\$ 3,390.00
Scholarship Income	\$ 9,815.00	\$ 670.00
Refunds	\$ -	\$ 189.36
<b><i>Income/Gifts - Total</i></b>	<b>\$ 175,745.00</b>	<b>\$ 33,472.88</b>
Outdoor Ministries - Camping Program	\$ 253,139.00	\$ 22,504.60
Kindercritters	\$ 3,400.00	\$ 29.48
Trading Post	\$ 11,940.00	\$ 379.00
Sounds of the Mountains	\$ 43,910.00	\$ 14,467.92
Outdoor Ministries - Other Activities	\$ 42,550.00	\$ 7,903.71
Meals, Lodging and Rentals - Brethren	\$ 30,280.00	\$ 6,801.37
Meals, Lodging and Rentals - Non Brethren	\$ 109,310.00	\$ 16,339.74
Summer Camps - Non Brethren	\$ 85,776.00	\$ 5,500.00
<b><i>Income/Sales - Total</i></b>	<b>\$ 580,305.00</b>	<b>\$ 73,925.82</b>
<b>TOTAL INCOME</b>	<b>\$ 756,050.00</b>	<b>\$ 107,398.70</b>
<b><u>Expenditures:</u></b>		
Costs/Expenses - Administration	\$ 146,814.00	\$ 43,122.28
Costs/Expenses - Capital Expense/Other	\$ 26,235.00	\$ 7,976.33
Costs/Expenses - Kitchen/Housekeeping	\$ 77,180.00	\$ 4,014.46
Costs/Expenses - Maintenance	\$ 24,250.00	\$ 3,478.36
Costs/Expenses - Program	\$ 54,430.00	\$ 1,007.06
<b><i>COSTS/EXPENSES - TOTAL</i></b>	<b>\$ 328,909.00</b>	<b>\$ 59,598.49</b>
Salaries/Benefits - Camp Director	\$ 70,155.00	\$ 17,398.33
Salaries/Benefits - Office Manager	\$ 3,290.00	\$ 1,964.14

Salaries/Benefits - Food Services Coordinator	\$ 44,071.00	\$ 10,641.10
Salaries/Benefits - Kitchen/Housekeeping	\$ 33,472.00	\$ 8,162.50
Salaries/Benefits - Facilities Manager	\$ 53,850.00	\$ 13,550.88
Salaries/Benefits - Maintenance	\$ 18,250.00	\$ 1,491.16
Salaries/Benefits - Guest Services Coordinator	\$ 36,622.00	\$ 9,030.30
Salaries/Benefits - Program Coordinator	\$ 38,454.00	\$ 9,819.87
Salaries/Benefits - Program	\$ 128,977.00	\$ 2,755.86
<b>SALARIES/BENEFITS - TOTAL</b>	<b>\$ 427,141.00</b>	<b>\$ 74,814.14</b>

**TOTAL EXPENDITURES** \$ 756,050.00 \$ 134,412.63

**NET INCOME (LOSS)** \$ (27,013.93)

NOTATIONS TO CAMP BETHEL INCOME STATEMENT/BALANCE SHEET

1) The foregoing report is received subject to review

**PRIOR YEARS PERFORMANCE**

NET INCOME/(LOSS) ON MARCH 31, 2017	\$ (19,273.70)
NET INCOME/(LOSS) ON MARCH 31, 2016	\$ (10,383.66)
NET INCOME/(LOSS) ON MARCH 31, 2015	\$ (5,564.47)
NET INCOME/(LOSS) ON MARCH 31, 2014	\$ (9,596.65)
NET INCOME/(LOSS) ON MARCH 31, 2013	\$ (1,567.68)
NET INCOME/(LOSS) ON MARCH 31, 2012	\$ 28,733.30
NET INCOME/(LOSS) ON MARCH 31, 2011	\$ (20,421.49)
NET INCOME/(LOSS) ON MARCH 31, 2010	\$ (7,190.04)
NET INCOME/(LOSS) ON MARCH 31, 2009	\$ (16,254.42)
NET INCOME/(LOSS) ON MARCH 31, 2008	\$ (18,925.35)
NET INCOME/(LOSS) ON MARCH 31, 2007	\$ (28,577.69)

**Virgina District Board - Church of the Brethren**  
**Self Allocation and Financial Secretary Report**  
**As of March 31, 2018**

SEQUENCE 140

<u>Congregation/Allocation</u>	<u>2018 District</u>	<u>2018 Receipts</u>	<u>2018 Camp</u>	<u>2018 Receipts</u>
Antioch	\$ 9,847.50	\$ 2,461.88	\$ 2,222.00	\$ 555.50
Bassett	\$ 3,600.00	\$ -	\$ 800.00	\$ -
Beaver Creek	\$ -	\$ -	\$ 1,045.88	\$ 261.47
Bethany	\$ 855.00	\$ -	\$ 600.00	\$ -
Bethel	\$ 330.00	\$ -	\$ 330.00	\$ -
Bethlehem	\$ 2,200.00	\$ -	\$ -	\$ -
Blacksburg, Iglesia del Buen Pastor	\$ 375.00	\$ -	\$ 300.00	\$ -
Blue Ridge	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00
Boones Chapel	\$ 3,500.00	\$ 1,750.00	\$ 3,000.00	\$ 1,500.00
Boones Mill	\$ 1,100.00	\$ -	\$ 400.00	\$ -
Burks Fork	\$ 500.00	\$ -	\$ 500.00	\$ -
Cedar Bluff	\$ 1,450.00	\$ -	\$ 950.00	\$ -
Christiansburg	\$ 500.00	\$ -	\$ 200.00	\$ -
Cloverdale	\$ 7,800.00	\$ 750.00	\$ 2,900.00	\$ -
Collinsville	\$ 3,000.00	\$ 750.00	\$ 1,500.00	\$ 375.00
Concord, Living Faith	\$ 1,200.00	\$ 500.00	\$ 800.00	\$ 200.00
Copper Hill	\$ 2,500.00	\$ -	\$ 1,200.00	\$ -
Coulson	\$ 4,000.00	\$ 1,000.00	\$ 2,000.00	\$ 500.00
Crab Orchard	\$ 200.00	\$ -	\$ 100.00	\$ -
Daleville	\$ 1,500.00	\$ 240.00	\$ 300.00	\$ 60.00
Danville, Emmanuel	\$ 1,000.00	\$ -	\$ 500.00	\$ -
Duncans Chapel	\$ 100.00	\$ -	\$ 100.00	\$ -
Durham, Peace Covenant	\$ 1,400.00	\$ 1,400.00	\$ 900.00	\$ -
Eden, First	\$ 4,300.00	\$ 1,074.99	\$ 500.00	\$ -
Fairview, Floyd	\$ 300.00	\$ 300.00	\$ 50.00	\$ 50.00
Fairview, Rocky Mount	\$ 2,822.00	\$ -	\$ 629.00	\$ -
Ferrum	\$ 50.00	\$ -	\$ 50.00	\$ -
Floyd, Iglesia Renacer Cristiana	\$ 450.00	\$ -	\$ 350.00	\$ -
Fraternity	\$ 5,000.00	\$ -	\$ 2,000.00	\$ -
Germantown Brick	\$ 3,550.00	\$ 1,775.00	\$ 650.00	\$ 325.00
Good Shepherd	\$ 500.00	\$ -	\$ 100.00	\$ -
Green Hill	\$ 2,550.00	\$ -	\$ 2,550.00	\$ -
Henry Fork	\$ 2,000.00	\$ -	\$ 950.00	\$ -
Hiwassee	\$ -	\$ -	\$ -	\$ -
Hopewell	\$ 500.00	\$ 125.00	\$ 500.00	\$ 125.00
Jeters Chapel	\$ 3,000.00	\$ 3,000.00	\$ -	\$ -
Jones Chapel	\$ 2,200.00	\$ 550.00	\$ 500.00	\$ 125.00
Laurel Branch	\$ 1,800.00	\$ 900.00	\$ 1,000.00	\$ 500.00
Lighthouse	\$ 200.00	\$ -	\$ 100.00	\$ -
Lynchburg	\$ 950.00	\$ -	\$ 150.00	\$ -
Maple Grove	\$ 200.00	\$ -	\$ 200.00	\$ -
Masons Cove	\$ 800.00	\$ 800.00	\$ 700.00	\$ 700.00
Moneta, Lake Side	\$ 1,438.00	\$ -	\$ 1,438.00	\$ -
Monte Vista	\$ 1,651.50	\$ 1,651.50	\$ 735.00	\$ 735.00
Mount Bethel	\$ 1,065.00	\$ -	\$ -	\$ -
Mount Hermon	\$ 8,000.00	\$ 2,000.00	\$ 5,000.00	\$ 1,250.00
Mount Joy	\$ 200.00	\$ 400.00	\$ 200.00	\$ 400.00

**Virgina District Board - Church of the Brethren**  
**Self Allocation and Financial Secretary Report**  
**As of March 31, 2018**

<u>Congregation/Allocation</u>	<u>2018 District</u>	<u>2018 Receipts</u>	<u>2018 Camp</u>	<u>2018 Receipts</u>
Mount Union	\$ 2,000.00	\$ -	\$ 2,050.00	\$ -
New Bethel	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00
New Covenant	\$ 1,525.00	\$ 763.00	\$ 1,275.00	\$ 637.50
New Hope	\$ 3,000.00	\$ -	\$ 1,000.00	\$ -
Newport News, Ivy Farms	\$ 406.25	\$ -	\$ 93.75	\$ -
Nineveh	\$ 500.00	\$ -	\$ 500.00	\$ -
Oak Grove South (Rky Mt)	\$ 265.00	\$ 435.40	\$ 900.00	\$ 942.60
Oakvale	\$ -	\$ -	\$ -	\$ -
Olean	\$ 300.00	\$ 300.00	\$ 200.00	\$ 200.00
Parkway	\$ 300.00	\$ -	\$ 300.00	\$ -
Peters Creek	\$ 5,076.00	\$ 1,268.75	\$ -	\$ -
Pleasant Valley	\$ 1,150.00	\$ 575.00	\$ 1,150.00	\$ 575.00
Pleasant View	\$ 1,000.00	\$ -	\$ 150.00	\$ -
PleasantDale	\$ -	\$ -	\$ -	\$ -
Poages Mill	\$ 3,815.28	\$ 953.82	\$ 878.40	\$ 219.60
Pulaski - First	\$ 500.00	\$ 250.00	\$ 100.00	\$ 50.00
Red Hill	\$ 300.00	\$ -	\$ 400.00	\$ 400.00
Red Oak Grove	\$ 2,500.00	\$ 625.00	\$ 1,500.00	\$ 375.00
Roanoke, Central	\$ 4,200.00	\$ 1,050.00	\$ 600.00	\$ -
Roanoke, First	\$ 3,800.00	\$ -	\$ 1,500.00	\$ -
Roanoke, Hollins Road	\$ 4,000.00	\$ -	\$ 1,500.00	\$ -
Roanoke, Ninth Street	\$ 4,080.00	\$ 1,060.00	\$ 1,820.00	\$ 465.00
Roanoke, Oak Grove	\$ 8,500.00	\$ 500.00	\$ 2,000.00	\$ 1,000.00
Roanoke, Iglesia Renacer Cristiana	\$ 800.00	\$ -	\$ 300.00	\$ -
Roanoke, Summerdean	\$ 16,000.00	\$ 4,000.00	\$ 4,750.00	\$ 1,187.50
Roanoke, Williamson Road	\$ 2,374.00	\$ 395.00	\$ 1,390.00	\$ 230.00
Rocky Mount, First	\$ 300.00	\$ -	\$ 300.00	\$ -
Saint Paul	\$ 300.00	\$ -	\$ 200.00	\$ -
Saunders Grove	\$ 500.00	\$ 125.00	\$ 400.00	\$ 100.00
Schoolfield	\$ -	\$ -	\$ -	\$ -
Selma	\$ 200.00	\$ -	\$ 200.00	\$ -
Shelton	\$ 1,200.00	\$ -	\$ -	\$ -
Smith Chapel	\$ -	\$ -	\$ -	\$ -
Smith Mountain Lake	\$ 3,300.00	\$ 3,300.00	\$ 2,750.00	\$ 2,750.00
Smith River	\$ 2,050.00	\$ 512.50	\$ 1,250.00	\$ 312.50
Spruce Run	\$ -	\$ -	\$ -	\$ -
Stonewall	\$ 1,250.00	\$ 1,250.00	\$ 450.00	\$ 450.00
Topeco	\$ 10,180.00	\$ 2,545.00	\$ 2,736.00	\$ 684.00
Trinity	\$ 500.00	\$ -	\$ 500.00	\$ -
Troutville	\$ 4,500.00	\$ 1,125.00	\$ 1,200.00	\$ 300.00
Vinton	\$ 300.00	\$ -	\$ 100.00	\$ -
Virginia Beach, CCU	\$ -	\$ -	\$ -	\$ -
Wakefield Chapel	\$ 150.00	\$ -	\$ 150.00	\$ -
West Richmond	\$ 5,000.00	\$ 1,249.97	\$ 400.00	\$ 300.00
White Rock	\$ 400.00	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 187,755.53</b>	<b>\$ 43,711.81</b>	<b>\$ 74,743.03</b>	<b>\$ 19,590.67</b>
<b>% Actual S/A</b>		<b>23%</b>		<b>26%</b>

**Virgina District Board - Church of the Brethren  
Self Allocation and Financial Secretary Report  
As of March 31, 2018**

<b>DEPOSIT BREAKOUT</b>	<b><u>Total</u></b>
#40002 - Self Allocation	\$ 43,711.81
#40012 - Miscellaneous	\$ -
#40022 - Interest Income	\$ 10,195.91
#40032 - Individual Undesignated	\$ 1,000.00
#40042 - Refunds	\$ 1,417.55
#40052 - Designated	\$ 133,588.17
<b>TOTAL DEPOSIT</b>	<b>\$ 189,913.44</b>

<b>DESIGNATED BREAKOUT</b>	<b><u>Total</u></b>
#30200 - Camp Bethel S/A	\$ 19,590.67
#30202 - Bridgewater College	\$ 100.00
#30204 - Church of the Brethren	\$ 700.00
#30206 - Bethany Th. Seminary	\$ 100.00
#30208 - Hunger	\$ 417.41
#30214 - Moneta, Lake Side	\$ 3,450.00
#30216 - Renacer - Floyd	\$ -
#30218 - Renacer - Roanoke	\$ 200.00
#30220 - Special Gifts - District	\$ 25.00
#30222 - Camp Bethel - S Gift	\$ -
#30224 - Church World Service	\$ -
#30230 - Camp Bethel Transfer (to Camp, Non-SA)	\$ 2,925.75
#30318 - Camp Bethel Transfer (to District)	\$ 27,183.83
#32210 - Youth Escrow	\$ 190.00
#32215 - Northern Area Ministers	\$ 15.00
#32220 - CGI - Overall	\$ 222.00
#32221 - CGI - Roanoke	\$ -
#32222 - CGI - Shenandoah	\$ 1,125.00
#32223 - CGI - Southern	\$ 400.00
#32225 - Historical Committee	\$ -
#32230 - District Conference	\$ -
#32240 - Awakening Services	\$ 2,241.35
#32245 - LCD Escrow	\$ -
#32255 - Spiritual Dev. Retreat	\$ -
#32265 - Blacksburg Facility Escrow	\$ 9,027.17
#32273 - Ministry and Mission Day	\$ 16.00
#32274 - National Youth Conf.	\$ 19,600.00
#32276 - Pastor and Spouse Rt	\$ 1,290.00
#32278 - Professional/Cong Growth	\$ 265.00
#32283 - Stewardship Curriculum	\$ -
#32295 - Leadership Escrow	\$ 3,864.23
#32296 - Loans Subsidiary	\$ -
#32395 - Calling the Called	\$ 200.00
#33305 - Seed, Scattered and Sown	\$ 29,208.36
#33500 - Disaster - General	\$ 2,492.91
#33507 - Hurricane Harvey/Irma	\$ 2,260.00
#33600 - New Church Development	\$ 6,478.49
<b>TOTAL DESIGNATED B/O</b>	<b>\$ 133,588.17</b>



Virlina District Board

3402 Plantation Road, NE  
Roanoke, VA 24012  
3/1/2018 - 3/31/2018

	(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	127,311.11	0.00	-1,000.00	0.00	126,311.11	-206.45	337.05	408.96	126,850.67
Domestic Stock	156,413.66	0.00	-1,000.00	0.00	155,413.66	-251.58	195.86	-3,428.17	151,929.77
<b>Endowment - District Totals:</b>	<b>283,724.77</b>	<b>0.00</b>	<b>-2,000.00</b>	<b>0.00</b>	<b>281,724.77</b>	<b>-458.03</b>	<b>532.91</b>	<b>-3,019.21</b>	<b>278,780.44</b>
<b>Endowment-Camp</b>									
Bond	33,591.17	0.00	0.00	0.00	33,591.17	-55.12	89.52	109.32	33,734.89
Domestic Stock	41,574.05	0.00	0.00	0.00	41,574.05	-67.54	52.28	-917.85	40,640.94
<b>Endowment-Camp Totals:</b>	<b>75,165.22</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>75,165.22</b>	<b>-122.66</b>	<b>141.80</b>	<b>-808.53</b>	<b>74,375.83</b>
<b>Mow Memorial</b>									
Bond	43,530.51	0.00	0.00	0.00	43,530.51	-71.55	116.01	141.67	43,716.64
Domestic Stock	53,875.57	0.00	0.00	0.00	53,875.57	-87.58	67.75	-1,189.44	52,666.30
<b>Mow Memorial Totals:</b>	<b>97,406.08</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>97,406.08</b>	<b>-159.13</b>	<b>183.76</b>	<b>-1,047.77</b>	<b>96,382.94</b>
<b>New Chesterfield</b>									
Bond	60,491.81	0.00	0.00	0.00	60,491.81	-99.37	161.21	196.88	60,750.53
Domestic Stock	74,155.47	0.00	0.00	0.00	74,155.47	-120.53	93.33	-1,637.26	72,491.01
<b>New Chesterfield Totals:</b>	<b>134,647.28</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>134,647.28</b>	<b>-219.90</b>	<b>254.54</b>	<b>-1,440.38</b>	<b>133,241.54</b>
<b>Nolley Fund-Brethren Foundation Account #10450</b>									
Bond	35,677.52	0.00	0.00	0.00	35,677.52	-58.60	95.08	116.12	35,830.12
Domestic Stock	42,273.57	0.00	0.00	0.00	42,273.57	-68.70	53.15	-933.28	41,324.74
<b>Nolley Fund-Brethren Foundation Account #10450 Totals:</b>	<b>77,951.09</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>77,951.09</b>	<b>-127.30</b>	<b>148.23</b>	<b>-817.16</b>	<b>77,154.86</b>
<b>Operational Escrow</b>									
Bond	65,295.86	0.00	0.00	0.00	65,295.86	-107.38	174.01	212.51	65,575.00
Domestic Stock	80,813.25	0.00	0.00	0.00	80,813.25	-131.40	101.69	-1,784.22	78,999.32
<b>Operational Escrow Totals:</b>	<b>146,109.11</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>146,109.11</b>	<b>-238.78</b>	<b>275.70</b>	<b>-1,571.71</b>	<b>144,574.32</b>
<b>Virlina District Board Totals:</b>	<b>815,003.55</b>	<b>0.00</b>	<b>-2,000.00</b>	<b>0.00</b>	<b>813,003.55</b>	<b>-1,325.80</b>	<b>1,536.94</b>	<b>-8,704.76</b>	<b>804,509.93</b>

## CHURCH OF THE BRETHREN

**PRE-ORDINATION INTERVIEW GUIDE**

Name Light Samuel Thomas Date 3/12/18  
 Last First Middle

**I. PRE-ORDINATION**

The Ordained Minister Circle is designed for ministerial leaders called to serve the church in capacities that expand beyond a specific congregation. Ordained ministers are accountable to the wider church in the forms of district and denomination, and their ministry is carried out in various forms within a particular district and across the denomination. The Church of the Brethren values the work of trans-local church leaders and has long practiced a kind of connectional church structure, from the historical tradition of "visiting elders" to today's collaborative district and denominational leadership. The Ordained Minister Circle acknowledges this need for leaders trained and formed in the larger church and provides standards and expectations for the calling out, training, credentialing and sustaining of these ministers.

It is the responsibility of the District Ministry Commission and representatives of the church board to consult with the licensed minister in a personal interview as she or he nears the completion of requirements for ordination. The Pre-Ordination Interview Guide is used as a tool to ascertain the licensed minister's readiness for ordained ministry.

**II. THE INTERVIEW**

- A. The District Ministry Commission, acting on behalf of the District Board, is responsible for guiding the pre-ordination process. This document and related papers may be reproduced only for deliberation by the commission and/or its interview committee. Pertinent information can be shared with the District Board when the candidate is presented to the District Board for vote.
- B. The candidate fills out the interview guide and returns it to the District Ministry Commission before the interview.
- C. The District Ministry Commission or its interview committee will use the interview guide as a starting point for exploring in depth the candidate's spiritual, educational, and personal growth; style of leadership; and competence in integrating central themes of the Christian faith with the current concerns of the church and the world; commitment to the Church of the Brethren; and overall readiness for ministry.
- D. The District Ministry Commission shall review additional materials including Readiness for Ministry testing, background check, and the Covenant of Accountability.
- E. The District Ministry Commission is free to ask for additional materials that will assist them in the ordination process. These materials could include transcripts, a physical examination, and any and all materials/information deemed necessary within the context of Church of the

Brethren polity and policies. Sufficient lead time should be allowed for these materials to be available before the interview.

- E. If the candidate is married, the spouse should be invited to join the interview.

### **III. FOLLOWING THE INTERVIEW**

- A. In evaluating a candidate's readiness for ordination, the District Ministry Commission or its interview committee, in addition to their past knowledge of the candidate and the interview, should seek the judgment and counsel of others—pastors, professors, employers, members of the Calling Cohort—who have had extensive recent contact with the candidate.
- B. The District Ministry Commission will take its recommendation for ordination to the District Board for action. The District Board must affirm the call by a simple majority vote..
- C. Upon the affirmation of the District Board, the District Ministry Commission shall notify the pastor, board chair, or other appropriate persons in the congregation so that a congregational vote can be taken to affirm the call. A representative of the District Ministry Commission shall be present for the congregational business meeting to take the vote. A congregational affirmation is by 2/3 majority vote.
- D. The original document and related papers are to be retained in the ordained minister's permanent confidential file in the district office, and all copies are to be destroyed by the District Executive/Minister at the conclusion of the pre-ordination process. The permanent confidential file is open only to the minister and the District Executive.

### **IV. NOTES TO THE CANDIDATE**

- A. The questions in this guide are asked so that you can provide written responses in preparation for the interview with the District Ministry Commission or its interview committee. If more space is needed, use the additional information sheets at the end of the guide.
- B. If you move to a congregation in another district, your permanent file will be forwarded to the District Executive in that district following the transfer of your membership to a Church of the Brethren congregation in the new district.
- C. The Readiness for Ministry (RfM) process, completion of an approved ministry education program during the licensing period, spiritual growth and ministry formation, and the eleven (11) ministerial competencies criteria are considered during the pre-ordination interview. The competencies criteria are included in this guide, and you will need to respond to each one on the additional information sheets at the end of the guide.

Office of Ministry in consultation with the Council of District Executives July, 2014

Office of Ministry  
Church of the Brethren  
1451 Dundee Avenue

Elgin, Illinois 60120-1694

## PRE-ORDINATION INTERVIEW GUIDE

Date \_\_\_\_\_

### PERSONAL DATA

Name Light Samuel Thomas U.S. citizen  Yes  No  
Last First Middle (If no, provide INS status and additional information at the end of the guide.)

Address 4749 Golfview Dr. Roanoke VA 24019  
Street, Box City/Town State Zip

Day phone \_\_\_\_\_ Evening phone \_\_\_\_\_

E-mail samgreyrin@yahoo.com Cell phone 540-330-7551

Membership is in New Bethel Congregation Virgina District

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

Date of birth: Month 12 Day 10 Year 1981

Marital status: Single  Married  Widowed  Divorced

If married, spouse's name Nicole

### 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 \_\_\_\_\_  
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 \_\_\_\_\_  
Address \_\_\_\_\_  
Date of completion \_\_\_\_\_ District Coordinator \_\_\_\_\_

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

ACTS Program Christian Growth Institute  
Date of completion November 2015

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:

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?

I never wanted to be a pastor but I have learned that is where God wants me. My hesitancy about being a pastor was getting up in front of people and speaking. I did not feel I was gifted in that way or was a particularly good communicator. The biggest thing that changed is that I finally gave up on my weaknesses and learned to depend upon God's help. I am the vessel. God works through me.

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

That God loves me and has called me to spread his love to others. I've experienced God's love through the compassion and affection that others have shown me as a concrete example. Jesus commands us to love our neighbor. So, I am loving others and going out to tell the good news. One of my interpretations of the good news is that it is LOVE!

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

It is not about me or my comfort zone. God will pull us out of our comfort zone because He knows what we are capable of through Him. I must rely on his strength daily. When it came to getting things done during my Christian Growth Institute years, I had a hard time getting things on paper because I did not feel that my work was up to snuff. I'd have an okay paragraph, but would look at it and say it made no sense. Therefore, I would just not do the work. When I found out that I could turn things in and they either held their salt or I was approached to do them over, this helped me to recommit to ministry and the formation process. When I first started I wasn't married. Nicole pushes me harder than I push myself and affirms me when I have pushed too hard. Having full time employment for the last eleven years has helped me set my priorities and make better use of my time. Having a pastorate for the past fourteen months has made me more intentional about study. I realize that other people beside Nicole and myself who depend upon what I do and what I am.

3. What were the pleasant surprises?

That I can do this and be affirmed for doing it. The encouragement offered by those around me. People are willing to endure listening to me every Sunday. The ones that I believe are the worst I've done seem to touch people the most.

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

My biggest hindrance at this time is living an hour away from the community that I am trying to serve. I am exploring ways to move closer to New Bethel. Another challenge is the potential that a bigger time investment on my part would bring.

5. What is your understanding of ordination?

Being set apart to proclaim God's message to his people and being given the right to perform certain rites and rituals in the church. When hands are laid on people the church is recognizing God's call on my life, that I know God's call and that I am willing to follow that call with God as my helper. It is not about how I feel or what I have done, but the affirmation of the church that God is working within me.

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

<input checked="" type="checkbox"/> Pastor	<input type="checkbox"/> Teaching
<input type="checkbox"/> Administration	<input type="checkbox"/> Chaplaincy
<input type="checkbox"/> Missionary	<input type="checkbox"/> 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	3	1	1
• Worship, planning and leadership	3	1	1
• Teaching, including Bible study	3	3	2
• Pastoral care, including visitation	3	1	1
• Counseling	4	5	3
• Evangelism	3	5	3
• Administration	3	5	3
• Disciplined study	2	2	1
• Working with groups	2	3	1
• Relating to other denominations	2	5	3
• Working with community agencies	3	5	2
• Working with Support groups	3	5	3
• Youth	3	5	4
• Church Planting	4	5	3
• Mediation/conflict resolution	4	5	3

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

I am the pastor. I keep hearing that they want me to stay for many years to come. This means that they see the potential in me that I don't always see in myself. One Sunday I said something about a colored man from back home. One of the members said that I shouldn't have used the word "colored" but "African American." The critiques of people help me to grow in knowing what to do and what is best not to do. This is one example of how members of my church have been helpful to me. I love my church. It has its problems, but for the most part it has been very supportive of Nicole and I. I look forward to being there and enjoy it.



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

It has been a great experience. Although I have not done regular set pulpit supply, I have preached at Pleasant View, Oakvale, Olean, Jeters Chapel, Troutville/New Bethel, PleasantDale, Daleville, Roanoke-Ninth Street, Roanoke-Summerdean, Roanoke-Williamson Road, Ferrum, Mount Bethel, Nineveh, Smith Chapel, Vinton, Spruce Run, Bethlehem, Monte Vista, Bethany and others. Most of my other formation was classroom work for Christian Growth Institute.

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

We don't get together as often as we should, but I do know that they are there any time I need advice. My mentor when I first started was Horace Light, Owen Stultz was the longest and Jack Lowe finished up. Dan Rudy was my spiritual friend and encourager. At times I would talk to Paul Stover. All of these were helpful to me.

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?

One of practices that I find important is footwashing. I feel that it is important because it shows humility and love for one another. The obvious reason is because Jesus said I have set you an example that you should do this for one another. It gives you a whole new respect for someone when you wash their feet. One instance that comes to mind was back in 1999. I was a senior high camper, but had been a CIT the week before. When we washed feet during senior high camp we were not supposed to include staff persons. One staff member was Wesleyan. I went over and washed her feet. It was a moving experience for her. It brings us together.

God is love is a relevant statement for today's world. We show love by action and by service. Disaster response is an example. The beginnings of Heifer Project is another. We do not only say love, but it is know in its demonstration.

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?

We have more separation rather than togetherness. We are not as like minded as we would strive to be. Oftentimes we get the attitude that our way is the only way. This causes us to avoid change because we live out the old adage, "We've never done it this way before." I probably do not take the steps necessary to engage in formative conversation about these items. I do preach about going outside the walls to those who need the love of God that brings self-esteem. Perhaps we are too ingrown.

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

Prayer is talking and sharing with God. Studying and following God's word is listening to God. A minister should not just pick things out of the air, but actually study and dedicated to what is said. Not just using words, but living out the word. People are surprised when I show up for more than is expected. However, if the pastor is not willing to live what he is preaching, why should he expect the hearers to do so?

#### **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?

I have and will preach the scriptures each week. I will try to live by them including the example I set for others. Bible Study, both private and corporate, is important. I would like to start a study at New Bethel. Two challenges are 1) not living close to the church and 2) actually getting folks involved with that. Time to get down there and get back adds to this. I've tried to do this with the men, but had only one person generally.

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.

The whole book of Exodus speaks to both the faithful and the unfaithful response of God's people.

The disciples followed Jesus' call, but they showed cowardice during the last days of Jesus' ministry.

Luther's 95 theses tacked to the door was a faithful reponse.

I believe that when the eight folks got baptized in the Eder River, they were responding faithfully to God's will.

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?

My testimony is that Jesus is both Savior and Lord. I will tell them what I believe. They can then believe what they want to believe. There is a difference between Christian traditions that honor Jesus as the Christ and other religions such as Muslims or Hindus. I have family that are Catholic. They have always been tolerant and vice versa.

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.

That we only become members of the church when we are old enough to make the decision to follow God and be baptized. I was fourteen when I was baptized. There may be some younger that have the capacity to believe and be baptized. There may be some older who have no clue. Baptism is something that should never be taken lightly. This is because baptism is an outward sign of an inward commitment. It marks a change and requires the maturity to uphold our answers to the vows.

Among the rites and ordinances of the church beyond baptism are communion, anointing, laying on of hands, marriage and funerals. Some of these are similar to the rest of Christians. Communion is a symbol of fellowship with Christ in his body and blood, as well as making us one with that and one another. This again is something that is holy and not to be taken lightly. Anointing is calling for God's power to be focused on healing, forgiveness and wholeness. It is in obedience to the teaching of James.

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 good news is God is love, and he wants to share that love with all of mankind. Jesus' impact on my life means that I must share God's love with all people, no matter if they are rich or poor, in a position of authority or whatever their social status may be. Today's culture is about looking out after ME and I will do whatever I must to PUT MYSELF ON TOP. Love rejects this cultural understanding because Christ would put the needs of others first.

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.

Acts 4:32-37 describes the selling of individual possessions for the common good of all. Hebrews 10:24-25 highlights the importance of provoking one another to good works and to not neglect to meet together. It is my plan to teach, preach and model the Hebrews text by encouraging participation in the life and ministry of the church. This is focused both on being with one another and holding one another accountable for the use of ministry gifts.



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.

God has called me to the pastoral ministry. I am daily trying to live out that ministry.

God used people to encourage me in the call to ministry. Folks would see gifts for ministry in me and call those out. For the most part I ignored them. As I continued on my spiritual pilgrimage, I began to see God's call in the words of others as well as my own personal study of the Bible and the Christian faith. I believe that I am gifted to relate to all age groups and I am outgoing by nature.

George Snyder, my former pastor at Pleasant View, would hand me a bulletin on Sunday morning with a scripture text for me to read in worship. This provided me a chance to get in front of people and read. I found out I could withstand being in front of people.

Speaking at various churches, working at Camp Bethel and being involved with the district ministry all contributed to my formation. I want to be able to continue to serve and grow in my abilities in that way.

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?

Prayer has been an important part of my spiritual discipline. I will continue to spend time in prayer daily. The focus of my prayers is that God will lead me, help me to be an example or light to others and give me the strength to follow the Lord.

Studying the Bible on a daily basis has increased my spiritual growth. I will continue to read not only for sermon preparation or teaching events, but also for continued personal growth as a man and a Christian.

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

I plan to read books and attend workshops and classes provided by the district and denomination. At this point I am not sure where else to go with that given the limitations of my time due to full time employment. In reflecting on life experience, if you are paying attention you learn the right way from mistakes and errors as you go along. Teaching experiences are inevitable.

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.

I haven't really had any experience in this area. However, I am willing to listen to the concerns of others and seek advice from folks that have had experience with it or are knowledgeable about such things. There are not a lot of people who like conflict. Most of us try to avoid or prevent it, but it happens.

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

For a long time my ministerial leadership was akin to that of Jonah, the Old Testament prophet who tried to run away from God's call on his life to go to Nineveh.

Like the apostles, I am striving to proclaim the Gospel wherever I have an opportunity. Since I believe God is love and that this is the heart of the Gospel message, I want to love God and love all others.

The basis of my theology as a leader is God's love revealed and extended. I come from a background that rejects people who are different (and thus unloveable). God has shown me love when I was unloveable at times. Therefore, that means that I should be able to show love to my enemy as well as my own people. What does it profit a man if he loves them that love him?

David Shumate would say that I am thoroughly Johannine in my faith understanding.

Being a custodian in an elementary school gives me an outlet or different community than the church. It gives me the opportunity to share with those who do not think or feel that way I do. I am a minister wherever I am.

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?

That all depends on when and where I am. Since my experiences of life have been different I will try to use them to describe God's love to those in my orbit. Love of God and neighbor are always relevant and meaningful.

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

None at this time.

**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 Samuel T. Light

Date 3/12/18

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

I am terrible at writing my thoughts down on paper. I can explain things better in person.



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

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

Interviewers: LW FLORA, MICHAEL L TABOR, ANN MINNIK, DAN L JOHNSON,  
MG BATTLE, PM BAKER, DKS, GL BASHAM

Date: 6 APRIL 2018

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):

RESOLVED, THAT THE COMMISSION ON MINISTRY  
RECOMMENDS TO THE VIRGINIA DISTRICT BOARD - CHURCH  
OF THE BRETHREN, INC. THAT SAMUEL T. LIGHT  
BE ORDAINED TO THE GOSPEL MINISTRY PENDING  
THE 2/3 VOTE OF THE NEW BETHER CHURCH,

Signed: [Signature]  
Ministry Commission chair

[Signature]  
Ministry Commission secretary

Date: 4-6-18

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

**VIRLINA DISTRICT BOARD - CHURCH OF THE BRETHREN, INC.  
SAFETY POLICY REGARDING DISTRICT OWNED VANS**

The district owns several 15-passenger vans. These are used primarily to transport children and adults on trips related to the ministry of and approved by the Virilina District Board and its subsidiary commissions and committees. The National Highway Transportation Safety Administration has warned that the rollover rate of 15-passenger vans increases significantly with 10 or more occupants.

Why are 15-passenger vans dangerous?

- The rollover rate increases dramatically during emergency maneuvers, such as panic response to a tire blowout
- Most drivers do not have a commercial driver’s license and have received no formal training on the use of such vehicles.
- The side windows of 15-passenger vans before 2008 were made of tempered, not laminated glass, which is far less likely to keep occupants from being ejected in an accident
- Nearly 80% of those killed in 15-passenger van rollovers in 2000 were not wearing seatbelts
- They lack many of the basic safety requirements for school buses

**I. REQUIREMENTS**

**A. Vehicle**

1. Tires should be inspected before each use for wear and proper inflation. Worn or improperly inflated tires increase the risk of a blowout. 57% of 15-passenger vans have, at least, one significantly under-inflated tire. Tires should:
  - (1) Be load range “E” or higher.
  - (2) Be less than 7 years old by the date code.
  - (3) Show no irregular wear patterns.
  - (4) Have the correct pressure according to the tire manufacturer.
  - (5) Have pressure monitors. (Can be added if not factory installed)
2. Each occupant is required to wear a seat belt at all times. There is never an exception to wearing a seatbelt. It is the #1 thing that churches can do to reduce the fatalities associated with a 15-passenger van rollover. (NOTE: 80% of the people killed in rollover crashes in 15-passenger vans over the last decade did not have a safety belt fastened.)
3. Load occupants and luggage from the front to rear of the van.
4. If not a 2005 or newer extended wheel base van, such as a Chevy Express Van or Ford Transit, remove the rear-most seat and allow no more than 11 passengers including the driver.
5. Absolutely nothing should be loaded on the van roof.

6. Van maintenance should be performed according to the manufacturer's schedule by a professional technician. One person should be responsible for keeping a logbook of maintenance performed. Copies of the logbook should be kept in the van and the church office.
7. No towing in excess of the rated capacity of the van.

## B. Drivers

1. Drivers should be at least 21 years of age. Any driver under the age of 25 must be known to the relevant District or Camp Bethel Management Staff Person as a mature, responsible driver.
2. Drivers must obtain a record of their driving from the State Division of Motor Vehicles and present it to the church.
3. All drivers carrying more than five passengers in a fifteen passenger van are required to complete specific training on the use of fifteen passenger vans. Drivers can receive this training from one or several organizations offering training courses. The Virginia District sponsors an online course through ARI; contact the district office for details. A current CDL is also acceptable.
4. Drivers are to see that all passengers are using seatbelts anytime the van is in operation.
5. Drivers should be well rested, observe posted speed limits, and drive cautiously (maintain a speed that is safe under the conditions, and be especially careful on rural and curved roads.)
6. Drivers should be prohibited from driving for more than eight hours in any twenty-four hour period (unless a shorter limitation is provided under an applicable law or regulation).
7. No driver can drive more than four hours continuously; the driver must take a break or rest after four hours, or another person must be in the vehicle to assume driving responsibilities.
8. Drivers should not use cellular phones while operating the vehicle. However, a fully charged cell phone should be on board for use in emergencies.
9. Use of sedating prescriptions or over-the-counter antihistamines (or other medication) by the driver should be strictly prohibited.
10. Drivers should have a list of emergency phone numbers. This emergency phone list should include numbers for:
  - (1) State police and local police
  - (2) District Resource Center, Camp Bethel Office or owner of vehicle
  - (3) Relevant District or Camp Bethel Management Staff Persons
  - (4) District Board Chair
  - (5) Insurance company

## II. RECOMMENDATIONS

1. Each unit of the district that has a 15-passenger van should immediately develop a policy regarding use of the van and require all drivers to be approved pursuant to district policy.

- 1 2. If possible, select at least two individuals who will receive the proper training and  
2 will serve as regular drivers.
- 3 3. Drivers must have the appropriate class of license, and the church should conduct a  
4 check of each driver's record for traffic offenses or license restrictions to determine  
5 if the driver is suitable. This should be updated annually.
- 6 4. Have the policy statement on van use reviewed by the district's insurance company  
7 and attorney (if appropriate) and approved by the District Board.
- 8 5. The policy statement should be posted in the van and given to each driver before  
9 departing. Each driver should sign a statement indicating that the van policy  
10 statement was received, read, and will be followed.
- 11 6. Try to not use the van after midnight and before six o'clock in the morning.  
12 Overnight trips should be an option only if a professional transportation company is  
13 used that provides both the vehicle and the driver.
- 14 7. When purchasing a new 15-passenger van, consider 2005 or newer extended  
15 wheelbase models with laminated side glass, tire pressure monitoring systems, and  
16 stability control.
- 17 8. Vans owned or rented by the district should be used only for activities that have  
18 been authorized by the District Board and its subsidiary commissions/committees.
- 19 9. A reverse beeper should be installed, or horn used, when backing.
- 20 10. When children are transported, an adult other than the driver should accompany  
21 them to maintain discipline. This reduces the number of children that can be  
22 carried by one.
- 23 11. Hang the 15 Passenger Van Driver tag from the van's rearview mirror. Copies can  
24 be obtained from: [www.safercar.gov/staticfiles/safercar/Passenger%20Van%20Safety/vanhangtag.pdf](http://www.safercar.gov/staticfiles/safercar/Passenger%20Van%20Safety/vanhangtag.pdf)
- 25 12. When children are transported, it is strongly recommended that a voluntary drug  
26 screening for the driver.

27  
28 Resources consulted:  
29 See the link for printable safety documents: <<http://www.safercar.gov/Vehicle-Shoppers/Passenger-Van-Safety>>  
30 See this link for tire-specific information: <<http://www.safercar.gov/tires/index.html>>  
31 Insurance related info:  
32 <<http://www.brotherhoodmutual.com/index.cfm/resources/ministry-safety/article/van-accidents-spur-safety-focus/>>  
33 Info from The American Automobile Association:  
34 <[http://exchange.aaa.com/safety/roadway-safety/passenger-van-safety/#.V-5TF\\_X6t9M](http://exchange.aaa.com/safety/roadway-safety/passenger-van-safety/#.V-5TF_X6t9M)>  
35 Excellent 15-passenger online training information:  
36 <[http://www.safetyworksmaine.gov/training/online\\_classes/15passvan.pdf](http://www.safetyworksmaine.gov/training/online_classes/15passvan.pdf)>  
37 See section IX for van safety recommendations:  
38 <[http://www.brethren.org/bdm/files/checklist\\_for\\_a\\_church\\_emergency\\_management\\_pla  
39 n.pdf](http://www.brethren.org/bdm/files/checklist_for_a_church_emergency_management_plan.pdf)>  
40  
41  
42

43 Updated by the Commission on Witness: 10/10/2017  
44 Updated by the Commission on Stewardship: 4/27/2018

Dear Brothers and Sisters,

Greetings in the name of Christ, who binds us together and calls us to shared mission and ministry.

On behalf of the Compelling Vision Process Team, I want to express our appreciation for your insight in calling the denomination into a time of visioning. For too long our own way of being has mirrored the polarization and divisiveness that characterizes contemporary secular society. We share your hope, that by engaging together to discern a compelling vision, we might discover and commit to new ways of being that better reflect the truth expressed in the old camp song: “They’ll know we are Christians by our love”—for one another and the world.

At our recent meeting, we spent a considerable amount of time building relationships and laying a foundation for our work together. We then turned our attention to the task at hand: developing a process through which the denomination might arrive at a compelling vision to guide our life together. We are committed to gathering input from as many people as possible throughout each step of the process. We will start with conversations at Annual Conference 2018. Between then and the end of February 2019, we want to hold conversations in every district as well as with other constituency groups like agency staff and boards. All of the information gathered through these conversations will then help determine the nature and direction of conversations to take place at Annual Conference 2019, when it is our hope that a final vision will begin to emerge and take shape with broad support.

The district conversations are a key element in the process. We believe those conversation will be critical in our efforts to:

- explain and interpret the process;
- give people an opportunity for their voice to be heard;
- identify both passions for ministry as well as concerns regarding our life together;
- nurture relationships among people with differing points of view;
- build trust between the Compelling Vision Process Team and the denomination;
- encourage buy-in for the process (and ultimately the vision);
- offer feedback on the conversations that take place at Annual Conference 2018;
- engage in practices of healthy conversation in preparation for Annual Conference 2019;
- build momentum for the conversations to take place at Annual Conference 2019.

Ideally, we would like to schedule a two-hour block of time for these district conversations. We will send someone to provide leadership for the conversations. They could take place in a variety of settings including, but not limited to: District Conference, provided there is time available when the whole conference body could participate (as opposed to a workshop slot when only a small group might

participate); a different district gathering; or in geographic clusters. We want you to decide what context will work best within your district. However, while specific plans for these gatherings are still being finalized, small group conversations will play a central role; therefore, it will be important that the physical setting allow for flexibility and movement and include space for gathering in small groups either around tables or in circles of chairs. So we can schedule our visits, it would be helpful to know by August 1, what context you envision for your district conversation(s) and when the conversation(s) will be scheduled to take place.

Should you decide not to hold your district conversation at District Conference, the Compelling Vision Process Team would like to provide a 10 minute report on the process (separate from the CoB/Agency report)—either in anticipation of the conversation(s) to take place or to offer some feedback on what was heard at an earlier gathering in your district, whichever is appropriate for the situation.

Again, thank you for your support of the Compelling Vision Process. We look forward to hearing from you by August 1 about plans for conversation(s) in your district. You can respond via email at [cvpt2018@gmail.com](mailto:cvpt2018@gmail.com) or you can contact me directly via email at [rpgingrich@yahoo.com](mailto:rpgingrich@yahoo.com) or by phone at 612-239-6214.

In the meantime, we ask that you continue to hold our team and the process itself in your prayers, that the Spirit of God might be felt moving in our midst.

Grace and Peace,

Compelling Vision Process Team

Rhonda Pittman Gingrich, Chair

Kayla Alphonse

Kevin Daggett

Brian Messler

Alan Stucky

Kay Weaver

Samuel Sarpiya, 2018 Moderator

Donita Keister, 2019 Moderator

Chris Douglas, Recorder