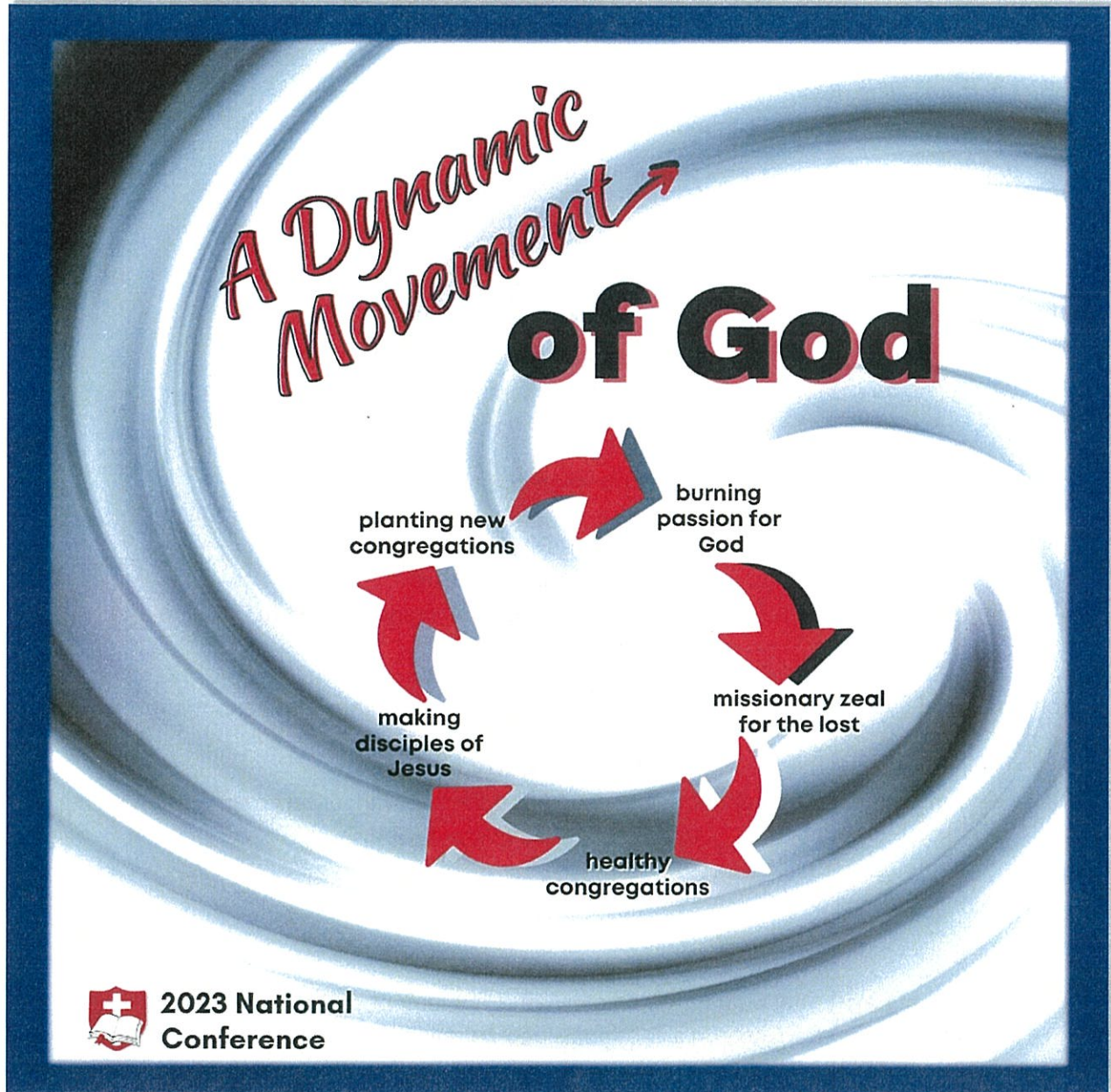


**2023 National Conference  
of the Evangelical Congregational Church**

**AGENDA & CAMPUS  
INFORMATION**



**MAY 24-26, 2023**

**MESSIAH UNIVERSITY**

**MECHANICSBURG, PA**



## **PURPOSE**

The Purpose of the Evangelical Congregational Church is to know Christ and to make Him known.

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## **MISSION**

The mission of the Evangelical Congregational Church is to raise up healthy churches proclaiming Christ in a hurting world.

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## **CORE VALUES**

### **Passion for Christ**

As demonstrated by our commitment to the authority of the Bible, the centrality of prayer, and the pursuit of holiness.

### **Compassion for the Lost**

As demonstrated by evangelism and acts of mercy on a local, national, and global scale.

### **Servant Leadership**

As demonstrated by the training and development of men and women for mission and ministry.

### **Healthy Ministries**

As demonstrated by changed lives through culturally sensitive churches and denominational institutions.

### **United in the Body of Christ**

As demonstrated by the networking of churches with the Evangelical Congregational Church and the larger Kingdom of God.

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The Evangelical Congregational Church will be a dynamic movement of God that is led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities. Interdependence will be the distinguishing mark of the Evangelical Congregational Church as local churches network with one another and ministries beyond the EC family to proclaim the Gospel to the world.



# A Dynamic Movement of God

Dear Friends in Christ,

The theme for this year's National Conference gathering is ***A Dynamic Movement of God*** taken from our Vision Statement which declares:

*The Evangelical Congregational Church will be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities.*

In this vision statement we boldly declare that we, as the Evangelical Congregational Church, are determined to be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. In response to a polarized culture and paralyzed churches, we will be a unified group of people working together characterized by positive change, intentional creativity and forward progress.

I am so excited to gather with you at our National Conference sessions May 24-26 to share how this vision stated can be our vision realized! We will explore how our vision of a burning passion for God and a missionary zeal for the lost flows from our Evangelical history and heritage. We will enjoy times in worship and in the Word. We will celebrate together and fellowship together as the family of God. Pray with me that God's Holy Spirit overflows our entire experience with His hopeful presence!

In Christ's Service,

*Randy Sizemore*



## **Our Vision: a dynamic movement of God**

"The Evangelical Congregational Church will be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities."

## **NATIONAL CONFERENCE LEADERSHIP**

Bishop  
Executive Director  
Church Health Associate  
Global Ministries Associate  
Kingdom Extension Associate  
Ministerial Development Associate  
Missional Alignment Associate

Rev. Randall Sizemore (Chairman)  
Mr. Kevin Henry  
Rev. Dr. Gary Kuehner  
Rev. Ted Rathman  
Rev. Michael Snedeker  
Rev. Matthew Hill  
Rev. Randall Sizemore



**Evangelical  
Congregational  
Church**

## **TELLERS**

Chairman  
Vice-Chairman  
Secretary

Rev. Charles Walker  
Rev. Jesse Bills  
Rev. David Mennig



# AGENDA

(Subject to Change)

## TUESDAY, MAY 23

7:00—9:00 pm

Registration – Eisenhower Campus Center  
*(for those staying on campus Tuesday evening)*

## WEDNESDAY, MAY 24

7:00 am

Breakfast

9:00 am

Registration – Eisenhower Campus Center

10:30 am

Lay Delegate Orientation – Location TBD

NOON

Lunch

1:00 pm

Worship & Holy Communion Service – Chapel

3:00 pm

Afternoon Business Session

- Opening of NC sessions
- Church Health Community presentation

5:00 pm

Dinner

6:00 pm

Prayer Gathering

6:30 pm

Worship & Episcopal Address

7:45 pm

Fellowship

Please be considerate of  
others and  
SILENCE your cell phones

**ALL ANNOUNCEMENTS  
SHOULD BE WRITTEN  
ON A NOTE AND  
HAND TO  
SECRETARY  
BRAD HATTER!!**

## THURSDAY, MAY 25

7:00 am

Breakfast

8:00 am

Registration – Eisenhower Campus Center

8:30 am

Worship

9:30 am

Morning Business Session

- Benefits Corporation
- Global Ministries Community presentation

NOON

Lunch

1:30 pm

Equipping Experience: Healthy Leaders with Tim Roehl

2:45 pm

Equipping Experience: Healthy Church Checkup

4:00 pm

District Debrief

5:00 pm

Dinner

6:30 pm

Evening Business Session

- Kingdom Extension Community presentation

The Messiah University  
campus is a  
“walking campus.”

Please be prepared to  
walk from the  
Eisenhower Campus  
Center to other buildings

## FRIDAY, MAY 26

7:00 am

Breakfast

8:30 am

Morning Business Session

- Worship
- Ministerial Development Community Presentation
- Credentialing
- Closing Message by the Bishop

11:30 am

Closing of Conference

NOON

Lunch

## GUEST SPEAKER

### DR. TIM ROEHL



President of Fit & Flourish Network,  
leading leaders, teams and ministries to  
discovery, clarity and destiny

Dr. Tim Roehl's passion is to *"lead leaders to discovery, clarity and destiny for the sake of eternity."* He and his wife Shirley have ministered together since 1980. Their daughter Aubrey, her husband Dylan and their two sons are in active ministry. Their daughter Elise, her husband Tim and son Simon are also pastoring a church. The Roehl's family motto is, *"Have fun, do your best and let Jesus shine through you."*

In his pursuit as a life-long learner, Tim has a BA in Bible and Pastoral Ministries, a Master of Church Management and a Doctor of Ministry degree in Transformational Leadership for Church Multiplication Movements. He is a certified DISC consultant, a Senior Birkman consultant and a Grip-Birkman trainer. He is a certified coach through the International Coaching Federation.

The Fit & Flourish Network's "A\*C\*T\*S" ministry framework of "Assessing, Coaching, Training/Teamwork and Spiritual/Strategic" ministry has led Tim to train, coach, equip and consult with leaders from 85 organizations and over 90 nations. He has assessed over 700 leaders and dozens of churches with his unique "Ministry Affirmation Process" to empower leaders, teams and organizations to "fit and flourish."

Tim and Shirley's ministry has included restarting a church, planting a church, denominational leadership, coaching and training coaches, writing, training, consulting and missionary work. Tim has authored nine books and numerous resources to help people know Jesus and equip ministry leaders including *TransforMissional Coaching*, *Game Plan: Developing Intentional Missional Ministry*, *Fit & Flourish: Discover How God Created You to Make a Difference*, *Simple Skills for Everyday Disciplemaking* and *Lead by Listening*. He has authored books to introduce "the Jesus you'll want to know" through his books *Christmas Hearts*, *Surprised by Grace* and *The Day That Changed Forever*. Tim and his wife Shirley founded The Fit & Flourish Network and serve as the President / Itinerant Multiplier and Director of Operations. You can learn more about the ministry of the Fit & Flourish network at [www.fitflourish.com](http://www.fitflourish.com) and the Fit & Flourish YouTube channel.

## LAY DELEGATE ORIENTATION

Wednesday, May 24  
10:30 am / Location TDB

The position of the lay delegate has been one of the most important in the Evangelical Congregational Church, and as such it is not a responsibility to be taken lightly. This short orientation will help you to develop a better knowledge of the history and work of the EC Church. The orientation will be held on Wednesday morning at a site to be determined. Check with the EC Courtesy Desk upon registration to get details.





## WOMEN'S PROGRAM

This year's speaker will be **Elaine Mehn**. Elaine grew up in Iowa where she graduated from Upper Iowa University with an education degree. After graduating she ran a Christian day care center for five years. During this time, she married John, and they moved to Chicago to pastor a Baptist General Conference church for three years. They moved to Japan where they were missionaries for nearly 35 years. Elaine's ministry emphasized outreach to women and spiritual mentoring. She continues to teach Bible studies in Japan via ZOOM. She also continues to mentor and teach spiritual renewal. She has published two devotional books and one Bible study. John and Elaine have two adult children and two grandchildren. They all live in northern Illinois.



## EQUIPPING EXPERIENCES

### 2023 National Conference

May 24 – 26, 2023

***Movements of God have moving parts, and when those parts move in harmony with Him and one another, great things happen!***

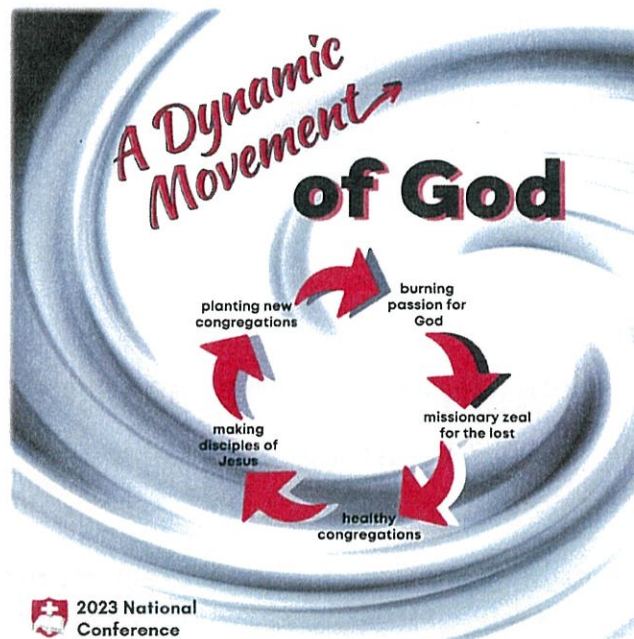
-Randy Sizemore

A dynamic movement, a burning passion for God and a missionary zeal for the lost requires healthy leaders and healthy congregations. This year's Equipping Experience is designed to provide each pastor and lay leader with the tools necessary to evaluate our individual spiritual health and the health of our congregation. Thursday's plenary Equipping Experience will begin with a healthy leaders presentation by Dr. Tim Roehl followed by the introduction of healthy church principles, including a practical church health assessment for your congregation by members of our Church Health Community. We will conclude the afternoon with a debrief in our respective districts.

# A Dynamic Movement of God

## Our Vision:

"The Evangelical Congregational Church will be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities."



## ON CAMPUS INFO

### REGISTRATION at the Eisenhower Campus Center

- Tuesday, May 23 – 7:00 – 9:00 pm (*for those staying on campus Tuesday evening*)
- Wednesday, May 24 – 9:00 am
- The conference sessions officially begin on Wednesday afternoon at 1:00 pm with Worship and Holy Communion.



## ON CAMPUS

- You will receive an ID access card in your EC Registration envelope for use to access the entrance to each dormitory/apartment building. For those who have purchased meal plans or pre-paid individual meals, this ID access/meal card is also your “ticket” to gain entrance to the Dining Room. The Lottie Nelson Cafeteria is located on the upper floor of the Eisenhower Campus Center.
- Individual meals may be purchased at the EC Courtesy Desk for \$16.75/each – cash, check or credit card.
- Keys to individual dorm/apartment rooms are distributed at registration. Room keys must be returned to the Messiah Guest Relations desk when your stay is completed. You will be charged a \$75.00 replacement fee for keys not returned.
- An elevator for access to the upper floor of the Eisenhower Campus Center is located just off the hallway outside the Brubaker Auditorium (check with the EC Courtesy Desk).
- Business sessions will be held in the Brubaker Auditorium in the Eisenhower Campus Center.
- Wireless internet is available campus wide. A password is available at the Messiah Guest Relations desk.
- Dress policy is “business casual.” We suggest you bring a sweater or light jacket to assure comfort in varying temperatures in the Brubaker Auditorium where business sessions are held.
- The Messiah University Campus is a “walking campus.” Please be prepared to walk from the Eisenhower Campus Center to other buildings on the campus.
- **LINENS** - Linens are **NOT** provided in your dorm/apartment room. You will need to provide your own bed linens, pillows, and towels. To assist the University with your check-out, please place your trash in the brown paper bag and leave it at the door and take all your personal linens and towels with you. Do not remove mattresses from the room.
- Please respect quiet time from 10:00 pm to 8:00 am.
- Pets are not permitted on campus.
- Messiah University’s policy prohibits its guests from participating in the use of tobacco, alcohol, drugs (other than for a medically prescribed purpose) and gambling. Additionally, guests may not carry/possess firearms or other weapons on University grounds, on person, or in vehicles. The University reserves the right to remove from its premise any person failing to comply.
- **In case of emergency call: 9-911 from any campus phone.**

**COVID-19 PROTOCOL:** All NC 2023 attendees will follow the safety protocols established by Messiah University, and acknowledge that at any time up to, and including during conference dates, those protocols could change to include, but not limited to, the wearing of face masks and social distancing.

## 2023 PASTORS, LAY DELEGATES, AND ALTERNATE DELEGATES

Pastors: A-Associates (full-time); At-Assistant (part-time); Pt-Part-time; PIC-Preacher in Charge  
AP-Approved Pastor; AE-Approved Elder; DFD-District Field Director; TIP-Transitional Interim Pastor

### DELAWARE REGION

#### **BERKS DISTRICT**

##### ***Rev. Marlin Lafferty, DFD***

Adamstown, Immanuel  
Kutztown, Grace  
    Rev. Randy James (TIP)  
    Joe Reighn, Lay Delegate  
    Caden Strause, Alternate  
Leesport, Bethany  
    Rev. Charles A. Walker  
    George Eckert, Lay Delegate  
    Sarah Baer, Alternate  
Lenhartsville, Salem  
    Rev. David L. Long  
    June Weiskircher, Lay Delegate  
    Deborah Rice, Alternate  
Mohnton, Zion  
    Rev. Robert W. Shuey  
    Jean Mays, Lay Delegate  
    Mark Paul, Alternate  
Pleasantville, Bethany  
    Rev. Brian P. Garner  
    Leo Ciaciak, Lay Delegate  
Shillington, New Life of Shillington  
    Rev. Rick M. Reilly  
    Robert Reese, Jr., Lay Delegate  
Sinking Spring, Community  
    Rev. Michael C. Snedeker  
    Rev. Timothy T. Sanger (A)  
    Harold Killinger, Lay Delegate  
    Marlin Lafferty, Alternate  
Temple, Faith  
    Rev. Brett A. Kindig  
    Ruth Gumbert, Lay Delegate  
    David Hunsberger, Alternate  
Womelsdorf, Trinity Fellowship  
    Rev. Kenneth P. Wiest  
    Mary Wiest, Alternate

#### **LEHIGH VALLEY DISTRICT**

##### ***Rev. Dr. Robert Santucci, DFD***

Allentown, Christ  
    Rev. Richard T. Nahodil  
    Mary Wagner, Lay Delegate

Allentown, New Bethany  
    Rev. Ghosoub J. Al-Khal  
    Don Cook, Lay Delegate  
Allentown, St. John's  
    Rev. Thaddaeus Hughes  
    Peter Wood, Lay Delegate  
Allentown, Zion  
    Rev. Gary J. Morrell  
Bangor, First United  
    Rev. Ronald W. Shipman  
    Mary Ann Repsher, Lay Delegate  
Bethlehem, Arabic Living  
    Rev. Ghosoub J. Al-Khal  
    Joseph Shadid, Lay Delegate  
Bethlehem, Emmanuel  
    Rev. Richard J. Sergi  
    Trent Stehr, Lay Delegate  
Emmaus, St. Matthew's  
    Rev. Donald L. Kerns  
    Sarah Boyer, Delegate  
    Kathy Canfield, Alternate  
Fogelsville, Hope Community  
    Rev. Kenneth B. Kalisz  
    Rev. Gary Kuehner (At)  
    Rev. Vince Jones (At)  
    Brandon Segal, Lay Delegate  
Hosensack, Grace  
    Rev. Robert F. Klersy  
    James Fry, Lay Delegate  
Lehigh Valley, Horizon (Church Plant)  
    Rev. Robert M. Daneker, Jr.  
Vera Cruz  
    Rev. Robert F. Klersy  
    James Fry, Lay Delegate  
Williams Township, Christ  
    Rev. Walter "Les" Alpaugh  
    James Stackhouse, Lay Delegate

#### **NORTH EAST DISTRICT**

##### ***Rev. Paul Miller, DFD***

Bartonsville, St. John's  
    Rev. Paul J. Miller  
Bushkill, Community  
    Rev. Paul J. Miller  
    Jason Parsons, Lay Delegate



Berlinsville, Trinity  
 Rev. Kenneth M. Schira  
 Marion Bonser, Lay Delegate  
 East Weissport, People's  
 Rev. Michael S. Coulson  
 Paul VanOsten, Lay Delegate  
 Marianne James, Alternate  
 Jim Thorpe, Ebenezer  
 Rev. Nathanael J. Kennedy  
 Connie Hoffman, Lay Delegate  
 Dale Hoffman, Alternate  
 Lehighton, Bethany  
 Rev. Timothy E. Ream  
 Kenneth Esrang, Lay Delegate  
 Palmerton, Living Hope Lighthouse  
 Rev. Christopher D. Bronico  
 John Achtermann, Jr., Lay Delegate  
 Slatington, Trinity (Church Restart)  
 Rev. Brian J. Kern  
 Julius Lenhart, Delegate  
 Tamaqua, Bethany  
 Rev. Kevin P. Roberts  
 John Petro, Lay Delegate  
 Danette Roberts, Alternate

#### **PENN JERSEY DISTRICT**

##### ***Rev. Wayne Houck, DFD***

Boyertown, Trinity  
 Rev. Leslie D. Cool, Jr.  
 Rev. Gary K. Bosler (At)  
 Shawn McGlinchey, Lay Delegate  
 Clayton, Bethany  
 Rev. Robert C. Santucci  
 Ross Campbell, Lay Delegate  
 Linda Campbell, Alternate  
 Hatfield, Emmanuel  
 Rev. Glenn R. Lambert  
 Janet Hague, Lay Delegate  
 Plymouth Meeting  
 Rev. Cameron L. Smith  
 Robert Hipp, Lay Delegate  
 Pottstown Area, Journey 53 (Church Plant)  
 Rev. Richard F. Christman, II  
 Royersford, Trinity  
 Rev. Wayne T. Houck  
 Janet Watt, Lay Delegate  
 Linde Rude, Alternate  
 Linda Wells, Alternate  
 Whiting, NJ, Christ  
 Rev. Paul L. Barber  
 John Hawkins, Lay Delegate  
 Diane Evangelical Hartong, Alternate

Zieglerville, Christ  
 Rev. Marlin S. Miller, Jr.  
 Martin Brown, Lay Delegate  
 Faith Geiger, Alternate

#### **SCHUYLKILL DISTRICT**

##### ***Rev. John Smith, DFD***

Ashland, Bethany  
 Rev. Dennis W. Snyder  
 Karen Snyder, Alternate  
 Cressona, Bethany Fellowship  
 Rev. Dennis W. Snyder  
 David Reager, Lay Delegate  
 Barbara Weikel, Alternate  
 Dreherstown, Immanuel  
 Rev. Kenneth M. Schira  
 Frackville, Trinity  
 Rev. Jeffrey W. Merwine  
 Barbara Karr, Lay Delegate  
 Kayla Merwine, Alternate  
 Hazleton, Buenas Nuevas  
 Rev. Edwin E. Mieses  
 Lavelle, Christ  
 Rev. Jeffrey W. Merwine  
 Sally Slotterback, Delegate  
 Barbara Hepler, Alternate  
 Reedsville, Bethesda  
 Rev. Dr. Phil Bolerjack (TIP)  
 Rev. Steward M. MacDonald (At)  
 Connie Wright, Lay Delegate  
 Martin Stoyer, Alternate  
 Rock, Manbeck's Zion  
 Rev. Kyle R. Roth  
 Cathy Nagle, Lay Delegate  
 Deborah Reiter, Alternate  
 Schuylkill Haven, Grace  
 Rev. John "Ted" Rathman  
 Jill Kulbitsky, Lay Delegate  
 Davis Horst, Alternate

#### **GREAT LAKES REGION**

##### **ALLEGHENY DISTRICT**

##### ***Rev. Lewie Bennett, DFD***

Clarion, Riverhill  
 Rev. Richard L. Weagraff (AE)  
 Michael Reed, Lay Delegate  
 Clarks Mills, Countryside  
 Rev. Donald W. Howell

Crossroads, Bethany  
 Rev. Mark A. Weaver (AP)  
 Emlenton, New Zion  
 Rev. Lewie S. Bennett  
 Robert McGinnis, Lay Delegate  
 Craig Ashbaugh, Alternate  
 Fern, Trinity  
 Rev. Shawn E. Morgan (AE)  
 Dale Kaber, Lay Delegate  
 Lori Weaver, Alternate  
 Knox, Grace  
 Rev. John Friedlund  
 Joseph Plummer, Lay Delegate  
 Seneca  
 Rev. Terry L. Jacobs  
 Bob Whitling, Lay Delegate  
 Transfer, Lakeside  
 Rev. James "Janor" A. Bestwick  
 Jon Snyder, Lay Delegate

#### **BUCKEYE DISTRICT**

##### ***Rev. Charles Campbell, DFD***

Akron, Cottage Grove  
 Rev. Andrew D. Carr  
 Kristina Estright, Lay Delegate  
 A. Rick Glauthier, Alternate  
 Akron, First  
 Rev. Michael Lewis (AP)  
 Donavon Voegeli, Lay Delegate  
 James Beltz, Alternate  
 Canton, First  
 Rev. William D. White (Supply)  
 William Shott, Lay Delegate  
 Canyon Falls, KY  
 Rev. Paul D. Johnson  
 Tina Kidd-Johnson, Lay Delegate  
 Southington, Delightful  
 Rev. Charles J. Campbell  
 Janet McCormick, Lay Delegate  
 Donald Kellett, Alternate  
 Youngstown, Wedgewood Park  
 Rev. Nicholas E. Lakatos  
 Mike Byers, Lay Delegate  
 Gary Wagner, Alternate

#### **ILLINOIS DISTRICT**

##### ***Rev. Robert Dunbar, DFD***

Afolkey, Grace  
 Rev. David G. Carr  
 David Jordan, Lay Delegate

Dixon, Bethel  
 Rev. David Mennig  
 Scott Kullerstrand, Lay Delegate  
 Hooppole, Calvary  
 Rev. Zachary T. VanDyke  
 Laura Gerber, Lay Delegate  
 Judy Doye, Alternate

#### **SUSQUEHANNA REGION**

#### **ANTHRACITE DISTRICT**

##### ***Rev. Todd Wolfe, DFD***

Gratz, Good Shepherd  
 Rev. Bradley D. Hatter  
 Dwayne Lahr, Lay Delegate  
 Herndon, New Life  
 Rev. Bradley D. Hatter  
 James Carl, Lay Delegate  
 Jackson Wetzel, Alternate  
 Pitman, St. Paul's  
 Rev. Todd W. Wolfe  
 Garry Harring, Lay Delegate  
 Pitman, Zion  
 Rev. Todd W. Wolfe  
 Dale Rothermel, Lay Delegate  
 Kathleen Rothermel, Alternate  
 Sunbury, Bethany  
 Rev. Joshua L. Notestine  
 Wendy Lloyd, Lay Delegate  
 David Lloyd, Alternate  
 Trevorton, Emmanuel  
 Rev. Joshua L. Notestine  
 Jim Weikel, Lay Delegate  
 Nadine Novotny, Alternate  
 Williams Valley, Faith  
 Rev. Robert A. Stoner  
 Joseph Ferron, Lay Delegate  
 Gail Waters, Alternate Delegate

#### **CAPITAL/LEBANON DISTRICT**

##### ***Rev. Michael Knapp, DFD***

Annville, Zion  
 Rev. Bryan K. Dever  
 Timothy Rittle, Lay Delegate  
 Sally Holubec, Alternate  
 Bunker Hill  
 Rev. Harold L. Easter, Jr.  
 Carl Peiffer, Lay Delegate  
 Ethel Peiffer, Alternate



Clark's Valley, Zion  
 Rev. Michael G. Knapp  
 Verne Smith, Lay Delegate

Fishing Creek, Trinity  
 Rev. Gordon R. Lewis  
 Sue Douma, Lay Delegate

Harrisburg, Faith  
 Rev. Gordon R. Lewis  
 John Allen, Lay Delegate

Harrisburg, Trinity  
 Rev. Keith A. Blank  
 George Billow, Lay Delegate

Lawn  
 Rev. William E. Stoffel  
 Sally Specht, Lay Delegate  
 Donna Spittle, Alternate

Lewisberry, Wyndamere Heights  
 Rev. Timothy K. Seiger  
 Dan Allen, Lay Delegate

Myerstown, Christ Community  
 Rev. Timothy R. Valentino  
 Patricia Strain, Lay Delegate  
 Sonya Valentino, Alternate

Palmyra, First  
 Rev. Jeff S. Stansbury  
 Robert Klaczak, Lay Delegate  
 Judith Gordon, Alternate

Rexmont  
 Rev. Daniel E. Dixon  
 Richard Pankake, Lay Delegate

Steelstown, St. John's  
 Rev. Jeffrey S. Berger  
 Brenda Custer, Lay Delegate  
 Vikki DeLong, Alternate

#### **CONESTOGA DISTRICT**

***Rev. Keith Miller, DFD***

Akron, Grace  
 Rev. Robert A. Valentine  
 Rev. Daniel P. Meyers (A)  
 Barry Heckman, Lay Delegate

Bridgeville, Zion  
 Rev. Kirk B. Wolfe  
 Ray Gehman, Lay Delegate  
 Keith Reed, Alternate

Ephrata Christ House (Church Plant)  
 Rev. Timothy L. King

Ephrata, Grace  
 Rev. B. Bruce Wagner

Ephrata, House of Blessings (Church Plant)  
 Rev. Abimael Montanez

Mohn's Hill, Mohn's Memorial  
 Rev. Kenneth B. Ogden  
 Terry Ventresca, Lay Delegate  
 Bill Hossler, Alternate

Morgantown, California  
 Rev. Tanner P. Cosgrave (AP)  
 Meredith Saluzzi, Lay Delegate  
 R. Edward Ream, Alternate

Mount Airy  
 Rev. Philip S. Walck  
 Dorothy Enck, Lay Delegate

Mount Culmen  
 Rev. Jonathan J. Brown  
 Kenneth Bannon, Lay Delegate  
 Rebekah Brown, Alternate

Pequea  
 Rev. Jesse Bills  
 Wilmer Stoltzfus, Lay Delegate

Reamstown, St. Paul's  
 Rev. Matthew A. Hill  
 Rev. Andrew L. Brubaker (A)  
 Bonnie Rathman, Lay Delegate  
 Kenneth Rathman, Alternate

Rothsville, St. Paul's  
 Rev. Kenneth H. Miller  
 Theresa Marxen, Lay Delegate  
 Justin Weidman, Alternate

Terre Hill, Trinity  
 Rev. Neal E. Martin

#### **RED ROSE DISTRICT**

***Rev. Michael Sigman, DFD***

Brownstown, Ebenezer  
 Rev. Jeffrey L. Martin  
 Cathy Ressler, Lay Delegate

Conestoga, Bethel  
 Rev. J. Paul Weitzel (PIC)  
 Daisy Steager, Lay Delegate  
 Dorothy Michael, Alternate

Creswell, Bethany  
 Rev. Robert L. Haslam  
 Donald Fry, Lay Delegate  
 Gail Moore, Alternate

Lancaster, Faith  
 Rev. Joel A. Kime  
 Ron Seiger, Lay Delegate  
 Laurence Royer, Alternate

Lancaster Grace, East Petersburg  
 Rev. Mark R. Ammerman  
 Michael Shaffer, Lay Delegate

Lancaster, Trinity  
 Rev. Bruce E. Sellers  
 David Kirsch, Lay Delegate

Lititz, Trinity  
 Rev. Nathan F. Fry  
 Rev. Ryan E. Taylor (A)  
 Edward Hocker, Lay Delegate  
 Lesley Brouse, Alternate

Manheim, Trinity  
 Rev. Jeffrey C. Schell  
 Frank Stellar, Lay Delegate

Willow Street, Grace Community  
 Rev. Michael W. Sigman  
 Rev. Jacob P. Weitzel (A)  
 Rev. Addison M. Roberts (A)  
 Rev. Jared Yordy (A)  
 Jason Grier, Lay Delegate

#### **SUSQUEHANNA DISTRICT**

##### ***Rev. Sterling Trimmer, DFD***

Bair, Faith  
 Rev. Frank Miller  
 Mike Herman, Lay Delegate  
 Patrick Harrington, Alternate

Columbia, Grace  
 Rev. Don H. Wert  
 John Peiffer, Lay Delegate  
 Tom Mimmall, Alternate

East Berlin, Countryside Fellowship  
 Rev. Raymond J. Newlin  
 Robert Pavoncello, Lay Delegate

Kinderhook  
 Rev. John R. Baker  
 Martha Kemmick, Lay Delegate  
 Darla Klinger, Alternate

Mount Joy, Trinity  
 Rev. Don W. Julian  
 Linda Millar, Lay Delegate  
 Cheryl Billow, Alternate

Red Lion, Arlington  
 Rev. Douglas D. Evans  
 JoAnn Miller, Lay Delegate

Reichs  
 Rev. Daniel T. Blank  
 Thelma Mowrer, Lay Delegate  
 Derek Risser, Alternate

Weigelstown, St. David's  
 Rev. N. Patrick Teaford  
 Andrew Mansberger, Lay Delegate  
 Ann Partlow, Alternate

York, Iglesia Cristiana  
 Rev. Carlos A. Kelly

York, St. Paul  
 Rev. Carlos A. Kelly  
 David Boose, Lay Delegate

York, The Next Step  
 Rev. Carlos A. Kelly

#### **AGENCY PASTORS**

Rev. Dana M. Logan  
 Rev. Mark D. Brooks

#### **ITINERANT ELDER/ACTIVE RELATED FIELDS**

K. Noel Blancaflor, Chaplain, US Air Force  
 Timothy F. Christman, Pastor, Non-EC congregation  
 Robert W. Gockley, II, Counselor, Huntingdon Valley, PA  
 Kurtis M. Graff, Missionary (Retired)  
 Philip T. Guistwite, Counselor  
 Stephen P. Kosylo, Suicide Prevention Program Manager  
 Christopher A. Lewis, Pastor, Non-EC congregation  
 Joshua A. Metz, Chaplain, US Army  
 Andrew D. Miller, Pastor, Non-EC congregation  
 Kenneth M. Sears, Missionary  
 Gene L. Stevenson, Missionary



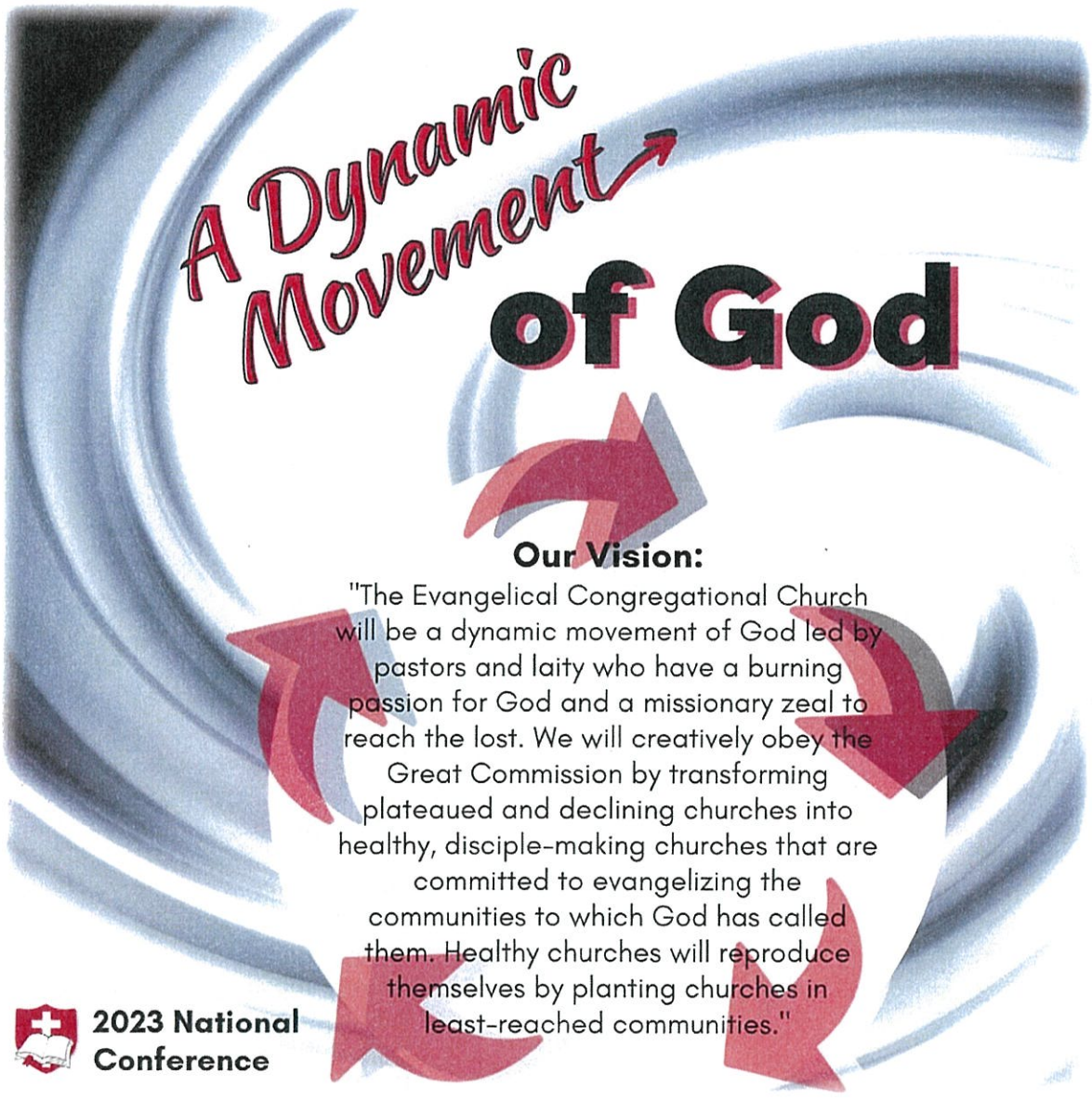
**SUPERNUMERARY PASTORS**

Mark R. Brownson  
Joel R. Christman  
Stephen L. Holubec  
Kenneth J. Kuhns  
Richard L. Magness  
Steven M. Minnich  
Brian K. Parker  
Gregory L. Stefan

**SUPERANNUATED PASTORS**

Robert L. Bast  
Gerald E. Baum  
James F. Bound  
Gary M. Brown  
Charles J. Campbell  
Glenn L. Compton  
W. Joel Copeland, Jr.  
Richard F. Cummings, Jr.  
George T. Custer  
David R. Dennis  
David E. Dick  
Norman W. Dixon  
Harry T. Dow  
Michael S. Eck  
Jan R. Fryer  
Michael R. Garrison  
L. Allen Giles  
Robert H. Gresh  
David C. Greulich  
John P. Haag  
Glenn H. Hansen  
James H. Hansen  
David R. Heffner  
Ronald C. Heim  
Bruce D. Hill  
David G. Hornberger, Jr.  
Donald W. Howell  
Kirby N. Keller  
Layman L. Kennedy  
Allen L. Kline  
Richard W. Kohl

Robert L. Kramer  
Gary L. Kuehner  
Gordon R. Lewis  
Gary C. Luckenbill  
Charles H. Markley  
Jeffrey L. Martin  
Wilmer R. Martin  
Robert S. Mavis  
William J. McElroy, Jr.  
Donald W. Metz  
Mark E. Micklos  
Glenn A. Miller  
Keith R. Miller  
Ronald D. Miller  
Frederick J. Moury, Jr.  
Robert L. Nissly  
Richard L. Osberg, Jr.  
Ralph W. Owens  
John P. Phillippi  
James F. Price  
John P. Ragsdale  
Richard D. Reigle  
Nelson R. Reppert  
Abram E. Rhoads  
Daniel A. Rohrbaugh  
Harold P. Scanlin  
Kenneth A. Schmoyer  
Franklin H. Schock  
Scott L. Shay  
John S. Smith  
Thomas G. Souders  
Robert J. Stahl  
David A. Swift  
Sterling I. Trimmer, Jr.  
Edward J. Vondran  
B. Bruce Wagner  
Philip S. Walck  
Don H. Wert  
Bruce H. Willier  
Timothy J. Wolcott  
Lloyd S. Yeager



# *A Dynamic Movement* **of God**

## **Our Vision:**

"The Evangelical Congregational Church will be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities."



**2023 National  
Conference**



### LOCATIONS

1. The Agapé Center for Service and Learning
2. Alumni Plaza
3. Bittner Residence
4. Boyer Hall
5. Calvin and Janet High Center for Worship and Performing Arts
6. Climenhaga Building
7. Climenhaga Homestead and McBeth Advancement Center
8. Commuter Lounge
9. Covered Bridge
10. Department of Safety
11. Eisenhower Campus Center
12. Engle Center for Counseling and Health Services
13. Falcon Fitness Center
14. Falcon Hut
15. Fitness Trail
16. Frey Hall
17. Fry Residence
18. Grantham Residence
19. Hess Residence
20. Hostetter Chapel
21. Jordan Science Center
22. Kelly Residence
23. Kim S. Phipps Admissions and Welcome Center
24. Kline Hall of Science
25. Larsen Student Union
26. Legacy Park
27. The Loft
28. Lenhart Building
29. Melling Residence
30. Messiah Press (Boumansdale Building)
31. Miller Residence
32. Mountain View Residence
33. Murray Library
34. Naugle Residence
35. Old Main
36. Orchard Hill (President's Residence)
37. Rafiki House
38. Rec Sports Fields
39. Smith Residence
40. Sollenberger Residence
41. Sollenberger Sports Center
42. Starr Athletic Complex
43. Swinging Bridge
44. Witmer Residence
45. Woodland

<b>Resident Parking:</b> A, B, C, D, E, F, G, H, J, TR
<b>Commuter Parking:</b> P, PI
<b>Employee Parking Only:</b> TT, UU, WW, XX, YY, ZZ
<b>Visitor Parking:</b> VV
<b>Disability Parking</b>
<b>No Parking</b>
<b>Emergency Phone</b>

Questions about campus? Call 717-766-2511

In an emergency, call 717-691-6005 to reach the Department of Safety.

To view an interactive map online, visit [messiah.edu/map](http://messiah.edu/map).







# The Evangelical Congregational Church

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*\* Please note: Reports are proofread by the reporting committee or organization prior to their submission to the National Conference. The National Conference secretarial staff will proofread approved reports prior to their publication in the NC Journal.*



## STANDING BUSINESS RULES

### A. PURPOSE

The National Conference shall meet annually to review the Evangelical Congregational Church's purpose, mission and vision; receive Church and Committee reports; discuss Church business; and act on ministerial certification and leadership selection so as to formulate and implement unity of purpose and mission.

### B. ORDER OF BUSINESS

The Order of Business shall include: Devotions, Reading of the Church *Discipline*, Minutes, Address by the Chair, Orders of the Day, Officers' Reports, Standing and Special Committee Reports, Reports from the National Ministry Team, Resolutions, Elections, Unfinished, Miscellaneous and New Business Items.

### C. MEMBERSHIP

Ministers and duly elected local church lay delegates shall be considered members of the National Conference. Members shall choose their seats at the opening session and shall retain the same during the entire session. Members are expected to be in attendance at each of the daily sessions unless excused by the Bishop.

Duly elected alternate lay delegates may make motions, speak in debate and cast the lay delegate's vote only with the authorization of the lay delegate. This authorization can be given only when the lay delegate is to be permanently or temporarily absent from the National Conference business session.

The National Conference Secretary will prepare an official roll of voting members of the National Conference for each National Conference session.

### D. CONFERENCE BOUNDARY

A Conference Boundary shall be fixed to accommodate seating for all delegates. Members desiring to speak and/or vote on any motion must do so within the Boundary.

The following will be granted the privilege to sit within the Conference Boundary as Advisory Members of Conference: former lay delegates; members of Evangelical Congregational Church Affiliates/Boards (Evangelical Theological Seminary, New Dawn Christian Community, Benefits Corporation, Twin Pines Camp, Rock River Bible Camp, and Camp ECCO) and Communities and the National Ministry Team; National Conference Committee members; Mission Conference Representatives; missionaries not in the itinerancy; Administrators and Faculty of the Evangelical Theological Seminary; the Chief Executive Officer of New Dawn Christian Community; full time administrators of Evangelical Congregational camps; ministerial candidates that will come before the National Conference; ministerial candidates not yet in the itinerancy; representatives of church planting churches; ministry staff persons employed by local E.C. churches; persons employed by the National Conference; National Conference Treasurer; and the Conference Solicitor.

### E. ADDRESSING THE CHAIR

Any member desiring to speak on any motion must do so by rising and respectfully addressing the Chair. In case one or more persons should address the Chair simultaneously, the Chair shall decide who is entitled to the floor, which decision shall be subject to appeal to the National Conference.



## **F. INTERRUPTIONS**

No one shall be interrupted while speaking except when the subject is misunderstood, or the introduction of anything out of order is spoken, and then only when so decided by the Chair, or by a majority of the members of the National Conference present.

## **G. SPEAKING MORE THAN ONCE**

No one shall be permitted to speak more than once on the same motion, until all who wish to speak shall have had opportunity, unless by special permission from the Chair.

## **H. MOTIONS**

All motions/resolutions shall be reduced to writing before being voted upon, when requested by the Chair, the Secretary, or any two (2) members of the Conference. When a motion/resolution is under debate, no other motion shall be received excepting those: to adjourn, to lay on the table, request for the previous question, to postpone to a certain day, to refer, to amend, to postpone indefinitely, which shall have precedence in the order in which they are arranged. When a motion/resolution is made and seconded, or a report presented and is in hand with the Secretary, and stated by the Chair, it shall be deemed in the possession of the National Conference, but any such motion/resolution may be withdrawn by the mover at any time before decision by the consent of the National Conference.

## **I. QUORUM**

A majority of the voting ministers and duly elected lay delegates shall constitute a quorum for the transaction of business.

## **J. VOTING**

Every member of the National Conference seated within the Boundary shall give his vote at the time the question is put, except when the Chair, at his discretion, may permit abstentions. If the Chair is unable to determine which of the "ayes" or "no's" prevails, a standing vote shall be taken, or when five (5) members of the National Conference shall demand the count, in which case the roll shall be called by the Secretary, and each member declare, without debate, his assent or dissent to the question.

## **K. PROTEST**

If at any time, one or more members of the National Conference shall protest against any action of the National Conference, their names shall be subscribed thereto, and the protest shall be entered into the *Journal*. They may also declare the reason for their protest in the *Journal* by consent of one-third of the National Conference membership.

## **L. CHAIR DEBATE**

The Chair shall not debate any subject while in the chair, but may be requested by the National Conference to express his opinion and/or answer questions on any subject.

## **M. MINORITY REPORT**

A minority report of a Committee may be offered as an amendment to a majority report, and if so offered, shall be disposed of first.

## **N. QUESTION OF CONDUCT**

No member shall be convicted of any moral offense or of any official misconduct by less than a two-thirds vote of the National Conference.

## O. MINUTES/REPORTS

The National Conference Secretary shall keep the minutes of all Conference sessions. The Assistant Secretaries shall read and correct the minutes during the sessions of Conference. A final and full report of a Conference sessions minutes shall be given to the next meeting of the National Executive Committee for approval. Reports to the National Conference by Committees, Communities, Associates, and Affiliate Boards shall be distributed to the National Conference membership prior to the opening of the annual session. Representatives of these ministries shall be available to answer questions and/or receive recommendations from the National Conference.

## P. BINDING ACTIONS

Actions recommended for consideration by the National Conference and approved by the members as recorded in the minutes shall be considered binding upon the local church.

## Q. ROBERT'S RULES

In all cases not provided for in these rules, the most recent edition of Robert's Rules of Order shall serve as the authority.

# 200 National Conference - Annual Meeting

**201 Date/Location.** The National Conference dates and location shall be set by the Conference Services Committee.

**202 Program.** The program shall be planned by the Conference Network Team. The observance of the Lord's Supper shall take place at an appropriate time during the Conference sessions and shall be conducted by the presiding Bishop.

**203 Expenses.** The Conference Services Committee shall establish the budget for program, meals, and all pertinent expenses. Local churches will pay a registration fee for their pastor(s) and lay delegate to cover the cost of lodging, meals, and the program expenses. Alternate delegates may attend at the expense of the local church. Any additional persons attending conference shall pay a per diem amount. The Conference Finance Office shall collect all fees and pay all expenses. Ministry Funds will pay for subsidies provided to churches requesting assistance for delegate travel expense. These subsidies may be requested through the Conference Services Committee.

**204 Conference Offerings.** In matters relating to finances during the sessions of National Conference, the following shall apply:

**204.1. Andrew Fund.** An offering for the Andrew Fund will be received. The Andrew Fund shall be used to meet the genuine financial needs of our pastoral families at the discretion of the Bishop, Executive Director and appropriate District Field Director.

**204.2. Episcopal Fund.** An offering for the Episcopal Fund will be received. See 704.2.2. for an explanation.

## 205 Conference Membership Roll.

**205.1. Definition.** The membership of the National Conference is defined in the *Discipline* as follows: "The ministerial membership of the National Conference shall consist of the Elders who are in the itinerancy. Voting privileges shall be granted to those holding Local Pastor, Local Elder, or Licensed Pastor credentials and are assigned by the Stationing Committee to a charge. (par. 401.1.) "The lay membership of the National Conference shall consist of one lay delegate from each congregation in the Conference..." (par.401.2.).

**205.2. Alternate Lay Delegates.** A congregation may elect an alternate delegate who would take the place of the delegate as a voting member of the Conference in the event the lay delegate is unable to attend the sessions. The alternate delegate may attend the annual meeting at the expense of the local church. If a lay delegate is absent for a session, the alternate delegate may be seated in his/her place for that session.

**205.3. Advisory Members.** Any person whom the National Conference chooses to appoint as an advisory member may serve in that capacity without the privilege of voting.

**205.4. Establishing the Lay Delegate Roll.** It shall be the responsibility of the pastor to report the name(s) of his lay delegate(s) to the Church Center Office using a form provided for that purpose. A lay delegate membership roll shall be prepared and included in the program booklet for approval by the Conference at its opening session. Changes to this roll shall be reported to the Church Center Office. The National Conference Secretary shall report these changes at the opening session.

**205.5. National Executive Committee Members.** National Executive Committee members will all be afforded voting rights at National Conference and National Ministry Team.

**206 Conference Officers.**

The officers of the National Conference shall be as provided for in para. 403 of the *Discipline*.

**206.1. Chairman.** The presiding Bishop shall serve as the chairman and president.

**206.2. Vice Chairman.** Elected by and from the Conference Network Team, the Vice Chairman's term shall be concurrent with the term of the presiding Bishop. He shall serve as the vice chairman and vice president.

**206.3. Secretary.** Elected by the National Ministry Team from a ballot provided by the Conference Network Team, the secretary's term shall be concurrent with the term of the presiding Bishop.

**206.3.1. National Conference Journal.** The Secretary shall oversee the editing of the rules of the National Conference as directed by the Conference and coordinate the publication of the *Conference Journal*.

**206.4. Treasurer.** Elected by the National Ministry Team from a ballot provided by the Conference Network Team, the treasurer's term shall be concurrent with the term of the presiding Bishop.

**206.5. Executive Committee.** The chairman, vice chairman, secretary and treasurer shall constitute the National Executive Committee. The Executive Director shall be an advisory member without vote. The committee shall have the power between meetings of the National Ministry Team to take actions on behalf of the National Ministry Team in emergency circumstances which require immediate action. The National Ministry Team may direct the committee to take other specific actions.

**206.6. Assistant Secretaries.** It shall be the prerogative of the secretary to appoint up to four assistant secretaries to carry out the administrative work at the National Conference sessions. One of the assistants shall function as the Conference Reporter.

**207 Executive Sessions.**

**207.1. Definition.** The National Conference may adjourn an open session and enter into an Executive Session during which time only the lay and pastoral members of the Conference may be present. In this sense it is a closed session. Ministers, not members of the itinerancy, who have served appointments during the year preceding the meeting of the National Conference, shall be permitted to sit in the Executive Sessions of the Conference. The minutes are not published.

**207.2. Agenda.** The following items will be considered in Executive Session: examination of ministers and lay delegates as to their moral and official conduct; consideration of candidates for Licensed Pastor, Local Pastor's license, Elder's Orders, and Itinerancy; transfer of credentials from other E.C. Conferences or other denominations; requests for Approved Elder credential; and other such ministerial credentialing and classification actions that the Ministerial Development Community or Bishop deems necessary for an Executive Session.

**207.3. Ballots.** The results of ballots taken in an Executive Session shall be announced in an open session.

**208 Implementation of Approved Motions.** The Conference Secretary or a named assistant shall be responsible to record and forward all approved motions of the National Conference to the appropriate person or body for implementation.

**209 Conference Journal.** Copies of the **Conference Journal** shall be printed and made available to the churches at cost. A copy shall be made available on the denominational web site. One copy of the Journal on CD shall be provided to each church at no cost.

**210 Conference Records.** A certified copy of the **Conference Journal**, proofread and corrected by the Conference Secretary, shall become the Official Record of the Conference. The Secretary shall copy the minutes of the Executive Sessions into the Official Record. A certified copy shall also be supplied to the Heritage Committee for inclusion in the archives.

**211 Conference Statistician.** The Bishop shall appoint a Conference Statistician. He shall prepare statistical analysis reports to be used in long range strategic planning. The staff of the finance office will have the responsibility of gathering



statistics. The value of all denominational property shall be included in the statistical report of the National Conference. The statistical report shall also include the value of bequests received by denominational boards, agencies and communities.

**212 Conference Parliamentarian.** The Bishop shall appoint a Conference Parliamentarian. He shall be a resource to the chair responsible for making sure that the National Conference follows the correct procedures when discussing and enacting on the business of the Conference according to the Rule of Conference and Roberts Rules of Order.

**213 Memorial Secretary.** The Conference Secretary shall appoint a Memorial Secretary. He shall gather information during the conference year concerning the deaths of our ministers, ministers' wives or widows, and lay delegates. The Memorial Secretary shall present the necrology to the National Conference session at a time determined by the Chairman and shall give the Conference Secretary a complete copy of the report.

**214 Resolutions.** Congregations wishing to propose a change to the denominational program or polity must present the proposal to their district. If a majority of the District Ministry Team agrees with the proposal, the district may bring a resolution to the National Conference for consideration and adoption.

**214.1.** Resolutions which could result in changes to the Standing or Special Rules of Conference, or resolutions which could influence the work of the denomination without impacting the rules would be presented by the district directly to the National Conference and require a majority vote for approval. These resolutions must be submitted to the Church Center Office two months prior to the Conference sessions.

**214.2.** Resolutions which would result in changes to the *Discipline* will be processed as amendments and must be submitted to the Amendments Committee in accordance with the *Discipline*.

#### **215 Indemnification of Officers**

**PENNSYLVANIA'S NEW DIRECTORS' LIABILITY ACT**, January 27, 1987 as it relates to our denomination.

The Directors of the Corporation shall not be personally liable for monetary damages as a result of any action taken, or failure to act, unless such action or inaction constitutes both:

(a) a breach of or failure to perform his duties in compliance with the standards of fiduciary care described in the Directors' Liability Act (i.e., in good faith, in a manner he reasonably believes to be in the best interest of the corporation, and with such care, including reasonable inquiry, skill and diligence, as a person of ordinary prudence would use under similar circumstances) and

(b) self-dealing, willful misconduct or recklessness, subject to exceptions provided by said Act for his responsibility or liability under any criminal statute and his liability for payment of taxes.

Every director and every officer of the Corporation shall be indemnified by the Corporation against all expenses and liability, including counsel fees, reasonably incurred by or imposed upon him in connection with any proceeding to which he may be made a party, or in which he becomes involved, by reason of his being or having been a director or officer of the Corporation, or any settlement thereof, whether or not he is a director or officer at the time that such expenses are incurred, except in such cases wherein the director or officer is adjudged by a court guilty of willful misconduct or recklessness in the performance of his duties, provided however, that such indemnification shall be given in any case wherein the act or failure to act was authorized or later approved by the Board of Directors. In the event of a settlement, the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement is deemed for the best interest of the Corporation.

In the event that a director or officer is adjudged guilty of willful misconduct or recklessness, the Board of Directors may, in specific cases, apply the foregoing indemnification.

In a proceeding brought as a derivative action on behalf of the Corporation, the above indemnification shall apply only to expenses and counsel fees unless otherwise specifically authorized by the Board of Directors.

The foregoing right of indemnification shall be in addition to and non-exclusive of all other rights to which such director or officer may be entitled.

The Corporation may on an individual basis, in specific cases, apply the above indemnification to an employee of the Corporation.

## **300. National Conference – Communities**

### **301 Church Health Community**

#### **301.1. Purpose:**

**301.1.1.** To communicate and encourage a health mindset and strategy for advocating healthier church ministries

**301.1.2.** To assess local church health-related needs and potential within their contexts (based on eight essential qualities)

**301.1.3.** To deliver up-to-date resources and workshops that provides creative church health solutions

**301.1.4.** To assist churches in adopting concepts that will ultimately produce health within their contexts

#### **301.2. The Community will:**

**301.2.1.** Discuss the latest church health concepts—stirring the team's thinking through reading books and exploring web-related resources together.

**301.2.2.** Discuss opportunities and solutions for church health concepts in our cultural setting.

**301.2.3.** Discuss issues derived from district cohorts concerning church health concepts.

**301.2.4.** Explore together church health concepts for congregations in our cultural setting.

**301.2.5.** Focus a segment of the National Conference gathering to church health—providing a district or national level speaker as requested.

#### **301.3. The Scope:**

**301.3.1.** Empowering leadership

**301.3.2.** Gift-oriented ministry

**301.3.3.** Passionate spirituality

**301.3.4.** Functional structures

**301.3.5.** Inspiring worship

**301.3.6.** Holistic small groups

**301.3.7.** Need-oriented evangelism

**301.3.8.** Loving relationships

#### **301.4. Membership:**

**301.4.1.** The Church Health Associate shall be the chairperson.

**301.4.2.** The Bishop and the chairman shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

### **302 Global Ministries Community 302.1.**

#### **Purpose:**

**302.1.1.** To serve the local church by providing resources for fulfilling the Great Commission to the ends of the earth.

**302.1.2.** To assist in identifying those whom God is calling to this specialized form of ministry.

**302.1.3.** To help to develop a prayer support network.

**302.1.4.** Partner with and assist in the development of national (self-governing, self-directing, self-supporting, and self-propagating) churches.

**302.1.5.** To cooperate with inter-denominational mission boards, so as to develop channels, through the provision of personnel and resources, toward the effective communication of the gospel, without necessarily exporting the name of the Evangelical Congregational Church, nor its form of government.

#### **302.2. The Scope:**

### **302.2.1. Field Committees:**

- 302.2.1.1. Japan
- 302.2.1.2. India
- 302.2.1.3. Nepal
- 302.2.1.4. Latin America
- 302.2.1.5. Liberia
- 302.2.1.6. Chaplaincy

### **302.2.2. Function Committees:**

- 302.2.2.1. Executive Committee
- 302.2.2.2. Finance Committee

### **302.2.3. Member Care Team**

### **302.3. Membership:**

**302.3.1.** The Global Ministries Associate shall be the chairperson.

**302.3.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **303 Kingdom Extension Community**

### **303.1. Purpose:**

- 303.1.1. To communicate and encourage a kingdom mindset and strategy for extending the kingdom
- 303.1.2. To assess local church potential for extending the kingdom within their contexts
- 303.1.3. To deliver up-to-date resources and workshops that provide creative solutions for extending the kingdom
- 303.1.4. To assist local churches in adopting concepts that will ultimately extend the kingdom within their contexts
- 303.1.5. To facilitate discussions among pastors and church leaders in district cohorts about kingdom

extension within our cultural setting

### **303.2. The Community will:**

- 303.2.1. Discuss the latest kingdom extension concepts—stirring the team's thinking through reading books and exploring web-related resources together.
- 303.2.2. Discuss opportunities and solutions for kingdom extension in our cultural setting.
- 303.2.3. Discuss issues derived from district cohorts concerning kingdom extension.
- 303.2.4. Explore together kingdom extension for congregations in our cultural setting.
- 303.2.5. Focus a segment of the National Conference gathering to kingdom extension— providing a district or national level speaker as requested.

### **303.3. The Scope:**

- 303.3.1. Apostolic Training (recruitment, assessment, & coaching)
- 303.3.2. Local Church/Context Facilitation
- 303.3.3. Publicity & Partnering

### **303.4. Membership:**

**303.4.1.** The Kingdom Extension Associate shall be the chairperson.

**303.4.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **304 Ministerial Development Community**

### **304.1. Purpose:**

- 304.1.1.** To serve and support the denomination's mission for ministerial leadership
- 304.1.2.** To oversee and maintain an integrated process for credentialing
- 304.1.3.** To deliver up-to-date resources and workshops that provide lifelong learning opportunities for our ministerial leadership
- 304.1.4.** To oversee the administration of the credentialing process when needed
- 304.1.5.** To resource local churches and pastors for proper sponsoring of candidates
- 304.1.6.** To direct the Pastoral Assessment Center
- 304.1.7.** To identify, recruit, train, and support Itinerants for the work of interviewing and screening candidates
- 304.1.8.** To maintain the relationship between the denomination and the seminary programs
- 304.1.9.** To coordinate the field training and coaching of candidates
- 304.1.10.** To help to provide lifelong learning opportunities for active pastors
- 304.1.11.** To provide resources for those involved with transitional ministry situations

### **304.2. The Scope:**

- 304.2.1.** Pastoral Assessment Center
- 304.2.2.** Board of Examiners
- 304.2.3.** Seminary Relations (Church Partnership/Student Aid)
- 304.2.4.** Pastoral Coaching & Personal Health
- 304.2.5.** Lifelong Learning

### **304.3. Membership**

- 304.3.1.** The Ministerial Development Associate shall be the chairperson.
- 304.3.2.** The Bishop and the chairperson shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop and the chairperson may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **305 Missional Alignment Community**

### **305.1. Purpose**

- 305.1.1.** To assist the Bishop to cast the vision for the denomination in keeping with God's mission for his church
- 305.1.2.** To assess local church needs and potential for missional alignment within our current culture setting
- 305.1.3.** To deliver up-to-date theological approaches in order to provide missional alignment for our churches
- 305.1.4.** To assist churches in staying the course that will ultimately translate missional alignment to our current culture setting
- 305.1.5.** To facilitate discussions among pastors and church leaders in district cohorts about missional alignment within our cultural setting
- 305.1.6.** Discuss the latest missional alignment concepts—stirring the team's thinking through reading books and exploring web-related resources together.
- 305.1.7.** Discuss opportunities and solutions for missional alignment in our cultural setting.
- 305.1.8.** Discuss issues derived from district cohorts concerning missional alignment.
- 305.1.9.** Explore together missional alignment for congregations in our cultural setting.
- 305.1.10.** Focus a segment of the National Conference gathering to missional alignment— providing a district or national level speaker as requested.

### **305.2. The Scope:**

- 305.2.1.** Faith & Doctrine

- 305.2.2. Denominational Heritage
- 305.2.3. Changes to the Rules of Conference
- 305.2.4. Social Response and Action
- 305.2.5. Prayer Mobilization

**305.3. Membership:**

**305.3.1.** The Bishop shall be the chairperson.

**305.3.2.** The Bishop shall appoint the members who are to serve on the community. The National Conference may, by its rules, populate each community by assigning various groups, committees and entities into existing communities based on their assigned work and create new communities when practical. The Bishop may choose to expand or reduce the size of membership within the community or its parts in order to provide for better functionality and the need for growth and flourishing within the community.

## **400. National Conference – Committees**

*The standing committees of the National Conference have a continuing existence and are appointed to give a task more attention than is possible in a larger body. The special committees are assigned a specific task which does not fall within the assigned function of a standing committee. The special committee ceases to exist when the task is complete. Unless otherwise noted, all committees and their chairpersons and secretaries are appointed by the Bishop in consultation with the Conference Network Team with no limitations placed on membership. The Bishop shall serve as an ex-officio member of standing committees. The standing committees are as follows:*

**401 Amendments** - The committee receives and prepares amendment proposals which will be presented to the National Ministry Team for consideration according to the amendment process set forth in the *Discipline* (See par. 800.)

**402 Episcopacy** - The committee shall counsel, confer and consult with the Bishop concerning his relationships with the Church and its leaders, and matters related to the personal and family needs of the Bishop. They may also assist the Bishop in formulating performance standards. Its members are appointed by the Bishop in consultation with the Conference Network Team. There are no limitations on membership but the NMT may direct that certain persons are appointed by virtue of their position.

**403 Finance** – The committee receives budgetary requests and prepares a budget that provides for the overall ministry of the National Conference. The budget and annual ministry funds rate are recommended to the National Conference by this committee. It quarterly reviews all financial functions of all National Conference Funds and recommends policies to the National Conference. The committee recommends compensation and benefits packages for pastors, the Bishop, the Executive Director, Associates, District Field Directors, and the Stationing Elders. The membership shall include the treasurer who shall serve as chair. The Executive Director shall serve as an advisory member.

**403.1.** The Finance Committee shall serve as the Audit Committee. The committee receives and reviews the audit of the National Conference financial records as well as the audit reports of all affiliated agencies and institutions.

**404 Nominating** - The committee secures nominations for Conference officers and other elected positions as directed by the National Conference. The bishop shall serve as an ex-officio member.

**405 Stationing** - The committee appoints pastors to the congregations of the Evangelical Congregational Church following the procedures set forth in section 900. Chaired by the Bishop, the membership includes two Stationing Elders elected from and by each region of the denomination, and one District Field Director from each region elected by the Conference Network Team. The term is five (5) years with no term limit.



**406 Assignment Privilege** - The Bishop and the National Conference may assign such other duties to a committee as either deems appropriate.

## **600. National Conference – Elections and Evaluations**

### **601 Election of a Bishop**

#### **601.1. Composition of the Election Body**

The National Conference shall elect the Bishop.

#### **601.2. The Meeting of the Election Body**

The election body shall meet to elect a bishop every five years. The Bishop will chair the sessions of the election body. In the absence of the Bishop, the conference shall elect a Presiding Officer from among the Itinerant Elders (*Discipline*, Para. 403.1)

#### **601.3. The Process of Election**

The balloting will be preceded by an extensive period of prayer to seek the guidance of the Holy Spirit. The election will be conducted by secret ballot and the ballots will be counted in open session. Balloting will continue until one person secures a majority of the votes cast.

Prior to the meeting of the election body, the National Ministry Team will appoint a Special Nominating Committee to secure the names of qualified candidates and prepare a ballot of the nominees. This committee will interview candidates and decide on the persons to be placed on the ballot. The ballot will be distributed to the electors at least one month prior to the election. The slate of nominees will contain a sufficient number of candidates (preferably more than two) to insure a range of styles, visions, etc. Included with the name of each candidate will be a biographical sketch, a description of the candidate's leadership style, comments from each candidate on his view of the current state of the Evangelical Congregational Church, and his vision of her future. Individual electors may submit the names of additional qualified persons for inclusion on the ballot provided the elector secures the permission of the candidate, the necessary documentation (see above), and the support of at least seven other electors. These additional nominations must be submitted in writing to the Church Center Office at least two weeks prior to the election.

#### **601.4. Other items related to the transition**

Other items that relate to the transition, such as the date the bishop-elect shall assume office, provision for interim Episcopal leadership if needed, and items related to the retiring Bishop, will be cared for by the National Ministry Team.

### **602 Election of Stationing Elders**

#### **602.1. Meeting of the Election Body**

The pastors and lay delegates of the respective regions of the Evangelical Congregational Church will elect their Stationing Elders at a designated meeting during the sessions of the National Conference of the entire Church.

#### **602.2. The Process of Election**

When Stationing Elders need to be elected the elders from the respective regions shall be notified and invited to apply. The resumes of the men who apply shall be distributed to the Conference delegates and a secret ballot shall be taken with all pastoral and lay delegates from the respective regions voting.

**602.2.1.** Due to the geographical size of the Great Lakes Region, there shall be one Stationing Elder elected from among the Elders of the Illinois District. The second Stationing Elder shall be elected from among the Elders of the Buckeye and Allegheny Districts.

### **603 Vacancies**

When a vacancy occurs among the employed leaders of the Evangelical Congregational Church because of death, resignation, retirement or suspension, the vacancy will be filled by the Executive Committee of the elections body which will appoint a person or persons to assume the responsibilities of the office until the next meeting of the

electing/affirming body at which time a successor will be elected/affirmed. If the position has a term limit, the person elected/affirmed would begin his first five-year term.

The appointment of a person to fill a vacancy in the office of Bishop will take place according to the provisions of paragraph 406.1.1.3. of the *Discipline*.

#### **604 Evaluations**

The performance of each of the persons holding these positions will be evaluated every three years. The National Ministry Team will be responsible for the evaluation of the Bishop. The Bishop shall not be involved in the appointment of his own evaluation team. In each case there shall be input in the final appraisal by members of the constituencies being served by the position holder. It is assumed that each leader will also make a self-evaluation. The results of evaluations should be presented to the subsequent session of the National Conference by the National Ministry Team for all positions.

## Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Main		I move that the Technical Activities Board ...note specific action	Yes	Yes	Yes	Majority*
Amendment		I move to amend the pending Motion by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	Yes	Majority*
Amendment to an Amendment		I move to amend the pending Amendment by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	No	Majority*
Substitute		I move to substitute the following for the Motion pending	Yes	Yes	Yes	Majority*
Postpone to a Definite Time	Should be used to readdress Motion at a specific time	I move that the pending Motion be postponed until (note time)	Yes	Yes	Yes	Majority*
Postpone Indefinitely	Can be used to "kill" a Motion	I move to postpone indefinitely	Yes	Yes	No	Majority*
Refer to a Committee	Standing or Ad Hoc (can be appointed at any time)	I move to refer the issue to a committee	Yes	Yes	Yes	Majority*
Leave to Withdraw	Only used by maker of Motion	I ask permission to withdraw the Motion	Yes	No	No	Majority*
Division of Question	Used to consider multiple aspects of a Motion one at a time or in serialim	I call for a division of the question	Yes	No	Yes	Majority*
Division of Assembly	Request for verification of a voting result	I call for a Division	No	No	No	None required
Secret Ballot		I move we take this vote by secret ballot	Yes	No	Yes	Majority*
Lay on the Table (Table)	When used to "kill" a Motion, Chair can rule it out of order. As part of Motion, maker may state time he/she intends to take item from the table during remainder of the meeting or the next meeting	I move to table the Motion	Yes	No	No	Majority*

## Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Take from the Table	At current or next meeting only	I move to take from the table the Motion relating to...	Yes	No	No	Majority*
Call the Question or Previous Question	Used to stop debate	I call the question or I move to previous question	Yes	No	No	Two-thirds
Parliamentary Inquiry	Response from Chair or Parliamentarian	I rise for Parliamentary inquiry...note reason	No	No	No	None required
Point of Order	Used to remind or question Chair on Bylaws, rules of order, etc. Chair may seek advice	I rise to a point of order (await recognition from Chair, state reasoning)	Yes	No	No	Chair rules
Appeal	Chair should state reason for decision. Vote is to uphold Chair's decision	I appeal from the decision of the Chair	Yes	Yes	No	Majority* (of neg. votes to overturn decision)
Open/Close Nominations	Second is not required when nominations come from a committee	I move we open/close nominations. I nominate...note reason	Yes	No	Yes, in terms of time only	Majority*
Reconsider	At same meeting only	Having voted on the prevailing side, I move to reconsider...	Yes	Yes, if Motion is debatable	No	Majority*
Rescind	Used a subsequent meeting	Note reason... Therefore, I move to rescind the Motion	Yes	Yes	Yes	Two-thirds
Adjourn		Note reason...I move to adjourn	Yes	No	No	Majority*

\* Majority refers to those present

20-Oct-2004





# **NATIONAL CONFERENCE OFFICERS**

## **NATIONAL CONFERENCE SECRETARY**

### **Summary of National Executive Committee Work:**

In accordance with responsibilities assigned to it by the Discipline and the National Conference Rules, the Executive Committee of the National Conference continues to meet at the Bishop's call to monitor situations between Conference and National Ministry Team sessions and take action on emergency situations. The National Executive Committee (NEC) is made up of the Bishop, the Vice-Chair of Conference, the National Conference Secretary, and the National Conference Treasurer. The Executive Director often attends these meetings as a non-voting member. Over the last conference year, the National Executive Committee dealt with the following matters:

- The NEC considered the sale of the Baltimore/Rosedale E.C. property to Iglesia Pentecostal, "Jesus Es El Camino". The Executive Director was also given permission to sign all documents related to the sale of this property.
- The NEC approved the appointment of Rev. Nathan Kennedy to fill the immediate responsibilities of Stationing Elder Rev. Kevin Roberts who had to step down because of increased responsibilities at his church. Citing Rule 603, which allows for a presiding Bishop to fill a vacancy with the approval of the Executive Committee, Bishop Sizemore presented Rev. Nathan Kennedy to serve as a Stationing Elder representing the Delaware Region. Rev. Kennedy's appointment was approved by the Executive Committee and his name will be placed on the Stationing Elder ballot at the 2023 National Conference sessions.
- The NEC considered a request to open a new business checking account for the purpose of depositing offerings for the KEC Church Plant – Iglesia Cristiana Casa de Amor (House of Love Christina Church) in Lexington, SC led by Manuel & Luz Arias. Account signors will be Bishop, National Conference Treasurer, and the Executive Director. Motion was moved and seconded. Motion carried.

### **Summary of National Ministry Team Actions:**

The National Ministry Team met for its regular meetings on October 20, 2022 and March 16, 2023 (minutes attached). In summary, at those sessions, in addition to receiving its regular reporting, the NMT took the following actions:

- The NMT approved the Global Ministries and Kingdom Extension Communities' budgets for 2023.
- The NMT approved housing allowance designations for various National Conference employees.
- The NMT affirmed the episcopal appointments of District Field Directors, new Conference officers, and a new Ministerial Development Associate.

**The Evangelical Congregational Church  
National Ministry Team Minutes  
Zinn Commons of the Evangelical Theological Seminary  
Thursday, October 20, 2022, at 9:00 a.m.**

**Opening**

The National Ministry Team met in regular session on the above date. Bishop Randy Sizemore opened the meeting by welcoming the delegates.

**Roll Call**

Mrs. Jodi Earhart was recording secretary until the official approval of the new National Conference Secretary. Jodi recorded the attendance (attached). Bishop Sizemore made note of the new members of NMT and welcomed them.

**Word and Prayer**

Rev. Jeff Schell, Red Rose District Field Director and National Conference Vice Chair, presented a message from Matthew 5-7, message entitled "Game-Changer Essentials" (Core Values of Jesus and traits He looks for in His followers). The focused text was *"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on a rock." Matthew 7:24*. When Jesus spoke to people on a mountainside, his words were "Game-Changers" because his truthful insights were different from current practices. He taught that God rewards those who are sincere in their faith.

**Approval of Minutes**

Bishop Sizemore presented the minutes from the March 17, 2022, NMT meeting (attached). On motion, the minutes were approved.

**Approval of the New Conference Secretary**

Bishop Sizemore has asked for the approval of Rev. Bradley Hatter to be appointed as the new National Conference Secretary, to replace Rev. Adam Roberts. On motion, Rev. Hatter was approved and seconded.

**Bishop's Report**

Bishop Sizemore vacated the chair and Rev. Jeff Schell (Vice Chair of the National Conference) assumed the chair while Bishop Sizemore submitted the bishop's report with the National Ministry Team.

Bishop Sizemore continued to build on the theme from National Conference 2022, "Overflowing Hope". Bishop Sizemore addressed the changes that the denomination faced shortly after National Conference and the void in leadership that those changes created. He talked about how we had to lean on the hope that we have in Christ during those challenges.

We are being called back to our identity as the people of God and the mission that the Lord gives to us. The concept of Mission and Identity is enclosed in section 300 of the discipline. We are evangelical. We are congregational. We are connectional. Knowing who we are and why we are here will enable us to be a movement of God.

Bishop Sizemore addressed the challenge of shared ministry. We moved to this model in 2014 to reduce operating costs and lower the ministry funds that congregations would have to pay. This has been effective; however, it has put a burden on the people who are engaged in these shared ministry positions. We are asking them to do the essentials and asking other pastors and laity to handle the rest. Let us discern between necessary and nice. The same God who has been faithful to us in our past will be faithful to us in the present and into the future. The powerful Gospel is still changing people's lives.

God is on the move in the United States and God is on the move in the Evangelical Congregational Church.

Bishop Sizemore's report was accepted with appreciation.

### **Secretary's Report**

National Executive Committee Minutes (March 30 and July 18, 2022). Approval of the minutes were moved and seconded. Minutes were approved.

### **Treasurer's Report**

Carl Butler, National Conference Treasurer, presented the Treasurer's Report which was included in the packet. There was one correction. The ministry fund rate was listed at 8.65% which was incorrect. The corrected rate is 5.65%. The report was moved and seconded, and the report was accepted.

**Housing Allowance Proposals:** Proposals were moved and seconded. Housing Allowance Proposals were accepted.

- Rick Christman – Church Planter: \$16,000
- Randy Sizemore – Bishop: \$18,000
- Timothy King – Church Planter: \$10,000
- Gary Kuehner – Church Health Associate and DFD: \$12,500
- Dana Logan – Chaplain (Stoneridge): \$8,000
- Keith Miller – DFD: \$9,000
- Sterling Trimmer – DFD: \$12,500
- John Smith – DFD: \$9,090

### **Global Ministries Community Report**

Rev. Ted Rathman, Global Ministries Associate, highlighted his report which was included in the packet. Ted talked about the challenges of shared ministry as Ted is serving as Global Ministries Associate and pastoring a local congregation. He shared about the need for a full-time administrative assistant. Dee Jaramillo has been approved by the Global Ministries board and will begin serving in the full-time role effective January 1, 2023. Dee is also serving as the Administrative Assistant at Church Center.

How does the Global Ministries Community help the Evangelical Congregational Church be a movement of God.

- Help pastors and congregations see that God is already moving in various places throughout the world.
  - Putting our pastors and people in our congregations in direct contact with where God is moving.
    - Short term mission trips
    - Sending pastors on ministry leave to some of our international congregations.
  - See the next generation of missionaries being raised up.
- **2023 Budget**
    - The 2023 Global Ministries Budget was presented. The report and the budget were moved and seconded. Report and budget were accepted. Bishop Emeritus Mike Sigman prayed for Ted and Nathan Kennedy as they will be leaving for Nepal tomorrow.

### **Conference Network Team**

The CNT report was included in the packet and Bishop Sizemore highlighted the report. One change that was made was to change the Chair from Bishop Hill to Bishop Sizemore. Bishop Sizemore shared an update from the CNT strategic meeting, which was held on Wednesday, October 19, 2022. The report was moved and seconded. The report was accepted.

### **Conference Support Team**

Kevin Henry, Executive Director highlighted the Conference Support Team report which was included in the packet. He shared the staffing challenges. There are three open part-time positions. We are looking for a communications coordinator, a receptionist, and a business office specialist. The Conference Support Team was moved and seconded. The report was accepted.



### **L and I Committee**

Kevin Henry, Executive Director, highlighted the Loan and Investment Committee report. At this time, there does not appear to be a reason to increase the interest rates on the loans that are distributed. This could change if the local banks begin to increase their rates. What helps to keep the rates down is if more congregations would borrow money. The acceptance of the report was moved and seconded. The report was accepted.

### **Church Health Community**

Rev. Dr. Gary Kuehner, Church Health Associate, highlighted his report which was included in the packet. Gary provided clarification that the Church Health Community is not just an event-based community. Gary would like the community to be a resource group for individual pastors and leadership teams in the local congregation. Discussion was held regarding the reality that many congregations bring in Church Health when it is too late. We must reach out to Church Health as a preventative. Gary talked about the "Show Me Health" assessment.

The Refocus option was highlighted based on the biblical concept of becoming a first century church in the twenty-first century. The focus of this comes from Acts 2:42-47 and talks about the six things that the early church engaged in. They engaged in discipleship, fellowship, prayer, ministry, worship, and evangelism.

The Revitalization option was also highlighted. Revitalization focuses on restoring hope to the congregation, refocus on the mission, re-educate your people, restructuring to accomplish the mission, rejoicing in your successes, reflecting on what you've done, and resolving to stay the course.

Church Health Community has a Facebook page. They can be found on Facebook at Church Health Community of the Evangelical Congregational Church.

Gary talked about the increasing number of Co-Vocational pastors and our efforts to support their well-being. The Church Health Community report was moved and seconded. The report was accepted.

**\*At 11:53, the NMT broke for lunch. James Carl offered prayer.**

**\*At 12:49, the NMT resumed**

### **Kingdom Extension Community**

Rev. Mike Snedeker highlighted his report which was included in the packet. Mike talked about Manuel and Luz who are starting an E.C. Church in South Carolina. He also talked about People's E.C. and their venture in virtual reality church under the leadership of Mike Coulson. Mike also talked about the willingness to fail and learn in those moments. What works and what doesn't work. God is doing exciting things in the Kingdom Extension Community and in the Evangelical Congregational Church.

Paul Weitzel shared about the partnership between Grace Community Church and Bethel E.C. Church in Conestoga. He shared that it has been a good partnership so far. When the partnership there were about 17 people who were tired but now there are between 40 and 50 people attending on a regular basis. Growing in spirit and in unity.

Mike touched on some of the current projects that are going on with Kingdom Extension. He would like to encourage some of the projects to take the next steps towards being chartered while continuing to pray for other projects and perhaps look at some that need to be removed from the list.

- **2023 Budget**

- Rev. Mike Snedeker presented the Kingdom Extension Budget, and the budget was included in the packet. The budget and the report were moved and seconded. The report and the budget were accepted.

### **Ministerial Development Community**

Bishop Sizemore, acting as the Ministerial Development Associate, presented the report which was included in the packet. Bishop Sizemore highlighted the work of the Board of Examiners regarding credentialing and other issues that have come up.

Bishop Sizemore talked about the Lifelong Learning and E.C. Studies process and the ICL (Institute for Church Leadership). ICL has twelve courses which were listed in the report in the sequence that they should be taken in. There is an understanding that not everyone will follow the sequence.

Bishop Sizemore talked about the outcome of the Ministerial Development Community one day strategic retreat. This was a time to evaluate the current state of the MDC in terms of its ministry focus, programs, and progress. A few of the action items that came from the retreat included the simplification for pastoral credentialing, the ordination process for Local Pastors and Local Elders, the need to promote unity within the conference. There was also discussion on the possibility of expanding coaching to any pastor who would like it. They looked at the scope and sequence of the ICL courses and its growing importance. They also looked into the purpose and importance of the Pastoral Assessment Center.

- **Approval of Rev. Matt Hill as Ministerial Development Associate**

- Bishop Sizemore put forward the name of Rev. Matt Hill to serve as the Ministerial Development Associate. Rev. Matt Hill was approved as the Ministerial Development Associate to replace Rev. Jeff Byerly.

### **Missional Alignment Community**

Bishop Sizemore presented the report of the Missional Alignment Community as it was contained in the packet. Bishop Sizemore talked about the reorganization of the Faith and Doctrine Committee. They were tasked with the revision of the "Book of Occasional Services." The report was moved and seconded. The report was accepted.

### **Affiliate Report**

- **Evangelical Seminary**

- No report submitted as Tony Blair was not able to meet with NMT and did not provide a written report.

### **Benefits Corporation**

Kevin Henry, Executive Director, reported that there will be no increase in the benefits. He also shared that there is work being done to investigate a new pension provider. Kevin and Jennifer Buehler met with some providers and narrowed them down to four and from four to one. When they went back over the one there were some things that they did not necessarily like and will be meeting with the second provider on Friday, October 21.

Jennifer Buehler and her team are not terminating their partnership with the denomination. She will remain with the E.C. denomination. The report was moved and seconded. The report was accepted.

### **New Business**

- **Approval of Illinois and Anthracite District Field Directors**

- Rev. Robert Dunbar was approved as the Illinois District Field Director to replace Rev. David Carr.
- Todd Wolfe was approved as the Anthracite District Field Director to replace Rev. Brad Hatter.

### **District News**

Various prayer concerns from the districts were mentioned.

### **Next Meeting of the National Ministry Team**

- **March 16, 2023**

## **Adjournment and Prayer**

Motion to adjourn was moved and seconded. At 2:00 PM, the National Ministry Team was adjourned with prayer by Rev. Lewie Bennett and the singing of the Doxology.

Respectfully Submitted,

Rev. Bradley D. Hatter, National Conference Secretary

**The Evangelical Congregational Church  
National Ministry Team Minutes  
Zinn Commons of the Evangelical Theological Seminary  
Thursday, March 16, 2023 at 9:00 a.m.**

- **Opening**

The National Ministry Team met in regular session on the above date and time. Bishop Randy Sizemore opened the meeting by welcoming the delegates and sharing various housekeeping items.

- **Roll Call**

Rev. Bradley D. Hatter, National Conference Secretary recorded the attendance. The attendance is attached.

- **Word and Prayer**

Lt. Col. Noel Blancaflor, USAF Staff Chaplain, Reconnaissance Office led us in the Word and Prayer. Lt. Col. Blancaflor shared with the NMT his background from the Baltimore/Rosedale Church and what is happening in his ministry as a Chaplain in the United States Air Force. Lt. Col. Blancaflor led us in further discussion of our mission statement "...as a dynamic movement of God with a burning passion for God and missionary zeal for the lost." As we carry out our mission for reaching the lost with a burning passion for God we must start with compassion for those that we are called to serve and who are lost. We must also be willing to spend more time with people to hear their story. In doing this, we gain something of value from the story that people share with us. How do we extend compassion to someone who is hurting, broken, and lost. He shared with the NMT that we can engage in our mission by focusing on three words, belong, believe, become. How do we communicate with those that we minister to that they belong to the Kingdom of God. As people learn that they belong to the Kingdom of God and are accepted as they are, they start to believe that God has a purpose for their life. This leads to the person becoming a person understanding that they are redeemed by the blood of Christ. We are to connect, lead, and serve and in order to do this we must turn to the Word of God to help us in this.

Lt. Col. Blancaflor turned to the book of Ruth. "Where you go, I will go and where you stay I will stay." Ruth 1:21 talks about how Naomi went away full and returned empty. What helps us to overcome disappointment or tragedy is our sense of belonging or connection with people. In Ruth chapter four, "...blessed be the Lord who has not left you without a redeemer." God does not leave us without something better to look forward to even in the middle of our struggles. Ruth chapter one reminds us that these were two people who are from two different cultures. These two people groups were brought together through a sense of belonging, believing, and becoming. In our zeal for the lost we should meet them where they are and connect with them. Bishop Emeritus Sigman closed our time of Word and Prayer with a prayer over Lt. Col. Noel Blancaflor.

- **Introduction to the Agenda:**

Bishop Sizemore introduced the agenda and called attention to the back of the agenda which focused on the mission statement of the Evangelical Congregational Church.

- **Approval of Minutes**

Rev. Hatter presented the minutes from the October 20, 2022, NMT meeting which are attached. One correction was to remove "DFD" from the housing allowance given to Gary Kuehner. The minutes were moved and seconded. On motion, the minutes were approved.

- **Bishop's Report**

Bishop Sizemore vacated the chair and Rev. Jeff Schell (Vice Chair of the National Conference) assumed the chair while Bishop Sizemore submitted the bishop's report with the National Ministry Team. Bishop Sizemore talked about the theme from last National Conference of overflowing hope. God is moving in the denomination and reminding us of the hope that we have in Christ and how we see that hope throughout the denomination.

Bishop Sizemore began by talking about how we have seen God work at Church Center in the supplying the staffing needs that existed.

He then moved on to how we are seeing the connection between congregations and pastors. We are connecting congregations and pastors for fit and flourish in the context of ministry to which each are called. We are still looking to see "right sized churches". Having some smaller congregations is not a bad thing if we multiply more of these right-sized churches. We should be in the process of trying to establish more right sized churches which will effectively reach their communities with the Gospel of Jesus Christ. The question to ask our congregations is how do we fit and flourish in the context in which God has placed us.

We also discussed the concept of fit and flourish as it relates to pastors. He highlighted the importance of the stationing committee in this process. Bishop Sizemore then highlighted Rule 902 and the changes proposed to that rule. The change is that we are removing the requirement that the stationing elders also serve as District Field Directors. This will be discussed at Pre-Conference Meetings and will be voted on at National Conference. There is a need for more pastors and Bishop Sizemore asked the NMT to pray for God to raise up pastors from the denomination. There is a need for pioneering pastors who see the importance of leading their flocks to have a missionary zeal for the lost. This will not be easy, but God does not always call us to do easy things. We must be willing to adjust how we recruit, assess, and train pastors to be successful in the current context in which we live. An additional rule change that is being worked on with the Ministerial Development Community. The rule is related to how people are credentialed in the Evangelical Congregational Church. Bishop Sizemore highlighted a chart that shows the proposed change. The middle column, currently, does not allow for those who have local credentials to be ordained. The rule change would allow for the ordination of the local elder. Much of the training that would be available for local elders would be available online. If the rule change passes, conversations would be held with those who would qualify for this who would then begin the process of applying for ordination. The plan would be for a blanket ordination service at National Conference 2024. Part of the rule change would be that ordained local elders would automatically become part of the Itinerancy. We would then have Itinerant National Elders and Itinerant Local Elders.

Bishop Sizemore then highlighted the hope and growth that is happening in the BEDA's and the CNT. The CNT now consists of times of sharing of what God is doing throughout the conference. He expressed gratitude to the District Field Directors for the work that they are engaged in. Most if not all of the DFD's are in shared ministry positions. Bishop Sizemore expressed his thanks to Bishop Sigman and Bishop Hill who he communicates with regarding the various issues that have arisen. He also maintains a good relationship with Todd Feters, Bishop of the Brethren in Christ Church and Rocky Rocholl, President of the Fellowship of Evangelical Christians. Together, they are working towards obtaining a grant from the Lilly Foundation that would resource parents and grandparents which would help



them to disciple their children and grandchildren. Bishop Sizemore read the conclusion of his report which included a reference to 1 Kings 18:41-46.

Bishop Sizemore's report was moved and seconded. The report was accepted with appreciation. Bill Stoffel closed with prayer.

Bishop Sizemore assumed the chair again.

- **Secretary's Report**

Rev. Bradley D. Hatter, National Conference Secretary, presented the National Executive Committee Minutes from December 7, 2022. Approval of the minutes were moved and seconded. Minutes were approved.

- **Treasurer's Report**

Carl Butler, National Conference Treasurer, presented the Treasurer's Report which was included in the packet. Carl highlighted that the ministry funds were almost four percent higher and over budget. He also shared that the properties of St. James, Dixon, IL and the Baltimore/Rosedale were sold. The report was moved and seconded. The report was accepted.

- **Global Ministries Community Report**

Dee Jaramillo presented the Global Ministries Report on behalf of Ted Rathman, Global Ministries Associate, who was ministering in Liberia. The report is included in the packet. Dee highlighted the working of the GMC moving in to 2023. She presented the vision of the GMC which is to facilitate mission workers, empowering national churches, and engaging the local church. The GMC is embracing the vision of Bishop Sizemore by engaging the local church. They are looking to raise up the next generation of mission workers. Begin to dream God sized dreams to see what God might do in and through you. The report was moved and seconded. The report was accepted and Jeff Schell led in a time of prayer for Ted and Rick in Liberia and the initiatives of the Global Ministries Community.

- **Conference Network Team**

The CNT report was included in the packet and Bishop Sizemore highlighted the report. The CNT meets monthly on a two hour zoom call. Items are shared confidentially with Bishop Sizemore and he then asks the team what is working in their districts. The report was moved and seconded. The report was accepted.

- **Conference Support Team**

Kevin Henry, Executive Director highlighted the Conference Support Team report which was included in the packet. The conference will be moving toward electronic receipt of payment. This will not be mandatory but strongly encouraged. Payments and reimbursements will become mandatory. Response from the workers compensation request has not been great. This also pertains to the response from the quarterly and annual reports. The NMT charged the Executive Director to further research the sale of the East Petersburg property. The Conference Support Team was moved and seconded. The report was accepted.

- **L and I Committee**

Kevin Henry, Executive Director, highlighted the Loan and Investment Committee report. The L and I Committee will discuss the raising of the certificate rates. This would require raising the interest rate. The acceptance of the report was moved and seconded. The report was accepted.

- **Episcopacy Committee**

Rev. Keith Blank highlighted the report which was included in the packet. He did mention the confidential nature of this committee and because of that there is not too much that he can share. They do meet with the Bishop on a quarterly basis. Their initial task was to ensure that Bishop Randy and Carla were able to get settled in the community in which they live but also at Church Center. The report was moved and seconded. The report was accepted.

- **Church Health Community**

Rev. Dr. Gary Kuehner, Church Health Associate, highlighted his report which was included in the packet. Gary shared that it is business as usual, but business is good. Gary continues to work with individual pastors to develop and implement the necessary steps to ensure the health of the congregation. Church health will be leading one of the sessions at National Conference. The Church Health Community report was moved and seconded. The report was accepted.

- **Kingdom Extension Community**

Rev. Mike Snedeker highlighted his report which was included in the packet. Mike highlighted the new church plants and opportunities. Focusing on the concept of multiplication as it relates to followers of Jesus but also congregations as well. The cohorts that focus on multiplication are allowing E.C. pastors to make connections that they might not ordinarily have. How do we multiply the impact of our denomination? The Kingdom Extension will be hosting a cohort and will open this up to twelve pastors to participate in the cohort. Kingdom Extension will cover the cost of the event. Clarification was given to Conestoga/Bethel as a church that Grace Community is partnering with. The report was moved and seconded. The report was accepted.

- **Ministerial Development Community**

Rev. Matt Hill presented the report for the Ministerial Development Community as it is contained in the packet. Matt shared with the NMT some of the work of the Board of Examiners. In reference to the two ongoing Pastoral Restoration teams and plans, Matt shared that one of plans has been completed. Regarding pastoral care, Gary Brown and Ken Schira will be working to provide resources to the DFD's to support and encourage pastors and pastoral couples in the area of self-care.

Rev. Hill reported on the Pastoral Assessment Center. In January, the assessors had the opportunity to interview and observe eight candidates. Cam Smith has accepted the role of director of PAC in 2024. The MDC will be revisioning PAC to accomplish the goal of affirming God's calling in the lives of pastoral candidates with a focus on condensing the PAC experience.

Paul Miller brought the issue to the table of pastors who are planning a Sabbatical. Would there be funds available whether through MDC or some other area to provide at least pulpit supply for a pastor who will be on a sabbatical. The topic will be brought back to Pastoral Care for further discussion and planning. The Ministerial Development Community report was moved and seconded. The report was accepted.

- **Missional Alignment Community**

Bishop Sizemore presented the report of the Missional Alignment Community as it was contained in the packet. There are three committees that fall under the supervision of the Missional Alignment Community. The three committees are Faith and Doctrine, Heritage Committee, and Prayer Mobilization Team. The Bishop has asked the Prayer Mobilization Team to organize a conference-wide, year-long prayer strategy to coincide with the vision statement. The report was moved and seconded. The report was accepted.

\*At 11:50 AM the NMT broke for lunch.

\*At 12:50 PM the NMT reconvened

- Affiliate Report

- Evangelical Seminary and Kairos University

- Tony Blair shared the state of our relationship with Kairos. One of the reasons for the partnership with Kairos was financial. We are fully integrated into Kairos University. We have introduced our PHD program. Two doctor of theology programs exist, ours and Duke Theological Seminary. Our Doctor of Theology program has attracted students from all over the world. Within this partnership with Kairos, we will not compromise who we are as Evangelical.
    - Have been having conversations with Christ Community E.C. Church which currently meets in Dech Chapel of the seminary.
    - The biggest concern is what does the training of pastors look like? Eight outcomes starting well, Christian spirituality, biblical exegesis, cultural exegesis, theology and worship, Christian tradition and ethics, collaboration and care, reflection and community, mentored life, contextual project, continuing well. Each person has a three-person team that works with them along the journey. They would have a faculty mentor, a vocational mentor, and a personal mentor. The building itself is known as an operational property of Kairos University. The report was moved and secondary. The report was accepted.

- Benefits Corporation

The current plan with Prudential will blackout until the March 21. Prudential will liquidate the resources to Nationwide on March 22. Will be about a week or so after that for a reconciliation process with the accounts. April 3 will be the first date when money will be able to drop money into the Nationwide account. The last week of March is when we will get an email where we will need to verify our information. The Benefits Corporation report was moved and seconded. The report was accepted.

- New Business

- National Conference 2023

- Pre-Conference Meeting schedule is set and are listed on the EC website. One change is that Bishop Sizemore is going to each of the districts in the west.
    - Conference Theme flows from the vision stated: The E.C. Church will be a dynamic movement of God led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost. We will creatively obey the Great Commission by transforming plateaued and declining churches into healthy, disciple-making churches that are committed to evangelizing the communities to which God has called them. Healthy churches will reproduce themselves by planting churches in least-reached communities.
    - Vision realized: Starts with a burning passion for God. This will lead to a missionary zeal for the lost which will lead to healthy congregations who are making disciples of Jesus and planting new congregations.
    - Theme for 2023 is "A Dynamic Movement of God"
      - The speakers will focus on a burning passion for God and a missionary zeal for the lost.
    - The Episcopal Address will happen on Wednesday evening as a sermon for the worship service.

- The equipping experiences will consist of two sessions which will be plenary sessions, meaning we will stay on the conference floor.
    - Tim Roehl will talk about healthy leaders and will focus on how we communicate with God the Father.
    - The Church Health Community will focus on healthy congregations.
  - Vision statement will replace the reading of the discipline.
  - Bishop Sizemore encouraged all of us to be at National Conference.
- **District News**
    - Various updates, joys, and concerns were shared by the district representatives.

#### **Next Meeting of the National Ministry Team**

- **Thursday, October 19, 2023**

#### **Adjournment and Prayer**

Motion to adjourn was moved and seconded. At, 2:26 the National Ministry Team was adjourned with prayer by Rev. Paul Barber.

Respectfully Submitted,

***Rev. Bradley D. Hatter, National Conference Secretary***

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## **NATIONAL CONFERENCE TREASURER**

The National Conference ended the calendar year 2022 with a negative return in net assets of \$112,000 primarily from negative investment income. We recorded a \$120,000 loss on investment income as of YTD December 31. The investment losses resulted in a decrease in cash and investments of \$100,000 from 2021 to 2022. On the positive side, 2022 Ministry Funds were almost 4% higher than 2021 and \$50,000 over the 2022 budget at \$942,000. National Conference total expenses were \$32,000 over budget including almost \$45,000 of unbudgeted expenses for the National Conference. Operating expenses for 2022 are \$153,000 higher than 2021. The increase in the year over year expenses is mostly due from the episcopal office transition, increased pastoral stationing activity and pastoral moving costs, unfilled EC Church Center staff positions during 2021 and less business office services reimbursement from Evangelical Seminary during 2022. None of these expenses were detrimental to the operations of the National Conference. We anticipated changes to these expense line items during 2022, thus the budget reflected those changes, however the year over year actual is quite the jump.

Ministry Funds received in 2022 are \$35,000 higher than Ministry Funds received in 2021 and over budget by \$50,000. Forty-seven churches paid less Ministry Funds in 2022 than 2021 and 61 churches paid more Ministry Funds in 2022. Three churches paid Ministry Funds in 2022 that did not pay Ministry Funds in 2021 and all churches

that paid Ministry Funds in 2021 paid Ministry Funds in 2022, except for St James Church in Dixon, IL which closed on Dec 31, 2021.

We completed the renovations to the second floor Bishop's office suite and a spruce up to the second floor restrooms. The total project was budgeted for \$120,000 and total cost was slightly less than \$118,000.

Thanks for the church treasurers who remit timely and accurate payments, to the Church Center staff that processes and records the payments and the members of the EC Finance Committee. The position of treasurer is easier due to the commitment and skill level from the denomination wide volunteers and staff but the member EC churches also benefit from skilled volunteers, so don't forget to thank your church treasurer.

Respectfully Submitted,

***Carl Butler, Jr., National Conference Treasurer***



National Conference of the Evangelical  
Congregational Church  
Balance Sheet  
Twelve Months Ended December 31, 2022 (unaudited)

	<u>12/31/2022</u>	Audited <u>12/31/2021</u>
Assets		
Cash and Investments	1,443,792	1,543,836
Accounts Receivable	40,187	151,939
Prepaid Expenses	14,515	13,724
Inventory	4,871	4,871
Property Held for Resale	38,496	38,496
Property, Plant & Equipment, net	<u>526,871</u>	<u>417,517</u>
Total Assets	<u><u>2,068,732</u></u>	<u><u>2,170,383</u></u>
Liabilities and Net Assets		
Liabilities		
Accounts Payable and Accrued Expenses	16,299	30,128
Salary Related Payables	51,828	25,323
District Liabilities	8,043	10,668
Pension Liability	<u>274,033</u>	<u>274,033</u>
Total Liabilities	350,203	340,152
Net Assets		
Unrestricted	1,718,529	1,830,231
Temporarily Restricted	<u>-</u>	<u>-</u>
	1,718,529	1,830,231
Total Liabilities and Net Assets	<u><u>2,068,732</u></u>	<u><u>2,170,383</u></u>

National Conference of the Evangelical  
 Congregational Church  
 Statement of Activities  
 Twelve Months Ended December 31, 2022 (unaudited)

	12/31/2022			Audited 12/31/2021
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>	
<b>Revenues</b>				
Ministry Funds	942,859	892,700	50,159	907,706
National Conference Registrations	41,169	-	41,169	33,756
Student Aid Offering	11,517	-	11,517	12,940
Investment Income	(119,997)	8,170	(128,167)	98,881
Copier/Postage	13,811	23,500	(9,689)	16,218
Interfund Transfers	-	59,146	(59,146)	30,000
All Other	35,919	21,700	14,219	8,480
Total Revenues	925,278	1,005,216	(79,938)	1,107,981
<b>Expenses</b>				
Ministry Development Community	46,326	48,126	1,800	60,231
Church Health	25,497	40,746	15,249	23,344
Missional Alignment Community	406,761	385,860	(20,901)	302,884
Conference Support Team	507,100	482,484	(24,616)	458,563
Agencies & Institutions	51,296	48,000	(3,296)	38,586
	1,036,980	1,005,216	(31,764)	883,608
Revenues Over/(Under) Expenses	(111,702)	-	(111,702)	224,373

# NATIONAL CONFERENCE COMMUNITIES

## CHURCH HEALTH

Greetings in the precious name of Jesus! And greetings from the CHC! What a joy it is to be on a team of servant leaders who are committed to helping local churches and individual Christ followers to be spiritually healthy. As I compose this report, the CHC team members are: Gary Kuehner, Ken Ogden, Wayne Houck, Ken Kalisz, Jonathan Brown, Janor Bestwick, Lewie Bennett, and Randy Sizemore.

As I begin this report, I want pastors/church leaders to know that I am available and willing to coach, mentor, council, etc., pastors and church leadership teams on various topics that relate to pastoral and/or church ministry (other CHC members have offered to do this as well). Currently, I am meeting with 5 pastors on a regular basis and will include a sixth pastor in the near future. Please contact me if you would like to talk about how I (or another team member) can help you and/or your church.

As I have stated in previous reports, the CHC offers help to EC churches/pastors in the following areas: evangelism, discipleship, inner circle discipleship, refocus, revitalization, and church health assessment. These resources (training events) are offered free of charge to our E.C. churches. While some of these resources are offered in person or via Zoom, in person is typically preferred. The following are brief explanations of the resources we offer.

**EVANGELISM** (A Story Worth Telling: How God Uses Your Story to Tell His Story). This training event, focusing on the importance of your story (how you came to know Jesus and how he has impacted your life), equips people to share their faith in a friendly, respectful way. This is a 6-8 hour training event is offered in person only.

**DISCIPLESHIP** (4TD – Four Tier Discipleship). This template or model, based on the teaching approach of Jesus, encourages people to engage in four tiers or levels of discipleship: the crowd (congregational); the twelve (small groups); the inner circle (discipleship triads/quads); and the beloved disciple (one-on-one mentoring/coaching). This 2-3 hour training is offered in person or via Zoom.

**INNER CIRCLE DISCIPLESHIP** (Men and Women) – This model focuses on the inner circle tier (level) of the 4TD approach mentioned above. This discipleship model can be used in any size church to help men and women become better disciples of Jesus. Each inner circle group (a leader/facilitator and 2 or 3 others) meets weekly for 8 weeks (a semester) using suggested curriculum. There are semester breaks between semesters. The length of these breaks and the number of semesters per year can vary. Each inner circle leader/group determines when and how the group will meet (in person or Zoom). This 2-3 hour training on how to start and maintain an inner circle discipleship ministry is offered in person or via Zoom.

**REFOCUS** (How to Be a 1<sup>st</sup> Century Church in the 21<sup>st</sup> Century). This training event, based on Acts 2:42-47, is designed to help people focus/refocus on the Great Command (Matthew 22:36-39) and the Great Mission (Matthew 28:19,20). Six topics are considered: discipleship, fellowship, prayer, ministry, worship, and evangelism. This is a 6-8 hour training event and is offered in person only.

Note: I also use a condensed version of this REFOCUS material to help local churches transition from an official board structure to a ministry council structure. This 2-3 hour transition training is offered in person or via Zoom.

REVITALIZATION (The 7 Re's of Church Revitalization). Using biblical principles and real life experiences, this training event considers seven topics: restoring hope; refocusing on the mission; re-educating your people; restructuring to accomplish the mission; rejoicing in your success; reflecting on what you've done; and resolving to stay the course. This 2-3 hour training is offered in person or via Zoom.

Small groups focusing on revitalization continue to meet in many of our Districts. These groups use various resources (books, videos, etc.) to stimulate discussion. If you are interested in starting a revitalization group in your District and would like some guidance, please contact me at your convenience.

CHURCH HEALTH ASSESSMENT (Natural Church Development). Natural Church Development (NCD) is a process that measures (using a survey) eight quality characteristics that are essential to local church health: empowering leadership; gift-based ministry; passionate spirituality; effective structures; inspiring worship services; holistic small groups; need-oriented evangelism; and loving relationships. Follow-up coaching with credentialed NCD coaches (Gary Kuehner and Ken Ogden) is provided to assist in analyzing survey results.

We also have a shorter less intense assessment tool (designed by the CHC) that we can use to assess the health of your church in the six areas we address (discipleship, fellowship, prayer, ministry, worship, and evangelism) in the above mentioned REFOCUS training.

One of our newer CHC resources is titled THAT'S THE BOOK FOR ME. This three hour training is offered in person or via Zoom. Three questions are considered during this presentation: "Why should I trust the Bible?" "Why should I study the Bible?" and "How can I develop a biblical perspective?"

Another newer addition to our CHC resources is titled I'M GLAD YOU ASKED. This three hour training, offered in person or via Zoom, deals with life's basic questions: Where did I come from?; Why am I here?; and Where am I going?

The most recent addition to our CHC resources is titled THE CHURCH'S FRONT DOOR. This training event, taught by Wayne Houck, is designed to help your people create favorable impressions with those who visit your church. This three hour training is offered in person or via Zoom.

The CHC has been working with Dave Coryell, the Executive Director of Christian Endeavor (CE), to provide youth ministry help to our local EC churches. Six churches are currently participating. Two are connected but not active. Nine additional churches have expressed interest and have talked with Josh Good (C.E. Director of Ministry), who is directly involved with our churches. The CHC would like to see more churches jump on board and take advantage of this great opportunity. Josh Good will have a "table/stand" at NC 2023. If you are interested in teaming up with CE, please take the time to talk with him and check things out.

In the past the CHC has hosted denominational and regional men's and women's gatherings/events. We have decided to discontinue this practice and encourage districts/local churches to host these types of gatherings/events. The CHC will provide financial help for these gatherings/events upon request.

If your church doesn't have a men's or women's ministry, or if your church is looking to start a men's or women's discipleship group, the CHC will provide help/guidance to get these ministries/groups going at your church. The CHC is committed to being a resource team to/for local churches.

The CHC will be leading the "equipping experience" at the 2023 National Conference. Our goal is to introduce a simple yet effective tool to diagnose the spiritual health of our local churches. The survey we will use is designed to determine how well our churches are doing in the areas of: discipleship, fellowship, prayer, ministry, worship, and evangelism.

I have notified Bishop Sizemore that my time as the Church Health Associate will come to an end December 31, 2023. I am thankful for those who have worked with me and alongside me in this venture. It has been my pleasure to serve the Lord Jesus and the EC Church in this capacity.

The CHC team will meet on September 20, 2023, in person at Myerstown from 9 to 11 am.

If you are interested in utilizing any of the resources mentioned in this report or you would like to discuss what you can do to bring spiritual health and growth to your church, please contact me at your convenience, using the contact information below.

Cell phone number: 610-914-2983

Email address: [gkuehner@eccenter.com](mailto:gkuehner@eccenter.com)

A Servant of the Savior,

***Dr. Gary Kuehner, Church Health Associate***

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## GLOBAL MINISTRIES

### ***Facilitating Mission Workers Empowering National Churches Engaging the Local Church***

2023 is the year of **Relationships** and **Engaging the Local Church**! In the GMC office in Myerstown, these are the first and foremost priorities on the whiteboard for this year. We desire to strengthen relationships with our EC missionaries, grow our relationships with our international fields' pastors and leaders, explore the plethora of relationships available to us by way of all the pastors and missions leaders in our EC churches, and birth new relationships by believing the Lord to raise up the next generation of missions workers.

One of the best tools to building these relationships is the transition of Dee Jaramillo to full-time status with the GMC and stepping into the role of Deputy Director. Dee's ability to focus her full energies on the work of Global Ministries will be beneficial for the GMC's growth, its focus on new initiatives, and its vision and mission.

Bishop Randy's focus for the EC Church to become a movement of God once again has challenged, encouraged and empowered the Global Ministries Community to commit to embracing that vision by engaging the local church, resourcing the local church, and assisting the local church in raising up the next missionary sent to...well, anywhere in the world!



Jeffry Max Edwards, President of One Mission Society (of whom Dave and Conce Roof – EC missionaries in Brazil – serve under) wrote\* this past fall:

*"[OMS] believes God is raising up new generations to help carry forward the commission Jesus gave His followers. Millennials and Generation Zers are defined by several characteristics God will use in mission work. They want to find meaning and contribute to society. They are also digital natives, desire diversity, and have an entrepreneurial mindset. These traits align significantly with service opportunities around the world...these younger generations can make a difference in the lives of their peers. In our instant media world, our own brokenness, pain, and spiritual darkness are more evident than ever before. We believe NOW is the time for God to raise up missionary leaders from these generations who will significantly impact broken and dark places."*

*\*OMS Outreach, Sep-Dec 2022, pg. 3*

Both Dee and I are available to come to your church, district meeting, or missions meetings and events to speak about the GMC and world missions – about how we can all be part of being on mission with Christ to reach His world and being the movement of God that significantly impacts our world, changes culture, and helps to populate heaven.

Is there a young adult or couple from your church interested in exploring answering the call to become a missionary? Begin praying for opportunities for the Lord to speak to them clearly; to get connected with serving on a trip; and for them to begin dreaming God-sized dreams of how they can fulfill God's great commission.

Are you a pastor desiring to offer your gifts and graces to help equip our EC pastors and leaders in Mexico, Japan, India, Nepal or Liberia? Reach out to me or the GMC office and let's begin a conversation to make that happen.

Above all, would you pray with us for the Lord to continue to be glorified as we endeavor to fulfill His command to "go?" Thank you for your faithfulness to the Lord and to the Global Ministries Community. *Rev. J. Ted Rathman*

## **Facilitating Mission Workers**

### **Missionary/Missions Updates:**

- As reported in October, the GMC saw a lot of movement in the lives of our missionaries throughout 2022 – those moving to new assignments on the field, those transitioning to new assignments off the field and beginning inactive status with the GMC, and those transitioning to full retirement. The GMC has been honored to walk alongside these servants as God has led them in new directions:

Ivy Limbert -	inactive status; returned from service with Teach Beyond in Germany
David Hershey –	inactive status; transitioned to full-time employment in healthcare industry
Cassie Wells –	transitioned from DiscipleMakers on the Cedar Crest College campus to London, England with St. Helen's Bishopsgate, Global Service Network
Ken Sears –	completed furlough (albeit having little opportunity to return to Ukraine during 2022); will be heading back to Europe next month to Poland with new assignments with several seminaries and ministry opportunities to still have contact with Ukraine partners, students, and families

Kurt Graff – transitioned from Café 1040 to full retirement; still serving in volunteer capacity as missions leader at his local church

- The GMC has also received initial interest from a missionary stationed in, and already working in, the country of Jordan. This young missionary is connected to the EC church and has received the GMC Missionary Application and Supplemental Questions. I had the privilege to meet with her, along with her lead pastor and missions pastor when she was home here in the States earlier this year. I pray that as she completes the process to be commissioned by the EC church that it is the start of the many new missionaries the Lord will raise up to step into the work our missionaries who recently transitioned off the field have so diligently served.
- The GMC office will be continuing to visit the properties that are available for missionary use when home on furlough to assure consistency among offerings from all available properties. If your church would like to pursue offering a home for missionary use, please contact the GMC office at [ecglobal@eccenter.com](mailto:ecglobal@eccenter.com).
- The Member Care Team continues to meet on a quarterly basis, providing holistic support to our missionaries. The relationships between our missionaries and their respective Member Care Team members have grown exponentially, and deeply. They've provided great opportunities to not only ask tough questions of how the missionaries are taking care of themselves and their families, but to hear of all the Lord is doing in their personal lives and in the life of their ministry.
- In addition to the quarterly Missionary Zoom Calls introduced in late 2021 and continues to be a great source of connection with and between our missionaries, the GMC will be meeting with each missionary individually this first part of 2023 as we complete the updating of the GMC Policy Manual and financial procedures. This will provide us with another avenue to answer questions, gain understanding of any financial shortages our missionaries may be experiencing – and often are not intrinsically motivated to report, keep missionaries informed of the support available to them, and receive feedback on how we can enhance what we already do for their care.
- The GMC praises God that in the most recent months we've been receiving reports from missionaries regarding their funding and what they need on a monthly basis. We have received phone calls from churches asking if any missionary is in need and the churches have generously sought to make up any difference in the missionaries' accounts. Thank you for your generosity in providing for the work that is being done in and through our missionaries around the globe.
- The GMC continues to work on providing up-to date-information about our missionaries and their work at the GMC website. Soon we will be working on providing short videos from our missionaries that could be utilized in morning worship services or at missions committee meetings that would provide information on the missionary and ways in which churches and individuals can be praying for their families and ministry. Providing new formats to access information like websites, Facebook posts, and videos continues to be the direction the GMC is moving.



## **Empowering International Churches:**

The GMC continues to seek to enable our international churches to be self-governing, self-sustaining, and self-propagating through the leadership we provide and the support of the local EC Church in the United States. This mission demands a strong connected relationship between the EC Church USA and our international partners. Speaking earlier of Bishop Randy's vision of the EC Church being a "movement of God" today, we are simply seeking to recapture what enlivened the EC Church USA through Jacob Albright, and what remains the driving focus of many of our international churches. Every year more churches are being planted in Nepal, in the EC Church of India, and in Liberia. Missionaries from these churches are being sent to places like Ghana, Myanmar, Bhutan, Bangladesh, throughout the vast country of India and many more places surrounding these countries.

One of the major goals I will be working on with the GMC pertains to how we generate more of an awareness in our local churches about the work being done in our international churches, as well as encouraging every church in our denomination to build into their annual budget a line item for the international churches. The work of the GMC does not happen without the generous and sacrificial giving of the EC Church USA and much of the denominational work that happens in our global churches is funded by the EC Church in the United States. While all of these churches are led and governed by the nationals of each respective country, many of our churches are in poorer regions of the world, and their ability to fund denominational-wide efforts could not happen without the support of the EC Church USA. Thus, as I'm given opportunity to share in churches, at missions committee or fellowship meetings, and in settings of denominational life, I'm encouraging churches to look at how they can build a line item of any amount into their yearly budget for the international churches.

The GMC is committed to our partnerships with our international brothers and sisters and hope that more of our local churches will embrace involvement and participation in the global movement of God as one of the key factors in helping the EC Church USA's return to a vibrant and influential movement of God.

## **Japan**

As has been the challenge, traveling to Japan has proven difficult these past 24 months because of continued COVID-19 related restrictions that either have remained in place, or are lifted only to be reinstated, or restrictions in place for individual entrance to the country. As of the latter quarter of 2022, it appears that most of the restrictions prohibiting my entrance to the country have been lifted. Lord willing, I plan to travel to Japan this fall for my first trip to visit the Japanese EC Churches.



As reported in October 2022, one of the major challenges the Church of Japan continues to face in the coming years pertains to the age of many of their pastors. The church trends in Japan reveal that by 2030 80% of pastors will be able to retire. The average age of the pastors in Japan is 70 years old. Therefore, ECCJ continues to develop strategies for raising up the next generation of leaders. Currently ECCJ is using material from the mission agency One Mission Society to help equip and train people in the church. The Train & Multiply curriculum, from OMS, is being used by six different groups in the EC Churches of Japan.



In late spring, it will be a treat to have Yoriyoshi Abe with us for a brief visit to the States and hopefully available to join us at National Conference in May. He and his wife Emiko continue their church planting efforts in the city of Ebina, Japan. Development surrounding Ebina continues to progress with a tentative completion date of sometime in 2025. Increase in the number of families moving to this area is encouraging and challenges the church to employ new and inviting ways to reach their communities – all the while continuing their vision to have a Christ-centered community within their city.



The continued relationship that's been developed with the US Naval base close to Garden City Church has been a source of great joy for Yoriyoshi and Emiko. These relationships have also seen the fruit of commitment to the Lord's tithe and offerings as resources have come into EC Center for the ECCJ directly from servicemembers stationed at the US Naval base and attending Garden City Church. We praise the Lord for His faithfulness to the ECCJ and Yori and Emiko through these relationships.

## India

The EC Church of India continues to expand the Kingdom beyond Churachandpur which is in the Northeastern area of India and where a large majority of our churches reside. During the month of January Rev.



Paozathang and other ECCI leaders visit our presbyteries and churches under EC Church India to get a better connection with them and to encourage them in doing the Lord's ministry. They had the opportunity to visit the Evangelical United Church (EUC) office in Chandel District and 9 local churches under ECCI. The presbyteries of ECCI continue to work together and with the financial assistance of the Mission Committee from Tuila Pastorate, they were able

to conduct a leadership seminar at P. Sejol village January 19-20, 2023. About 40 leaders participated in the program and were blessed by God in and through this program. General Director, Rev. Paozathang also planned to visit and arranged a fellowship program with BBEC (another ECCI presbytery) leaders in Mizoram state from the 27<sup>th</sup> to the 29<sup>th</sup> of January 2023. The capital of Mizoram, Aizawl, is more than 186 miles away from ECCI headquarters in Churachandpur. Thanks to the new vehicle purchased last year with the assistance of the GMC and EC Church USA this once impossible trip can now take place to strengthen the bond between ECCI and this distant presbytery.

ECCI continues to pursue ideas that will provide ongoing funding for the work that the denomination does in supporting the presbyteries that make up the EC Church of India. One of the ways the GMC has supported these efforts comes through providing the necessary funds to build a structure that provides business owners space for shops in which ECCI receives rent money which provides additional funds for ECCI. In addition, the GMC has partnered with ECCI to construct other





housing at the headquarters of ECCI which is where the campus of the Evangelical College of Theology is also located. This housing will provide further assistance to the strategic plans Rev. Paozathang and the leaders of ECCI have shared with the GMC to allow them to be self-sustaining. Currently, much of the funding of the work of the denomination derives from the EC Church USA and Rev. Paozathang has been working diligently to enable ECCI to fund the work themselves. While most of the funding for these building projects originate from the GMC, we see this long-range strategic plan as a worthy endeavor toward self-sufficiency.

### Evangelical College of Theology

During the month of March, Rev. Joel Kime from our Lancaster Faith EC Church and Rev. Jeff Byerly will be traveling to the Evangelical College of Theology to serve as guest presenters for some of the classes at the college. Joel will be teaching his doctoral dissertation (*Flourishing Together: A Theology of Togetherness*) to ECT Master of Theology in Mission students for the four weeks of March 2023. The class will be five days per week, two hours per day, and then on the weekends he will preach in local EC churches around Churachandpur. Please pray for Joel and Jeff as they travel to India and spend a month teaching at ECT.

One of the most recent ways in which the GMC has assisted ECT in providing excellent seminary education comes in the form of an extensive online library. EBSCO Information Services provides a complete and optimized research solution comprised of research databases, e-books and e-journals—all combined with the most powerful discovery service and management resources to support the information and collection development needs of libraries and other institutions and to maximize the search experience for researchers and other end users. As the leading database and eBook provider for libraries and other institutions — with more than 450 full-text and secondary research databases and more than 1,000,000 eBooks and audiobooks available via the EBSCOhost® platform — EBSCO provides unparalleled access to world-renowned content in all super subject areas including magazine and journal articles available via EBSCOhost® and H.W. Wilson, eBooks, audiobooks, and digital archives. Due to the EC Church USA's continued partnership with ECT we are able to enhance the material used by the staff and students which allows for more degree programs and attracting other outside professors to teach at our school. Perhaps it doesn't seem like much, but it goes a very long way in higher education and allows our students to have access to the material they need in preparation for excellent ministry service.

### Nepal:



As the Church in Nepal expands and grows many of the people in the villages desire to have a place to gather to worship. One of the most frequent requests from our international churches to the GMC is funds to build churches. Once a church is formed in the village the new Christians do not have the resources necessary to construct a place where they can join together for worship. The GMC seeks to fund some of these efforts, but simply cannot respond to all the requests. The resourcefulness of the local people enables them to create places of worship, but it is always a huge blessing to them when they are able to construct a building that provides shelter from the elements and a church building they can call their own. When ECCN is able to help provide these funds to a newly formed EC Church it cultivates the bonds of brotherhood that brings cohesiveness to the denomination as these new believers not only seek to understand what it means to follow Jesus, but also strive to understand what it means to belong to the EC denomination of Nepal. The construction of church buildings provides a tangible and meaningful way for ECCN to bless the people of the denomination in their villages by creating a



beautiful place for them to worship. This past Christmas Missions denominational offering went toward providing funds to assist in building these churches.

As you may recall, Rev. Nathan Kennedy and I traveled to Nepal this past October in which we had the great privilege of inaugurating three of these new churches. Each church was in a very different geographical location which tells the story of how the Gospel is penetrating the entire country of Nepal. The first church we inaugurated was located in a village outside of a larger town, we might call it a suburb of a city. The second church was located on the side of a mountain which was difficult to travel to with a car. This particular church is pastored by a man that also travels to two other locations by foot. Through the generosity of the EC Church USA we were able to purchase a scooter for him (more like a dirt bike) in order to minister to the fellowships this small church has started in the surrounding villages. The last church we inaugurated was located in the rice fields of southern Nepal. It almost felt like home in Lancaster County, if the rice had been corn. It was the first trip I was able to take that allowed me to go to some of the other areas of Nepal where we have our churches as opposed to remaining at EC Church headquarters in the Dharan area. God continues to expand His Church in the country of Nepal, and it was a blessing this past October to be part of what He is already doing.

**2022:**

- New Converts – 97
- New Baptisms – 93
- New Churches – 3



## Mexico

Following my trip to Mexico in the fall of 2021, one of the key conclusions reached continues to center on the need for pastoral training and equipping in how to lead churches. We have many young pastors who would really benefit from some training sessions provided by the EC Church USA on leadership, congregational ministry, discipleship training, and how to handle conflict within the church. The GMC would like to move towards restarting the teams that used to travel to Mexico on a regular basis. The Great Lakes Region at one time would send work teams to Mexico periodically, and the GMC would love to see teams or pastors making this happen again with the purpose of providing training/equipping, resources and possibly equipment, to help pastors in their churches, but also to connect with one another in denominational life. Rev. Juan Zuniga, who currently leads the EC Church of Mexico, strives to bring the pastors together for various training opportunities and other projects. Recently the pastors gathered at one of the churches to spend the day working





together to upgrade the facility. This model resembles the “districting” we seek to do in the EC Church USA and has a profound impact on uniting the men together as brothers in ministry and a denomination. The GMC continues to endeavor to look for ways in which we can travel more often to our churches in Mexico. Due to the EC Church of Mexico's proximity to the EC Church USA the trip is not very expensive, the amount of travel time to the country and back is much better than flying to Asia or Africa, and we have a number of Spanish speakers in our churches in the USA. We hope to see more pastors and leaders sense a call to go to Mexico and serve the Lord in our churches down there.

## Liberia

Mid-2022, Rev. Abraham Powell and several the ECCOL leadership made a “circuit visit” to many of their remote churches in north-eastern Liberia to conduct quarterly training that included marriage counseling of local pastors and other church leaders. As you recall, the majority of ECCOL churches are outside the greater Monrovia (city) vicinity and are in jungle areas. On March 13<sup>th</sup>, Rev. Rick Sergi and I will be traveling to Liberia once again to celebrate Rev. Abraham Powell's seventh year in leadership as the Bishop of the EC Church of Liberia, but also to provide training and encouragement to some of these remote churches. One of the expressed purposes of this trip is to go out into “the bush” to minister to some of our harder to reach churches. We look forward to witnessing just how deep and far the Gospel of Jesus Christ goes into the jungles of Liberia. Even as you sit at the meeting on Thursday March 16<sup>th</sup>, Rick and I will most likely be in some remote part of Liberia worshipping with our brothers and sisters.

One of the major issues we have faced in Liberia is with the Ministry of Education of the Republic of Liberia who has been putting pressure on the ECCOL to move forward with the construction of their new structure in Monrovia or close the existing school due to being is sub-standard. Initially, the Ministry of Education was intending to close the school immediately but agreed to give them until January 2023 to demonstrate progress. The GMC responded as quickly as we could to disburse an initial \$10,000 of the needed \$40,000, and we transferred this beginning amount to ECCOL to help restart the construction with a commitment to raise the additional \$30,000 over the next 6 months. This was an acceptable solution for the Ministry of Education and allowed them to keep the school open. The need became even more urgent as the Ministry of Education continued to put pressure on ECCOL to move forward with construction of the new building by the end of January 2023 or they would force closure of the existing school at St Paul's church in Monrovia due to sub-standard conditions. The foundation for the new school was laid approximately 6 years (+/-) ago when Bishop Powell and his brother-in-law Henry both took out personal loans against their homes to finance that construction. Two years ago, following a fire in the existing school, contributions to the GMC helped replace the roof on the existing school but also to add pillars to the new foundation in anticipation of adding a roof (which will also be the floor for the 2<sup>nd</sup> level). The GMC also paid off the remaining loan that existed for Bishop Powell and Henry Dennis not to lose their homes. Throughout the month of January, Rev. Rick Sergi, our Liberia Committee Chair, worked tirelessly with the help of Emmanuel EC Church in Bethlehem to raise the additional \$30,000 USD needed to move forward with construction. As of this report the funds were disbursed, and construction has started. Rick and I are looking forward to seeing the progress with our own eyes as we travel there in March. Thank you to everyone who supported these efforts in Liberia as the school system is a primary way in which the Gospel goes forward in this country.





## Nurturing a Global Vision:

The mission of the GMC remains clear - to cultivate and nurture a global vision within the EC Church in alignment with the overarching vision of the EC Church to: ***To be a dynamic movement of God that is led by pastors and laity who have a burning passion for God and a missionary zeal to reach the lost.*** The roots of this denomination derive from a German tiler turned missionary in Pennsylvania who mounted a horse to preach the Gospel to his own people living down the street from him and across the borders of a very young United States. The legacy Jacob Albright has left behind now reaches across the globe and it is because of his missionary zeal to reach the lost that I'm thankful to say that the DNA of the EC Church has always been about missions. As a pastor I pray that this remains true of Grace EC Church in Schuylkill Haven and of the EC Church USA; and, as the Global Ministries Associate my goal is to continue to inspire churches to get involved in God's redemptive story that crosses the globe. One way all of our EC Churches can participate and restore a heart for missions in their local church is by sacrificially giving to the work of the GMC by, as I mentioned previously, building into your budgets a line item for the international churches, and the continued support of our EC missionaries all around the world. These simple acts, combined with talking and praying about the work being done in our churches globally, can have a big impact on how your church views missions, and I believe restores a heart of excitement to be on mission with God in your own church as well.

I would also like to invite myself to your next Missionary Fellowship/ Commission/ Committee/ or whatever-you-call-it meeting, so that I can share with you all the amazing things God is doing through our missionaries and churches. I have created a two-hour training session entitled, *Being Missional: From Outside My Backdoor to the Ends of Earth*, that I would love to take a group through at your church to help cultivate, engender, and reignite a passion for missions that begins in your own neighborhood. I recently told the people of Grace Church that my prayer is that when Jesus returns the Evangelical Congregational Church is here to welcome Him as Lord and King. The only way I see this happening is if we restore our local churches to the mission God has called us to, which is to proclaim to His world the redemptive story He has written through His Son Jesus, and the reality is this mission starts right outside your door and extends to the very ends of this earth.

-Respectfully submitted by:

**Rev. J. Ted Rathman**

**Global Ministries Community Associate**

[ecglobal@eccenter.com](mailto:ecglobal@eccenter.com)

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## KINGDOM EXTENSION

Last year at our 2022 Annual Conference I was introduced as the new Kingdom Extension Associate. I spoke of churches reaching their communities, making disciples, and planting new churches. It has been such a joy to spend the last year working with many of our pastors and churches who have been following through on that challenge. I love when Paul writes to the church in Ephesus that God "is able to do far more abundantly than we ask or think, according to the power at work within us." That has truly been my experience this year in the KEC. The following is some of what we saw God accomplish and some of what we hope to see in the next year.

### Kingdom Extension Community Members

First, I would like to thank the wonderful team that makes up the Kingdom Extension Community. The current team is made up of Bishop Rev. Randy Sizemore; Rev. Ron Anderson; Rev. Carlos Kelly; Mrs. Lynda Miller; Rev. Tim

Seiger; Rev. Mike Coulson; Rev. Tanner Cosgrave; Rev. BJ Whitaker; and Rev. Brett Kindig. Mike Snedeker (myself), served as Kingdom Extension Associate & Chair. I would love to see this team grow to include at least one member from each district and have them be involved with more training and coaching of our churches and pastors.

### **New Church Plants**

We are excited about a couple of opportunities to see new EC Churches begin. It has been a while since we have been able to talk about new church plants as a denomination. There are a couple of opportunities on the horizon. The first opportunity that you may already be aware of is the EC Church in Lexington, South Carolina being planted by Manuel and Luz Arias. Things continue to progress nicely with this couple. They are seeing fruit from their efforts and God is moving. In November, I had the opportunity to spend a few days in Lexington with Les and Carol Cool, visiting, strategizing, and encouraging Manuel and his family. Manuel is linked with a Latino Church planting coach that Tim Roehl recommended. Please pray for Manuel and Luz.

I am very excited about partnering with Mike Coulson and People's EC in Lehighton, PA. Mike and his team continue to reach new people with the Gospel and are making disciples in the virtual space. They are building relationships and have embraced an aggressive disciple making strategy that is bearing fruit for the Kingdom. We are excited about our partnership with The Echo (name of the virtual reality church). The work of The Echo has allowed Mike and his team to reach people all around the world and they have done very effective work developing a discipleship strategy to engage with these individuals directly to help them mature in their faith.

Another couple we are starting to work with to explore a new EC Church plant is Tim and Pam Ream. Tim and Pam are building a home in Tennessee and would like to explore the possibility of a new EC work there. They have gone through church planting assessment with Tim Roehl and are pursuing the next steps to learn the community and seek open doors to begin a new EC Church in that area.

Two other new church opportunities have arisen. One is working with Zach VanDyke out of Iowa who is currently pastoring our Hooppole, IL Church. Zach currently has a small group meeting in his home in Iowa and would like to pursue planting a house church model EC Church there in Iowa. Zach and his wife, Kelsey, are currently going through Church Planter Assessment with Tim Roehl as well. The other exciting new church planting opportunity is with Chezaire Dominique who was a part of this past Pastoral Assessment Center. Chezaire is exploring, with a team God has brought together, the possibility of planting an EC Church for the Haitian Community in either Reading or Lancaster, PA. Chezaire is also working through Church Planter assessment with Tim Roehl.

Another thing we spoke of at the 2022 Annual Conference was the possibility of current EC Churches giving birth to new churches and campuses. I was delighted to hear that God was already at work at Grace Community Church in Willow Street, growing a vision for birthing a new church campus out of their current location in Southern Lancaster County. We are excited to see what God does through their faithfully stewarding the opportunities He has blessed this congregation with. I hope and pray we see more churches within our conference do the same! Pray that God would continue to pave the road for these pioneers who are seeking to start new EC Churches!

In the coming year, I am praying for two new opportunities for the birth of new EC Churches. Would you join with me in praying that God would raise up new church planters and new EC Churches?

### **Learning and Growing**

In the fall of 2022, Mike Colson, Tim Ream and I entered into a partnership with the Churches of God and the United Brethren Church along with Exponential. The partnership involved the three of us participating in a three-weekend learning cohort. The focus of the cohort is moving to a multiplication mindset for ministry. The first gathering focused on how to multiply our discipleship ministries and become churches where disciples are making disciples who would make disciples. The second gathering focused on how to mobilize members for ministry. We looked at how much of our programming and efforts at our churches are designed to get members and attenders to give more time, talent, and

treasure to accomplish the purposes of the pastors and church leaders. It should be just the opposite! Our efforts should result in our people being equipped and released to fulfill God's purposes and giftings for them. The third gathering focused on creating an effective plan for multiplication ministry in every local church. I firmly believe this shift, if adopted by our churches and pastors, would propel the EC Church to become the dynamic movement of God we have been praying for. We have agreed to an expanded partnership with these sister denominations for the 2023-2024 cycle. We are looking for 12 highly motivated candidates to participate in this learning community. If you or a member of your team would be interested in learning more about this cohort learning opportunity, please contact me directly for information.

### **Mission InSite**

We have partnered with Mission InSite to provide demographic and community information to any of our EC Churches that are interested. Mission InSite will help your congregation understand the community surrounding where God has planted your church. The report, which could be accessed through each church's unique login, gives full census, demographic, economic, and multiple survey results for up to a 10-mile radius around each church. This partnership is fully funded by KEC and is available to all our churches and pastors free of charge. In addition, Tanner Cosgrave has done a great deal of work to learn how to best read and understand the Mission InSite reports and help you glean information for your context. Tanner is available to help you and your church utilize the Mission InSite resources to help you more effectively reach your community.

### **Digital Space Ministry**

Addison Roberts has returned to his full-time role at Grace Community Church. This was slated to happen June 30, 2023, but by agreement of GCC, Addison, and the KEC, this transition happened in November of 2022. Addison is still available to train and assist our churches to leverage technology to reach their communities.

### **Partnering Together**

The KEC continues to provide financial support to Grace Community Church as they partner with Conestoga Bethel and it has been such a joy to see what God has done through this partnership to bring health to that church. We hope to see more of this type of cooperative work between our churches moving forward.

### **Conclusion**

These are just a few of the many conversations God is bubbling up with the Kingdom Extension Community. He is developing vision for what could be in many of our churches and districts. I am excited about partnering with the other communities to see how we can work together to help our churches become healthy and raise up new churches within the EC Church. Some of those new churches will look like the churches we are used to, and some will look completely different. Regardless, the focus will be making disciples who make disciples and the building of God's kingdom, not ours.

Thank you for your prayers and support!

Submitted,

***Rev. Mike Snedeker, KEC Associate  
for the Kingdom Extension Community***

# MINISTERIAL DEVELOPMENT

The Ministerial Development Community continues to work with our credentialed individuals to become a movement of God. As I have stepped into the role of the MDA, I am overwhelmed by the support and guidance of the MDC members and their committees. Each of our chairmen have been a wonderful support and blessing to me. Their heart to work together and accomplish a common goal is a testament to our value of connectivity. I want to personally thank Bishop Randy Sizemore for his continual guidance. In addition, I'd like to thank Jodi Earhart for her hard work and help. The following paragraphs summarize the work of the community.

## **Board of Examiners**

The Board of Examiners, chaired by Pat Teaford met several times throughout the last conference year. In addition to the regular credentialing and ordination interviews, the BOE have conducted transfer interviews. Currently, the Examiners have met to address pastoral discipline and restoration issues, requests for Superannuation status from retiring pastors and to begin the renewal process/interviews of pastoral candidates for credentialing and stationing purposes. There is one ongoing Pastoral Restoration team and plan in progress.

## **Lifelong Learning & EC Studies**

Joel Kime has been hard at work overseeing the work of the ICL. As reported at the October NMT meeting, the ICL continues the work of educating EC people for ministry. Over the last few months, I have met several times with Joel Kime, Kevin Henry, and Bishop Randy Sizemore to discuss the potential of bringing the ICL "in-house". Under the current structure, ICL students register for classes through Kairos' subscription-based program. Because ICL courses are completed in seven-week blocks, the current subscription-based structure forces students to pay while not enrolled in the ICL. Moving forward, the ICL is considering a "pay per class" approach.

We are excited to celebrate new growth in the ICL. For our Spring Hermeneutics class, we have three students auditing the course. Our hope is to see more congregational participation in the ICL program as a way to educate and encourage members of the local church.

Along with the ICL course, we continue to require the EC Ethos and History & Polity courses for incoming ministerial candidates. We continue learning how to navigate our partnership with the seminary and the new Kairos University program. Our team had the opportunity to meet with Dr. Tony Blair to learn more about the Kairos mentor-based program. In the future, the MDC will require denominational mentors for our M.Div students enrolled in Kairos.

## **Coaching**

We continue to facilitate the opportunity for every newly assigned pastor to receive a coach who will walk with them in their development. Along with coaches for new pastors we have increased the number of coaching relationships to support our elders. The MDC is looking for a new coaching associate to help envision growth in the area of coaching.

## **Pastoral Care**

Gary Brown continues to chair our pastoral care team. Over the last year, Gary has acquired the help of Ken Schira. Moving forward, the pastoral care team hopes to resource our DFDs in an effort to support and encourage pastors in selfcare. Gary's current goal is to develop a list of selfcare resources available to pastors and pastoral couples to make available to DFDs and published on the MDC website. It is our hope to make this available on the MDC website in the near future.

## **Pastoral Assessment Center**

PAC was held on January 11-14, 2023. Les Cool served as our interim leadership to the PAC. Over the four days of PAC, our assessors had the opportunity to interview and observe eight candidates. At week's end, our assessment



teams completed another successful PAC giving six candidates green/yellow lights to move forward in pursuit of ministry in the EC Church.

Moving forward toward PAC 2024, Cam Smith has accepted the role of director. As a part of the transition in leadership, the MDC has also tasked Cam with revisioning PAC to accomplish its goal of affirming God's calling in the lives of pastoral candidates with a focus on condensing the PAC experience. After much debriefing at PAC 2023, Cam is currently working on streamlining the PAC processing into a three-day event.

Additional considerations also include completing assessment debriefings prior to PAC, focusing more intently on interviews, and a potential model for previously stationed pastoral candidates. "PAC on the Road" would allow assessors the opportunity to speak into the lives of previously stationed pastoral candidates. Along with the board of examiners, the assessors would have the ability to point out areas of concern and potential liabilities in the life of the candidate.

An immediate change is how candidates are considered for PAC 2024. All potential candidates will need to complete the PAC registration form and provide a pastor's letter of reference prior to their initial PAC interview.

### **Moving Forward**

Over the last few months, we have envisioned new and exciting things as the MDC. We look forward to how God will equip us to help individuals seek credentialing in the EC Church. Again, I am grateful for the MDC team and leaders who continue to push forward our effort to be a movement of God. The future looks bright, and we continue to dream with anticipation, the awesome things God will accomplish.

Respectfully submitted,

**Rev. Matthew Hill**  
**Ministerial Development Associate**

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## **MISSIONAL ALIGNMENT**

The purpose of the Missional Alignment Community is:

- To assist the Bishop to cast the vision for the denomination in keeping with God's mission for his Church,
- To assess local church needs and potential for missional alignment within our current cultural setting,
- To assist churches in staying the course that will ultimately translate missional alignment to our current cultural setting,
- To facilitate discussions among pastors and church leaders in district cohorts about missional alignment within our cultural setting.

Currently, the Missional Alignment Community involves three active committees:

### **Faith & Doctrine**

The Faith and Doctrine Committee, chaired by Rev. Jim Price, exists to provide clear, concise, and contemporary doctrinal statements that accurately reflect the EC Articles of Faith and our theological ethos. It is also available to

review, restate, and (through recommendation to the National Conference) expand the spiritual, moral, and social standards of the denomination. The committee has defined its purpose in three roles. First, is the *Guardian Role*, addressing issues brought to the committee for doctrinal clarification and evaluation based on our theological heritage. Second, is the *Pro-Active role*, addressing theological issues and concerns that flow from our culture and into our conference of churches, and third is the *Educational Role* offering opportunities and resources to equip pastors and laity to think biblically and theologically.

The committee has been engaged in exploring the theology of the Church gathered as it relates to online and virtual reality expressions of the Church. We plan to host an open forum discussion about the theological perspectives of in-person versus virtual church via zoom in June. The committee is also in the process of clarifying biblical and historical support for our practice of ordaining only male candidates to the office of pastor/elder. The committee continues to oversee a revision of our *Book of Occasional Services* which replaces section two in the newly amended *Discipline*.

### **Heritage Committee**

Rev. Jonathan Brown, Committee Chairman, continues to work on the transfer and reorganization of our denominational archives from the third floor of Church Center and in their new home on the lower level. Jonathan continues to assist those seeking information from our archives such as baptismal and marriage records. The work on the Voigt translation project continues to progress. As background: the Heritage Committee inherited from the EC Historical Society the charge to prepare and arrange for publication an English edition of German Methodist historian Karl Heinz Voigt's book *Jacob Albrecht: Ein Ziegelbrenner wird Bischof*. The project originated in mid-2011 when Historical Society head Hal Scanlin commenced contact with Prof. Voigt. After ascertaining that Voigt himself possessed the publishing rights to his book (which had reverted to him after the closure of the German publishing house), Hal had begun arrangements with several contacts at Emeth Press, as well as Rev. David Dennis, who produced a translation. After several years of unsuccessful searching for a native German speaker willing to undertake a side-by-side review of the German and English texts, the Heritage Committee agreed that committee chair Jonathan Brown would undertake a comparative reading and compile a list of suggested emendations. At our March 2022 meeting, it had been decided that Jonathan would assemble a special task force to review these emendations so as to finalize a text form to submit.

The Heritage Committee is also working on updating the *Streams of Influence* video. In previous meetings, the Heritage Committee had laid plans that this would be in the form of a series of shorter videos and determined to commission two task forces. Task Force 1 would work, first, by functioning as a focus group to review the *Streams of Influence* video and assess what aspects would work well or poorly in the various settings in which a replacement series might be used; and second, would draft scripts for each of the video segments in the proposed series. After reviewing the scripts submitted by Task Force 1, the Heritage Committee will then commission Task Force 2 to produce and edit the videos as scripted.

### **Prayer Mobilization Team**

The Prayer Mobilization Team (PMT), chaired by Rev. Dale Kramer meets monthly not only to talk about how they can encourage and resource prayer in our congregations, but to spend significant time in prayer for the needs of our pastors, church, and conference. We are open for new members or even visitors who want to find out more about what we do. The PMT is currently facilitating a conference-wide prayer strategy to coincide with our Vision Statement, specifically focusing on the phrase: "*The EC Church will be a dynamic movement of God led by pastors and laity with a burning passion for God and a missionary zeal to reach the lost.*"

Respectfully submitted,

**Bishop Randy Sizemore**

# NATIONAL CONFERENCE TEAMS

## CONFERENCE NETWORK

The Conference Network Team (CNT) is made up of the Bishop (chair), National Conference Vice Chair, Executive Director, National Conference Secretary, Associates (4), and District Field Directors (13). They are:

- |                          |                   |                    |
|--------------------------|-------------------|--------------------|
| • Randy Sizemore, Chair  | • Matt Hill       | • Robert Santucci  |
| • Brad Hatter, Secretary | • Mike Knapp      | • Jeff Schell      |
| • Lewie Bennett          | • Gary Kuehner    | • Mike Sigman      |
| • Chuck Campbell         | • Marlin Lafferty | • John Smith       |
| • Robert Dunbar          | • Keith Miller    | • Mike Snedeker    |
| • Wayne Houck            | • Paul Miller     | • Sterling Trimmer |
| • Kevin Henry            | • Ted Rathman     | • Todd Wolfe       |

The Conference Network Team will continue to experience changes in personnel as our team members retire or step down from active service. In the present church climate of distrust, division and deconstruction the DFDs serve as the vital connecting point between the National Conference and the pastors and laity of the local church. Without this strong and trustworthy connection, the best vision, plans and dreams for our movement would go unrealized. Our DFDs work tirelessly and creatively to educate, encourage, equip the pastors, lay leaders and congregations in their districts. We are praising God for the positive direction we are experiencing in the morale, vision, ministries, attendance, finances and effectiveness of our churches as a result of the careful work of our DFDs and districts.

Our monthly two-hour face-to-face meeting via Zoom with the Conference Network Team has allowed us to forge better connections as a team, to collaborate in real time during the meetings and has fostered collaborative efforts outside of our meetings. Prior to the monthly meeting each DFD sends me a report about the activities, challenges, issues, and direction of their District. These reports are only seen by the Bishop to encourage transparency and to give me a full working knowledge of our Districts. During our monthly tactical meetings, I share National Conference updates to keep us all on the same page as a team and also take time to share Leadership Development principles based on Scripture which underscore our forward movement and mission. Each member of the team is given time to share "what's working" in their District or Community and often these points stir further discussion among our team. I have also begun the practice of meeting individually with each DFD and member of the CNT to check in on how they are doing personally with their ministry and life balance. I will continue the practice of having the Conference Network Team meet in person for strategic meetings as needed.

Another important component of Conference Network Team is the BEDAS+ group. This group is comprised of the Bishop, Executive Director, Associates, Secretary of Conference and the "plus" is the Vice Chair of National Conference. This group meets monthly in person, usually for about two hours. During this meeting I share National Conference updates, including the challenges, victories, and issues in our midst as well as my vision for our forward movement. While each person shares what is happening in their particular area of responsibility, we are also intentionally viewing how what we do individually contributes to the whole, careful to avoid the silo effect that can prevent us from moving forward together.

I am enjoying getting to know each of these men better as we build a strong, cohesive Conference Network Team that will help facilitate the missional movement God is calling us to be. I am thankful for their love for one another, the Kingdom of Christ, and for the Evangelical Congregational Church!

Respectfully submitted,

**Bishop Randy Sizemore**  
**Chairman, Conference Network Team**

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## CONFERENCE SUPPORT

A big welcome to the Conference Support Team (CST) newest members Bethany White and Wendy Beard. Bethany is our receptionist and also works in the business office. Wendy is our Communications Coordinator and adds her skill and knowledge working with websites and the various website plug ins and applications and creative design talents. Bethany is well organized, energetic and a fast learner. Bethany and Wendy started within three weeks of each other, and we thank God for answering our prayers for the right staff. Dee Jaramillo moved to a full-time position with GMC and I would like to thank her for her work on behalf of the National Conference. Dee stepped in after our long-time receptionist Pat Wolfe retired and Dee moved multiple CST initiatives forward.

The transition of the 403(b) retirement plan from Empower Retirement/Prudential to Nationwide will affect the work of the CST. Churches will now be remitting their own retirement contributions. A reduction of the workload on the CST will follow due to a significant reduction in the number of payments that will be processed by the Church Center staff. Following proper internal control procedures requires three staff members to be involved in the processing of a received payment. Less payments received will allow the Church Center staff to focus energies on new priorities. New priorities for the CST will be to increase the capability to receive electronic payments (Ministry Funds, loan payments, required offerings and donations), increase electronic outgoing payments, increase functionality of the website and more effective electronic communication.

With the volume of payments made by check received by the EC Church Center between the National Conference and GMC, our bank charges us \$.12 to deposit a check vs \$.16 to receive an ACH payment. On the surface with more ACH payments received, bank fees will increase costs by \$.04 per payment received. However, when we factor in the cost of the three sets of staff hands that are required to process a paper check, the processing of a paper check is vastly more expensive. The electronic payment of Ministry Funds, donations and other payments to the EC Church Center will not be mandatory, however it will be strongly encouraged. I have had a few conversations with treasurer's who acknowledged their exhaustion writing monthly checks to the multiple entities of the EC denomination. We understand their frustration and hopefully we are moving to eliminate or reduce that frustration.

The cost of the EC Church Center making a payment by paper check that includes the cost of the paper check, envelope and postage is over \$.80, compared to an outgoing ACH electronic payment at \$.16 is a significant cost savings. We have already moved toward processing outgoing payments electronically using vendor websites where possible and other regular payments have transitioned to electronic payments and more payments will transition to

electronic payments soon. For certain types of payments from the EC Church Center, e.g., travel reimbursements, electronic payments will become mandatory.

Like the often talked about but not quite there yet paperless office, the same will be for an all-electronic payment office, a good goal to work toward but not really attainable. There are some barriers to electronic payments that must be overcome such as software and processing efficiencies. With unlimited resources for custom programming the software issue can be eliminated, but we will have a few software work arounds. However, if we have too many work arounds then we lose operational efficiency. We have three churches working with us to test new software and procedures. Hopefully, by mid-April we can roll out the process to all churches. We have had one success; the National Conference received its first ever donation via a QR code in February to benefit Kingdom Extension Community.

Another discovery with the 403(b) plan transition has been the incorrect contact information the Church Center has on file for lay leaders in churches. We know there was important information that did not reach the correct person in a timely manner. We know each church is organized a little differently and lay leaders change at irregular times but please keep the Church Center updated with contact information of lay leaders.

### Property Committee

#### Properties Owned by the National Conference

EC Church Center, 100 W Park Ave, Myerstown, PA 17067

Grace EC Church, 6067 Carpenter St, East Petersburg, PA 17520

The renovations to the second floor of the EC Church Center are completed and slightly under budget. The renovations created an administrative office suite for the Bishop, storage space, a small conference room and cosmetic upgrades to the second floor restrooms.

The paving and repair of the lower half of the parking lot remains an outstanding project.

### Publishing Committee

The 2022 ed. of the *EC Discipline* is available for purchase or a FREE download from the website. We did not produce the abridged version of the discipline for this edition. The cost to produce the abridged version was too great compared to the number that would be sold.

Please contact me if there is anything that the Conference Support Team can provide to a local EC Church.

Serving Faithfully,

**Kevin Henry, Executive Director**

# NATIONAL CONFERENCE STANDING COMMITTEES

## AMENDMENTS

No report.

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## EPISCOPACY

**I. Committee Purpose:** According to the Rules of Conference, Section 402, the Episcopacy Committee is tasked with counselling, conferring, and consulting with the Bishop concerning his relationship with the church and its leaders, and matters related to his personal and family needs. They may also assist the Bishop in formulating performance standards. The Committee meets once per quarter or more, depending on the needs of the Bishop.

**II. Committee Membership:** In addition to the Bishop, the Committee is made up of the following three pastors and three lay people:

Keith Blank, Chairman, Mark Brooks, Rick Sergi,  
Glenda Dunbar, Secretary, Brenda Custer and Michele Roland.

We have had three Zoom/in person meetings thus far: August 26, 2022, October 28, 2022, and January 27, 2023. The next meeting is scheduled for March 17, 2023. Meetings last for approximately two hours.

**III. Topics Covered:** In general, each meeting covers the following: Devotions, National Conference concerns, Pastoral/church issues, Church Center issues, Bishop's regular duties and opportunities to serve, Bishop's spiritual formation and professional development, and his personal life.

**IV. Committee Observations:** As can be imagined, a new Bishop encounters many "settling in" issues in his first months in office, some more challenging than others. We have found him to more than up to every task placed before him and that he is able to maintain a posture of reverence, integrity, and humility while steadily moving forward in what God has set before him. He and Carla are adjusting well to the move east and maintain exemplary prayer and devotional practices.

Our Committee as a group is encouraged that God placed Bishop Sizemore in this position and we are devoted to stand beside him in the effort, as God instructs us to do so.

Respectfully submitted,

***Rev. Keith Blank, Chairman***



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## FINANCE/COMPENSATION/2024 BUDGET

### National Conference 2024 Budget Narrative

The following proposed 2024 National Conference operating budget is mostly consistent from the 2023 approved budget. The Ministry Fund rate remains at 5.65% with a trending higher submission rate. The total National Conference expenses are decreasing by less than \$500. Within the operating budget are budgeted increases and decreases in various line items and areas. The larger expense decreases are in the conference support team postage, printing costs, and telephone/internet – as we are not supporting the Seminary with business office services to the degree we have in the past. The annual decrease in the defined benefit pension payments are a savings due to the transitioning to a 403(b) plan that is more cost effective. These increases are offset by the COLA salary increases for Church Center staff.

Respectfully submitted,

***Carl Butler, Jr., Treasurer/Finance Committee, Chair***

Evangelical Congregational Church	2023	2024	Inc/(decr)
2024 Proposed Operating Budget	<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Ministerial Development Community			
MDC Salaries & Wages	12,500	12,500	-
MDC FICA Taxes	956	956	-
MDC ER Pension Contribution	2,160	-	(2,160)
MDC Workers Comp	70	70	-
MDC Disability Insurance	100	100	-
MDC Continuing Ed/Prof Development	1,000	1,000	-
MDC Teleconference	50	50	-
MDC Travel/Meals/Housing	2,300	2,300	-
MDC Seminars/Training	500	500	-
MDC Miscellaneous Expense	<u>100</u>	<u>100</u>	<u>-</u>
Totals MDC	19,736	17,576	(2,160)
Board of Examiners			
Board of Exam Teleconference	50	50	-
Board of Exam Travel/Meals/Housing	1,000	1,000	-
Board of Exam Miscellaneous Expense	<u>500</u>	<u>500</u>	<u>-</u>
Totals for BOE	1,550	1,550	-
Pastoral Assessment Center			
PAC Travel/Meals/Housing	15,000	15,000	-
	<u>-</u>	<u>-</u>	<u>-</u>
Totals for PAC	15,000	15,000	-
Student Aid Leadership Team			
Student Aid Promotional Materials	500	500	-
Student Aid Miscellaneous Expense	<u>100</u>	<u>100</u>	<u>-</u>
Totals for SAL	600	600	-
Institute for Church Leadership			
Inst. for Church Leadership-Course Subsidy	5,000	5,000	-
Inst for Church Leadership Travel/Meals/Housing	<u>700</u>	<u>700</u>	<u>-</u>
Totals for ICL	5,700	5,700	-

Evangelical Congregational Church 2024 Proposed Operating Budget	2023 <u>Budget</u>	2024 <u>Budget</u>	Inc/(decr) <u>over 2023</u>
Pastoral Care			
Pastoral Care Coaching/Care	3,200	3,200	-
Healthy Pastors Task Force	1,000	1,000	-
Pastoral Care Retreats/Events	<u>1,500</u>	<u>1,500</u>	<u>-</u>
Totals for Pastoral Care	5,700	5,700	-
Total MDC Expenses	<u>48,286</u>	<u>46,126</u>	<u>(2,160)</u>
Church Health Community			
CHC Salaries & Wages	12,500	12,500	-
CHC FICA Taxes	956	956	-
CHC ER Pension Contribution	2,160	-	(2,160)
CHC Workers Comp	50	50	-
CHC Disability Insurance	100	100	-
CHC EC Benefits Corp Service Fee	125	125	-
CHC Continuing Ed/Prof Development	2,000	2,000	-
CHC Resources	500	500	-
CHC Travel/Meals/Housing	3,250	3,250	-
CHC Seminars/Training	2,000	2,000	-
CHC Assessment	2,500	2,500	-
CHC Local Church Surveys/Coaching	1,500	1,500	-
CHC Retreats/Events	3,500	3,500	-
CHC Miscellaneous Expense	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CHC	32,141	29,981	(2,160)
Christian Education			
Christian Ed Resources	500	500	-
Christian Ed Travel/Meals/Housing	100	100	-
Christian Ed Seminars/Training	<u>4,500</u>	<u>4,500</u>	<u>-</u>
Totals for Christian Ed	5,100	5,100	-

Evangelical Congregational Church	2023	2024	Inc/(decr)
2024 Proposed Operating Budget	<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Evangelism and Discipleship			
Evang & Discp Seminars/Training	3,500	3,500	-
Evang & Discp Miscellaneous Expense	<u>250</u>	<u>250</u>	<u>-</u>
Totals for E & D	3,750	3,750	-
Total CHC	<u>40,991</u>	<u>38,831</u>	<u>(2,160)</u>
Missional Alignment Community			
MAC Salaries & Wages	102,451	111,321	8,870
MAC FICA Taxes	7,665	8,338	673
Hospitalization	20,299	20,911	612
MAC ER Pension Contribution	4,320	4,560	240
MAC Workers Comp	500	500	-
MAC Disability Insurance	100	100	-
MAC EC Benefits Corp Service Fee	125	125	-
MAC Continuing Ed/Prof Development	1,200	1,200	-
MAC Executive Coaching	3,000	3,000	-
MAC Life Insurance	1,000	650	(350)
MAC Cell Phone Reimb	725	600	(125)
MAC Teleconference	250	250	-
MAC Auto Insurance	1,500	1,525	25
MAC Auto Maintenance	1,500	1,500	-
MAC Travel/Meals/Housing	10,000	10,000	-
MAC Travel International Missions	3,000	3,000	-
MAC Seminars/Training	1,000	1,000	-
MAC Dues & Subscriptions	1,500	1,500	-
MAC Donations (Fire Co., etc.)	3,000	3,000	-
MAC Miscellaneous Expense	<u>500</u>	<u>500</u>	<u>-</u>
Totals for MAC	163,635	173,580	9,945

Evangelical Congregational Church 2024 Proposed Operating Budget	2023 <u>Budget</u>	2024 <u>Budget</u>	Inc/(decr) <u>over 2023</u>
District Field Directors			
DFD Salaries & Wages	126,250	126,250	-
DFD FICA Taxes	9,658	9,658	-
DFD ER Pension Contribution	14,040	14,040	-
DFD Workers Comp	900	500	(400)
DFD Disability Insurance	1,300	1,300	-
DFD EC Benefits Corp Service Fee	500	500	-
DFD Resources	2,000	2,000	-
DFD Travel/Meals/Housing	<u>6,000</u>	<u>6,000</u>	<u>-</u>
Totals for DFD	160,648	160,248	(400)
Conference Network Team			
CNT Teleconference	300	300	-
CNT Travel/Meals/Housing	500	500	-
CNT Retirement Gifts	2,000	2,000	-
CNT Retiree Luncheon	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CNT	3,800	3,800	-
National Ministry Team			
NMT Travel/Meals/Housing	5,000	6,500	1,500
NMT Miscellaneous Expense	<u>500</u>	<u>500</u>	<u>-</u>
Totals for NMT	5,500	7,000	1,500
National Executive Committee			
NEC Resources	100	100	-
	<u>-</u>	<u>-</u>	<u>-</u>
Totals for NEC	100	100	-
Editing, Publishing & Amendments to the Discipline			
	<u>-</u>	<u>-</u>	<u>-</u>
Totals for Editing	-	-	-

Evangelical Congregational Church

2024 Proposed Operating Budget

	2023	2024	Inc/(decr)
	<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Faith & Doctrine Committee			
Faith & Doc Resources	500	500	-
Faith & Doc Teleconference	50	50	-
Faith & Doc Travel/Meals/Housing	550	550	-
Faith & Doc Miscellaneous Expense	<u>50</u>	<u>50</u>	<u>-</u>
Totals for Faith & Doc	1,150	1,150	-
Stationing Elders			
Stationing Elders Salaries & Wages	5,250	6,250	1,000
Stationing Elders FICA Taxes	402	478	76
Stationing Elders Resources	750	-	(750)
Stationing Elders Teleconference	500	500	-
Stationing Elders Travel/Meals/Housing	3,000	3,000	-
Stationing Moving	30,000	30,000	-
Stationing Elders Miscellaneous Expense	<u>250</u>	<u>250</u>	<u>-</u>
Totals for Stationing Elders	40,152	40,478	326
Episcopacy Committee			
Episcopacy Travel/Meals/Housing	50	50	-
Episcopacy Miscellaneous Expense	<u>100</u>	<u>100</u>	<u>-</u>
Totals for Episcopacy	150	150	-
Nexus Committee			
Nexus Promotional Materials	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for Nexus	1,000	1,000	-
Prayer Mobilization			
Prayer Mob Resources	500	500	-
Prayer Mob Travel/Meals/Housing	500	500	-
Prayer Mob Miscellaneous Expense	<u>500</u>	<u>-</u>	<u>(500)</u>
Totals for Prayer Mob	1,500	1,000	(500)



Evangelical Congregational Church	2023	2024	Inc/(decr)
2024 Proposed Operating Budget	<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Heritage Committee			
Heritage Comm Travel/Meals/Housing	50	50	-
Heritage Comm Miscellaneous Expense	<u>4,000</u>	<u>4,000</u>	<u>-</u>
Totals for Heritage	4,050	4,050	-
Total MAC	<u>381,685</u>	<u>392,556</u>	<u>10,871</u>
Conference Support Team			
Salaries & Wages	224,519	241,783	17,264
FICA Taxes	17,521	18,413	892
Health Insurance	19,732	17,374	(2,359)
ER Pension Contribution	21,120	15,960	(5,160)
Workers Comp	1,475	900	(575)
Disability Insurance	700	700	-
EC Benefits Corp Service Fee	875	625	(250)
Continuing Ed/Prof Development	500	500	-
Journal Printing/Expenses	1,000	2,000	1,000
Planbooks	800	-	(800)
Resources	1,000	500	(500)
Minor Equipment	750	750	-
B&W Copier Rental & Supplies	5,700	7,000	1,300
Color Copier Rental & Supplies	20,500	18,000	(2,500)
Computer Hardware-Peripherals	4,000	4,000	-
Computer Software	20,000	18,941	(1,059)
Postage	13,000	8,000	(5,000)
Postage Machine Rental & Supplies	6,000	6,200	200
Paper & Envelopes	2,500	2,000	(500)
Office Supplies	2,500	2,500	-
Janitorial/Supplies	7,446	7,462	16
Other Supplies	500	500	-
Water Coolers	1,000	1,100	100
Natural Gas	1,100	1,100	-
Electric	9,000	9,000	-
Water/Sewer	1,500	1,500	-

## Evangelical Congregational Church

## 2024 Proposed Operating Budget

	2023	2024	Inc/(decr)
	<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Trash Removal	1,300	1,920	620
Telephone/Internet	12,500	6,900	(5,600)
Corp Liability Insurance	9,000	9,000	-
Property Maintenance	9,500	9,500	-
Travel/Meals/Housing	1,000	1,000	-
Website	2,500	2,500	-
Photography	100	100	-
Legal Fees	10,000	10,000	-
Audit Fees	18,000	17,000	(1,000)
Purchased Services - Payroll	4,550	4,550	-
Purchased Services - IT	11,340	11,340	-
Other Purchased Services	250	250	-
Bank Fees	3,250	5,000	1,750
Credit Card Fees	4,300	4,300	-
PILOT-Taxes	500	500	-
Donations (Fire Co., etc.)	700	700	-
Gift Annuity Payments	1,140	1,140	-
Depreciation Expense	10,000	10,000	-
Miscellaneous Expense	<u>1,000</u>	<u>1,000</u>	<u>-</u>
Totals for CST	485,668	483,508	(2,160)
Finance Committee			
Finance Comm Teleconference	45	45	-
Finance Comm Travel/Meals/Housing	<u>800</u>	<u>1,000</u>	<u>200</u>
Totals for Fin Committee	845	1,045	200
Property Committee			
Property Comm Teleconference	50	50	-
Property Comm Property Repairs	<u>5,000</u>	<u>5,000</u>	<u>-</u>
Totals for Property Committee	5,050	5,050	-
National Conference Celebration			
National Conf Registration/Expenses	<u>2,000</u>	<u>2,000</u>	<u>-</u>
Totals for Nat Conf	2,000	2,000	-

Evangelical Congregational Church		2023	2024	Incl/(decr)
2024 Proposed Operating Budget		<u>Budget</u>	<u>Budget</u>	<u>over 2023</u>
Agencies & Institutions				
	Pension - Defined Benefits	<u>43,200</u>	<u>38,400</u>	<u>(4,800)</u>
	Totals for Agencies & Inst	43,200	38,400	(4,800)
Total CST Expenses		<u>536,763</u>	<u>530,003</u>	<u>(6,760)</u>
Revenue				
	MDC Seminar/Event Registration	1,500	1,500	-
	CHC Seminar/Event Registration	6,000	-	(6,000)
	CHC Endowment Fund Transfer	34,991	38,831	3,840
	MAC Honorariums	4,000	2,500	(1,500)
	Ministry Funds	898,350	904,000	5,650
	Investment Income	9,539	9,539	-
	Interest-Certificates of Indebtedness	3,045	3,045	-
	Endowment Fund Transfer	4,400	4,400	-
	L&I Fund Transfer	20,000	20,000	-
	Rental Income - Church Center	7,200	7,200	-
	Sale of Conference Journal	1,000	1,000	-
	Sale of Other Denominational Items	1,200	1,000	(200)
	B&W Copier	500	500	-
	Color Copier	7,000	7,000	-
	Postage	<u>9,000</u>	<u>7,000</u>	<u>(2,000)</u>
		1,007,725	1,007,515	(210)
Expenses				
	Ministerial Development Community	48,286	46,126	(2,160)
	Church Health Community	40,991	38,831	(2,160)
	Missional Alignment Community	381,685	392,556	10,871
	Conference Support Team	<u>536,763</u>	<u>530,003</u>	<u>(6,760)</u>
		1,007,725	1,007,515	(209)
Revenue Over/(Under) Expenses		<u>0</u>	<u>(0)</u>	<u>(1)</u>
Ministry Fund %		5.65%	5.65%	
Church Income		15,900,000	16,000,000	

## Pastoral Compensation

**By the acceptance and approval of the Pastoral Compensation Report by the duly elected and voting lay delegates and pastors of the National Conference, the items within this report become mandates for the local churches to enact as they are approved by the National Conference.**

### **A. Items to be approved:**

1. Each year the Social Security Administration uses the Cost of Living Adjustment (COLA) percentage to set the annual Social Security recipient's increase. The Compensation Committee has used the COLA as its basis for salary increase, but we are always one year behind the Social Security increase. Therefore, the 2013 National Conference approved that beginning in 2014 the COLA will always be the minimum recommendation for the salary increase for pastors. The COLA will be available on the denominational website along with the salary forms sometime between October and November. Churches that plan to grant less than the increase approved in this report, must receive approval of their District Field Director prior to any official action taken to set the pastors salary for the upcoming year.

Churches that are financially able are encouraged to give either a larger percentage increase or to consider an additional increase as a merit raise in salary for each pastor. This merit raise would be in addition to the approved percentage salary increase.

Churches served by a part-time pastor are encouraged to give an annual salary increase.

2. Total Compensation
  - a. Total Compensation for a pastor that owns his own house is defined as the total amount of salary received by the pastor before the Social Security & Medicare reimbursement and any deductions, Rule 1002.1.
  - b. Total Compensation for a pastor that lives in a church provided parsonage is defined as the total amount of salary received by the pastor before Social Security & Medicare reimbursement and any deductions, Rule 1003.1.
3. National Conference Administrators Compensation for 2024 is recommended by the Finance Committee.

Bishop	\$110,821
Executive Director	\$ 99,366

  - a. National Conference Associates positions: \$12,500 per year, except for the Global Ministries Associate whose salary is set by the Global Ministries Community and approved by the National Ministry Team. Salary will be reviewed every four (4) years. Last increase was January 1, 2021. Next review will be 2025.
  - b. District Field Directors at \$1,010 per church in the district they are serving. Salary will be reviewed every four (4) years. Last increase was January 1, 2021. Next review will be 2025.
4. Continuing Education Allowance – we recommend the following minimums:  
Bishop: \$1,200 and \$1,000 for full time pastors and \$500 for part time pastors as referenced in Rule 1013.0.

5. Stationing Elders' Remuneration: We recommend \$20.00 per hour plus expenses including standard IRS mileage rates. Hourly rate will be reviewed every four (4) years. Last increase was January 1, 2024 (\$2.00/hr increase). Next review will be 2028.
6. Natural Church Development Coach Remuneration: We recommend \$20.00 per hour plus expenses including the standard IRS mileage rates. Hourly rate will be reviewed every four (4) years. Next review will be 2027.
7. Honorariums for National Conference Positions: we recommend the following for 2022 National Conference. All Honorariums will be reviewed every four (4) years, next review in 2026. National Conference Secretary honorarium increased on January 1, 2021.
 

National Conference Secretary	\$3,100
National Conference Assistant Secretaries	\$250 each
National Conference Services Coordinator	\$750 plus travel expenses at IRS Standard mileage rate
8. Church Contribution to their Pastor's 403(b) Pension Account: We recommend a monthly contribution of \$380 (full-time pastors) and \$190 (part-time pastors), effective January 2024. The monthly church contribution paid towards the Pastor's 403(b) Pension Account will increase by twenty dollars per year for full time and ten dollars per year for part-time pastors.

**B. Items presented for information and/or review from previous National Conference action or reports:**

1. Moving Expense Reimbursement: per Rule (910) Churches shall be granted a moving subsidy as established by National Conference.
  - a. As of January 1, 2019, all employers (National Conference or local EC church) paid or reimbursed moves are taxable income. Pastors whose moves are paid or reimbursed by the National Conference will receive form 1099-NEC by January 31 of the next calendar year with total cost of the move included in box 1 (non-employee compensation). The National Conference will also reimburse the affected pastor up to 25% of the cost of the move to offset Federal, State and Local income taxes, if applicable. The tax payment will also be reported in Box 1 of form 1099-NEC as taxable income.
2. A housing allowance is an allowable method for a member of clergy to shelter a portion of their gross compensation from federal and in some cases local income tax. It is not extra income. The pastor should determine the amount of the housing allowance with the church's leadership approving the housing allowance before January 1 of each calendar year or before the pastor begins an assignment at a new church. By approving the housing allowance, the church is confirming the amount is reasonable compared to the local housing market, the pastor is employed by the church performing traditional clergy duties and is licensed, ordained or commissioned by a religious body. The approved housing allowance is only an estimate. It is the responsibility of the pastor to properly record their housing costs per the current U.S. Treasury regulations upon filing of their personal income tax return. Pastors are encouraged to seek professional tax assistance with questions on the proper recording of their housing allowance.
3. Parsonage provided by the Church: Annually a member of the PRC should determine the market rental value of the parsonage. The market rental value is defined as what an unbiased individual would pay in monthly rent for the parsonage. Normally an internet search of available similar homes for rent in the community or a search of classified ads will yield the market rental value of the parsonage. In certain situations a parsonage is a unique property that may not attract top dollar rental and a reasonable adjustment to the market value may be required, Rule (1010).



- a. A fair rental value of the parsonage in the community where the home is located is necessary not only for the calculation of employer Social Security/Medicare tax but also is used as part of the disability income calculation should the pastor become disabled. Denominational leadership is available for consultation and questions.
  - b. Parsonage Requirements: For churches providing a parsonage, a list of items required to be provided is found in Rule (1003.4).
4. Pulpit Supply Honorarium—suggested guideline for churches:  
\$150 for the 1<sup>st</sup> message/sermon and \$50 for each additional service, such as Sunday school or multiple worship services, plus travel reimbursement at the standard IRS mileage rate. To be reviewed annually.
5. Pastoral Vacation Schedule: Full-time and part-time pastors shall be granted vacation based on NC Rule 1014.
 

0-9 years of service	3 weeks
10-19 years of service	4 weeks
20-29 years of service	5 weeks
30+ years of service	At least 5 weeks
6. Ministry Leave: Based on NC Rule 1015 all pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global experience. This leave requires prior scheduling approved by the local church Board or Ministry Council and accountability to that body.
7. Pastor's Day off: We expect our pastors to avail themselves to one day off per week. This is to exemplify wise stewardship of life to avoid burnout and to obey the biblical injunction of Sabbath.
8. We encourage churches to support their pastor(s) during times of extended time away for personal or family illness or injury by continuing their salary and benefit payments. Short term disability is available to pastors beginning with the 61<sup>st</sup> day of disability. Each illness situation is different and will require a different response from the employing church. Churches should consult with the District Field Director for further direction.
9. Sabbatical/Renewal Leave: Understanding the stress of pastoral ministry and being "on-call" 365/24/7, we recommend that congregations consider offering their pastor(s) a Sabbatical/Renewal Leave. A Sabbatical/Renewal Leave is a period of time devoted to rest, restoration, hope and peace. Its origin is found in the Old Testament sabbatical year in which every seventh year the crops were not planted so as to allow the land a chance to rest. It is a time of release from normal duties in order for the pastor to devote time to rest and renewal. For churches considering such a Sabbatical/Renewal Leave, guidelines are available through contacting E.C. Church Center.

10. 2024 Salary forms and the COLA percentage will be available on the EC Church website between Oct-Nov.
11. Effective January 2014 based on the healthcare reform law contributions to a Flexible Spending Account (FSA) will be adjusted annually and that amount will be available on the Pastors FSA Agreement form which is part of the Pastoral Compensation reporting forms.

Respectfully Submitted,

***Carl J Butler, Jr***  
***Treasurer/Finance Committee, Chair***

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## STATIONING

The 2023 Stationing Committee has eleven members: Rev. Lewis Bennett, Rev. Dan Blank, Rev. Nathan Kennedy, Rev. Chuck Campbell, Bishop Randy Sizemore, Rev. Gary Kuehner, Rev. Brad Hatter, Rev. Jeff Schell and Rev. Marlin Lafferty. The committee work started with a two-day retreat in January. We reviewed the list of pastors and churches that requested a change and considered potential candidates for each assignment. The committee has met several times and corresponded via email to continue the work of stationing.

Through this season of stationing the committee has seen the Lord work in many ways in answers to prayer. Whether it was in congregations seeking unity with other congregations or pastors who were willing to step out in faith in attempt to answer the call of God upon their life, the Lord has been faithful throughout the process. The committee works to assign pastors to several different congregations.

The work of stationing is always challenging. The goal of stationing is a phrase that we, as a National Conference, have heard many times over. We want to help pastors and congregations fit and flourish. It is when there is a fit between the pastor and the congregation that both can flourish and engage in fruitful ministry, reaching various communities for the cause of Christ. Obviously, as human beings, we are utterly dependent on the working and leading of the Holy Spirit in this process and we trust that the Lord has a plan in all of it. We are incredibly grateful for the way God has been faithful and supplied. We encourage our pastors and churches to be on the lookout for young men, second career men and others who God may be calling to pastoral ministry. The committee is very grateful for the cooperation and patience that church leadership teams have extended during the process of stationing. We're also thankful for retired pastors and others who have helped to fill pulpits when a gap in pastoral ministry has occurred.

Respectfully submitted,

***Rev. Brad Hatter, Secretary***

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# RULES OF CONFERENCE

## Proposed Rule Changes - NC 2023

### **1. *Remove Rule 204.2 to discontinue receiving the Episcopal offering at National Conference. (Proposed by National Conference Finance Committee)***

Current rule: "An offering for the Episcopal Fund will be received" (at the National Conference Annual Meeting)  
See Rule 704.2.2

Rationale: Rule 704.2.2 explains, "The Episcopal Fund supports the ministry of the Office of Bishop. Honorariums received by the Bishop are deposited in this fund and the proceeds help fund the denominational budget." The delegates representing the churches at our National Conference have already submitted Ministry Funds to support the office of Bishop. There is no need to ask them to give to support the office a second time while attending our National Conference gathering. They are welcome to give an honorarium when the Bishop speaks at their church or at any time throughout the year.

### **2. *Edit Rule 902 removing the requirement that three of the nine Stationing Elders must also be District Field Directors. (Proposed by Stationing Committee)***

Current rule: "This committee is chaired by the Bishop and includes two Stationing Elders elected from each and by each region of the denomination and one District Field Director from each region elected by the Conference Network Team. The Stationing Elder must be an active or retired Elder. The term of office for Stationing Elder is five years with no term limit. The responsibilities of the Stationing Elder are: 1) To assist in the stationing process by preparing pastors and pastoral relations committees for interviews, 2) To confirm pastoral salary packages at a duly called Official Board/Ministry Council meeting.

Proposed change: "This committee is chaired by the Bishop and includes ~~two~~ three Stationing Elders elected from each and by each region of the denomination. ~~and one District Field Director from each region elected by the Conference Network Team.~~ The Stationing Elder must be an active or retired Elder. The term of office for Stationing Elder is five years with no term limit. The responsibilities of the Stationing Elder are: 1) To assist in the stationing process by preparing pastors and pastoral relations committees for interviews, 2) To confirm pastoral salary packages at a duly called Official Board/Ministry Council meeting.

Rationale: the current rule requires that three of the nine Stationing Elders must be elected from Elders who are also serving as District Field Directors. This requirement limits the number of qualified candidates to replace outgoing Stationing Elders. This rule change would not prohibit a District Field Director from being elected to serve as a Stationing Elder should they chose to do so, it simply removes the requirement that three of the nine Stationing Elders are active DFD's. Additionally, this rule change results in the election of all Stationing Elders to the respective regions of the National Conference.

### **3. *Change Rule 805.3.1.3.1.1 to permit the ordination of Local Elders. (Proposed by Ministerial Development Community)***

Current rule: "The requirements for ordination are the completion of a Master of Divinity degree from an approved seminary (or its equivalent; see 805.3.1.3.1.2), the educational requirements in 804.3.2 and three years of assigned experience in the Evangelical Congregational pastoral service or employment of a board or agency".

Proposed change: 805.3.1.3.1.1. The requirements for ordination as a Local Elder are the completion of the local pastor track of the Institute for Church Leadership course of study and the requirement in 804.3. and three (3) years of assigned service or employment of a board or agency.

(new number) The requirements for ordination of a National Elder are the completion of a Master of Divinity degree from an approved seminary (or its equivalent; see 805.3.1.3.1.2.), the educational requirements in 804.3.2., and three (3) years of assigned experience in Evangelical Congregational pastoral service or employment of a board or agency.

Rationale: The Ministerial Development Community is proposing changing the Rules of Conference to allow for the ordination of Local Elders to bring the Local Credential track in agreement with the National and Specialized Credential track which does allow for ordination.

\*Please review the addendum and the proposed changes this vote would bring to section 800.

## ADDENDUM

The Ministerial Development Community is proposing changing the Rules of Conference to allow for the ordination of Local Elders. Bishop Emeritus Bruce Hill has been a great help highlighting the rules that would be impacted by a positive vote. Below are the significant rules that should be noted. If the motion passes, then the other proposed Rule changes highlighted in the attached 800 section would simply be changes to bring the Rules into conformity with these significant changes.

### Rule changes that should be noted:

- 805.3.1.3.1.1. The requirements for ordination as a Local Elder are the completion of the local pastor track of the Institute for Church Leadership course of study and the requirement in 804.3. and three (3) years of assigned service or employment of a board or agency.
  - EXPLANATION: This is the key change in the Rules which allows for the ordination of Local Elders.
- 802.2.3. Applicants for Ordained Elder, and admission into the Itinerancy, and Ordained Deacon/ess shall be by ballot with only Itinerant Ordained Elders voting. A two-thirds (2/3) majority vote by ballot of the members of the Itinerancy present is required. The result of each ballot shall be announced in the open session of National Conference.
  - EXPLANATION: All "terminal" credentials require a two-thirds (2/3) majority vote of the itinerancy present to be ordained.
- 803.2.2. Only ordained elders from within the local and national classifications shall be included in the Itinerancy (see 805.3.1.3.).
  - EXPLANATION: This allows all Elders (by approving 805.3.1.3.1.1. above) to be members of the Itinerancy. (*The Itinerancy is a self-disciplining body of ordained Elders who accept the priority of the cause of Christ in service to the Lord and who are committed to a lifetime of service under the authority of the EC Church.* Discipline 507.5.1.)
- ~~805.3.1.2.4. When a Local Elder is not assigned to a congregation, he shall not be a voting member of the National Conference.~~
  - EXPLANATION: Removal of this Rule would allow Itinerant Local Elders to vote in all National Conference matters regardless of assignment. This would mirror the rights of Itinerant Elders.

- 805.3.5.2. Itinerant **Ordained National** Elders are eligible for election to the offices of Bishop, and may be appointed as an Associate and as members of the Board of Examiners.
  - EXPLANATION: This change in wording is important because it limits the Bishop, Associates, and Board of Examiners only to National Elders.

**Other Notes:**

1. The Itinerancy is expected of all those ordained elders in both the National and Local tracks. Entrance into the Itinerancy will occur concurrently with ordination, except in cases of those who transfer a credential from another denomination. Transfers must serve two years before being voted into the Itinerancy.
2. If passed, these Rule changes will not take effect until the Local Elder is ordained.
3. Those who currently hold Local Elder credentials (active and retired) and meet the requirements of 805.3.1.3.1.1 or the equivalent thereof will be invited to complete an application for and gain approval from the Board of Examiners for ordination.
4. All current Local Elders who are approved by the Board of Examiners will have an opportunity to be ordained in a special Ordination Service at the 2024 Annual Conference gathering.



## Changes impacting section 800

### Ministerial Credentialing and Classifications

#### 801 Ministerial Credentialing

##### 801.1. Ministerial Development Community

**801.1.1.** There shall be a Ministerial Development Community system that is composed of the Bishop, the Ministerial Development Associate and appointed members to carry out the credentialing tasks among individuals holding any of the following classifications or statuses in the districts of the National Conference of the Evangelical Congregational Church.

**801.1.1.1.** The Ministerial Development Community will deliver an integrated process for credentialing that includes 1) helping sponsoring pastors and churches identify and prepare candidates for assessment, 2) conducting a Pastoral Assessment Center, 3) examination of applicants through a Board of Examiners, 4) coaching, supporting, and training opportunities, 5) facilitating a process for lifelong learning and 6) providing pastoral care, health and restoration.

**801.1.1.2.** The Bishop and the Ministerial Development Associate will appoint members to fill the component areas of the Pastoral Assessment Center, Board of Examiners, Coaching, and the Pastoral Care and Restoration Teams with members from among all regions of the National Conference.

**801.1.1.2.1.** The Pastoral Assessment Center: The Bishop, Ministerial Development Associate, and Director of the Pastoral Assessment Center will appoint members to participate as assessors and presenters for the Pastoral Assessment Center.

**801.1.1.2.2.** The Board of Examiners: The Bishop, Ministerial Development Associate, and Chairman of the Board of Examiners ~~(Itinerancy and Non-Itinerancy)~~ teams will appoint members to interview and examine pastoral applicants for ministry in the Evangelical Congregational Church.

**801.1.1.2.3.** Coaching: The Bishop, Ministerial Development Associate, and Coaching Associate will appoint members to receive training for effective coaching of all non-elder pastoral credentialed individuals.

**801.1.1.2.4.** Pastoral Care Team: The Bishop, Ministerial Development Associate, and Chairman of the Pastoral Care Team will appoint members to assist in the overall aspects of pastoral care and health.

**801.1.1.2.5.** Pastoral Restoration Team: The Bishop, Ministerial Development Associate, and Chairman of the Pastoral Care Team will appoint members to oversee the restoration process for pastors and their families during pastoral accountability, disciplinary care, and suspension (see Section 808).

**801.1.1.3.** The component areas of the Ministerial Development Community shall meet in frequency and at various times that will most effectively accomplish the overall objectives of the community.

~~**801.1.2.** The Ministerial Development Community National Conference Relations Committee shall meet together at least annually to evaluate current practices, review consistency, and formulate procedures.~~

**801.1.3.** The Ministerial Development Community shall meet together at least annually to evaluate current practices, review consistency, and formulate procedures.

##### 801.2. Ministerial Classifications and Statuses

**801.2.1.** Ministerial classifications are determined by the level of an applicant's call and qualification to serve within the Evangelical Congregational Church.



#### **801.2.1.1. National Classifications**

**801.2.1.1.1.** The national classification consists of ~~licensed~~ National Candidates and National Pastors, as well as ordained National Elders.

**801.2.1.1.2.** Those seeking eventual ordination shall begin candidacy through the national classification as a ~~Licensed~~ National Candidate.

#### **801.2.1.2. Local Classifications**

**801.2.1.2.1.** The local classification consists of local candidates, pastors, and elders.

**801.2.1.2.2.** Those seeking eventual ~~qualification~~ ordination as an ordained Local Elder (~~without ordination~~) shall begin candidacy through the local classification as a Local Candidate.

#### **801.2.1.3. Specialized Classifications**

**801.2.1.3.1.** The specialized classification consists of Certified Lay Preachers, as well as licensed and ordained Deacon/esses.

**801.2.1.3.2.** Those seeking to serve the church in a specialized, non-pastoral role shall begin candidacy through the specialized classification as a Certified Lay Preacher or a Licensed Deacon/ess.

#### **801.2.1.4. Provisional Classifications**

**801.2.1.4.1.** The provisional classification consists of approved candidates, pastors, and elders.

**801.2.1.4.2.** Those seeking to serve the church in a provisional role can enter the provisional classification as an Approved Candidate, Approved Pastor, or Approved Elder based on their current qualifications in experience and education.

**801.2.2.** Ministerial statuses designate one's level of advancement within a given classification based on the qualifications of experience, education, and assignment.

#### **801.2.2.1. Candidates, Pastors, and Elders**

**801.2.2.1.1.** Generally, candidates are those who are available for ministry; they have sensed a calling from God toward pastoral ministry, have successfully completed the Pastoral Assessment Center, but they have not yet had opportunity to serve as a pastor.

**801.2.2.1.2.** Generally, pastors are those who are active in ministry; they are currently serving a local congregation but have not yet fulfilled the experiential and educational requirements within their classification.

**801.2.2.1.3.** Generally, elders are those who are accomplished in ministry; they have served or are currently serving a local congregation, and have fulfilled the experiential or educational requirements within their classification.

#### **801.2.2.2. Lay Preachers and Deacon/esses**

**801.2.2.2.1.** Lay preachers are those who are called and gifted to preach the Word of God, but do not serve in a pastoral role.

**801.2.2.2.2.** Deacon/esses are those who are called and qualified to provide specialized ministries such as (but not limited to) discipleship, evangelism, Christian education, youth ministry, prison ministry, visitation ministry, counseling, nursing home, or any kind of chaplaincy.

#### **801.3. Ministerial Applications**

**801.3.1.** All individuals seeking to make applications for a credential shall contact the Ministerial Development Associate.

**801.3.2.** Consultation with the Ministerial Development Associate is necessary to determine the appropriate classification and status for application.

#### **801.4. Authorizations**

**801.4.1.** The Ministerial Development Associate will then work with the applicant for participation in the Pastoral Assessment Center.

**801.4.2.** Upon the applicant's successful completion of the Pastoral Assessment Center, the Ministerial Development Community shall report and be authorized to recommend for approval at National Conference, or grant immediately in the case of an Approved Candidate (see 804.2.3.) 1) candidates, pastors, and elders within provisional, local, and national classifications, 2) lay preachers



and deacon/esses within specialized classifications, and 3) elders and deacon/esses for ordination, and 4) elders for itinerancy.

**801.4.2.1.** Approved candidates can immediately apply for and receive denominational student aid.

**801.4.3.** The Ministerial Development Community shall ~~report and~~ be authorized to **grant recommend for approval at National Conference** retirement for Local Pastors and **Local Elders**, and superannuated or supernumerary status for ~~ordained~~ **National Elders** under the region's jurisdiction. **The Ministerial Development Community shall report these changes to during the next National Conference.**

**801.4.4.** The Ministerial Development Community shall be authorized to transfer between candidate and pastor statuses within a given classification without reporting to the National Conference. The Ministerial Development Community shall report and be authorized to recommend transfer for all others.

**801.4.5.** The Ministerial Development Community is authorized to grant provisional classifications upon pastors and elders between the sessions of National Conference for the purpose of providing availability for stationing needs.

**801.4.6.** The Bishop and the Ministerial Development Associate are authorized to recommend spiritual care for candidates, pastors, elders, lay preachers, or deacon/esses needing guidance or support.

**801.4.7.** The Ministerial Development Associate in consultation with the Bishop is authorized to recommend for discipline any candidate, pastor, elder, lay preacher, or deacon/ess in order to provide spiritual restoration (see 808).

**801.4.8.** The Bishop and the Ministerial Development Associate in consultation with the Board of Examiners are authorized to recommend to the National Conference the removal from the rolls of any candidate, lay preacher, or licensed deacon/ess who does not complete and submit the form for annual renewal of credentials in a given year.

**801.4.9.** The Bishop and the Ministerial Development Associate in consultation with the Board of Examiners are authorized to recommend to the National Conference the removal from the rolls any pastor or elder who has withdrawn irregularly from assignment before the conclusion of the conference year, unless an agreement has been negotiated with the Stationing Committee concerning an early release. All such removals would be reported to the National Conference.

**801.4.10.** The Bishop and Ministerial Development Associate in consultation with the Board of Examiners are authorized to take disciplinary action when any credentialed person fails to notify them of changes in ministry employment outside of the Evangelical Congregational Church.

**801.4.11.** The Bishop and Ministerial Development Associate, acting jointly or individually, are authorized to immediately suspend the credentials of any individual when in their judgment credible evidence exists that the individual has violated Biblical standards of conduct to the extent that the individual in question cannot continue in pastoral ministry (see 808.3).

**801.4.12.** The Bishop and Ministerial Development Associate in consultation with the Board of Examiners may authorize the Ministerial Development Community to bring a recommendation to the National Conference to revoke an individual's credentials and remove them from our ministerial roles. (See 808.4)



## 802 Ministerial Credentialing and the National Conference

### 802.1. Credentials

**802.1.1.** The Ministerial Development Community secretary shall present a report to National Conference to consider all necessary items relating to credentialing at least two (2) weeks before the sessions of Conference.

**802.1.2.** The Ministerial Development Community secretary shall automatically transfer individuals between candidate and pastor statuses within the same classification, when a candidate is assigned or a pastor is no longer assigned. The individual will automatically assume the responsibilities, expectations, and privileges of his new status.

### 802.2. Executive Session

**802.2.1.** Applicants for Approved Elder and all statuses within the local and national classifications shall be considered in executive session at National Conference.

**802.2.2.** A simple majority vote of the members of the National Conference delegates present and voting is required, except for the Itinerant ~~Ordained~~ Elder status and ~~Ordained Deacon/ess~~ (see 802.2.3).

**802.2.3.** Applicants for ~~Ordained~~ Elder, and admission into the Itinerancy, and ~~Ordained Deacon/ess~~ shall be by ballot with only Itinerant ~~Ordained~~ Elders voting. A two-thirds (2/3) majority vote by ballot of the members of the Itinerancy present is required. The result of each ballot shall be announced in the open session of National Conference.

**802.2.4.** An applicant for transfer of credentials as an ~~Ordained~~ Elder shall be by ballot with only Itinerant ~~Ordained~~ Elders voting. A two-thirds (2/3) majority vote by ballot of the members of the Itinerancy present is required. The result of each ballot shall be announced in the open session of National Conference.

## 803 Ministerial Elder's Ordination and Itinerancy

**803.1. Ministerial Qualifications that Lead to Elder's Ordination:** The process that leads to becoming an Itinerant ~~Ordained~~ Elder requires that one is duly called, prepared, examined, ordained, and authorized through the Evangelical Congregational Church to represent the ministry of the gospel to the world.

**803.1.1.** The call to pastoral ministry is first sensed in an individual's heart and then shared with his pastor or elder. The pastor or elder makes the appropriate recommendation to the Ministerial Development Associate who connects the applicant with the Pastoral Assessment Center (see 804.2.1).

**803.1.2.** Following confirmation of an individual's call to ministry by the Pastoral Assessment Center, the applicant begins the process of preparation for ministry. Successful preparation and proficiency are demonstrated in passionate spirituality, the preaching of God's Word, evangelism, pastoral care, healthy interpersonal relationships, personal integrity, agreement with Evangelical Congregational theology, empowering leadership, and administration as reflected in our denomination's core values and the healthy characteristics presented within the overall credentialing process.

**803.1.3.** A Master of Divinity degree from Evangelical Theological Seminary or a similarly approved institution is strongly encouraged as this helps provide men with the training to evidence these necessary abilities and proven skills.

**803.1.3.1.** If, in the judgment of the Board of Examiners, an applicant for ministry possesses a degree of maturity and experience, and has training equivalent to a Master of Divinity degree, he



may be considered for ordination provided that he received additional training for Evangelical Congregational history, doctrine, and polity as determined by the Board of Examiners.

**803.1.3.2.** If an applicant does not have training equivalent to a Master of Divinity degree, they may require the applicant to receive supplemental education.

### **803.2. Itinerancy**

**803.2.1.** The Itinerancy is a self-disciplining body of **ordained** Elders who accept the priority of the cause of Christ in service to the Lord and who are committed to a lifetime of service under the authority of the EC Church.

**803.2.2.** Only **ordained** elders from within the **local and** national classifications shall be included in the Itinerancy (see 805.3.1.3.).

**803.2.3.** An Itinerant **Ordained** Elder makes a commitment to the Evangelical Congregational Church to serve as assigned under the direction of the National Conference, until such time as he is released for good and sufficient reason by the National Conference.

### **803.3. Ordination and the Deacon/ess Track for Ministry**

**803.3.1.** A deacon/ess may be ordained when he or she meets the requirements for ordination in the deacon/ess track of ministry (see 805.4.3).

**803.3.2.** Ordained deacon/esses are not eligible for the Itinerancy.

## **804 The Standard Process for All Ministerial Credentials**

### **804.1. General Requirements for Applicants**

**804.1.1.** An applicant for any credential shall possess a high school diploma or its equivalent.

**804.1.2.** An applicant for any credential (except for Approved Pastor or Approved Elder) shall be a member of a local Evangelical Congregational Church for a minimum of one (1) year, where he has given evidence of his call by participation in the life and activity of the local congregation.

**804.1.3.** An applicant for Approved Pastor status shall be a member of another evangelical church for a minimum of one (1) year, where he has given evidence of his call by participation in the life and activity of the local congregation, and has successfully completed the Pastoral Assessment Center.

**804.1.4.** An applicant for Approved Elder status or for transfer of credentials shall be a ministerial member in good standing of his denomination.

**804.1.5.** The Ministerial Development Community shall consider only male applicants for the provisional, local, and national classifications, and as lay preachers.

**804.1.6.** Female applicants shall only be considered within the specialized classification as deaconesses.

### **804.2. General Procedures for Application**

#### **804.2.1. Pastoral Assessment**

**804.2.1.1.** An applicant for any candidate status or a local or **licensed national** pastor status shall be required to participate in the Pastoral Assessment Center before being interviewed by the Board of Examiners. Approved Pastors must successfully complete the Pastoral Assessment Center during its next available offering.

**804.2.1.1.1.** An applicant shall acquire the Pastoral Assessment Center forms through the Ministerial Development Associate, complete, and return all forms to Church Center according to the dates on the application for the start of the Pastoral Assessment Center.

**804.2.1.1.2.** An applicant for pastoral assessment shall secure a letter of reference from his pastor or elder regarding his calling, character, and competency.

**804.2.1.2.** Applicants within the specialized classification are not required to participate in the Pastoral Assessment Center.



**804.2.1.3.** Applicants for Approved Elder status, or who are transferring credentials to the Evangelical Congregational Church are not required to participate in the Pastoral Assessment Center.

**804.2.2. Board of Examiners Interviews**

**804.2.2.1.** All first-time applicants shall appear before the Board of Examiners to be interviewed.

**804.2.2.1.1.** Upon completion of the Pastoral Assessment Center, applicants wishing to apply as Approved Candidates shall contact the Ministerial Development Associate by March 1 in order to be considered for an interview.

**804.2.2.1.2.** Upon completion of the Pastoral Assessment Center, applicants wishing to apply as local or **licensed national** candidates shall acquire the addendum to the Pastoral Assessment Center application from the Ministerial Development Associate, complete, and return the form to Church Center March 1 in order to be considered for an interview.

**804.2.2.1.3.** All other applicants shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to the Church Center by March 1 in order to be considered for an interview.

**804.2.2.2.** When an applicant transfers from a candidate status to pastor status within the same classification, an interview with the Board of Examiners may be required. In this case, he shall secure a letter of reference from his pastor, elder, or coach regarding his calling, character, and competency. **804.2.2.3.** An applicant for Itinerant **Ordained** Elder shall secure a letter of reference from his Pastoral Relations Committee or his employing board or agency regarding his character and competency.

**804.2.2.4.** Any applicant transferring from outside the denomination shall provide at least three (3) references regarding his calling, character, and competency.

**804.2.2.5.** An applicant for lay preacher, or a licensed or ordained deacon/ess status shall secure a letter of reference from his or her pastor, elder, or employing board or agency regarding his or her calling, character, and competency.

**804.2.2.6.** Only those forms received by March 1 shall be processed, unless a special exception has been granted by the Ministerial Development Associate.

**804.2.3.** An applicant shall then meet with the Board of Examiners. If approved, the Ministerial Development Community shall recommend the applicant for the proper status to the National Conference. In the case for an Approved Candidate, he can be granted status immediately.

**804.2.4.** After Board of Examiners approval, the following items need to be submitted to the Ministerial Development Associate.

**804.2.4.1.** All first-time applicants must sign an employment disclaimer permitting the Evangelical Congregational Church to conduct a criminal background clearance and child abuse history, and if needed, a credit check.

**804.2.4.2.** First-time applicants for any candidate, pastor, or lay preacher status shall preach a sermon and receive the recommendation of the majority of the members and friends of the local congregation in attendance prior to May 15.

**804.2.4.3.** Applicants for licensed deacon/ess status shall present a formal testimony in a worship service outlining his or her calling from God and receive the recommendation of the majority of the members and friends of the local congregation in attendance prior to May 15.

**804.2.5.** All first-time applicants shall appear before the National Conference to answer the *Questions to Applicants (Discipline, Section 506.1)* and receive approval from that body.

**804.2.5.1.** An Approved Candidate applicant may be permitted to answer the *Questions to Applicants* at the conclusion of his interview with the Board of Examiners and receive exemption from appearing at National Conference due to distance. However, upon first availability in the future shall appear before the National Conference to answer these questions.

**804.2.6.** All applicants will be provided a required educational plan based on an educational rubric established by the Board of Examiners.



**804.2.7.** The Student Aid Committee shall cooperate with any **licensed** candidate or pastor and his local church to help provide support for funding courses which are taken for credit.

#### **804.3. Advancement**

**804.3.1.** All local and **licensed national** candidates and pastors, lay preachers, and deacon/esses shall immediately pursue the educational requirements within their respective classifications (see section 805).

**804.3.2.** All **licensed and** local **and national** pastors, licensed deacon/esses, and Itinerant ~~Ordained~~ Elders shall be required to take the courses pertaining to Evangelical Congregational history, polity, and doctrine. Approved Elders shall be required to take these courses after their first year in service. 804.3.1.

### **805 Ministerial Credentials**

#### **805.1. All Candidates – Approved, Local, and Licensed National**

##### **805.1.1. Definition and Differentiation of Candidates**

###### **805.1.1.1. Approved Candidate**

**805.1.1.1.1.** The Approved Candidate status provides guidance in training, clarification of one's call to ministry, and utilization in a limited capacity by his pastor or elder.

**805.1.1.1.2.** The Approved Candidate is a provisional status in the provisional classification, which allows one to pursue his calling; however, eventually he must determine a course through the local or national classification.

###### **805.1.1.2. Local Candidate**

**805.1.1.2.1.** Additionally to 805.1.1.1.1., the Local Candidate status provides availability to be used at the direction of the Stationing Committee.

**805.1.1.2.2.** The Local Candidate is a status within the local classification, which allows one to become a Local Pastor and eventually an **Itinerant Ordained** Local Elder. ~~The local classification does not provide ordination.~~

**805.1.1.2.3.** The Local Candidate shall pursue the completion of the local pastor track within the Institute for Church Leadership course of study and the requirement in 804.3.2.

###### **805.1.1.3. Licensed National Candidate**

**805.1.1.3.1.** Additionally to 805.1.1.1.1, the **Licensed National** Candidate status provides availability to be used at the direction of the Stationing Committee.

**805.1.1.3.2.** The **Licensed National** Candidate is a status within the national classification, which allows one to become a **Licensed National** Pastor and eventually an Itinerant **Ordained National** Elder.

**805.1.1.3.3.** Additionally to the requirements in 804.1.1, the **Licensed National** Candidate must have completed at least three (3) years of college and is involved or is planning to be involved with seminary training. Therefore, the **Licensed National** Candidate is committing to pursue a seminary degree and eventual ordination in the Evangelical Congregational Church.

**805.1.2.** All candidate applicants shall meet the requirements listed in section 804.1 and follow the procedure listed in section 804.2.

##### **805.1.3. Privileges**

**805.1.3.1.** All candidates have permission to preach in any of our churches upon invitation.

**805.1.3.2.** All candidates have permission to assist their pastor or elder as directed by him.

##### **805.1.4. Restrictions**

**805.1.4.1.** All candidate statuses are subject to annual renewal.



**805.1.4.1.1.** Candidates are required to complete and submit a renewal application annually.

**805.1.4.1.2.** Beginning in the third year after receiving their credentials, candidates shall appear before the Board of Examiners, and thereafter, every five years to provide updates.

**805.1.4.1.3.** If a local or **licensed national** candidate remains dormant in making progress toward his educational advancement for (4) years or more, the Board of Examiners may take action with his status.

**805.1.4.2.** All candidates are under the authority of their pastor or elder.

**805.1.4.3.** Candidates are not permitted to officiate at weddings.

**805.1.4.4.** Candidates are not permitted to use of the written title of *Reverend*.

**805.1.4.5.** Candidates do not possess any voting privileges at National Conference (see 205.1.).

**805.2. All Pastors – Approved, Local, and Licensed National**

**805.2.1. Definition and Differentiation of Pastors**

**805.2.1.1. Approved Pastor**

**805.2.1.1.1.** The Approved Pastor status identifies those applying from outside the Evangelical Congregational Church who are willing to be stationed, but have no ministerial credential with another denomination, and who have not yet completed the educational requirements for becoming an elder within any classification.

**805.2.1.1.2.** Additionally to 804.1.1, the Approved Pastor must be active in the pursuit of training for ministry through college, seminary or an approved course of study.

**805.2.1.1.3.** The Approved Pastor is a provisional status within the provisional classification, which allows one to provide pastoral support to a congregation; however, he must be willing to determine a course through the local or national classification after one (1) year. The Ministerial Development Associate shall provide direction in this matter, determining if, how, and when he should make application within another classification.

**805.2.1.1.4.** An Approved Pastor may be requested to participate in the Pastoral Assessment Center (see 804.2.1.3.).

**805.2.1.1.5.** Because the Approved Pastor status provides a one (1) year trial period, he is permitted to perform all pastoral duties. The District Field Director shall meet with the congregation immediately following his assignment to explain the responsibilities and restrictions within this status of ministry.

**805.2.1.2. Local Pastor**

**805.2.1.2.1.** The Local Pastor status identifies those who are stationed, but have limited or no ministerial experience, and who have not yet completed the educational requirements for becoming Local Elders within the local classification.

**805.2.1.2.2.** The Local Pastor is a status within the local classification, which allows one to provide pastoral support to a congregation while accomplishing the requirements for becoming a Local Elder. ~~The local classification does not provide ordination.~~

**805.2.1.2.3.** The Local Pastor shall pursue the completion of the local pastor track of the Institute for Church Leadership course of study and the requirement in 804.3.2. **and eventual ordination in the Evangelical Congregational Church.**

**805.2.1.3. Licensed National Pastor**

**805.2.1.3.1.** The **Licensed National** Pastor status identifies those who are stationed, but have limited or no ministerial experience, and who have not yet completed the educational requirements for becoming Itinerant **Ordained** Elders within the national classification.

**805.2.1.3.2.** Additionally to 804.1.1., the **Licensed National** Pastor must have completed at least three (3) years of college and is involved or is planning to be involved with seminary training.



Therefore, the **Licensed National** Pastor is committing to pursue a seminary degree and eventual ordination in the Evangelical Congregational Church.

**805.2.1.3.3.** The **Licensed National** Pastor is a status within the national classification, which allows one to provide pastoral support to a congregation while accomplishing the requirements for becoming an Itinerant **Ordained** Elder.

**805.2.2.** All pastor applicants shall meet the requirements listed in section 804.1 and follow the procedure listed in section 804.2.

### **805.2.3. Privileges**

**805.2.3.1.** Annual renewal of local and **licensed national** pastor status is automatic so long as the assignment continues. Approved pastors must select between the local or national classification by the next National Conference (see 805.2.1.1.3.).

**805.2.3.2.** Local and **licensed national** pastors who are stationed as assistants or associates may perform full pastoral functions under the direction of their senior pastor.

**805.2.3.3.** All pastors are permitted to use the written title of *Reverend* so long as the assignment continues.

**805.2.3.4.** Local and **licensed national** pastors are permitted voting privileges at National Conference whenever they are assigned (see 205.1.).

### **805.2.4. Restrictions**

**805.2.4.1.** If a local or **licensed national** pastor remains dormant in making progress toward his educational advancement for (4) years or more, the Board of Examiners may take action with his status.

**805.2.4.2.** Approved Pastors are not permitted any voting privileges at National Conference (see 205.1.).

**805.2.4.3.** When a local or **licensed national** pastor is no longer under assignment, his status shall revert back to the appropriate candidate status with the same privileges and restrictions of a candidate.

## **805.3. All Elders – Approved, Local, and **Ordained National****

### **805.3.1. Definition and Differentiation of Elders**

#### **805.3.1.1. *Approved Elder***

**805.3.1.1.1.** The Approved Elder status identifies those applying from outside the Evangelical Congregational Church, who are available for assignment, have a ministerial credential with another denomination, yet will retain their credential with their former denomination.

**805.3.1.1.2.** In cases of emergency, the Stationing Committee, in consultation with the Ministerial Development Associate and the appropriate District Field Director, shall have the authority to employ an Approved Elder between the sessions of National Conference and report this to the Ministerial Development Community.

**805.3.1.1.3.** The Approved Elder is a provisional status within the provisional classification, which allows one to provide pastoral support to a congregation by serving under the authority of the Ministerial Development Associate.

**805.3.1.1.4.** When an Approved Elder wishes to transfer his credentials, he shall follow the procedure listed in section 805.5.

#### **805.3.1.2. *Local Elder***

**805.3.1.2.1.** The Local Elder status identifies those in the local classification who have completed the Leadership Contact course of study or its equivalent, the requirement in 804.3.2., and three (3) years of assigned Evangelical Congregational pastoral experience.

**805.3.1.2.2.** The Local Elder status is a permanent status within the local classification, which allows one to provide full pastoral support to a congregation to which he is assigned. ~~This classification does not provide ordination.~~



**805.3.1.2.3.** When a Local Elder is not assigned to a congregation, he shall be under the authority of the pastor or elder where he holds his membership. He shall be permitted to perform marriages in that congregation under the authority of the assigned pastor or elder.

~~**805.3.1.2.4.** When a Local Elder is not assigned to a congregation, he shall not be a voting member of the National Conference.~~

### **805.3.1.3. Itinerant ~~Ordained~~ Local and National Elder**

**805.3.1.3.1.** The Itinerant ~~Ordained~~ Local or National Elder status identifies those ~~in the national classification~~ who have completed the educational and experiential requirements for ordination, and who are willing to make a commitment to the Evangelical Congregational Church to serve as assigned until released for good and sufficient reason by the National Conference.

**805.3.1.3.1.1.** The requirements for ordination ~~as a Local Elder~~ are the ~~completion of the local pastor track of the Institute for Church Leadership course of study and the requirement in 804.3. and three (3) years of assigned service or employment of a board or agency.~~

~~\_\_\_\_\_ The requirements for ordination of a National Elder are the completion of a Master of Divinity degree from an approved seminary (or its equivalent; see 805.3.1.3.1.2.), the educational requirements in 804.3.2., and three (3) years of assigned experience in Evangelical Congregational pastoral service or employment of a board or agency.~~

**805.3.1.3.1.2.** In the case where an equivalency to a Master of Divinity degree is granted for the educational requirement, five (5) years of assigned experience in Evangelical Congregational pastoral service or employment of a board or agency is required.

**805.3.1.3.2.** The Itinerant ~~Ordained~~ Elder status is a permanent status ~~within the national classification~~, which allows one the permanent authority for full pastoral functions and title (see 805.3.5.).

**805.3.1.3.3.** ~~Ordination Itinerancy~~ carries with it the obligation to stand accountable and responsible before God and the Church within the apostolic tradition and the doctrinal positions of the Evangelical Congregational Church, which the ordinand is charged to protect and defend.

### **805.3.2. Procedure for Application (All Elder Classifications)**

**805.3.2.1.** The applicant shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to Church Center by March 1 in order to be considered for an interview with the Board of Examiners.

**805.3.2.2.** ~~Licensed~~ Local and National Pastors who have completed the educational and experiential requirements (see ~~section 805.3.1.2.1. and 805.3.1.3.1.~~) shall concurrently apply for admission to the Itinerancy when applying for ~~ordained~~ elder status (see section 805.3.3.).

### **805.3.3. Procedure for Application (Itinerant ~~Ordained~~ Elders only)**

**805.3.3.1.** An applicant for ordination shall secure a letter of reference from his Pastoral Relations Committee or his employing board or agency regarding his character and competency and forward it to the Ministerial Development Associate.

**805.3.3.2.** An applicant shall meet with the Board of Examiners to review his application and receive its recommendation to the National Conference. The applicant is expected to provide evidence of his necessary abilities and proven skills, articulate and defend the doctrinal positions of the Evangelical Congregational Church, and inform and satisfy the Board of Examiners regarding his ministry objectives and ministry work performance.

**805.3.3.3.** The examination of an applicant for ordination goes beyond merely completing an educational ~~program / degree~~. The necessary abilities in all of the areas enumerated in section 803 and in the application for ordination must be demonstrated to the satisfaction of the Board of Examiners.

**805.3.3.4.** Even if an applicant possesses a qualified ordination from another denomination and is approved as an ~~Ordained~~ Elder, the Board of Examiners may still require the applicant to receive supplemental training, before being considered for itinerancy.



**805.3.3.5.** Applicants who possess credentials from another denomination must serve two (2) years in an assigned capacity in the Evangelical Congregational Church before becoming eligible for admission to the Itinerancy.

**805.3.4. Steps toward Ordination and Itinerancy (Itinerant Ordained Elders only)**

**805.3.4.1.** Upon approval by the Board of Examiners, an applicant shall then receive the approval of two-thirds (2/3) of the members of the Itinerancy present and voting by ballot at National Conference.

**805.3.4.2.** Upon approval by the members of the Itinerancy, ordinands shall be ordained by the Bishop on behalf of the whole church in an Evangelical Congregational location of the ordinand's choice, such as a church, seminary chapel, or on the mission field. Full consultation with the Bishop must be made prior to scheduling the ordination service.

**805.3.4.3.** Each ordinand shall receive a Bible, properly inscribed, at the time of ordination.

**805.3.5. Privileges (Itinerant Ordained Elders only)**

**805.3.5.1.** Only until after the ordination vows have been assumed at an ordination service may the Itinerant Ordained Elder begin to assume the following privileges.

**805.3.5.1.1.** Itinerant Ordained Elders possess full voting privileges for National Conference.

**805.3.5.1.2.** Itinerant Ordained Elders shall be given priority consideration for an open assignment above the other statuses for ministry.

**805.3.5.1.3.** Itinerant Ordained Elders possess permanent authority for all pastoral functions and title.

**805.3.5.2.** Itinerant Ordained National Elders are eligible for election to the offices of Bishop, and may be appointed as an Associate and as members of the Board of Examiners.

**805.4. All Specialized Personnel – Certified Lay Preachers and Deacon/esses**

**805.4.1. Certified Lay Preacher**

**805.4.1.1. Definition of Certified Lay Preachers**

**805.4.1.1.1.** The Certified Lay Preacher status identifies those who are called and gifted to preach the Word of God, but not permitted to serve in a pastoral role.

**805.4.1.1.2.** The Certified Lay Preacher is a provisional status within the specialized classification, which allows one to be used for pulpit supply.

**805.4.1.1.3.** The Certified Lay Preacher shall pursue the completion of the certified lay preacher track within the Institute for Church Leadership course of study.

**805.4.1.2. Procedure for Application**

**805.4.1.2.1.** All Certified Lay Preacher applicants shall meet the requirements listed in section 804.1 and follow the procedure listed in sections 804.2.2., 804.2.3., 804.2.4., and 804.2.5.

**805.4.1.2.2.** All Certified Lay Preacher applicants shall secure a letter of reference from his pastor or elder regarding his calling, character, and competency.

**805.4.1.3. Privileges**

**805.4.1.3.1.** The Certified Lay Preacher has permission to preach in any of our churches upon invitation of the local pastor.

**805.4.1.4. Restrictions**

**805.4.1.4.1.** The Certified Lay Preacher status is subject to annual renewal.

**805.4.1.4.1.1.** Certified Lay Preachers are required to complete and submit a renewal application annually.

**805.4.1.4.1.2.** Beginning in the third year after receiving their credentials, Certified Lay Preachers shall appear before the Board of Examiners, and thereafter, every five years to provide updates.



**805.4.1.4.2.** Certified Lay Preachers are not permitted to officiate at weddings.

**805.4.1.4.3.** Certified Lay Preachers are not permitted to use of the written title of *Reverend* or *Pastor*.

**805.4.1.4.4.** Certified Lay Preachers do not possess any voting privileges at National Conference (see 205.1).

#### **805.4.2. Licensed Deacon/ess**

##### **805.4.2.1. Definition of Licensed Deacon/esses**

**805.4.2.1.1.** The Licensed Deacon/ess status identifies those men and women who are qualified to provide specialized ministries such as (but not limited to) discipleship, evangelism, Christian education, youth ministry, prison ministry, visitation ministry, counseling, nursing home, or any kind of chaplaincy.

**805.4.2.1.2.** The Licensed Deacon/ess is a provisional status within the specialized classification, which allows one to be recognized in his or her field of specialization and serve in a particular ministry context with some of the privileges given to pastors and elders.

##### **805.4.2.2. Procedure for Application**

**805.4.2.2.1.** All Licensed Deacon/ess applicants shall meet the requirements listed in section 804.1 and follow the procedure listed in sections 804.2.2., 804.2.3., 804.2.4., and 804.2.5.

**805.4.2.2.2.** All Licensed Deacon/ess applicants shall secure a letter of reference from their pastor or elder regarding their calling, character, and competency.

##### **805.4.2.3. Privileges**

**805.4.2.3.1.** Licensed Deacon/esses are permitted to officiate at weddings only on those occasions that their particular position requires them to do so and as approved by the Ministerial Development Associate.

##### **805.4.2.4. Restrictions and Additional Requirements**

**805.4.2.4.1.** All applicants will be provided a required individualized educational plan based on an educational rubric established by the Board of Examiners.

**805.4.2.4.2.** He/She shall be required to take courses pertaining to Evangelical Congregational history and polity as well as EC doctrine. The candidate and the denomination Student Aid Committee will cooperate in funding such courses.

**805.4.2.4.3.** If a Licensed Deacon/ness remains dormant in making progress toward his/her educational advancement for (4) years or more, the Board of Examiners may take action with his/her status.

**805.4.2.4.4.** The Licensed Deacon/ess status is subject to annual renewal.

**805.4.2.4.4.1.** Licensed Deacons/esses are required to complete and submit a renewal application annually.

**805.4.2.4.4.2.** Beginning in the third year after receiving their credentials, Deacons/esses shall appear before the Board of Examiners, and thereafter, every five years to provide updates.

**805.4.2.4.4.3.** Upon approval by the National Conference, the Licensed Deacon/ess shall specify the church or organization where the license will be used to the Ministerial Development Associate, and thereafter must seek approval when changes are necessary. The Licensed Deacon/ess shall inform the Ministerial Development Associate when changes occur in location, responsibilities or duties. **805.4.2.4.4.4.** Licensed Deacon/esses are not permitted to use of the written title of *Reverend*.

**805.4.2.4.4.5.** Licensed Deacon/esses do not possess any voting privileges at National Conference (see 205.1).



### **805.4.3. Ordained Deacon/ess**

#### **805.4.3.1. Definition of Ordained Deacon/esses**

**805.4.3.1.1.** The Ordained Deacon/ess status identifies those men and women who have successfully served in specialized ministries such as (but not limited to) discipleship, evangelism, Christian education, youth ministry, prison ministry, visitation ministry, counseling, nursing home, or any kind of chaplaincy for at least three (3) years after becoming a Licensed Deacon/ess. A full year of service in a parttime assignment shall be counted as one-half ( $\frac{1}{2}$ ) year of service (see 906.2).

**805.4.3.1.2.** The Ordained Deacon/ess is a permanent status within the specialized classification, which allows one to be recognized and ordained in his or her field of specialization and serve in a particular ministry context with some of the privileges given to pastors and elders.

#### **805.4.3.2. Procedure for Application**

**805.4.3.2.1.** An applicant for ordination shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to Church Center by March 1 in order to be considered for an interview with the Board of Examiners.

**805.4.3.2.2.** Applicants for ordination shall secure a letter of reference from their pastor or elder or employing board or agency regarding their character and competency.

**805.4.3.2.3.** Applicants for ordination shall meet with the Board of Examiners to review their application and receive its recommendation to the National Conference. Applicants are expected to provide evidence of their necessary abilities and proven skills, articulate and defend the doctrinal positions of the Evangelical Congregational Church, and inform and satisfy the Board of Examiners regarding their ministry objectives and ministry work performance.

**805.4.3.2.4.** The examination of an applicant for ordination goes beyond merely completing the experiential requirement. The necessary abilities in all of the areas in the application for ordination must be demonstrated to the satisfaction of the Board of Examiners.

#### **805.4.3.3. Steps toward Ordination**

**805.4.3.3.1.** Upon approval by the Board of Examiners, an applicant shall then receive the approval of two-thirds ( $\frac{2}{3}$ ) of the ministerial and lay members present and voting by ballot at National Conference.

**805.4.3.3.2.** Upon approval at National Conference, ordinands shall be ordained by the Bishop on behalf of the whole church in an Evangelical Congregational location of the ordinand's choice, such as a church, seminary chapel, or on the mission field. Full consultation with the Bishop must be made prior to scheduling the ordination service.

#### **805.4.3.4. Privileges**

**805.4.3.4.1.** Ordained Deacon/esses are permitted to officiate at weddings only on those occasions that their particular position requires them to do so and as approved by the Ministerial Development Associate.

**805.4.3.4.2.** The Ordained Deacon/ess status does not require annual renewal.

#### **805.4.3.5. Restrictions**

**805.4.3.5.1.** The Ordained Deacon/ess shall inform the Ministerial Development Associate when changes occur in location, responsibilities or duties.

**805.4.3.5.2.** Ordained Deacon/esses are not permitted to use of the written title of *Reverend*.

**805.4.3.5.3.** Ordained Deacon/esses do not possess any voting privileges at National Conference (see 205.1).



**805.4.3.5.4.** Since the Ordained Deacon/ess credential is issued for a specific ministry, approval from the Ministerial Development Associate is necessary in order to transfer the credential to another field (*E.g. from counseling to youth ministry or chaplaincy to discipleship*).

## **805.5. Transfer of Credentials from Other Denominations**

### **805.5.1. Requirements**

**805.5.1.1.** An applicant for transfer of credentials must be a ministerial member in good standing with his denomination.

**805.5.1.2.** An applicant shall provide at least three (3) references regarding his calling, character, and competency.

**805.5.1.3.** The applicant shall possess a Master of Divinity degree or its equivalent in order to be considered for credentials as an **Ordained** Elder.

**805.5.1.3.1.** If, in the judgment of the Board of Examiners, an applicant for ministry possesses a degree of maturity and experience, and has training equivalent to a Master of Divinity degree, he may be considered as an **Ordained** Elder and would only be required to receive additional training for Evangelical Congregational history, polity, and doctrine.

**805.5.1.3.2.** If, in the judgment of the Board of Examiners, an applicant does not have training equivalent to a Master of Divinity degree, he shall then apply for and follow the procedure for an Approved, Local, or **Licensed National** Pastor (see section 805.2.). The Board of Examiners will inform the applicant of the supplemental education necessary in order to be considered as an **Ordained** Elder.

**805.5.1.3.3.** Even if an applicant possesses a qualified ordination from another denomination and is approved as an **Ordained** Elder, the Board of Examiners may still require the applicant to receive supplemental education before being considered for Itinerancy.

**805.5.1.4.** Consideration for credentials as an **Ordained** Elder requires prior full time service as an accredited pastor in another denomination for at least four (4) years. If he does not have four (4) years' experience, he shall be required to apply for and follow the procedure for a **Licensed National** Pastor (see sections 805.2.1.4.).

### **805.5.2. Procedure for Application**

**805.5.2.1.** The applicant shall acquire the appropriate application from the Ministerial Development Associate, complete, and return the form to the EC Church Center by March 1 in order to be considered for an interview with the Board of Examiners.

**805.5.2.2.** The applicant shall produce evidence of possessing valid credentials with his current denomination.

**805.5.2.3.** An applicant shall meet with the Board of Examiners to review his application and receive its recommendation to the National Conference. The applicant is expected to provide evidence of his necessary abilities and proven skills, articulate and defend the doctrinal positions of the Evangelical Congregational Church, and inform and satisfy the Board of Examiners regarding his ministry objectives and ministry work performance.

**805.5.2.4.** After approval from the Board of Examiners, an applicant shall appear before the National Conference to answer the Questions to Applicants (*Discipline*, Section 506.1.) and receive approval from that body (see 802.2.4.).

### **805.5.3. Privileges**

**805.5.3.1.** If he has educational requirements that satisfy a Master of Divinity degree or its equivalent, he would be received as an **Ordained** Elder, however will have to wait two (2) years to be considered for the Itinerancy.

**805.5.3.2.** He would become available for assignment within the EC Church.

**805.5.3.3.** He would possess voting privileges at National Conference, but not the privileges of an Itinerant.



#### **805.5.4. Restrictions and Additional Requirements**

**805.5.4.1.** Admission into the Itinerancy requires at least two (2) years assigned experience in the EC Church.

**805.5.4.2.** He would not be permitted to vote in executive session at National Conference.

**805.5.4.3.** He shall be required to take the next available courses pertaining to Evangelical Congregational history, doctrine, and polity. The candidate, the local church he serves, and the denomination Student Aid Committee will cooperate in funding such courses.

#### **805.6. Transferring of Credentials to another Judicatory**

**805.6.1.** An individual with E.C. credentials who desires to transfer those credentials to another judicatory must request it in writing to the Ministerial Development Associate.

**805.6.2.** The Ministerial Development Community in consultation with the Bishop is authorized to grant such a transfer between the sessions of National Conference.

**805.6.2.1.** Upon approval of the Ministerial Development Community, the secretary shall notify the E.C. Church Center who shall then issue the letter of transfer of credentials.

**805.6.3.** This action shall be included in the Ministerial Development Community report to the National Conference.

### **806 Secondary Active Designations**

**806.1. Designations.** A credentialed minister serving on the mission field, in military chaplaincy, or in Christian ministries not related to the Evangelical Congregational Church shall be classified within his standing credential with the added designation *Active in Related Field* along with the specific field of service (*E.g. Active in Related Field – Missionary*).

**806.1.1. Missionaries.** A credentialed minister of the National Conference who desires to serve in a full-time capacity as an EC missionary shall make the request known to the Ministerial Development Associate and the Global Ministries Associate. He must successfully complete the interview process of the Global Ministries Community and receive the approval of the Stationing Committee for appointment to the field.

**806.1.2. Military Chaplains.** An **Ordained Itinerant** Elder of the National Conference who desires to serve in a full-time capacity as a chaplain in the U.S. Armed Forces shall make the request known to the Ministerial Development Associate, the Bishop, and the National Conference endorser for military chaplaincy. He must successfully complete the interview process of the denomination's Chaplaincy Committee, the chaplain candidacy program of his branch of the armed forces, and receive the approval of the Stationing Committee for appointment to the chaplaincy.

**806.1.3. Other Ministries.** A credentialed minister who desires to be employed by a Christian ministry or local church that is not related to the Evangelical Congregational Church shall present a letter of request to the Ministerial Development Associate who shall consult with the Bishop for approval.

### **807 Inactive Classifications**

#### **807.1. Retirement and Superannuation**

##### **807.1.1. Classifications**

**807.1.1.1.** Itinerant **Ordained** Elders who retire from active ministry are classified as *Superannuated*.

**807.1.1.2.** All other retiring pastors, elders, and deacon/esses shall be classified as *Retired*.



### **807.1.2. Procedure**

**807.1.2.1.** When a pastor, elder, or deacon/ess decides to retire, he or she shall make his intention known by written notification to the Ministerial Development Associate and Bishop by January 1 of the year he plans to retire.

**807.1.2.2.** The Ministerial Development Associate shall present the written notice to the Ministerial Development Community which shall report it to the National Conference.

**807.1.2.3.** The pastor or elder shall also notify the Benefits Corporation through the Executive Director.

### **807.1.3. Provisions**

**807.1.3.1.** The National Conference shall give a monetary gift (a minimum of \$25 per year of service) to each retiring pastor or elder as directed by the finance committee.

**807.1.3.2.** The National Conference shall also provide for the moving expense of retiring pastors and elders and for widows whose husbands were in active ministry at the time of their death provided that the distance is within the boundaries of the National Conference and is required by stationing (see rule 910.2.3. for schedule).

### **807.2. Inactive and Supernumerary**

#### **807.2.1. Classifications**

**807.2.1.1.** Any Itinerant ~~Ordained~~ Elder of the National Conference who withdraws from pastoral ministry due to bodily infirmities or who accepts a full-time position in any other sphere of service, other than those listed under the designation *Active in Related Field* (see section 806), and is, in honor, so bound by the other commitment that he cannot meet the requirements of an active elder, shall be placed in *Supernumerary* relationship.

**807.2.1.2.** Any other pastor, elder, or deacon/ess of the National Conference who withdraws from pastoral ministry due to bodily infirmities or who accepts a full-time position in any other sphere of service, other than those listed under the designation *Active in Related Field* (see section 806), and is, in honor, so bound by the other commitment that he cannot meet the requirements of an active pastor, elder, or deacon/ess, shall be placed in an *Inactive* relationship (*E.g. Elder – Inactive*).

#### **807.2.2. Supervision**

**807.2.2.1.** The Ministerial Development Community will maintain a supervisory relationship with supernumerary and inactive pastors, elders, and deacon/esses through an annual contact by the Ministerial Development Community.

## **808 Credentials and the Process for Violations of Biblical Standards**

**808.1.** When a credentialed individual is alleged to have committed a sin expressly forbidden in God's Word or to have acted in a manner that is detrimental to the people entrusted to his/her care, the Evangelical Congregational Church, or the ministry of the Kingdom, the Bishop and Ministerial Development Associate shall meet with the credentialed individual, and any other parties involved in order to discern the reality and seriousness of the situation.

### **808.2. Violations Not Resulting in Suspension of Credentials**

**808.2.1.** The Bishop and Ministerial Development Associate may determine that the individual can continue in ministry under the direction of a Pastoral Restoration Team that will be assigned to walk through a process of healing with the individual that may also include the spouse and family, if necessary. This process will be defined as Under Accountability (See 808.2.2.) or Under Disciplinary Care (See 808.2.3.) based on the seriousness of the violation.

#### **808.2.2. Under Accountability**

**808.2.2.1.** There are times when an individual holding credentials is not removed from his/her ministry position, but is dealing with issues where the guidance of the Pastoral Restoration Team may be of great help.

**808.2.2.2.** In those cases, the Ministerial Development Associate and Bishop may at their discretion place individuals Under Accountability and assign a Pastoral Restoration Team to provide accountability, guidance, and support to them. The appropriate District Field Director will be notified, and no action is taken in regard to the credential.

**808.2.2.2.1.** The members of the Pastoral Restoration Team are accountable to the Bishop and the Ministerial Development Associate at all times and can never act independently of their oversight.

**808.2.2.2.2.** The work of the Pastoral Restoration Team will be governed by the Ministerial Development Community policy.

**808.2.2.3.** There is no change in credential or in status of an individual who is Under Accountability.

**808.2.2.4.** Neither this designation, nor its results, will appear in the Conference Journal.

**808.2.3. Under Disciplinary Care**

**808.2.3.1.** There are times when an individual holding credentials is removed from his/her ministry position because of sinful conduct and is placed under the disciplinary care of the Pastoral Restoration Team (801.1.1.2.5.)

**808.2.3.2.** The Pastoral Restoration Team will work toward spiritual restoration of the individual (including the family, if necessary), in consultation with the Bishop, the Ministerial Development Associate. The appropriate District Field Director will be notified.

**808.2.3.3.** The members of the Pastoral Restoration Team are accountable to the Bishop and the Ministerial Development Associate at all times and can never act independently of their oversight.

**808.2.3.4.** The work of the Pastoral Restoration Team will be governed by the Ministerial Development Community policy.

**808.2.3.5.** Neither this designation, nor its results, will appear in the Conference Journal.

**808.3. Violations Resulting in the Suspension of Credentials**

**808.3.1.** There are times when a credentialed individual is removed from his/her ministry position because the individual has violated biblical standards of conduct to the extent that the individual in question cannot immediately continue in ministry.

**808.3.2.** The Bishop and Ministerial Development Associate, acting jointly or individually in the other's absence, have the authority to act immediately to suspend the credentials of any individual when in their judgment credible evidence exists that the individual has violated biblical standards of conduct to the extent that the individual in question cannot continue in ministry effective immediately. (See 808.2.)

**808.3.2.1.** The Bishop and the Ministerial Development Associate along with the appropriate Board of Examiners shall then meet as soon as is practical to consider further action, and the appropriate District Field Director will be notified.

**808.3.2.2.** The individual will be placed under the disciplinary care of the Pastoral Restoration Team (see 801.1.1.2.5.)

**808.3.2.3.** The Pastoral Restoration Team will work toward spiritual restoration of the individual (including the family, if necessary), in consultation with the Bishop, the Ministerial Development Associate. The appropriate District Field Director will be notified.

**808.3.3.** If the individual completes the requirements established for restoration, the Bishop and the Ministerial Development Associate will recommend to the appropriate Board of Examiners the return of the individual's credentials.

**808.3.3.1.** If an individual refuses to submit to the process for restoration, the Bishop and the Ministerial Development Associate will follow procedures to revoke his/her credentials (See 808.4.).

**808.3.4.** Neither this designation, nor its results, will appear in the Conference Journal.

**808.4. Violations Resulting in Revoking of Credentials**

**808.4.1.** In situations where the fact of misconduct is beyond question and the Bishop and the Ministerial Development Associate determines that an individual Under Accountability, Under Disciplinary Care, or Suspension cannot be restored to office or fails to complete the requirements established for restoration, the Bishop and the Ministerial Development Associate may authorize the



appropriate Board of Examiners to bring a recommendation to the National Conference to revoke the individual's credentials and remove them from our ministerial rolls.

**808.4.1.1.** Voting by ballot, a two-thirds (2/3) majority vote of the Itinerancy is required to approve the action.

**808.4.1.2.** The individual whose credentials are being revoked may appeal the decision utilizing the appeal procedure outlined in the *Discipline*, paragraph 623.

#### **808.5. Surrendering of Credentials**

**808.5.1.** A credentialed individual can surrender his/her credentials to the appropriate Board of Examiners.

**808.5.2.** The Board of Examiners will then bring a recommendation to the National Conference to remove the individual from our ministerial rolls.

### **809 Ministerial Personnel Not Serving Pastoral Appointments**

**809.1.** All ministerial personnel not serving appointments shall give active support to the local EC congregation in which their membership is held and loyal cooperation to the pastor or elder of that congregation unless granted an exception by the Ministerial Development Associate.

**809.2.** A supernumerary who has removed his residence to another locality that is at such a distance from the area served by a local EC church to prevent his attendance at a local EC church's services and functions shall annually complete a report concerning his whereabouts and status. The Ministerial Development Associate will convey this information to the local pastor and the Ministerial Development Community. If a supernumerary fails to make such contact and report, the local pastor shall contact the Ministerial Development Associate, who will follow up with the Supernumerary.

**809.3.** The Ministerial Development Associate shall present a report regarding these persons, their relationship to the local church, and their adherence to the moral and spiritual principles of the denomination to the Ministerial Development Community.

### **810 Irregular Pastoral Appointments**

#### **810.1. Stationed Interims**

**810.1.1.** An interim pastor or elder shall be so designated by the Stationing Committee when he is entrusted with the oversight of a church to which no regular pastoral appointment has been made.

**810.1.2.** An interim pastor or elder shall have the all the privileges of an assigned pastor or elder (See Section 908).

#### **810.2. Pulpit Supply**

**810.2.1.** When an interim or permanent pastor or elder is not immediately available, lay members may be used to supply the pulpit and meet basic pastoral care needs.

#### **810.3. Church Planting**

**810.3.1.** A church planter shall be designated by the Kingdom Extension Community in consultation with the Stationing Committee and shall give pastoral oversight to the plant or restart.

#### **810.4. Authorized Work**

**810.4.1.** Lay members may also be deployed and entrusted with the work of initiating and/or servicing new preaching places.

**810.4.2.** Lay members may be deployed when a new preaching place has been identified, or when a church has been planted or restarted and a permanent church planter has not yet been appointed by the Kingdom Extension Community.



### **BENEFITS CORPORATION**

There is finally some consistency and calm with health insurance. The move to Guidestone has proven to have been a good move, although it was, somewhat, forced upon us. I am judging the level of acceptance of the health insurance plan by the lack of complaints received by the EC Benefits office. From a plan administration perspective, the level of satisfaction with Guidestone has also been very good. The lack of a premium increase in 2023 was the result of unspent COVID relief funds given to health insurers, so most likely expect an increase in the 2024 health insurance premiums. We will not rule out a move away from Guidestone but we are hoping any 2024 premium increase will be moderate and the best overall decision will be to stay with Guidestone.

The health plan census (plan participants) decreased by 8 during 2022 to 28.

The premium for the Highmark Medicare Advantage PPO (Freedom Blue) remained the same at \$255/mon with no changes to benefit levels. This plan provides additional coverage beyond the basic Medicare coverage for retired pastors, spouses, and widows. There is no requirement that Medicare eligible pastors must join the denomination sponsored Freedom Blue plan and many lower premium plans are available. Beginning in January 2020, 100% of the cost of the Freedom Blue Medicare Advantage plan is being paid by the retiree.

The 403(b) Defined Contribution pension plan consumed most of the work of the EC Benefits Corporation and Trustees with the move from Prudential/Empower Retirement to Nationwide. The transfer of the funds to Nationwide was completed on April 5, 2023. The transfer of the plan assets was not as smooth as we had hoped. Thanks to all the hard work of the staff at Nationwide to complete the transfer. A bigger thank-you is due to the church treasurer's, administrative assistants, and pastors for working through the changes resulting from the change in pension plan administrators. There were a few more hiccups with the employer side of the process that needed to be addressed. Our contact at Nationwide, Cindy Davis, mentioned to Kevin Henry a few times how much she enjoyed working with the EC group. There were many acts of grace and understanding that "ECers" displayed working through their problems. We can all be proud of our behavior. Jennifer Buehler and her team were also very involved in the transfer of the plan assets, and they were a great help in all steps of the process. Jennifer will continue in her role as plan investment advisor and resource for all things retirement for EC pastors.

The 403(b) plan experienced a 15.5% or \$3.8M loss in investment earnings during 2022. The investment losses in our plan are not unusual as the 2022 performance of the major financial indexes returned declines in the 15% to 20% range. 2022 contributions exceeded 2021 contributions by almost \$90,000 to \$616,879. The total number of active participants in the plan increased to 159, an increase of 1 from last year. Of the total participants in the plan, seven are taking advantage of the Roth 403(b) option. I would like to thank Jennifer Buehler, Wells Fargo Wealth Management, for her commitment and time spent working with our active and retired pastors. She is a tremendous asset for the EC Benefits Board.

The Manna Fund balance as of December 31, 2022, is over \$76,000, and there was one retiree receiving assistance in 2022 totaling \$3,000. The retiree received assistance due to the increased cost sharing from the Highmark Freedom Blue plan. The Manna Fund Received \$10,908 in contributions from individuals, churches and one bequest.

The income limits to qualify for a Manna Fund distribution have been set at 200% of the federal poverty level as defined by the US Department of Health and Human Services. The current limits are \$27,180 for individuals, and \$36,620 for two member households. The Manna Fund was established to assist our retired clergy and surviving spouses. We know that we have retired clergy and surviving spouses that do have financial needs, but they will not complete a Manna Fund application. If you are aware of any of our retired clergy or surviving spouses that could benefit from a Manna Fund distribution, please encourage them to complete an application for assistance. Manna Fund applications are mailed to retired clergy and surviving spouses in April. An application can also be received from the Benefits Administrator at the EC Church Center.

The 2022 investment losses reduced the disability fund balance by \$49,000 to \$647,000 at the end of the year. There were no disability or death benefit claims paid during 2022, however there will be a disability claim in 2023.

The Benefits Corporation also administers the Defined Benefits Plan for the National Conference. This is an unfunded liability of the National Conference. At the end of 2022 there were 21 pastors and surviving spouses receiving monthly pensions of approximately \$3,700.

A financial audit was completed by Hamilton and Musser, PC on the records of the Benefits Corporation. There were no significant discrepancies noted by the audit. Our appreciation and thanks to the church treasurers that responded to the audit confirmation requests.

One trustee is up for election this year, please see the application in your report packet.

The EC Benefits Board has six open lay trustee positions and no open pastor trustee positions. If there is anyone interested in serving as a trustee, please contact Frank Schock, President, EC Benefits Corporation. The EC Benefits Corporation trustees are dedicated, active and knowledgeable and vital to the operation of the EC Benefits Corporation. Their service is appreciated, and they cannot be thanked enough.

After over twelve years of service to the pastors and churches of the Evangelical Congregational Church David King, Benefits Administrator, retired at the end of April 2023. Dave brought a varied work history, knowledge, and skill to his position. He used his experience and skill to bring insights to discussions and find creative solutions to challenges. Dave will be missed by the Church Center staff (although some of his puns won't be missed). May God continue to Bless Dave and his family in his retirement. The Benefits Administrator job duties will be shared by Kevin Henry and Bethany White. Kevin will assume the administrator portion of the position and Bethany will assume the bookkeeping and accounting duties.

Respectfully submitted,

**Frank Schock, President**  
**EC Benefits Corporation**

**Kevin Henry, Executive Director**

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## CAMP ECCO

No report was given at time of request.

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## EVANGELICAL THEOLOGICAL SEMINARY

When the police came to his door, he knew that his time was up. They were there to ask questions this time, but they told him not to go anywhere. He knew they'd be back, and he knew why.

Someone had discovered the body of his dead wife, a wife almost no one knew about. They had married in secret just weeks before; he told her that he was an undercover drug enforcement officer and for her own safety she should tell no one about him. She hadn't. He had, however. He told his life insurance agent when he took out a major policy on her immediately after their marriage. Then, when he was assured it had cleared, he killed her. He tossed an electric fan into the bathwater with her body to make her death look accidental, but they had found the wound on her head where he had bludgeoned her. And then they apparently found the marriage license. And now him.

This was, amazingly, not his first murder. Three years earlier he had fed his first wife arsenic over a period of weeks until, weakened by the poison in her body, she easily tumbled down the basement stairs when he pushed her. Most everyone thought it was an accident. They cried with him. One who wondered, though, was the 14-year-old girl he was having sex with. He was 50. His wife had found out about the relationship, so she had to die. The second wife also had to die so he could collect the insurance money to buy a house for him and his young "girlfriend" to live in.

The girl was a member of his congregation. Yes, this man was a pastor! And my mentor. Don had a charismatic personality. People were drawn to him, and through him to Jesus. He had been called to ministry in mid-life, and it seemed to fit him well. I was very grateful to him for taking me under his wing, even though I was not a member of his congregation. I really liked and trusted the guy.

One summer evening, before all this had happened, I was attending our regional campmeeting service. I was sitting with my friends in the back of the tabernacle when I heard the speaker give an invitation to those called to "full-time ministry for Christ." I already knew I was, but had never acknowledged it quite so publicly. That evening I got up from my seat, left my startled friends behind, and walked down a very long aisle, wondering what was going to happen when I got there.

Don happened. He had seen me coming and was waiting for me with a grin. We knelt down. "Do you remember the story of Elijah being taken away into heaven?" Yes! "And Elisha was left behind. "Do you remember what he asked for?" Yes! A double portion of Elijah's spirit. "Well, I'm going to pray that you receive a double portion of my own spirit, whatever it's worth." And so he did.

A year and a half later I was in college when I got the news. Don was dead. He had killed himself in the church parsonage. He had taken some left-over arsenic after the police had left. I struggled to absorb the news, particularly

later, when the whole story came out—the double murders, the relationship with the girl, and other truly bizarre behaviors. It made the national news. And I wondered about that now-troublesome bestowal of the double portion of his spirit. I got more worried when my own fledgling pastoral career kept following his. His first full-time pastoral charge was a church in a little country village, where I was sent for my first one too, at age 21. His second church was the one he died at; that's where I was assigned next, three years later.

My wife and I moved into the parsonage where Don had died, where Phyllis had been pushed down the stairs, where my teenaged friend had been sexually assaulted. It was spooky at best. Worse, in the intervening years no one had helped this church deal with its own trauma. Congregation members asked me if they were legitimately married, since Don had officiated at their weddings. Some wondered if they were truly saved, since he had led them to Jesus. While assuring them, I worried about myself: Was I stuck on his path? Was I also capable of doing such horrible things?

In the end, I concluded that, whatever we are capable of, by the grace of God we all still have choices. I did not need to repeat Don's. And, in fact, I haven't been tempted to. Nor did I need to let his awful choices dampen my own ministry. They haven't. I've long moved past that trauma of my youth. But as I face this spring the 40<sup>th</sup> anniversary of Don's tragic death, I remain keenly aware of how easy it is for broken human beings, even those who claim Christ in some way, to succumb to the darkness. Part of growing up in Christ is coming to terms with our brokenness—owning it, respecting it, but also choosing to be healed of it by the grace and power of Christ.

That's yet another reason I believe passionately in what we do. By “we” by I also mean you. From the very beginning you have emphasized the healing and transformation of the soul, and not mere acquiescence to a creed. Our creeds matter, of course, and our craft as well, but we also pay attention to character, to how we are being transformed more and more into the image of Christ.

We've done the same thing at Evangelical, particularly as spiritual formation has become not merely a more noticeable part of our curriculum but also more deeply embedded in our culture. And one of the primary reasons we joined forces with Kairos University is because they shared that same commitment. We would speak of “the integration of head, heart, and hands;” at Kairos, the wording is “content, character, and craft.” But it's the same thing. Our students are not just filling their minds with great ideas and learning effective professional practices.

Instead it's a discipleship journey. Our emphasis on character, while not a guarantee against the kind of horrific behavior exhibited by my mentor, at least gives us the opportunity to ask, again and again in a student's discipleship journey, “How is it with you, really?” What are you struggling with? What is grace inviting you into?” I wish that someone had done that for Don, instead of simply accelerating a charismatic guy into pastoral leadership. Maybe they could have noticed the hole in his soul, a hole so big and so painful that he would eventually destroy people he loved. And himself.

This is possible to a greater degree than ever before because of our mentoring model. Every student journeys from beginning to end with three mentors—a faculty mentor appointed by the school, a vocational mentor chosen from the student's denomination, church, or other ministry context, and a personal mentor who knows him or her well enough to ask hard questions. And then they assess student progress—not just on content and craft but also on growth in character, how the student is applying their learning to the formation of their spirit, to the healing of the holes in their own soul.

For an EC student, one, two, or all three of those mentors could be EC. Wouldn't that be wonderful? Long ago Evangelical was staffed entirely by ECs for the benefit of EC students, but that was not sustainable in the long run. You graciously opened up your seminary to others. Now, for the first time in generations, the denomination can be again very hands-on in the preparation of EC students for ministry in EC churches (or elsewhere). The same is true of our Methodist, Anabaptist, and other students, including those overseas in a context far different from our own. This is very good.



Because of this mentor-led learning model, I am pleased to report that the mission of Evangelical Seminary is flourishing. We are doing what we've always done—forming servant leaders for transformational ministry. We are offering the same degree programs, utilizing the same faculty, operating on the same site, searching the same Scriptures, and serving the same Lord as when we were a stand-alone institution. We even have the same name on the sign out front! And yet we are also now a fully-integrated legacy partner of Kairos University, which means we can offer students an even wider array of degree paths to choose from, a larger pool of faculty from whom to learn, a more global community of others with whom to journey, and a price that is shockingly lower. We are the same in many ways, and where we are not the same, we are better.

We ceased separate educational offerings last June, but as of this writing have not fully dissolved as a separate legal entity, while we tie up some remaining loose financial and legal ends. Our assets will be transferred to the stewardship of Kairos University yet will be managed here for the benefit of ongoing, long-term operations in Pennsylvania. We are sharing space with others on our campus these days, including one of your churches, but we intend to stay. We have one governance board, populated with members from the various boards of the five (soon to be six) legacy partners. Four of our Evangelical board members serve on that board; two of them are ECs, and intentionally so.

Students learn toward proficiency in learning outcomes, rather than just the accumulation of credits. For instance, to earn an MDiv a student needs to demonstrate proficiency in each of the following: Christian Spirituality, Skillful Biblical Exegesis, Cultural Exegesis and Gospel Proclamation, Theology and Worship, Christian Tradition, Christian Ethics, Collaboration and Care, Reflection in Community, Mentored Life, and Contextual Project. Students in our MA, BA, ThD, PhD, DPC, and DMin programs have similar outcomes tailored to the purpose of their respective programs.

Tuition is in the form of a monthly subscription, not a charge per credit hour. Most students pay \$300/month, which means that an MDiv that used to cost \$45K can now be completed for about \$14K, if the student takes the average time for completion. This is astonishing. But our ability to make high quality, accredited theological education available at such a discount remains dependent on the continuing gifts of our generous friends, because our price for delivering the learning is greater than what we are charging. Our passion is that no one who is called by God to ministry or leadership should even be denied the necessary preparation for that due to cost. So I thank you in advance for your continued giving to the ministry of your seminary. We are grateful. I am glad to respond to questions about any of this, particularly the ongoing integration of Evangelical into Kairos University. Please feel free to contact me at [president@evangelical.edu](mailto:president@evangelical.edu).

In the meantime, given the tragic story with which I began this report, it seems appropriate to ask this at its conclusion: How is it with you, really? How is grace healing the hole in your own soul?

Gratefully,

***Dr. Tony Blair, President***

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## ROCK RIVER BIBLE CAMP

No report was given at time of request.

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## STONERIDGE RETIREMENT LIVING

No report was given at time of request.

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## TWIN PINES CAMP

In 2022, the ministry of Twin Pines saw an increase in the number of guests attending retreats sponsored by Twin Pines. There continues to be a growing desire and interest in attending camp planned and led retreats. This is a change from the past when people were more interested in attending retreats that were planned and led by their church. These multi-church events foster friendships and support networks among youth groups and churches. The growth in the Winter Thaw retreats at Twin Pines has allowed youth the opportunity to experience Twin Pines outside of summer camp, has promoted relationships among E.C. and non-E.C. youth, and has encouraged teens to apply to be on summer staff. The lingering effects of the Covid-19 pandemic, along with obstacles that churches face in planning and executing their own retreats, has affected the number of church-sponsored retreats and guests. Based on this trend, Twin Pines will continue to increase the amount of programming that allows guests to attend retreats without the need to plan.

Summer camp 2022 was a success despite being short-staffed. There were only 8 summer staff members who spent the full summer at Twin Pines, down from 25 the year before. With the help of volunteers and the tremendous efforts of summer and full-time staff, summer campers enjoyed Twin Pines and experienced the love of Jesus. The staff that were here were certainly stretched and grew in ways they never imagined.

In the summer of 2022, Twin Pines had the opportunity once again to reach out to campers through Prison Fellowship's Angel Tree Camping program. There were more Angel Tree scholarships given out in 2022 than any year so far, and we are eager to minister to even more of these campers. Angel Tree participants have a parent or guardian who is incarcerated. Through this scholarship program, they can enjoy a week of summer camp and hear the gospel message.

Another trend that Twin Pines continues to see is that of late or last-minute registrations and the need to accommodate people on short notice. This has increased in frequency in recent years. We strive to be flexible while still meeting the needs of our guests and campers.

A major change occurred in the spring of 2022 when the camp management software company that Twin Pines has always used announced that the software would no longer be supported as of the end of June. The transition to new software had to occur very quickly with a steep learning curve. In the end, it has been a positive move because the new software has allowed for a more streamlined online registration process and a smoother acceptance of payment

for events and donations. There is also an increased capability to communicate with guests and campers through the software and more user control.

As in years past, in 2022, Twin Pines was able to partner with churches in our area and other organizations. We have hosted several local churches who wanted a place to meet to plan for their churches. Twin Pines is also a regular meeting site for the Pennsylvania Game Commissioners of Northeast Pennsylvania. We have an opportunity to partner with Monroe County Fellowship of Christian Athletes (FCA) to host events for the organization as well as begin the planning for an FCA Outdoors group. Greater Ecclesia Church continues to meet at Twin Pines on Sunday mornings. We continue to seek more of these ministry partnerships. These partnerships benefit both sides and help Twin Pines to fulfill its purpose of making Christ known as the author of His Word and His World.

Twin Pines desires to serve the Evangelical Congregational Church even as we reach out to other churches looking for a place to hold retreats and be renewed and refreshed. Retreats are a vital part of a church's year-long plan for growth and stability. Research shows that churches that regularly hold retreats or attend retreats have increased attendance and experience spiritual growth. Some E.C. churches use the facilities of Twin Pines and participate in the programming opportunities. However, there are still many E.C. churches, youth groups, and other E.C. organizations that are not using Twin Pines. Twin Pines may not meet the needs of all those groups, but if the group never inquires about programs, facilities, or opportunities, they will never know whether or not it is a good fit. We recognize that our roots run deep in the E.C. Denomination and desire an ongoing healthy relationship of mutual benefit. Twin Pines can plan great activities and improve facilities, but if churches do not choose to use the camp, no one benefits. For nearly 60 years, Twin Pines has ministered with and through the E.C. Church. Working together, we ultimately benefit the Kingdom and inspire youth and adults to grow in their relationship with Jesus and share that message with others!

Twin Pines is thankful for those E.C. churches that faithfully support the ministry and provide funding for the camp on a regular basis. These churches also send campers to Twin Pines for summer camp and retreats. There are many ways to support the ministry of Twin Pines. Your church can send donations, send campers, adopt a project, promote events, and most importantly, lift up the ministry in prayer. We need your support to provide quality programming and facilities for furthering the Kingdom!

### **WE WANT TO SEE YOU AT TWIN PINES!**

Twin Pines has been and is a people-driven ministry. It takes each and every one of the people involved to keep the ministry of Twin Pines moving forward. There is not enough time or space to thank everyone personally, but the list below provides a small glimpse of the number of people it takes to keep building the Kingdom!

4 – Full-Time Employees	10+ - Retreat Hosts/Hostesses
10 – Part-Time Year 'Round Employees	20+ – Spring & Fall Work Retreat Volunteers
8 – Summer Staff	15+ – Committee & Task Force Members
23 – Summer Program Staff	9 – Twin Pines Board Members
6 – Week-long Nurses	100's – Financial and Prayer Supporters
2 – Sunday Afternoon Nurses	
2 – Summer Weekly Volunteers	

We want to say THANK YOU!!! THANK YOU!!! THANK YOU!!! to all of those people who continue to support Twin Pines. We thank the National Conference and the leadership for their support. We would especially like to thank our supporting regions, Delaware and Susquehanna regions.

Please pray for the ministry of Twin Pines and what it has to offer to a hurting world. We ask that you also look for ways to utilize the facilities for your church.

Respectfully submitted,

***Shawn Fetterhoff, Executive Director***

For the 2022 Twin Pines Board of Directors

Rev. Jeff Merwine, President  
Mrs. Cindy Raezer, Secretary  
Mr. Tom Shollenberger  
Mrs. Jill Kleinfelter  
Rev. Tanner Cosgrave

Mr. Nick Economopolous, Vice-President  
Mr. Garth Brown, Treasurer  
Rev. Jeffrey Berger  
Rev. Stewart MacDonald



## **RESOLUTIONS**

Rosedale Community Evangelical Congregational Church, Rosedale, MD convened a congregational meeting in 2022 to consider the dissolution of the Rosedale Community Evangelical Congregational Church, Rosedale, Maryland. Following an appropriate motion and second, a vote was taken and those entitled to cast a ballot voted unanimously to approve the motion to close effective October 30, 2022, and be declared dissolved effective upon the adoption of a resolution of dissolution by the National Conference of the Evangelical Congregational Church no later than May 26, 2023. The congregation took all actions required by their by-laws and operating documents and actions required by Section 308.4 of the *Discipline* as to the call of the meeting, notice to members, entitlement to vote and vote required to dissolve.

THEREFORE BE IT RESOLVED: That the closure of Rosedale Community Congregational Church, Rosedale, Maryland is hereby approved by the National Conference of the Evangelical Congregational Church, to be effective upon the repayment of any claims of the National Conference being adequately satisfied as remaining funds are available. Title of all property, both real and personal, of said congregation hereby reverts to the National Conference which becomes entitled to all rights of ownership thereto.

Union Salem Evangelical Congregational Church, Jonestown, Pennsylvania, convened a congregational meeting on December 18, 2022 to consider the dissolution of the Union Salem Evangelical Congregational Church, Jonestown, Pennsylvania. Following an appropriate motion and second, a vote was taken and those entitled to cast a ballot voted unanimously to approve the motion to close effective December 31, 2022, and be declared dissolved effective upon the adoption of a resolution of dissolution by the National Conference of the Evangelical Congregational Church no later than May 26, 2023. The congregation took all actions required by their by-laws and operating documents and actions required by Section 308.4 of the *Discipline* as to the call of the meeting, notice to members, entitlement to vote and vote required to dissolve.

THEREFORE BE IT RESOLVED: That the closure of Union Salem Evangelical Congregational Church, Jonestown, Pennsylvania is hereby approved by the National Conference of the Evangelical Congregational Church, to be effective upon the repayment of any claims of the National Conference being adequately satisfied. Title of all property, both real and personal, of said congregation hereby reverts to the National Conference which becomes entitled to all rights of ownership thereto.

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# **BENEFITS CORPORATION**

## **BOARD OF TRUSTEES PASTORAL NOMINEE**

INCUMBENT

Personal Information:

Name: Rev. Franklin Schock

Street Address: 629 S. Spruce St.

City, State, Zip: Lititz, PA 17543

Home phone: 717-625-2870 Work Phone: 717-867-4636

Cell Phone (optional): 717-808-0111

Email Address: [fschock@windstream.net](mailto:fschock@windstream.net)

Family History: parents - Dorothy and J. Monroe Schock, Sr. - were actively involved in Bethany E.C. Church, Tamaqua. Parents-in-law – Elvin and Pearl Schaffer – were actively involved in Seibert E.C. Church, Allentown. Three children: Chris (living in Loveland)

Spouse: Eileen – grew up in Seibert Church

Children: (List names and ages)

Christopher (49); Koren (Schock) Fox (45); Joel (40)

Christian Experience: State your Christian experience and commitment to Jesus Christ as Savior and Lord.

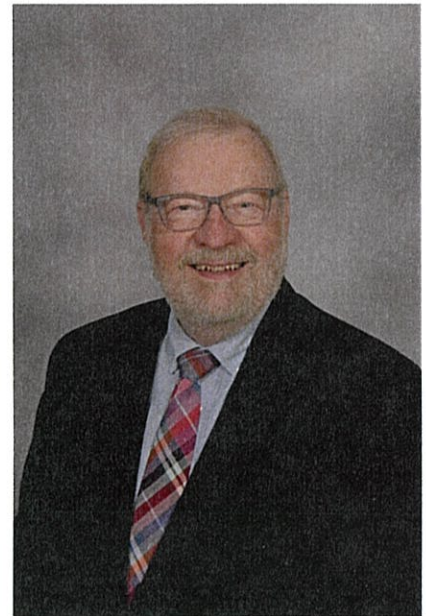
I accepted Jesus Christ as Savior and Lord in my childhood, having grown up with Christian parents and attending Tamaqua EC Church. Throughout my life I have trusted in Him and endeavored to serve Him as he led to various paths of ministry.

Church Affiliation and Membership: At what church to you hold your membership and attend?

Trinity E.C. Church, Lititz, PA

Church Leadership: List the leadership positions in your local church which have provided you with growth and ministry opportunities.

Pastor, Associate pastor, President and Vice President of Official Board/Ministry Council, member of Pastoral Relations Committee, Steward, Sunday School Superintendent. Sunday School teacher, Chair of Christian Education Commission, Youth Advisor, Small Group Bible Study leader



Educational Background: Describe your educational background, including any undergraduate and graduate education or any trade school education.

BS – Business Administration, Penn State University  
MDiv—Evangelical Theological Seminary  
Continuing education since 1977 to maintain my Nursing Home Administrator license

Community Service: List your leadership roles within your community which have presented you with service opportunities. Be certain to list membership on any boards or agencies.

Board Service: Twin Pines Camp (President); ECC Retirement Village; Moravian Manor (Lititz); Pennsylvania Christian Endeavor (President); LeadingAge PA (board president); LeadingAge (House of Delegates); Lancaster Area Senior Services (President); Lancaster County Chamber of Commerce board

Community Service: former member Myerstown/ELCO Rotary Club & Lititz Rotary Club

Professional Life: Describe your current job responsibilities. If you are retired, describe the responsibilities you had in the last job from which you most recently retired.

I served as the Executive Director at Countryside Christian Community in Annville, PA, which is a small retirement community sponsored by the United Christian Church before I retired.

Hobbies: List any of your favorite hobbies

Traveling and Home decorating projects

## STATIONING ELDER NOMINEE – DELAWARE REGION

Name: Rev. Nathanael Kennedy

Address: 411 Center Ave., Jim Thorpe, PA 18229

Church Affiliation: Ebenezer EC Church, Jim Thorpe

Church Leadership: Pastor

What are your spiritual gifts? Teaching, Evangelism and Pastor

What specialized ministry training have you had in the past (5) years? Yearly  
Pastors Conferences in Kentucky

In what community organizations and community ministries are you active? Food Pantry

Why do you want to become a stationing elder? I love the Lord, ministry, and people. I want to help ensure that pastors and churches fit well together as they seek to serve God in the local church and community for the glory of God.





## STATIONING ELDER NOMINEE – DELAWARE REGION

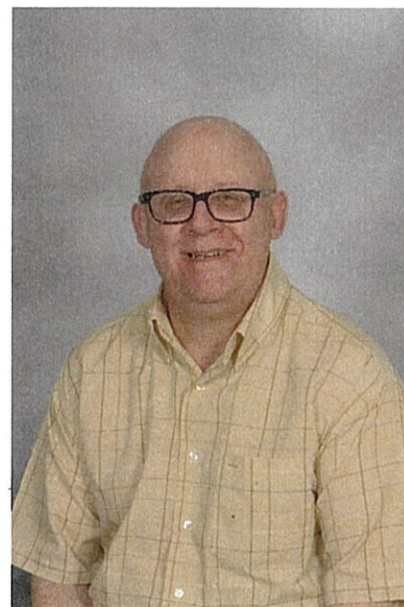
Name: Rev. Robert Santucci

Address: 1320 Stonethrow Road, Bethlehem, PA 18015

Church Affiliation: Bethany EC Church - Clayton

Church Leadership: Pastor

What are your spiritual gifts? Over my ministerial career, my guide has always been Ephesians 4:11-16. I see myself in the following ways; as an apostle in relaying the foundations of both St. John's, Allentown and Bethany, Barto. I have received and declared God's word to the congregations and gave conformation of signs and wonders to each body of Christ. I also see myself as a teacher as I'm gifted of studying and interpreting God's word to the churches. Also, as an evangelist because I am equipping the saints by preaching the Good News. I also believe shepherding is a strong suit of mine, leading Bethany, fourteen churches, their pastors and delegates. Since October, 2020, I have had the high honor and privilege of being the Lehigh Valley District Director. This position has enabled me to shepherd dedicated pastors, delegates and their church members. Finally, service is very important in my toolbox as I devote myself to teaching and preaching to give God's instructions to the congregations I have served.



What specialized ministry training have you had in the past five (5) years? Since 2003, I have been a hospice chaplain in end-of-life care. This has enabled me to work with every age group across the spectrum in coming alongside them in the toughest time of their lives. I have an intuitive sense about people and believe I can bring these gifts in helping future ministers into the positions that God has ordained them for.

In what community organizations and community ministries are you active? Up until October 2022, I worked as a full-time hospice chaplain and part time as a pastor. It did not provide time to devote participation in community groups. I felt and still feel, I needed to spend time with my wife and dog, as well as having down time.

Why do you want to become a stationing elder? I'm going to answer this question from I Timothy 3:1-7 and Titus 1:6-9. I believe that I have the following qualifications; My wife Nancy and I live a life that is worthy of this calling, I exercise self-control, I'm sensible, prudent, have good judgment, see things as they are, know myself very well, understand people and how they respond, I strive daily to be honorable and dignified, astute biblically and can spot serious error, mature believer, cares about people being treated fairly, and finally I am peaceful, honored to serve, devoted to Christ through prayer and meditation, and always willing to give God the honor and glory.

The following is the job description provided by the EC denomination. I will break it down the items one by one.

1.1 By interviewing pastors seeking reassignment- Last summer 2022, I had the honor and privilege of interviewing Pastor Thad Hughes as he and his wife Jill began the process of praying about and considering taking over at St. John's, Allentown, Pa.

1.2 By preparing pastors for local church interviews- I spent several hours preparing Pastor Thad Hughes as he prayed for and considered pastoral ministry and preparing him for PAC.

1.3 By assisting churches seeking reassignments as they complete the CHIP, I was invited in October 2022, by the PRC committee of Christ EC, Allentown, Pa to shepherd them through the CHIP process.

1.4 By interviewing PRCs, As aforementioned, we spent two months together, four meetings which I facilitated and spent several hours together to determine what their future is; we completed the CHIP application, revised their pastor's job description and "at their request broke it down of what does their future look like " by hiring a full time pastor or a part time pastor.

1.5 By facilitating local church interviews of pastoral candidates, My three careers, first as a professional golfer, a board certified hospice chaplain and now a minister, I have always had a wonderful attention to detail and I believe my life experiences have prepared me to facilitate these interviews. This also included my participation in ministry council meetings and being a credit manager years ago which developed my communication skills.

1.6 By making himself available to offer immediate post-interview counsel to both the church and pastor. I am a very organized person and as aforementioned have a great attention to detail and would be able to be available to meet and listen to any concerns they may have. I would offer to remain in touch with the person as a sounding board, colleague and hold them up in prayer.

1.7 By making a follow-up call to newly appointed pastors and churches within three months of the beginning of the appointment year, I would have no problems with making follow-up calls to these pastors within three months and if need be, after a six-month period. I would also coordinate the calls and results of the conversations with their respective DFD's.

2. To confirm pastoral salary packages at duly called Official Board/Ministry Council meeting (see 902) 3. To assist the pastors and Moving Coordinator, when requested, in coordinating the schedule and payment of expenses related to moving (see 902 and 910) 4. To participate in all meetings of the Stationing Committee 5. To submit to the Bishop for reimbursement a detailed account of stationing related expenses (eg. mileage, meals, phone calls)

I would follow all the required guidelines.

## STATIONING ELDER NOMINEE – DELAWARE REGION

Name: Rev. Charles Walker

Address: 39 Hafer Drive, Leesport, PA 19533

Church Affiliation: Bethany EC Church, Leesport

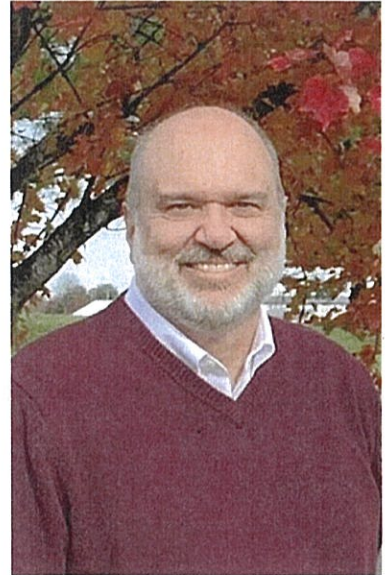
Church Leadership: Pastor

What are your spiritual gifts? Mercy, Pastor, Exhortation, Giving

What specialized ministry training have you had in the past (5) years? Critical Incident Training for Fire Chaplains

In what community organizations and community ministries are you active? Citizens Fire Company, Palmyra, PA, Contributing Member, 2022-present; Fire Chaplain, 2015-2022

Why do you want to become a stationing elder? I would like to be part of the team helping pastors and churches to come together for the service and glory of Christ.





## STATIONING ELDER NOMINEE –GREAT LAKES REGION ILLINOIS DISTRICT

Name: Rev. Robert Dunbar

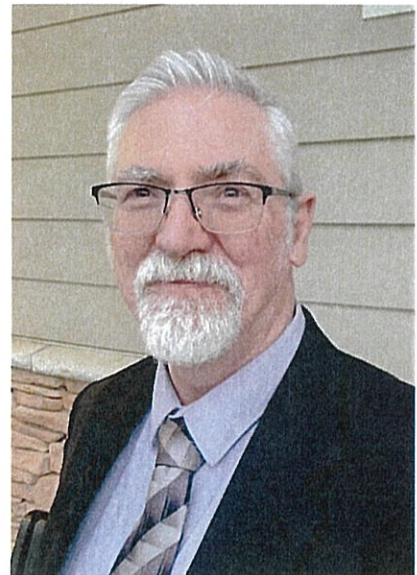
Address: 621 N. Galena Ave., Dixon, IL 61021

Church Affiliation: Dixon, Bethel EC Church

Church Leadership: Illinois District Field Director

What are your spiritual gifts? I have the gifts of teaching and encouragement, and according to my wife, the gift of listening.

What specialized ministry training have you had in the past (5) years? My training has been in the ICL courses provided by the ECC. This has included courses on church leadership and on spiritual formation; these are two areas that I think are especially valuable for a stationing elder.



In what community organizations and community ministries are you active? I participate in and occasionally teach the men's Bible Study at Bethel ECC in Dixon.

Why do you want to become a stationing elder? When I came into the ECC from another denomination, my stationing elder (and the regional field director) was Gary Brown. He was the face of the ECC to me; he encouraged me in ministry; he tied me into the ECC, both locally and nationally. He showed that he cared for both me and the church I would potentially pastor. I would like to be for others what Gary was to me then. I believe I have the gifts and calling to serve the ECC in this way, helping churches and pastors find the right fit. And I would very much love to see the ECC expand in the Illinois District.



## STATISTICIAN

Please use care analyzing the year-to-year comparative statistics included on the summary page preceding the detail statistics per church report. The number of submitted annual statistical reports has been trending downward over the last four years. That is disappointing. Missing statistical reports hamper year to year comparative and trending analysis. Admittedly, church attendance statistics are inherently fuzzy and not always representative of the impact a church has on its community. However, the operation of a denomination, or any organization, requires the collection of some indicators of activity and the trending of those indicators can be an indicator of the health of an organization. I encourage all churches to complete and remit their annual statistical reports on a timely basis.

There are some encouraging statistical trends such as worship service average attendance that increased 510 from 2021 and increases in professions of faith and a rebound in Sunday School attendance from 2021. The harder question is why. I'm sure post COVID recovery is some of the answer however, these increases are being realized with six less statistical reports submitted in 2022 from 2021. I believe there are many reasons to be thankful.

The total decrease of \$404,000 in church income is a bit misleading. The total 2022 regular tithes and offerings, included on the detail pages, is \$403,000 higher than 2021. The decrease in church income is mostly in building projects and other income with also a slight decrease in mission giving. While there is less income received for missions there was over \$100,000 more given to EC and non-EC missions in 2022 than in 2021. With a reported decrease in the number of employed pastors and other church staff the around 2% increase in the total reported salaries and benefits expense is a favorable indicator. The overall number of churches reporting all revenues over all expenditures is 57% of the total survey respondents. During a calendar year there are many events or activities or situations that can influence a church's financial position year after year and trends are not defined by the results of only one year. Churches should analyze their own statistical reports for upward or downward trends in statistics or finances. As stated above, statistics do not accurately represent the impact a church is having on its community and there are usually stories or circumstances behind every number.

Thanks to all the churches that responded to the annual statistical survey. I hope in future years more participation can be encouraged. If anyone has a suggestion on what statistic(s) to gather and report on that would be beneficial to your church or ministry, please contact me.

***Kevin Henry, Conference Statistician***

<b>NATIONAL CONFERENCE STATISTICAL REPORT</b>
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January 1, 2022 to December 31, 2022

OF THE EVANGELICAL CONGREGATIONAL CHURCH

	2022	2021	2020
CHARTERED/PLANTS/INSTITUTIONS	TOTAL	TOTAL	TOTAL
Total Membership this year	10,279	11,071	11,810
Ave. Attendance Primary Worship	6,468	5,958	5,863
Ave. Attendance Sunday School	1,582	1,329	1,711
New Professions of Faith/Baptisms	354	335	244
Number of employees, exculding pastor	206	216	207
Number of pastors	98	104	118
<b>MONEY RECEIVED</b>			
Income	18,695,292	19,099,299	23,154,736
<b>MONEY SENT TO HELP OTHERS</b>			
Kingdom Extension Offerings/Partners	29,788	31,936	22,779
GMC Offerings - Self-Denial, Missionary Christmas, Stewardship			
Offering, Thank Offering	50,257	45,648	46,091
Student Aid Offering	11,517	12,940	13,135
Episcopal Fund	2,381	3,470	1,055
Manna Fund	10,908	4,692	5,078
Global Missions (non EC)	798,745	582,044	555,538
Global Missions (EC)	865,916	948,795	936,607
World Emergency Fund	2,340	29,362	14,080
TOTAL MONEY SENT TO HELP OTHERS	1,771,852	1,658,887	1,594,363
Number of Annual Statistical Reports Returned	89	95	102

2022 STATISTICS			MEMBERSHIP STATISTICS												
CHURCH			Total Membership as of Dec 31, 2022	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)	Regular Tithes & Offerings	Discipleship (Small Groups, SS< VBS, etc)		
ADAMSTOWN (PA)	1					NO REPORT FOR 2022									
AFOLKEY (IL)	2		90	34	22	1	8	0	0	1	1	104,338	0		
AKRON, GRACE (PA)	3		100	91	48	0	0	2	4	1	1	280,402	2,455		
AKRON, COTTAGE GROVE (OH)	4		59	43	0	8	36	0	1	2	1	79,572	538		
AKRON, FIRST (OH)	5					NO MEMBERSHIP STATS FOR 2022						121,164	0		
ALLETOWN CHRIST (PA)	6		170	36	0	4	12	8	0	1	1	153,378	0		
ALLETOWN, HORIZON (PA)	7			186	0	3	22	4	4	2	1	334,700	0		
ALLETOWN, NEW BETHANY (PA)	8					NO REPORT FOR 2022									
ALLETOWN, ST. JOHN'S (PA)	9		35	25	0	1	10	0	1	3	1	58,267	0		
ALLETOWN, ZION (PA)	10		39	25	5	0	0	0	0	0	1	60,185	0		
ANNVILLE (PA)	11		188	71	26	0	0	0	1	2	1	211,963	0		
ASHLAND (PA)	12		170	28	18	2	19	2	1	2	1	48,234	0		
BAIR (PA)	13		32	24	13	2	7	0	0	1	1	65,175	0		
BANGOR (PA)	14		238	51	0	1	14	0	3	4	1	81,144	0		
BARTONSVILLE (PA)	15		141	28	0	3	21	0	0	1	1	58,904	200		
BERLINSVILLE (PA)	16					NO REPORT FOR 2022									
BETHANY CROSSROADS (PA)	17					NO REPORT FOR 2022									
BETHLEHEM, ARABIC (PA)	18					NO REPORT FOR 2022									
BETHLEHEM, EMMANUEL (PA)	19		74	38	20	2	16	2	0	1	1	151,413	187		
BOYERTOWN (PA)	20		269	165	32	16	100	9	5	22	2	512,816	1,789		
BRIDGEVILLE (PA)	21					NO REPORT FOR 2022									
BROWNSTOWN (PA)	22		126	51	27	2	14	9	1	2	1	139,727	11,874		
BUNKER HILL (PA)	23		75	40	31	2	9	4	0	1	1	90,606	6,579		
BUSHKILL (PA)	24		28	25	0	1	6	16	11	0	1	30,403	0		
CALIFORNIA (PA)	25		87	36	11	1	4	0	0	2	1	106,749	0		
CANTON (OH)	26		13	13	0	1	6	0	0	0	0	40,840	0		
CANYON FALLS (KY)	27		36	30	12	0	0	35	4	0	1	29,602	0		
CLARION (PA)	28					NO REPORT FOR 2022									
CLARKS MILLS (PA)	29					NO REPORT FOR 2022									
CLARKS VALLEY (PA)	30		176	113	24	4	46	1	1	2	1	191,670	500		
CLAYTON (PA)	31		50	10	0	0	3	0	0	0	1	51,905	0		
COLUMBIA (PA)	32		54	40	18	1	4	0	0	0	1	98,677	0		
CONESTOGA (PA)	33		36	40	5	2	12	0	1	1	2	54,316	0		
CRESSONA (PA)	34		229	40	7	4	5	1	0	1	1	71,120	0		
CRESWELL (PA)	35		86	109	79	6	76	1	1	3	1	242,516	5,540		
DELIGHTFUL (OH)	36		38	25	11	0	0	0	0	0	1	40,256	155		
DIXON, BETHEL (IL)	37		178	165	0	6	52	1	2	8	1	410,126	1,495		
DREHERSVILLE (PA)	38					NO REPORT FOR 2022									
EAST BERLIN (PA)	39		45	11	0	0	0	0	0	0	1	28,731	0		
EAST PETERSBURG, GRACE (PA)	40		60	25	12	3	20	1	1	1	1	36,784	0		
EAST WEISSPORT (PA)	41		102	105	15	6	19	0	6	5	1	114,168	0		
EMLENTON (PA)	42		23	28	10	1	8	1	0	1	1	60,854	0		
EMMAUS (PA)	43											132,155	0		

2022 STATISTICS			MEMBERSHIP STATISTICS									
CHURCH	Total Membership as of Dec 31, 2022	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)	Regular Tithes & Offerings	Discipleship (Small Groups, SS< VBS, etc)	
EPHRATA, CHRIST HOUSE (PA)	44			NO REPORT FOR 2022								
EPHRATA, GRACE (PA)	45	25	7							43,070		
EPHRATA, HOUSE OF BLESSING (PA)	46	36	0	2	12	0	0	0	1	43,277	0	
FERN (PA)	47			NO REPORT FOR 2022								
FISHING CREEK (PA)	48	35	8	1	9	0	0	0	1	48,302	2,205	
FOGELSVILLE (PA)	49	141	45	13	5	0	3	1	4	274,207	0	
FRACKVILLE (PA)	50			NO REPORT FOR 2022								
GRATZ (PA)	51			NO REPORT FOR 2022								
HARRISBURG, FAITH (PA)	52	22	0	0	0	1	3	1	1	51,382	0	
HARRISBURG, TRINITY (PA)	53	157	39	5	56	0	0	3	1	248,093	1,343	
HATHFIELD (PA)	54			NO REPORT FOR 2022								
HAZLETON (PA)	55			NO REPORT FOR 2022								
HERNDON, NEW LIFE (PA)	56			NO REPORT FOR 2022								
HOOPPOLE (IL)	57	62	20	1	7	0	0	0	1	58,896	0	
HOSENSACK (PA)	58	84	33	2	16	0	0	0	1	60,753	769	
JIM THORPE (PA)	59	62	70	2	18	0	0	4	1	122,421	803	
KINDERHOOK (PA)	60			NO REPORT FOR 2022								
KNOX (PA)	61	169	109	19	7	4	0	5	1	411,161	2,618	
KUTZTOWN (PA)	62	136	75	7	82	3	3	6	1	247,386	834	
LAKESIDE, TRANSFER (PA)	63			NO REPORT FOR 2022								
LANCASTER, FAITH (PA)	64	61	72	6	53	0	0	3	1	224,930	0	
LANCASTER, TRINITY (PA)	65	61	33	0	0	0	0	1	1	95,628	0	
LAVELLE (PA)	66			NO REPORT FOR 2022								
LAWN (PA)	67	105	26	9	3	0	0	3	1	55,778	3,442	
LEESPORT (PA)	68	117	44	2	19	0	0	1	1	110,669	350	
LEIGHTON (PA)	69	59	63	6	72	12	3	2	1	73,499	3,787	
LENHARTSVILLE (PA)	70	213	109	5	12	9	2	3	1	264,762	1,387	
LEWISBERRY (PA)	71	130	17	0	0	1	0	1	1	96,169	0	
LITITZ (PA)	72	643	211	0	0	0	11	10	2	785,523	0	
MANHEIM (PA)	73	195	82	6	38	1	1	1	1	175,568	0	
MOHN'S HILL (PA)	74	97	112	5	11	4	0	5	1	308,385	0	
MOHNTON (PA)	75	177	73	3	12	2	0	3	1	178,993	8,884	
MOUNT AIRY (PA)	76	25	17	0	0	0	0	0	1	31,189	0	
MOUNT CULMEN (PA)	77	62	30	0	0	0	0	0	1	56,613	0	
MOUNT JOY (PA)	78			NO REPORT FOR 2022								
MYERSTOWN, CHRIST COMMUNITY (PA)	79	95	64	3	27	0	0	3	1	179,669	1,234	
PALMERTON (PA)	80			NO REPORT FOR 2022								
PALMYRA (PA)	81	249	72	1	15	0	0	2	1	182,039	1,825	
PEQUEA (PA)	82	35	21	1	12	0	0	0	1	56,415	0	
PITMAN, ST. PAUL'S (PA)	83			NO REPORT FOR 2022								
PITMAN, ZION (PA)	84			NO REPORT FOR 2022								
PLEASANTVILLE (PA)	85	58	29	1	12	1	0	3	1	33,486	1,536	
PLYMOUTH MEETING (PA)	86	218	45	5	10	0	0	3	1	133,399	0	



2022 STATISTICS	CHURCH	MEMBERSHIP STATISTICS										Discipliship (Small Groups, SS< VBS, etc)
		Total Membership as of Dec 31, 2022	Avg Attendance Worship	Avg Attendance Sunday School	Number of Discipleship Groups	Avg Attendance in Discipleship Groups	New Professions of Faith	Baptisms	Number of employees (excl Pastor)	Number of Assigned Pastor(s)	Regular Tithes & Offerings	
87	POTTSTOWN, JOURNEY 53 (PA)				NO REPORT FOR 2022	9	16	0	4	2	491,068	25
88	REAMSTOWN (PA)	256	223	61	NO REPORT FOR 2022			0				
89	RED LION (PA)				NO REPORT FOR 2022	2	9	0	7	1	332,231	0
90	REEDSVILLE (PA)	290	123	23		3	14	2	0	1	119,473	0
91	REICHS (PA)	81	40	14		3	30	0	0	1	62,056	1,124
92	REXMONT (PA)	25	34	13		3	5			1	77,145	0
93	ROCK (PA)	75	35	0	NO REPORT FOR 2022	1						
94	ROSEDALE COMMUNITY (MD)				NO REPORT FOR 2022							
95	ROTHSVILLE (PA)				NO REPORT FOR 2022							
96	ROYERSFORD (PA)	123	135	55	14	90	2	4	5	1	450,591	0
97	SCHUYLKILL HAVEN (PA)	494	141	58	5	12	3	8	5	1	253,185	0
98	SENECA (PA)	48	48	14	2	14	2	0	1	0	74,549	0
99	SHILLINGTON (PA)	104	31	22	3	25	2	0	0	3	86,146	0
100	SINKING SPRING (PA)	326	216	67	16	132	6	8	8	2	804,904	0
101	SLANTINGTON TRINITY (PA)	10	11	0	0	0	1	1	1	1	20,237	0
102	STEELTOWN (PA)	119	76	37	1	9	0	4	4	1	196,184	0
103	SUNBURY (PA)	40	23	8	2	8	0	0	0	1	22,619	0
104	TAMAQUA (PA)	393	211	0	15	13	34	0	1	1	199,168	1,607
105	TEMPLE (PA)	101	48	23	3	34	0	6	1	1	139,002	0
106	TERRE HILL (PA)				NO REPORT FOR 2022							
107	TREVORTON (PA)	32	18	0	1	6	0	0	0	1	15,641	0
108	UNION SALEM (PA)				NO REPORT FOR 2022							
109	VERA CRUZ (PA)	38	13	0	0	0	0	0	0	1	32,150	0
110	WEDGEWOOD PARK (OH)	69	37	8	6	7	0	0	0	1	104,446	10
111	WEIGELSTOWN (PA)	191	103	57	5	13	1	2	4	2	245,709	2,133
112	WHITING (NJ)	50	49	0	3	45	3	0	0	1	84,514	1,841
113	WILLIAMS TOWNSHIP (PA)	19	17	0	3	10	1	0	0	1	53,178	0
114	WILLIAMS VALLEY (PA)				NO REPORT FOR 2022							
115	WILLIAMSTOWN (PA)				NO REPORT FOR 2022							
116	WILLOW STREET (PA)	967	1,242	0	75		45	6	29	5	2,713,842	0
117	WOMELSDORF (PA)				NO REPORT FOR 2022							
118	YORK (PA)		10	8	1	5	0	0	2	1	35,666	0
119	YORK, IGLESIA CHRISTIANA (PA)		30	19	9	5	3	0	0	0	43,907	0
120	YORK, THE NEXT STEP (PA)		12	0	1	3	0	0	0	1	15,133	0
121	ZIEGLERVILLE (PA)	18	6	6	0	0	0	0	0	1	21,767	4,032
	CONFERENCE TOTAL	10,279	6,468	1,582	368	1,562	240	114	206	98	15,639,033	73,101

2022 STATISTICS		Income					Expense							
CHURCH		Missions (EC and non EC)	Building or Remolding Fund	Other Income	All Other Income	Total Income	Personnel (salaries & benefits)	New Construction of Significant Renovations	EC Global Missions	Non-EC Missions	EC Ministry Funds	Other Expenses	All Other Expenses	Total Expenses
ADAMSTOWN (PA)	1	NO REPORT FOR 2022					78,713		NO REPORT FOR 2022					
AFOLKEY (IL)	2	16,130	960	5,682	6,632	127,100	134,649	18,000	19,893	47,001	16,607	111,094	145,701	347,243
AKRON, GRACE (PA)	3	22,105	18,000	32,142	52,597	355,104	57,387	15,226	2,036	3,813	5,987	30,454	51,667	114,905
AKRON, COTTAGE GROVE (OH)	4	4,618	11,787	4,992	17,316	101,506	25,145	17,241	7,650	3,054	6,846	32,048	56,135	91,984
AKRON, FIRST (OH)	5	0	0	0	1	121,165	91,069	31,328	1,500	73,597	13,313	6,000	50,641	216,807
ALLEN TOWN CHRIST (PA)	6	0	0	71,853	71,855	225,233	167,700	37,900	0	22,900	4,400	104,300	146,600	337,200
ALLEN TOWN, HORIZON (PA)	7	15,100	0	7,200	7,200	357,000			NO REPORT FOR 2022					
ALLEN TOWN, NEW BETHANY (PA)	8	NO REPORT FOR 2022					37,566	0	3,350	100	3,930	23,119	27,049	68,065
ALLEN TOWN, ST. JOHN'S (PA)	9	0	1,410	9,562	10,972	69,239	22,412	0	500	200	1,657	10	1,667	24,779
ALLEN TOWN, ZION (PA)	10	0	0	0	0	60,185	99,986	0	35,641	3,191	16,468	100,113	116,581	255,381
ANNVILLE (PA)	11	31,574	6,505	43,963	50,468	294,005	32,323	0	1,574	224	4,076	0	4,076	38,196
ASHLAND (PA)	12	1,798	3,592	3,886	7,478	57,510	29,845	33,039	2,265	1,470	4,453	16,648	54,140	87,720
BAIR (PA)	13	2,713	13,637	0	13,637	81,525	50,349	0	4,200	2,900	5,392	61,110	66,502	123,951
BANGOR (PA)	14	3,303	0	14,277	14,277	98,724	30,433	111,342	4,930	1,614	12,937	25,812	150,091	187,068
BARTONSVILLE (PA)	15	553	118,685	14,671	133,557	193,014			NO REPORT FOR 2022					
BERLINSVILLE (PA)	16	NO REPORT FOR 2022							NO REPORT FOR 2022					
BETHANY CROSSROADS (PA)	17	NO REPORT FOR 2022							NO REPORT FOR 2022					
BETHLEHEM, ARABIC (PA)	18	NO REPORT FOR 2022							NO REPORT FOR 2022					
BETHLEHEM, EMMANUEL (PA)	19	0	8,455	33,871	42,513	193,926	100,905	28,164	15,367	1,910	9,271	72,659	110,094	228,276
BOYERTOWN (PA)	20	105,587	9,452	205,622	216,862	835,265	346,994	8,469	87,600	22,190	24,000	283,566	316,035	769,819
BRIDGEVILLE (PA)	21				0								0	
BROWNSTOWN (PA)	22	0	0	12,695	24,569	164,296	104,333	0	10,745	2,980	9,130	7,669	16,799	134,857
BUNKER HILL (PA)	23	7,250	6,005	0	18,034	115,890	29,710	0	4,922	5,310	6,564	33,631	40,195	80,137
BUSHKILL (PA)	24	0	2,609	0	2,609	33,012	9,729	0	0	0	1,800	0	1,800	33,563
CALIFORNIA (PA)	25	0	0	290	290	107,039	50,546	3,059	8,100	456	5,758	29,058	37,875	96,977
CANTON (OH)	26	1,955	0	1,631	1,630	44,425	9,095	0	120	0	2,379	19,781	22,160	31,255
CANYON FALLS (KY)	27	225	595	1,125	1,820	31,647	0	10,012	1,680	2,775	1,415	19,366	30,793	35,249
CANYON FALLS (PA)	28	NO REPORT FOR 2022							NO REPORT FOR 2022					
CLARION (PA)	29	NO REPORT FOR 2022							NO REPORT FOR 2022					
CLARKS MILLS (PA)	30	15,585	36,886	2,997	40,383	247,638	86,765	86,686	16,958	15,585	11,109	51,388	149,183	268,490
CLARKS VALLEY (PA)	31	0	0	14,000	14,000	65,905	18,000	0	200	6,570	3,537	2,065	5,602	48,962
CLAYTON (PA)	32	2,654	0	6,950	6,950	108,281	34,252	14,001	5,625	8,512	6,169	35,435	55,605	103,994
COLUMBIA (PA)	33	4,465	5,130	317	5,447	64,228	24,997	0	3,840	1,200	9,179	0	9,179	34,216
CONESTOGA (PA)	34	1,612	7,406	16,884	24,291	97,023	47,804	13,156	2,752	60	4,930	39,264	57,350	106,966
CRESSONA (PA)	35	25,228	25,072	0	30,612	298,356	105,919	98,106	0	22,952	15,918	55,657	169,681	298,552
CRESWELL (PA)	36	1,295	0	10,000	10,155	51,706	33,555	0	1,154	0	0	23,333	23,333	58,042
DELIGHTFUL (OH)	37	16,960	16,455	1,295	19,246	446,332	161,894	0	10,428	9,806	22,875	159,521	182,396	364,524
DIXON, BETHEL (IL)	38	NO REPORT FOR 2022							NO REPORT FOR 2022					
DREHERSVILLE (PA)	39	0	0	0	0	28,731	23,095	0	0	0	0	9,152	9,152	32,247
EAST BERLIN (PA)	40	5,650	3,000	5,605	8,604	51,038	44,287	6,100	6,100	1,200	0	29,696	35,796	87,383
EAST PETERSBURG, GRACE (PA)	41	740	0	19,748	19,748	134,656	54,940	0	100	2,200	6,969	69,687	76,656	133,896
EAST WEISSPORT (PA)	42	2,315	0	0	0	63,169			808				0	100,521
EMLENTON (PA)	43	14,346	9,615	7,821	17,436	163,937	92,287	0	6,000	10,365	9,095	65,348	74,443	183,095
EMMAUS (PA)														

2022 STATISTICS		Income					Expense								
		Missions (EC and non EC)	Building or Remolding Fund	Other Income	All Other Income	Total Income	Personnel (salaries & benefits)	New Construction of Significant Renovations	EC Global Missions	Non-EC Missions	EC Ministry Funds	Other Expenses	All Other Expenses	Total Expenses	
CHURCH	EPHRATA, CHRIST HOUSE (PA)	44 NO REPORT FOR 2022		15,114	15,114	58,184	28,895	21,751	4,875			6185	27,936	71706	
	EPHRATA, GRACE (PA)	45				42,593	12,140	0	0	0	0	31,523	31,523	43,663	
	EPHRATA, HOUSE OF BLESSING (PA)	46	0	0	-684										
	FERN (PA)	47 NO REPORT FOR 2022							NO REPORT FOR 2022						
	FISHING CREEK (PA)	48	3,170	0	0	53,677	40,528	2,979	5,590	450	2,856	14,573	20,408	66,975	
	FOGELSVILLE (PA)	49	0	607	1,975	2,582	175,235	0	14,040	15,335	15,985	68,556	84,541	289,151	
	FRACKVILLE (PA)	50 NO REPORT FOR 2022							NO REPORT FOR 2022						
	GRATZ (PA)	51 NO REPORT FOR 2022							NO REPORT FOR 2022						
	HARRISBURG, FAITH (PA)	52	0	0	175	175	51,557	19,520	4,465	200	457	2,828	11,352	18,645	38,823
	HARRISBURG, TRINITY (PA)	53	0	0	2,515	3,858	251,951	125,760	0	17,415	2,430	14,235	139,408	153,643	299,248
	HATFIELD (PA)	54 NO REPORT FOR 2022							NO REPORT FOR 2022						
	HAZLETON (PA)	55 NO REPORT FOR 2022							NO REPORT FOR 2022						
	HERNDON, NEW LIFE (PA)	56 NO REPORT FOR 2022							NO REPORT FOR 2022						
	HOORPOLE (IL)	57	1,070	0	0	0	59,966	15,600	0	600	0	3,085	0	3,085	20,691
	HOSENSACK (PA)	58	1,681	0	0	6,343	68,777	43,231	0	1,191	1,309	3,685	25,815	29,500	75,230
	JIM THORPE (PA)	59	0	37,328	0	38,132	160,553	67,254	0	3,120	5,277	6,825	77,180	84,005	159,656
	KINDERHOOK (PA)	60 NO REPORT FOR 2022							NO REPORT FOR 2022						
	KNOX (PA)	61	23,048	0	30,688	33,306	467,515	150,590	16,600	57,324	61,769	27,001	151,522	195,123	484,806
KUTZTOWN (PA)	62	1,765	0	24,455	26,289	275,440	169,168	0	16,675	14,600	15,371	118,702	134,073	334,515	
LAKESIDE, TRANSFER (PA)	63 NO REPORT FOR 2022								NO REPORT FOR 2022						
LANCASTER, FAITH (PA)	64	1,105	2,176	1,110	3,286	229,321	113,605	0	2,000	24,524	12,388	52,936	65,324	205,453	
LANCASTER, TRINITY (PA)	65	7,158	0	300	300	103,086	60,374	0	7,158	0	5,807	29,197	35,004	102,536	
LAVELLE (PA)	66 NO REPORT FOR 2022								NO REPORT FOR 2022						
LAWN (PA)	67	0	13,070	13,000	29,512	85,290	3,101	0	1,000	0	0	11,538	11,538	15,640	
LEESPORT (PA)	68	1,058	9,805	3,393	13,548	125,275	77,469	8,648	4,800	1,420	6,346	21,010	36,004	119,693	
LEIGHTON (PA)	69	2,165	1,325	645	5,757	81,421	79,775	14,686	1,424	3,788	4,728	19,962	39,376	124,363	
LENHARTSVILLE (PA)	70	0	0	26,419	27,806	292,568	136,961	13,450	9,410	12,519	16,885	72,475	102,810	261,670	
LEWISBERRY (PA)	71	0	0	15,000	15,000	111,169	60,218	0	7,200	1,200	1,998	60,698	62,696	131,314	
LITLITZ (PA)	72	0	11,015	23,928	44,943	830,466	291,482	56,650	66,270	13,250	46,017	278,661	381,328	752,330	
MANHEIM (PA)	73	0	0	0	0	175,568	115,472	0	12,730	0	9,816	65,980	75,796	203,997	
MOHN'S HILL (PA)	74	0	33,383	0	33,383	341,768	150,000	183,751	15,600	8,800	16,908	0	200,659	375,059	
MOHNTON (PA)	75	27,802	2,250	4,183	15,317	222,112	107,121	38,500	22,067	12,259	11,882	73,377	123,759	265,201	
MOUNT AIRY (PA)	76	1,944	2,558	0	2,558	35,691	18,545	0	2,165	865	1,850	5,598	7,448	29,023	
MOUNT CULMEN (PA)	77	0	0	12,628	12,628	69,241	23,437	0	6,720	1,785	3,628	31,378	35,006	66,948	
MOUNT JOY (PA)	78 NO REPORT FOR 2022								NO REPORT FOR 2022						
MYERSTOWN, CHRIST COMMUNITY (PA)	79	9,120	0	11,805	13,039	201,828	98,249	0	21,096	8,200	10,304	26,361	36,665	164,210	
PALMERTON (PA)	80 NO REPORT FOR 2022								NO REPORT FOR 2022						
PALMYRA (PA)	81	6,332	17,974	5,253	25,052	213,423	95,116	18,744	23,218	5,686	12,401	58,579	89,724	213,794	
PEQUEA (PA)	82	710	5,530	6,151	11,681	68,806	33,326	0	4,165	3,070	3,843	22,894	26,737	67,297	
PITPMAN, ST. PAUL'S (PA)	83 NO REPORT FOR 2022								NO REPORT FOR 2022						
PITPMAN, ZION (PA)	84 NO REPORT FOR 2022								NO REPORT FOR 2022						
PLEASANTVILLE (PA)	85	3,475	2,700	6,428	10,664	47,625	26,635	981	4,290	2,400	2,143	21,152	24,276	57,601	
PLYMOUTH MEETING (PA)	86	0	0	0	0	133,399	89,922	0	0	0	0	0	0	89,922	

2022 STATISTICS		Income					Expense							
CHURCH		Missions (EC and non EC)	Building or Remolding Fund	Other Income	All Other Income	Total Income	Personnel (salaries & benefits)	New Construction of Significant Renovations	EC Global Missions	Non-EC Missions	EC Ministry Funds	Other Expenses	All Other Expenses	Total Expenses
POTTSTOWN, JOURNEY 53 (PA)	87	NO REPORT FOR 2022		5,468	17,543	516,993	138,055	451,503	NO REPORT FOR 2022	0	29,680	124,413	605,596	575,916
REAMSTOWN (PA)	88	8,382	12,050											
RED LION (PA)	89	NO REPORT FOR 2022												
REEDSVILLE (PA)	90	0	0	190,372	190,372	522,603	210,481	0	12,000	18,300	28,735	153,830	182,565	423,346
REICHS (PA)	91	6,715	0	417	417	126,605	81,926	0	6,400	253	7,104	47,178	54,282	142,861
REXMONT (PA)	92	0	0	800	1,925	63,981	37,575	7,204	200	654	2,990	18,929	29,123	67,552
ROCK (PA)	93	1,528	4,049	1,608	5,657	84,330	32,819	0	5,328	1,393	5,244	16,505	21,749	61,288
ROSEDALE COMMUNITY (MD)	94	NO REPORT FOR 2022												
ROTHSVILLE (PA)	95	NO REPORT FOR 2022												
ROYERSFORD (PA)	96	3,781	1,941	13,635	15,576	469,948	12,748	10,453	20,902	7,205	25,808	338,184	374,445	403,800
SCHUYLKILL HAVEN (PA)	97	1,238	8,125	0	8,125	262,548	129,422	25,000	19,232	1,050	14,643	0	39,643	189,346
SENECA (PA)	98	4,850	0	0	0	79,399	36,317	0	0	14,853	3,991	14,033	18,024	69,194
SHILLINGTON (PA)	99	0	2,200	14,157	16,357	102,503	27,699	12,313	8,389	0	5,509	51,798	69,620	111,109
SINKING SPRING (PA)	100	0	2,000	129,345	131,345	936,249	394,018	77,006	62,500	85,132	52,898	201,682	331,586	873,236
SLANTINGTON TRINITY (PA)	101	0	0	0	0	20,237	14,400	0	0	0	0	0	0	14,400
STEELTOWN (PA)	102	0	0	16,762	16,762	212,946	128,429	31,046	25,430	8,246	11,452	71,483	113,981	276,086
SUNBURY (PA)	103	0	0	2,862	2,862	25,481	0	0	0	0	1,158	26,000	27,158	27,158
TAMAQUA (PA)	104	4,629	0	1	1,607	205,404	131,966	0	3,600	2,636	11,687	10,394	22,081	160,282
TEMPLE (PA)	105	105	0	14,100	14,100	153,207	89,711	0	4,475	125	6,907	51,803	58,710	153,021
TERRE HILL (PA)	106	NO REPORT FOR 2022												
TREVORTON (PA)	107	45	0	3,400	3,400	19,086	11,760	1,263	150	240	881	8284	10,428	22,579
UNION SALEM (PA)	108	NO REPORT FOR 2022												
VERA CRUZ (PA)	109	0	300	3,375	3,675	35,825	10,143	7,022	1,200	1,575	1,953	8,187	17,162	30,080
WEDGEWOOD PARK (OH)	110	21,248	8,500	47,501	56,011	181,705	58,917	5,982	16,240	8,853	11,215	68,830	86,027	170,038
WEIGELSTOWN (PA)	111	9,996	1,575	20,037	23,745	279,450	164,264	4,400	25,120	22,098	6,306	36,464	47,170	258,652
WHITING (NJ)	112	608	6,022	31,146	39,009	124,131	60,844	16,960	6,262	640	6,806	27,435	51,201	118,947
WILLIAMS TOWNSHIP (PA)	113	0	0	0	0	53,178	17,500	0	0	2,494	0	27,172	27,172	47,166
WILLIAMS VALLEY (PA)	114	NO REPORT FOR 2022												
WILLIAMSTOWN (PA)	115	NO REPORT FOR 2022					1,389,861	921,504	64,783	125,333	75,416	826,292	1,823,212	3,403,189
WILLOW STREET (PA)	116	0	568,110	149,598	717,708	3,431,550								
WOMELSDORF (PA)	117	NO REPORT FOR 2022												
YORK (PA)	118	0	0	44,556	44,559	80,225	67,443	66,337	4,000	0	4,493	15,864	86,694	158,136
YORK, IGLESIA CHRISTIANA (PA)	119	0	0	0	0	43,907	24,000	5,100	200	0	2,481	11,911	19,492	43,692
YORK, THE NEXT STEP (PA)	120	0	0	0	0	15,133							0	
ZIEGLERVILLE (PA)	121	0	0	0	4,032	25,799	51,029	0	1,838	150	1,458	0	1,458	54,475
CONFERENCE TOTAL		458,489	1,059,839	1,443,384	2,597,770	18,695,292	7,986,740	2,556,127	916,173	798,745	829,845	5,197,766	8,583,738	18,227,933