

MEMORANDUM

TO: FGBC Fellowship Council
FROM: Ken Seyfert, GBIF Director and Chairman, Retirement Investment Plan for the FGBC
DATE: January 10, 2003
SUBJECT: Revision of the Retirement Investment Plan

With the help of a \$5,000.00 grant from the Grace Brethren Investment Foundation, Inc. during 2002, the FGBC Retirement Investment Plan (employer funded) was brought into compliance with new tax laws and a revised "Plan Summary" was completed for the benefit of the participants.

You will find that the summary basically follows a question and answer format in layman's language and provides most all of the information that anyone needs to know about the plan.

It continues to be a privilege to be of service in assisting to enhance the retirement benefits for Fellowship employees.

Respectfully in His service,

Ken Seyfert

**RETIREMENT INVESTMENT PLAN OF THE
FELLOWSHIP OF THE GRACE BRETHREN CHURCHES
PLAN SUMMARY**

INTRODUCTION TO YOUR PLAN

The Retirement Investment Plan of the Fellowship of the Grace Brethren Churches ("Plan") has been adopted to provide you with additional income for retirement. This Plan Summary contains valuable information regarding when you may become eligible to participate in the Plan, your Plan benefits, your distribution options, and other features of the Plan. You should take the time to read this Plan Summary to get a better understanding of your rights in the Plan.

We have attempted to answer most of the questions you may have regarding your benefits in the Plan. **If this Plan Summary does not answer all of your questions, please contact the Committee (or other plan representative).** The name and address of the Committee can be found in the Article of this Plan Summary entitled "GENERAL INFORMATION ABOUT THE PLAN."

This Plan Summary describes the Plan's benefits and obligations as contained in the Plan document, which governs the operation of the Plan. The Plan document is written in much more technical and precise language. If the non-technical language in this Plan Summary and the technical, legal language of the Plan document conflict, the Plan document always governs, if you wish to review a copy of the legal Plan document, please contact the Committee.

**ARTICLE I
GENERAL INFORMATION ABOUT THE PLAN**

There is certain general information which you may need to know about the Plan. This information has been summarized for you in this Article.

General Plan Information

The full name of the Plan is Retirement Investment Plan of the Fellowship of the Grace Brethren Churches.

Your Employer has assigned Plan Number 001 to your Plan.

This Plan was originally effective on July 1, 1990. The amended and restated provisions of the Plan become effective on January 1, 2002. However, this restatement was made to conform the Plan to new tax laws and some provisions may be retroactively effective.

Valuations of the Plan assets are generally made on the Accounting Date of the Plan. This date is the last day of the Plan Year.

The Plan's records are maintained on a twelve-month period of time. This is known as the Plan Year. The Plan Year begins on January 1st and ends on December 31st.

The Plan will be governed by the laws of Indiana to the extent not governed by federal law.

Service of legal process may be made upon your Employer. Service of legal process may also be made upon the Committee.

Church Group (Employer)

Your Church Group's name, address and identification number are:

The Fellowship of Grace Brethren Churches, Inc.
1401 Kings Highway, P.O. Box 587
Winona Lake, IN 46590
35- 1471597

Affiliate employers may also adopt this plan. An Affiliate employer means any church, convention or association of churches, or a school, which is controlled, operated or principally supported by the Church Group or any member church.

Committee Information

The Plan's Committee is responsible for the day-to-day administration and operation of the Plan. For example, the Committee maintains the Plan records, including your account information, provides you with the forms you need to complete for Plan participation, and directs the payment of your account at the appropriate time. The Committee will also allow you to review the formal Plan document and certain other materials related to the Plan. If you have any questions about the Plan and your participation, you should contact the Committee. The Committee may designate other parties to perform some duties of the Committee.

The name, address and business telephone number of the Plan's Committee are:

The Retirement Investment Plan Committee
c/o The Fellowship of Grace Brethren Churches, Inc.
1401 Kings Highway, P.O. Box 587
Winona Lake, IN 46590
(574) 267-5161

Funding Agent and Instrument

All money that is contributed to the Plan is held by a Funding Agent in accordance with the terms in the Funding Instrument. The Funding Agent is an insurance company licensed to do business in the State of Indiana, which issues annuity or insurance contracts. The Funding Instrument is an annuity or insurance contract.

The current Funding Agent is:

American United Life Insurance Company®
One American Square
P.O. Box 368
Indianapolis, IN 46206-0368

ARTICLE II

COMMON QUESTIONS ABOUT OUR NONELECTING CHURCH PLAN

Introduction

The following questions and answers highlight some of the important parts of our Plan. Remember, these are only highlights, if you have any questions about these highlights or the Plan, you should ask the Plan's Committee.

Q. Why are we sponsoring a non-electing church plan?

A. We are sponsoring this Plan to reward you by providing for your future financial security. However, you must meet the eligibility rules in order to participate.

A non-electing church plan is a plan that a church can adopt, which must abide by some of the provisions of the Internal Revenue Code, but does not have to abide by many of the provisions of ERISA (the Employee Retirement Income Security Act of 1974).

Q. Am I eligible to participate in the Plan?

A. You are eligible to participate in the Plan if you are a Covered Employee.

Covered Employees are Pastors of Fellowship of Grace Brethren Churches and full-time lay common-law employees working at least 1560 hours per year or 30 hours per week during a normal school year.

A. If you are a Pastor, you will be eligible to participate in the Plan immediately after you attain age 21.

if you are a full-time lay common-law employee, you will be eligible to participate in the Plan if you have attained age 21 and completed an Eligibility Period in which you have been credited with 1,560 Hours of Service.

You will actually enter the Plan once you reach the Entry Date as described in the next question.

Q. What is an Eligibility Period?

A. Your Eligibility Period is a 12 consecutive month period beginning on the date you first perform an Hour of Service and each Plan Year thereafter.

Q. What is an Hour of Service?

A. An Hour of Service is each hour that you are paid for performance of your duties, if you are not paid hourly, you will be credited with 10 Hours of Service for each day worked, not to exceed 45 Hours of Service per week. You may be credited Hours of Service during authorized leaves of absences such as vacation, sick time, disability or military leave.

Q. When is my Entry Date?

A. You may begin participating in the Plan once you have satisfied the eligibility requirements and reached your "Entry Date." Your Entry Date will be the first day of the month after which you satisfy the eligibility requirements.

Q. Do I have to contribute money to the Plan in order to participate?

A. No, you are not required, nor are you permitted, to contribute.

Q. How much will the Church contribute?

A. The Church may contribute an amount each year at its sole discretion. The contribution will be allocated to your account based on the percentage of your compensation to total compensation.

Q. What is my compensation for Plan purposes?

A. Compensation includes wages, salaries, fees for professional services and other amounts received when you perform personal services in the course of employment with the Church. Examples of other amounts are tips, bonuses, fringe benefits, and reimbursements.

A. if you have account balances in a retirement plan of a previous employer or monies in an IRA, you may be able to transfer that money into this Plan as a Rollover Contribution. You must contact the Committee for information and procedures regarding these rollovers.

Q. When will I receive payments from the Plan?

A. The Plan is designed to encourage you to stay with us until retirement. Payment will generally begin at your Normal or Early Retirement Date, unless you postpone your actual retirement. Your Normal Retirement Date is the date on which you attain your Normal Retirement Age. You will attain your Normal Retirement Age when you reach your 65~ birthday. Your Early Retirement Date is the date you have attained age 55.

Q. How much will I be paid when I retire?

A. The amount you are paid when you retire will be based upon the amount of money we have put into the Plan for you, plus or minus any earnings or losses.

Q. How will payments be made when I retire?

A. When you retire, your benefit under the Plan will be paid in the form you elect from the alternative form of payment. This payment may be made in one of the following methods:

- a single lump-sum payment in cash
- monthly, quarterly, semiannual or annual installments over a period of not exceeding the lesser of:
 - 15 years or
 - the greater of:
 - your assumed life expectancy, or
 - the assumed joint life expectancies of you and your beneficiary
- the purchase of an annuity

Regardless of the preceding, if your vested benefit under the Plan does not exceed \$5,000, then your benefit must be distributed to you in a single lump-sum payment as soon as practicable following the event that entitles you to a distribution.

Q. What if I stop working before I retire?

A. Your benefits will be paid the same as if you had retired, regardless of whether the termination is for reasons of disability, resignation or dismissal. See the previous question.

Q. What if I die before I retire?

A. Your beneficiary will be entitled to 100% of your interest in the Plan upon your death. You may designate any person or persons to be your beneficiary. if you fail to designate a beneficiary and you are married at the time of your death, your surviving spouse will become the beneficiary. if you are not married at the time of your death, the money will be paid to your estate.

Q. Can I withdraw money from the Plan while I'm still working?

A. The Plan is designed to pay benefits at retirement. The Plan does not allow payments to be made while you are still working for us.

Q. After I receive my money, do I owe income tax on the amounts?

A. Generally yes, amounts must be claimed as ordinary income once distributed. However, if the amount is eligible for rollover to another retirement plan or IRA, you may be able to defer payment of taxes.

Report to the Fellowship Council From the Association of Grace Brethren Ministers

**Submitted by Kenneth E. Bickel, President
January 24, 2003**

This report is prepared at the request of the Fellowship Council and presents information designed to explain how the Association of Grace Brethren Ministers intends to pursue the most prominent components of the FGBC vision statement. As a cooperating organization of the FGBC, the Association of Grace Brethren Ministers is dedicated to supporting the vision of the Fellowship to the fullest extent within the boundaries established by the constitution of the AGBM.

The constitution of the Association of Grace Brethren Ministers states that our purpose for existence is “to encourage, support and strengthen one another in the ministry of the Lord Jesus Christ by 1) dealing with issues, 2) serving as a conduit for communication, 3) promoting fellowship, 4) providing help, and 5) recruiting new pastors. Several of these constitutional responsibilities connect with the key elements of the FGBC vision statement. These connections will be explained more fully under headings that represent the key elements of the FGBC vision.

“Every Church on Mission”

Some doubt exists about whether this element will stand as one of the three pillars of the FGBC vision statement when it appears in its final form, or whether it will be understood as an overshadowing atmosphere that prevails and surrounds the other two pillars. In either case, the AGBM is committed to encouraging pastors and missionaries to bear responsibility for the kind of leadership that fosters a missional mindset within local churches. Churches dare not feel content to be comfortable and safe and they exist in a world where there is so much need—need that bears eternal consequences.

The AGBM intends to sponsor forums and encouragements (through its

various opportunities for communication, e.g., *Sharpening One Another* and verbal challenges at our national meetings) that will deal with missional mindsets. We want to foster a “bottom-up” perspective where local churches articulate and affirm their mission under Christ, then look to cooperating organizations for assistance in helping the churches fulfill their missional responsibilities. That “bottom-up” perspective should prevail, we believe, in contrast to a situation where local churches are largely passive in their missional responsibilities and respond to one degree or another as cooperating organizations come to them with their missional strategies and ask the churches for help. Without denying the appropriateness of cooperating organizations having their own mission statements and strategies, along with the corresponding need they have to approach local churches for help, the AGBM wishes to encourage local churches to be intentional as well. We believe that there can be a balanced blending of local church missional strategies and cooperating organization missional strategies and that, as both sides support each other with interest and care for one another’s pursuits, an appropriate synergy can, by God’s enablement, be realized. We wish to promote that synergy.

The AGBM is in the process of responding to the authorization it received from its members at the last national meeting (July, 2002)—an authorization to take steps to establish a Pastoral Ministries Office and hire a Pastoral Ministries Director. Our organization has already considered (and spoken with) two very worthy possibilities for that position of Pastoral Ministries Director. As a man is further identified and as the AGBM continues to receive requested input from the pastors and missionaries of the FGBC, the dominant initial responsibilities of the Pastoral Ministries Director will be more clearly articulated. Although those responsibilities are not yet clearly articulated, there are indeed certain objectives that we in the AGBM leadership wish to see the Director pursue. These would include the use of all appropriate means to mentor, encourage, and motivate pastors in their calling. Their calling, we are convinced, includes the responsibility to lead local congregations in the intentional pursuit of local church responsibilities.

“Growth by Conversion”

Most of what has been said in the section of this report immediately presented above could be repeated for this description of our intentions. The AGBM is not an organization directly devoted to evangelism, discipleship, or church growth. However, it is devoted to the encouragement, support, and strengthening of local church professionals in the ministry of the Lord Jesus Christ (objectives taken from the purpose statement found in the organization’s constitution). Given the prominence of responsibility invested into the Great Commission by true Christians throughout the history of the church, the AGBM cannot ignore any opportunities to encourage pastors and missionaries to work through local churches to be about the business of winning and training people. If we use our communicative opportunities, our annual meetings, and our Pastoral Ministries Office to nurture, support and strengthen member pastors and missionaries in their responsibilities, then we cannot ignore the need to nurture them and strengthen them in the realm of evangelism.

The AGBM wants to nurture, support and strengthen its members in the pursuit of culturally sensitive and relevant ministry as well. Again, forums, challenges and the ministry of the yet-to-be-established Pastoral Ministries Office will be shaped by the general desire to see this pursuit prevail among the FGBC’s churches. As that relevancy becomes more real, it will not be surprising to see Christians leave other churches in order to align with our churches. This is commonly called transfer growth. It will be the AGBM’s desire—without denigrating those churches that accept Christians from other churches and without demeaning those Christians who choose to leave other congregations to align with FGBC congregations—it will be the AGBM’s desire to encourage church leaders to not be content with transfer growth but to zealously work for conversion growth. The various kinds of influence that the AGBM can generate in order to have an effect on member pastors and missionaries will include a dedication to motivating church growth by conversion.

“More Than Enough Leaders”

The leadership of the AGBM readily acknowledges the need for multiplying leaders within the local church. It's perspective is that too many pastors allow themselves to become engrossed in lesser responsibilities—many of which are good things—but, engagement in these good things can prevent the accomplishment of essential things. Leadership training is essential within the local church. We believe that and will devote our various opportunities for influence to champion that cause.

The AGBM will promote and support on-going leadership training opportunities for its membership. Plans are being considered at this very time that will be designed to develop an atmosphere within the ministerial association where it will become more and more expected that ministerial members will be involved in lifelong learning. That will include formal training that is offered through the nonresidential educational opportunities offered by Grace Seminary (and other institutions), as well as the training available in the seminars that will be offered at the every-other-year training conferences (and possibly at other times also). The Pastoral Ministries Office might well play an integral role in sponsoring, advertising, and coordinating these training opportunities. If the responsibility for scheduling, advertising, and running these training opportunities is not assumed by others (e.g., the Conference coordinators in conjunction with Grace Seminary), then the AGBM will certainly feel compelled to take on the initiatory responsibilities. If others initiate these opportunities, the AGBM will stand ready to support the efforts in as many ways as seem wise.

In short the AGBM, will do all that is right and reasonable to encourage pastors and missionaries to be about the business of providing leadership training for individuals within their local churches. Further the AGBM will do all that is right and reasonable to encourage (and perhaps even expect) pastors and missionaries to be active in receiving leadership training themselves.

The Association of Grace Brethren Ministers firmly applauds a vision that includes the necessities of 1) every church being on mission, of 2) a dedication to church growth by conversion, and 3) a devotion to leadership training that yields more than enough leaders of the challenges that await the FGBC in the future. The Association stands willing and ready to support (and in some cases, to bear primary responsibility for) the pursuit of those objectives. We wish to see the FGBC as a movement that chases after these things and determine to be a vital part of that movement.

January 14, 2003

Dear Fellowship Council:

Thank you for the opportunity to allow our organizations to share how we cooperatively desire to advance the objectives of the FGBC. CE National, as the Christian Education arm of the FGBC, naturally works closely with the FGBC coordinators to assist local churches to be healthy. See our purpose statement and vision goals ([see brochure](#)).

1. Among our many values, CE National believes in the infallible, unchanging Word of God. Because of that, our training and resources assist in educating the FGBC on the heritage, distinctives and opportunities of our Bible-based movement.
2. Another value relates to the fact that methods always change. While the Truth must never be compromised, communication must be consistent and effective in a changing culture.

Our CE National board has approved the adoption of Vision Goals for how CE National can be a catalyst to assist the positive impact of the FGBC. These goals, while relating to the FGBC, are areas where CE National has special concerns because they closely relate to our purpose and passion.

The following list are comments on how we are implementing The Ten-year Prayer Goals ([see brochure](#)). These are highlights from 2002 to the present:

1. We have several new ad hoc committees who are working to develop awareness, ownership and prayer for these goals. A portion of each cabinet meeting (youth, adults, seniors, children, BNYC) also focuses on this vision. A staff member at CE National is assigned to assist us in reaching these goals.
2. BNYC is used as a catalyst for this vision. Each year there is training, an outreach blitz, tri-level training and follow-up.
3. There are now almost 200 young adults who have prayerfully committed to considering a Christian career. These names are immediately communicated to his/her local church with suggestions for

follow-up.

4. The Half-Time (Middle Adult) Cabinet began its first of many ministry team experience (Canada) in order to stimulate ministry-mindedness leadership. The new “Men’s Leadership Event” will take place at the Urban Hope Training Center this February as well.

5. The Senior Adult Cabinet will launch a new 2-year program this spring called “Senior Stretch” to help seniors reach goals to increase mentoring, ministry, prayer and heritage.

6. We have partnered with GBNAM and the FGBC coordinator’s office in helping promote and equip churches to develop strategies to enhance Sonlife’s Great Commission/Great Commandment seminars. Ron Boehm is coordinating this effort.

7. All Operation Barnabas youth now do follow-up by using Biblical Beliefs. That means over 100 youth are using the fill-in-the-blank Bible study in addition to local churches.

8. Relating to the FGBC resources, two new materials (series) have begun...

- a. Heroes Who Live On and
- b. “Dividing Waters”

9. We offer Great Commission/Great Commandment training at Brethren National Youth Conference (adults), The National Institute (youth) and at the Urban Hope Training Center. We also offer Walk Thru the Bible training at BNYC to enhance Biblical knowledge.

10. In two years a “promotional” program will be launched to feature the model churches in the FGBC who are intentional in equipping people to reach the lost. Selected churches are now being contacted.

11. A cooperative approach initiated by GBIM is in process to help Central Africans train the children and youth of their churches. Also GBIM is cooperating to develop cross-cultural youth ministry experiences using Operation Barnabas International for that purpose.

12. Over 1,000 (400 in 2002) persons have been trained through the weekend or extended ministries of the Urban Hope Training Center. The goal is to equip those exposed to the inner city to develop plans for doing cross-cultural ministries in their own communities, not merely experiencing an urban ministry.

I believe as God's people "catch" the vision for reaching their world for Christ we will be able to see the following (prayer goals):

- A. Every member of the local church being able to identify someone they are attempting to win for Christ**
- B. Every church have a plan where there is a process to move church members into ministry, spiritual maturity, and mission**
- C. Every church regularly identify present and future leaders and equip them to be nurtured into ministry**

I will look forward to answering any questions for you when I join you on Friday, January 31st.

In His Work,

**Ed Lewis
Executive Director**

PRAYER AND VISION GOALS FOR 2010

1 TRAINING AND MOBILIZING all ages of people to leave the "familiar" in order to impact the world:

Children

-Train and mobilize 2,000 children's workers to develop a Great Commission children's ministry

Youth

-Train and deploy 15,000 youth and adults with a specific plan of action for sharing their faith

-Begin and/or sustain 1,000 outreach groups in schools through mobilizing, training and deploying students and adults

Adults

-Train and deploy 10,000 adults to be involved in ministry within their communities

Seniors

-Train and deploy 5000 adults to be involved in ministry outside their communities

VISUALIZE...as you walk into a Grace Brethren Church that every member can identify someone whom they are attempting to reach for Christ.

Ways to accomplish this goal may include: BNYC, Senior Adult Conferences, training seminars for children's workers, Operation Barnabas, N.A.C., Half Time, International seminars (with GBIM), PrimeTIME, and weekend teams at The Urban Hope Training Center.

2 PROVIDING RESOURCES in order to assist churches to be biblically strong, culturally relevant and ever-increasing in outreach.

-Train, mobilize and coach 2,500 pastors, staff, church leaders and wives in Great Commission/Great Commandment ministries

-Prayerfully seek to have every church in the FGBC have a vision, a plan and training opportunities for local outreach

-Educate and mobilize adults and youth to know and believe biblical truth by seeking to train 10,000 people in Biblical Beliefs I and II

-Educate and train members and attenders of GBC's in Bible truths and practices through making 15 existing and new resources available to people for study and practice.

VISUALIZE...as you enter a Grace Brethren Church you can be assured that this church has a growth strategy for outreach, biblical training and leadership development and that each member is moving through some aspect of that strategy.

Ways to accomplish this goal may include: Sonlife's Growing a Healthy Church, other seminars, Hmmm, Bible Quizzing, The National Institute, The Urban Hope Training Center, CE National's Lending Library and new Christian Education resources through the CE National Resource Catalog and website.

3 CALLING FOR COMMITMENT to Christ in order to build present and future leaders who are loving, bold and active.

-Educate, equip and mobilize 1,000 persons who will commit to serving God in a Christian career with 300 of them serving cross-culturally

-Concern and training for international Christian education ministries (especially the 500,000 children and youth of the Central African Republic)

-Train and mobilize 300 children's workers for career-related ministries

-Train and deploy 5,000 persons in cross-cultural (urban) ministry experiences so they will develop a plan of action for their local communities

-Train and deploy 200 adults who will serve for two or more years as tent-makers in a cross-cultural setting

-Educate, equip and mobilize 1,000 persons who will commit to serving God in a Christian career with 300 of them serving cross-culturally

VISUALIZE...every church in the Fellowship of Grace Brethren Churches having identified present and future church leaders and pastors and is in a process of nurturing those people into ministry.

Ways to accomplish this goal may include: Tracking names, Operation Barnabas, The Urban Hope Training Center, "adopting" potential Christian career people for future ministries, Senior Adult Conferences, mailings, BNYC emphasis, cabinet meetings and The National Institute.

Support Staff

Bruce Barlow, BNYC Senior Coordinator
Kelly Bowers, Receptionist/Short-Term Missions Assistant
Bob Cover, Publications Assistant
Cheryl DeBoest, Office Helper
Nancy Haun, Administrative Assistant
Roger Haun, Facilities Coordinator
Rachel Haun, Data Entry
Tim Hodge, Publications Writer
Denise Hutchison, BNYC/Administrative Assistant
Jessica Hutchison, BNYC Registrar
Steve Koontz, Technology Coordinator
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Shannon Rants, Publications Administrative Assistant
Viki Rife, Coordinator of Writing and Publications
Milt Ryerson, Senior Adult Training Coordinator
Jan Salsgiver, Church Relations Administrative Assistant
Donna Seyfert, Coordinator of Ministry Projects
Ralph Wiley, Coordinator of Seniors' Fellowships

CE National, Inc. Purpose

To impact the church by serving as a catalyst for biblically accurate and culturally relevant ministries to children, youth and adults

Report to the Fellowship Council

Dave Guiles, Executive Director
Grace Brethren International Missions
January, 2003

On behalf of the missionary staff and churches around the globe represented through the ministries of GBIM, I want to express appreciation for this opportunity to report to the Fellowship Council. I also would like to commend the excellent work of Tom Avey and his staff as they diligently labor to provide the "lubrication" that enables the FGBC to function in a productive and focused manner.

Perhaps it would be best to begin this report by sharing some statistics that help us better appreciate how the FGBC's commitment to international missions has born fruit.

82% of Grace Brethren Churches are located outside of North America
86% of Points of Light (emerging churches) are located outside of North America
91% of Grace Brethren members are located outside of North America
95% is the estimated GBC Sunday attendance outside of North America

These statistics provide us with many reasons to praise the Lord! They also stand as a living memorial to over 100 years of faithful praying, sending and going by the men and women of the FGBC.

Like most statistics, however, the numbers only tell a small part of the story. We face tremendous challenges as we seek to posture ourselves to "bless the nations" in this new century. The social, political and religious upheavals our world is experiencing create new, sometimes exciting and oftentimes frightening realities for our missionary team. Civil unrest in central Africa, economic crisis in Latin America, religious opposition in Eurasia, intellectual barriers in Europe are all factors that impact our international missions program. Only a deep confidence in the passion and commitment of a sovereign God to reach lost men enables us to see these harsh realities as opportunities.

My assignment is to describe how GBIM is working to facilitate the realization of three great FGBC goals: *growth by conversion, every church on mission, and more than enough leaders...* Obviously these few pages are not sufficient to describe the ministries of the 95% of the GBC with which we interface. Let it suffice for me to assure you that, on the whole, the churches you have planted outside of North America are passionate about reaching people for Christ, turning their membership outward in service and training leaders. I will limit my comments to some specific GBIM initiatives that have occupied our energies during this past year.

By 2010, the FCBG will be experiencing significant growth by conversion.

The international ministries of the FGBC continue to demonstrate significant growth through conversion. At GBIM, we seek to teach and model an evangelistic lifestyle through our training programs. In addition, each missionary is required to maintain what we have come to call “our three black books.” One book is the *contact record*, where we record the name of every person that we can plan to see again. This is the principle tool for focused prayer. The second book is the *daily planner*. Missionaries are instructed to plan their week around contact with people as opposed to activities. The third “black book” represents a collection of *evangelistic Bible studies* and materials that have proven effective in witnessing in the culture where he or she is working.

In addition, we seek to influence the FGBC toward effective involvement in evangelism by teaching and modeling it on our short-term mission teams.

By 2010, every Grace Brethren Church will intentionally act as a community that is sent by God.

This goal closely parallels the GBIM goal: “*By 2010, every man, woman and child will be tangibly involved in cross-cultural ministry.*” A commitment to “begin with the end in mind” – the mobilization of each person in the FGBC – has caused us to rethink how we approach mobilization. Instead of looking for the “few” who may be called to career service as missionaries, GBIM approaches its relationship with churches with the basic premise that God desires every person to be on mission. Several initiatives have grown out of this vision:

1. “Seize the Moment Initiative” (STMI) – During a three year period, GBIM staff is seeking to visit every GBC with the message of Ephesians 5:16, “*Making the most of every opportunity because the days are evil.*” We challenge each person to learn to look at life in terms of opportunities to impact the world for Christ. To date, over 150 churches have participated in the Seize the Moment Initiative.
2. “Give Him Five” – Beginning at the 2002 FGBC Conference, GBIM launched an initiative aimed at simplifying the process of becoming a “mobilized person” by challenging men and women to commit to Praying. Sending and/or Going in multiples of five. During the next several years we will continue to feed the FGBC with a steady stream of practical, exciting and realistic ways in which ordinary men, women and children can live out their commitment to act as a community sent by God.
3. Short-term Teams – We continue to see short-term teams as an effective means of opening the eyes of our Fellowship to the needs of the world. Many churches have reported an increase in local and

international awareness and involvement which began with the experiences of members who participated in mission trips. To date, over 54 FGBC pastors have participated in GO teams.

By 2010, Grace Brethren Churches will train, equip and deploy more than enough leaders to significantly increase the size and influence of the FGBC.

Again we can see how closely the goals of GBIM reflect the passions and heartbeat of the FGBC. Our goal is that *“by 2020, every Grace Brethren Church worldwide will have access to viable systems of discipleship and leadership training.”*

Much work remains to be done in this area. While every church planting missionary is vitally concerned with discipleship and leadership training, we recognize that the needs are great enough to release a number of our staff members to specialize in these areas. The most significant advances of the last few years are occurring in the area of leadership training.

Through the *Strategic Alliance for Leadership Training* (S.A.L.T.), GBIM is working to develop both the philosophy and curriculum that will enable us to assist churches in implementing an effective leadership training system. The challenges of working in 25 countries and among more than 40 people groups have created a need to discover simple, transferable methods that can be readily adapted around the world. In August, 2002, GBIM brought together representatives from many key regions for the purpose of defining the task before us. At that time we clarified that SALT is a strategic alliance, and not primarily a program, curriculum or organization. Its purpose is to train leaders capable of making disciples committed to biblical truth, biblical relationships and biblical mission. The theme verse of SALT is 2 Timothy 2:2. Our research and experience has led us to develop a philosophy of leadership development which we call “conceptual training.”

In a number of regions of the world, GBIM staff is partnering with international GBC leaders to develop programs designed to work effectively in their specific cultural context. Some areas are in the research phase, others are in the development phase, and a few are now implementing the programs that SALT has produced. In an effort to make the FGBC aware of the philosophy and ministry of SALT, Dave Guiles and Tom Julien will present a series of seminars at the 2003 FGBC National Conference.

I would like to conclude by thanking the Fellowship Council for this opportunity to share these aspects of the ministries of GBIM. Please feel free to contact me if I can be of any assistance to you or if you would like to know more about our ministries.

MEMORANDUM

To: FGBC Fellowship Council
From: Larry N. Chamberlain, President and Executive Director
Grace Brethren North American Missions, Inc.
Grace American Indian Ministries, Inc.
Grace Brethren Investment Foundation, Inc.
Re: Report on Mission and Activities
Date: January 6, 2003

Greetings, colleagues . . .

I am looking forward to meeting with the Fellowship Council this month in Simi Valley for some good interaction and fellowship. Thank you for the invitation to join the Council's discussion on Friday, January 31.

It is a pleasure to enjoy throughout the year the support and camaraderie of Tom Avey, Fellowship Coordinator, along with his staff, Charles Ashman and Sandy Barrett. Their efforts and initiatives in behalf of our Fellowship are greatly appreciated. I especially wish to commend the good work of Tom and the Council on developing a vision for this decade of opportunity, focusing on "abundance of leadership" and "life-transforming growth." In the following report of our mission and activities, I hope to illustrate how we support that vision.

GBNAM's mission statement is "To glorify God by providing strategic resources for the advancement of Great Commission church-planting ministries in North America, in cooperation with Grace Brethren churches and districts of churches." Our current church-planting strategy, under the direction of Kurt Miller, is focused on three primary components: regional initiatives, world-class city initiatives, and ethnic-American initiatives.

Regional initiatives are facilitated by three regional career missionaries: Ron Boehm (Midwest), Jim Snavelly (northeast), and Chuck Davis (southeast). These career missionaries work alongside local churches and districts of churches in forming and developing church-planting efforts. They provide pastoral and lay training, assist in the assessment process, and work with developing leaders of new churches as they form strategies of outreach and discipleship. The major objective of our regional missionaries' work is to develop and sustain regional church-planting movements in their respective areas. A primary focus is on leadership development and evangelistic outreach.

We are very pleased with the world-class city initiatives developing in Philadelphia, Chicago, and Toronto. A world-class city is defined as a Metropolitan Statistical Area with a population in excess of one million and which enjoys international influence. Considerable efforts are being pursued in San Francisco and some preliminary efforts in New York City. We seem to be drawn to meeting the spiritual needs of people residing in the urban centers, following the impassioned vision of church-planters like Jim and Lisa Brown and Clive and Randi Craigen. However, the developing church in Mississauga, a suburb of Toronto, is doing very well, so we wish to remain open to a variety of settings and opportunities in our world-class city initiatives.

God continues to open doors of opportunity among our ethnic-Americans, particularly among the Hispanics. Jesus Munoz provides leadership at the local level in the Tampa area and also at the national level, coordinating the church-planting activities of Hermanos, a fellowship of Hispanic church-planters. There are four churches in the Tampa area and others in the southwest and northwest, and two new churches organized in Osceola, IN and Coatesville, PA. In Tampa, the four churches recently had a combined worship service, with nearly 200 in attendance, with each church providing a special presentation for the event. "In this past year alone," wrote Jesus in a recent email, "over 200 people have made professions of faith through the four Hispanic churches in Florida." I have no doubt that much of our progress as a Fellowship in developing leadership and experiencing growth will be among our ethnic-Americans.

We continue to maintain a strong presence among our Native Americans in the southwest, transitioning from a rural school-centered ministry in Counselor to an urban church-centered ministry in Albuquerque, under the leadership of Steve Galegor and supported by a team of church-planting missionaries, Arnold Betoney and Andy Moyer. The Native New Life Grace Brethren Church continues to grow both numerically and spiritually. New believers are being baptized and are engaged in personal discipleship and ministry opportunities. One of the new members, Nathan Lopez, has taken steps to train for leadership. The primary focus of our church-centered ministry among the Native Americans is the planting of new churches and development of indigenous leadership. God has provided many affirmations of this direction for the future of Grace American Indian Ministries.

We remain very supportive of the Chaplaincy ministry entrusted to our care by the Fellowship Council over a decade and a half ago. Through the financial support of the Eagle Commission, we are able to fund the entire budget of this ministry in behalf of the FGBC, including expenses of the Endorsing Agent, John Schumacher, expenses for our Chaplains and their families for national conference, and providing monthly visibility and prayer requests of our Chaplains and their ministries. Given the number of men now preparing for a Grace Brethren Chaplaincy, our ministry presence in the military will continue to be very strong in the years ahead. Colonel Schumacher's active involvement as a regional chaplain with Alcohol Tobacco and Firearms Agency, associate director for the International Association of Evangelical Chaplains (NAE Chaplaincy Commission), and newly elected secretary of the National Conference on Ministry to the Armed Forces provide heightened visibility and influence for the FGBC in the military chaplaincy ministry.

The Grace Brethren Investment Foundation, under the capable leadership of Ken Seyfert, continues to grow and prosper. Our continuing objectives are to provide respectable and safe returns for our investors and offer affordable and competitive rates for our borrowing churches and organizations. Our focus is on helping local churches provide affordable facilities for worship, outreach, and discipleship. Ken is continually emphasizing that the GBIF exists to reach people for Christ and grow them in their faith. We appreciate the confidence of the people in our Fellowship who have entrusted over \$68 million dollars of investment deposits to our care and safekeeping. Remarkably, given the slowdown of our national economy, our delinquency rate on church loans is merely one-third of one percent. Equally remarkable, we have not experienced any investment losses in our reserve accounts, primarily because we invest only in

securities that provide safety of principal and surety of earnings. We take very seriously our responsibility of serving as a fiduciary of financial assets that are directed for God's work and the growth of Christ's Church. We also successfully meet the expectations of state securities regulators by annual filings of information and registration.

One of the supported ministries of the GBIF in behalf of our Fellowship of Churches and Cooperating Organizations is the Grace Brethren Financial and Estate Planning Services, under the direction of Harry "Bud" Barger, who with a small team of capable associates provide counsel and direction for Grace Brethren people in the preparation of wills and planned giving. Most of the future assets that have been designated as charitable gifts out of estates will benefit directly a local church and its ministries. We provide this service with the firm belief that a healthy Fellowship will benefit all of our ministries and that we all need to be reminded of the opportunity to consider God's work in our financial and estate planning.

We continue to provide some leadership, under Ken Seyfert (assisted by Linda Leonard), for the Pension Investment Plan and Promise of Honor program in behalf of the Fellowship of Grace Brethren Churches. Reports on those ministries will be filed separately by Ken, but I want to simply remind you of our involvement and commitment to these important programs of retirement planning for our churches and their pastors and employees. In spite of market fluctuations, the Pension Investment Plan continues to enjoy broad participation. Each participant appreciates the opportunity to make investment selections from a variety of funds.

In conclusion, I wish to emphasize our full endorsement of the forward-thinking vision statement in development and under consideration by the Fellowship Council: Life-transforming growth through conversion, discipleship, and involvement, and abundant leadership through training, equipping, and deploying. We pledge our North American ministries to the strategic support of this vision and will seek to ensure the influence of this vision in all aspects of our planning throughout this decade of opportunity.

Please accept our corporate and my personal thanks for your noble work as a Fellowship Council. Your sacrifice of time in order to help ensure the future well-being and viability of the Fellowship of Grace Brethren Churches is deeply appreciated.

God bless you as you prepare for your meeting and as you work through your agenda. I'm looking forward to our day together!

Respectfully,

Larry Chamberlain

**REPORT TO THE FELLOWSHIP COUNCIL OF
THE FELLOWSHIP OF GRACE BRETHREN CHURCHES FROM
GRACE COLLEGE AND GRACE THEOLOGICAL SEMINARY**

**Prepared by Ronald E. Manahan, President
15 January 2003**

The following report is submitted at the request of the Fellowship Council and provides information regarding how and to what extent Grace College and Grace Theological Seminary are pursuing the three components of the FGBC vision statement. As a cooperating organization, the institution is committed to pursuing these components within the sphere of its incorporated activity as a Christian educational institution and its stated mission: "Grace is an evangelical Christian community of higher education which applies biblical values in strengthening character, sharpening competence, and preparing for service."

Importance of Our Mission

In such a report as this I believe there is value in reiterating the importance of Grace's mission statement. Attached to the end of this report are two brief texts that highlight the importance of our mission and help explain some of its wording. The essence of the statement is shared often on campus serves as our yardstick for measuring activity. These two documents provide texts that were presented at recent Grace commencements. Each text serves as a brief explanation of why we exist

Institutional Background Information

In this report it might be helpful to summarize basic information about the institution. Total institutional enrollment for fall 2002 was 1299 students. Grace as an institution carries on five educational endeavors: The liberal arts undergraduate on-campus college program (968), the college graduate program in counseling (28), the seminary program (121), the prison education program (182), and educational services. This latter area comprises several initiatives including community service, a public museum, and a lecture series.

The 165-acre campus has more than twenty buildings totaling nearly 500,000 sq. ft. of space. In addition there is an outdoor athletic field that includes intercollegiate baseball, softball, tennis, and soccer fields, and a concessions building. Morgan Library houses nearly 150,000 volumes plus a microfiche collection, archives, an on-line data retrieval system, and special collections including the papers of American evangelist Billy Sunday. In addition the library is part of a nation-wide interlibrary loan system and is networked to databases providing more than 19,000 full-text periodical titles.

Grace is regionally accredited by The Higher Learning Commission, a commission of the North Central Association of Colleges and Schools. In addition, several programs have specialized accreditation. The music program is accredited by the National Association

of Schools of Music. The business program is accredited by the International Assembly for Collegiate Business Education. The social work program is accredited by the Council of Social Work Education. The teacher education program is accredited by the National Council for Accreditation of Teacher Education. Grace is a member of the Alpha Chi National Honor Society, the smaller college equivalent of Phi Beta Kappa (a Grace faculty member currently serves as president of one of the seven Alpha Chi regions). Further, Grace belongs to a number of educational associations: Council of Christian Colleges and Universities, Independent Colleges of Indiana, Independent Colleges of Indiana Foundation, National Association of Independent Colleges and Universities, and Council of Independent Colleges. Athletically Grace belongs to the National Association of Intercollegiate Athletics, the Mid Central Conference, and the National Christian College Athletic Association.

“Growth By Conversion”

Because of its admissions policy requiring a statement of faith, Grace must especially work at emphasizing evangelism. There are several direct ways this emphasis is given. (1) The seminary has highlighted evangelism as one of the three major components of its purpose: “To educate and mentor students to become pastors and missionaries who are effective in leadership, biblical preaching, and evangelism.” Especially through co-curricular experiences the absolute importance of evangelism will be emphasized. In the college steps are being taken to nurture every student leader so that each leader includes a specific evangelism goal in his or her personal vision statement for the first five years following their graduation. The goal is to make this emphasis a part of every student’s preparation for graduation.

In addition several annual campus activities (Funfest, Heart of the Holidays, and periodically at the American Lyceum Lecture Series) include presentations of the gospel to unsaved community members who are invited to attend. Indirectly campus personnel make contact with the unsaved through the offering of community workshops and seminars (intercultural training and organizational communication are examples), providing services for business luncheons (Westminster Hall), testimonies at summer programs (such as MasterWorks), etc.

Campus prayer meetings are sprinkled with evidence that employees and students alike care about, prayer for, and seek to reach the lost. Individuals carry the light in the various interactions campus personnel have with various accrediting bodies and educational associations. More and more students are participating in short-term ministry opportunities and intercultural experiences that help sensitize them to the need to share the gospel.

“Every Church on Mission”

The 2002-03 Grace Mission Conference especially emphasized the importance of every student and employee being on mission. Personnel from GBIM (under the leadership of Wayne Hannah) lead and have a direct hand in helping shape the focus of the mission

conferences. To that end a key speaker, John Fischer, in particular brought that truth home to those at the conference. Grace believes that one significant way to encourage churches to be on mission is to emphasize the importance of students and employees being on mission. To be sure, Grace College and Grace Theological Seminary are not churches; they are rather higher education institutions of arts and sciences programs and graduate ministry programs. However, direct attempts are made to encourage being on mission as individuals.

During the fall 2002 semester Bruce Triplehorn from GBIM served as Missionary-in-Residence on the campus. His presence, experience, and work were positive reinforcements of the importance of being on mission. For the 2002-03 year scholar-in-residence, Jim Nesbitt, a career missions leader also brought a similar emphasis to the campus. Currently Grace has joined with evangelical churches in the community as well as GBIM personnel to offer a three-hour course, "Perspectives on the World Christian Movement," that encourages being on mission. Presently 140 students and people from the community are participating in the course. This new venture has been very encouraging.

The Youth Ministries program in the college, in cooperation with CE National and through its leadership, certainly encourages being on mission and arranges directly for evangelism experience for students.

In cooperation with GBNAM the seminary has established a Certification In North-American Church Planting program. Kurt Miller is helping guide this certification process that includes reading, classroom, and first-hand exposure.

A new regional discussion related to church planting has included Grace personnel. The first meeting of Vision for Mid America was held in South Bend, IN. A number of pastors, personnel from GBNAM, and Grace personnel attended. Grace's interest is in how the campus and its students might team with churches to launch a church planting movement in the Great Lakes area.

"More Than Enough Leaders"

Much of the college and seminary focus falls on developing leaders in many areas of life and in particular the area of ministry leaders. The seminary has identified the following as part of its principal purpose: "To educate and mentor students to become pastors and missionaries who are effective in leadership..." The process of revitalizing the seminary under Jeff Gill's leadership is looking at several approaches beyond the more traditional on-campus classroom setting to expand ministry leadership education within the FGBC certainly. Initial contacts have been made to identify how seminary education might also be extended to other evangelical church groups whose theological persuasions are consistent with Grace's "Covenant of Faith." The choice of a seminary dean with extensive pastoral experience, a passion for evangelism, and a deep commitment to mentoring leaders reflects Grace's decided commitment to educate pastors and missionaries who have a heart for evangelizing and discipling.

Seminary programs are aimed at providing a number of opportunities to contribute to the education of leaders. These opportunities cover the program spectrum from the M.A. through the D. Min. Grace continues substantial study in theology and biblical languages in its M. Div. Program. We believe that our commitment to God's inspired Word and to biblical preaching provide good rationale for such requirements. We also know, however, that seminary students need exposure to ministry leaders who are facing the challenges and opportunities of pastoral and missionary leadership every day.

Leadership development is a specific task of the Student Development office of the college. One of the associate dean's has implemented and is expanding a leadership network for college students. Now the focus is on student leaders. Shortly the initiative will include all students. Obviously campus growth groups, prayer groups, ministries, etc. all contribute to leadership development.

This report is presented in order to illustrate and highlight several means by which Grace College and Grace Theological Seminary are supporting and pursuing the three components of the FGBC vision.

Thank you for allowing Grace to serve as a cooperating organization.

COLLEGE AND SEMINARY COMMENCEMENT 1998

Our mission states that we are an evangelical Christian community of higher education which applies biblical values in strengthening character, sharpening competence, and preparing for service. This mission has been and continues being pursued, always, of course, with varying degrees of success.

What is absolutely central to our mission is that God's Word, the Bible, is authoritative for all of life. God calls us to obey His Word. The Bible calls on us to interpret the world from God's perspective, to understand human need from God's viewpoint, to pursue those values that God says are important, to organize our life in such a way that we live to accomplish what God wants, to arrive at the end so that His "well done" is our reward.

Grace is committed to the Holy Scriptures. The God of the Bible desires to change our character: To make us more truthful, more loving, more compassionate, more selfless, more devoted to the good as God defines it.

Scripture declares that only through knowing Jesus Christ as the only savior from sin and its penalty is it possible for our character to be transformed. And after we are redeemed, God desires to shape our character so that we are more and more like Jesus Christ. That is what our mission statement means when it refers to strengthening character.

We believe that as God shapes His character in us, we begin to see that our skills, our abilities, our opportunities are part of our stewardship toward Christ. Our competencies and their development are to be devoted to God. We are stewards. We develop our God-given abilities and opportunities in order to be better stewards. This is what our mission statement means when it refers to sharpening competence. The goal is not simply to be better. The goal is to be better for the glory of God.

As our character grows in Christ likeness and we develop our competences for the glory of God, God calls us to serve Him. In His Word he asks that we use all of our abilities, resources, and opportunities for the kind of service that honors Christ. This means making Christ known, being faithful in working in His church, being moved by human need, not living selfishly, learning to be less greedy, caring for God's world, longing more than anything else, whatever our career, to serve Him. That is why our mission refers to preparing for service.

I want you to know why we are here, why Grace College and Grace Theological Seminary do what they do. We pursue our mission. We want to be better at it. That is our goal.

We count it our great privilege to have worked on this mission with these graduates. We ask them to continue pursuing this mission in their life and service.

COLLEGE AND SEMINARY COMMENCEMENT 2002

On important days it is important to reiterate important things!

An important thing to reiterate is why Grace College and Grace Theological Seminary exist and what that might mean for how we ought to live. Why do we do what we do? Why are we here? How should we then live?

Our institutional mission tells clearly why we are here. It states “Grace is an evangelical Christian community of higher education which applies biblical values in strengthening character, sharpening competence, and preparing for service.”

This morning I want to highlight a single word in our mission statement. That word is the first word. It is our name, “*Grace*.” I love that name. The word reminds us that God’s grace has been made known to us through His Son, Jesus Christ. God tells us that we are sinners and that sinners will be judged eternally. The only way to be spared from this judgment is to accept Jesus Christ as Savior, to believe that His death paid the penalty for my sin and yours. God want us to accept His Son as our Savior.

“For by grace are we saved through faith—and this not from yourselves, it is the gift of God—not by works, so that no one can boast” (Eph 2:8-9). What a relief!

Our relationship with God is by grace. Our relationship is not based upon trying to be good enough, being religious enough, keeping the law, joining this church or that church, being baptized, or getting rid of all of my bad habits first.

The point? I cannot do good works to earn my way to heaven. I cannot possibility be good enough to save myself. But God by His kindness, love, and grace is willing to save me from the penalty of my sin through the work of Jesus. What good news! What a good and wonderful name to have. *Grace*! The name is a delightful reminder of God’s great kindness and grace.

Remember this, dear graduates, in knowing Jesus Christ as Savior we have the best. He is the only Savior. There is no other option. He is not simply the better of several options; He is the only option. If He is the only Savior, then we ought to develop further our relationship with Him. It is not about having a snobbish holier-than-thou attitude. It is about humbly following Him.

You graduates are at an important point. Tomorrow and the next day and the next and the next, each of you will be faced with an ever-present question: What is my relationship with Him? Is it deepening or becoming shallower? This is your responsibility. You will not be able to blame others. Not Grace. Not home. Not friends. Not church. The decision rests in your hands.

I strongly encourage you to follow hard after the only Lord there is. There is no other river of life, no other fountain from which to drink, no other well of living water from

which to draw. He alone is Lord. In having Him, you have as much as there is to have. To have Him means you are rich. He a Lord to have... to follow... to live for... to die for.

Will you own Him as Lord of life, your life? Will you follow Him? Obey Him? Listen to Him? Seek Him? Love Him? Listen to His Word? Talk about Him? Witness to others about Him? Care about His honor? Pursue Him? Know Him? Suffer with Him? These are hard questions, questions that call your entire existence into account. How will you answer these questions?

One way to answer these questions is to give a verbal commitment to Him in the quietness of these moments this morning. To say in your heart, “Today, Lord, I say ‘yes’ to all of these questions.” Doing so is good, very good. I hope that is what you are saying.

But there is another way of answering these questions. This way of answering takes longer. In fact, it takes a lifetime. Ultimately these questions are answered by the way you live. Every day saying ‘yes’ by the way you live. Accumulating days of *living* ‘yes’ and these days accumulating into weeks and these weeks accumulating into months and these months into years, and these years into decades and these decades into a lifetime and this lifetime into eternity. And in eternity to commence spending time with the only Lord there is. There is no other Lord. At that commencement how glad you will be that you said ‘yes’ with your life.

Today your journey here at Grace ends. We have talked with you often about this Lord. Today you commence on another journey, a journey that leads all the way home. Together we are fellow pilgrims on the journey. Let’s encourage one another. We are in this together. Be assured, dear graduates, it is the right journey because He is the only Lord there is. He is Lord. Follow Him. God’s grace makes all of this possible, every bit of it. I am so glad our name is Grace. It stands as a witness this morning of our relationship with our Lord.

Dear Fellowship Council:

2002 has been another wonderful year filled with opportunities and challenges. We continued to plan for the future and left the timing and execution of our plans to the Lord. Our management team did a superb job in covering all of the bases of our ministry. They are the best team we have ever had. Their superior work is reflected in our nearly 100% occupancy rates and our best state survey ever. Lower interest rates gave us a solid financial performance with over \$1 million in positive cash flow.

During the year, the staff with Board support and approval:

- Saw the Caring Friends Endowment grow to nearly \$130,000.
- Authorized a gift of \$63,000 to the former Directors to help with legal expenses.
- Completed and leased the first new Robin Hood Quadplex adding \$600,000 to the balance sheet.
- Completed architectural design, financing, and broke ground for our new 26-unit Assisted Living project (\$3 million).
- Took reservation deposits on three of the new Assisted Living units.
- Held annual staff retreat to get ready for a busy year.
- Completed annual state survey with the best grade ever
- Completed road and site construction at Robin Hood Phase III.
- Consistent bottom line of \$565,000.
- Extremely good census at over 96% for the year.
- Investments suffered a little over the year with the market downturn but overall still a positive return.
- Began second Robin Hood Quadplex with three of the four pre-leased. Should be completed by December 15, 2002.
- \$15,119 received in 2002 from the Grace Brethren Churches and Organizations for the Directors Restoration Fund (\$49,425 received to date).

Yes, it has been a busy year. As I stated last year at this time: “we will pray, we will plan, and at times, we may have to call a halt and adjust our plans as circumstances dictate changes.” That prediction could not have described this year more accurately. God has led us all the way. We will continue our dependence on Him.

Overall, all financial ratios are strong and trending in the right direction. Once again it has been a privilege to serve the Grace Village Board as CEO. Our future, though filled with many challenges, looks very bright.

A special word of thanks to outgoing Board Chairman, Gary Hamman. He has diligently served Grace Village over the last nine years and has carefully navigated this ministry through some very deep and challenging waters. Thank you Gary for your dedicated leadership.

Sincerely,

Jeff Carroll

**Report to the Fellowship Council
Internationals USA, Inc. January 2003**

I am privileged to report to this body once again. I want to welcome all of you to beautiful Simi Valley and wish you all a very pleasant stay. As you have a chance to walk around, drive by the town, and interact with people in stores and restaurants, please notice how our city is changing. Even though Ventura County (where Simi Valley is located) is 69.9% white, the 2000 Census reported that 20.7% of the people are foreign born. If the figure held for the city of Simi Valley, this would represent about 25,000 people out of a population of a little over 120,000.

Granted, the White population in Simi Valley is probably a little larger than 69.9%, but the number of people who were born overseas and are living in Simi is still significant and you will see that as you look around our community and interact with its people. In fact, as I was walking to my office today, I was struck by a scene, which might look scary to some of the people living in our city. A Muslim man had parked his car, taken his shoes off, spread his mat on the pavement, and was kneeling by the car, facing East, and praying right here in our church parking lot! I watched him for several minutes, and then saw him drive away and go across the street to the opposite side of the building, where the hospital is. What a strange site for a city like Simi Valley, and yet, this city represents the kind of challenge that churches in white suburban neighborhoods are facing today -- we are all staring at the face of a growing multiethnic, multiracial neighborhood, and we must impact its people with the Gospel, but many times we are frustrated because we don't know how to proceed.

I am convinced that one of the reasons God raised up the ministry of Internationals USA was to help our Fellowship confront the issue of how we can reach people who are culturally different from us with the Gospel. We have seen some progress in this area, but I will be the first to say that we still have a long way to go. After nine years in this ministry, I am more than convinced that ministry to internationals doesn't simply "happen." There must be intentionality, hard work, sweat, and a loving group of people who are convinced that God has called them to reach the people of the world who are living among us.

We have been helping local church leaders find leaders and start an international type of outreach. In this respect, we are not really a "parachurch" organization. We work directly with and within local churches to train people to reach the internationals in their community. We have been helping churches empower lay type of missionaries in the local church. People like Ed & Liz Rocha, who coordinate an outreach called "What's Cooking?" in Wooster, OH. The last event, which happened in December, attracted more than 150 people from 14 different countries. People like Delmi, who, together with Sharon MacMillan, from Tracy, CA, are now reaching out to international ladies in their community. There are many more examples of "ordinary people" who have been empowered and trained to be missionaries in their own backyard and this is the main contribution from Internationals USA to our Fellowship.

This past year, God has seen fit to use the seminar on "Understanding Islam," which I have taught in several local churches. We plan to make this course available to all the churches in the Fellowship in 2003 in VHS and DVD formats. I believe that our people need to be trained on how to interact with people of different faiths. We cannot be driven by fear, intimidation, or a sense of superiority, which sometimes blinds us to the opportunities to share the love of Christ with people who are so hungry for authentic relationships.

I don't have anything dramatic to report to the Fellowship Council. If anything, I must say that as the years go by, the task of getting people and churches on board with the ministry to

internationals becomes harder and harder. Early on in the history of Internationals USA, we saw a response that was very positive, but lately we have seen only a few new churches incorporate outreach to internationals in their church wide efforts. We are not discouraged, but welcome your suggestions and words of advice.

With this in mind, I would like to ask the members of the Fellowship Council to help me with the following:

1. Let me know of any church from your district that is doing anything in the area of internationals (hospitality to international students, Bible studies in a language other than English, practical helps to immigrants, migrant workers, refugees, church planting efforts, etc.) I would like to have the name of a contact person I could talk to. I want to encourage them in what they are doing and perhaps share some resources with them.
2. Let me know about churches in your district which may need help in reaching out to a population that is increasingly becoming more diverse.
3. Encourage pastors and church leaders in your district to bring the training on "Understanding Islam" to their congregation.
4. Let me know of any person with the spiritual qualification and leadership abilities, whom you think might be a potential board member for IUSA. We especially need people from the Eastern area of the Fellowship.

You may contact me via e-mail at intlusa@aol.com or by phone 805-520-0120 (office), 805-581-0467 (home).

Thank you for your help with this.

With God, for the nations,

Pastor Ivanildo Trindade
Executive Director, Internationals USA, Inc.

REPORT TO FELLOWSHIP COUNCIL

Janet Minnix, President

Women of Grace USA

January 24, 2003

Thank you for the invitation to participate in the Fellowship Council meeting on January 31, and for the opportunity to report to you about the work and ministry of Women of Grace USA. I regret that I cannot meet with you this year because of recent back surgery. I will miss the fellowship and discussion that is always so enjoyable, and am praying for God's blessing on your meetings. I am delighted that Chery Boehm will represent Women of Grace USA in my place. Chery is a member of the WGUSA Vision Committee, and has a heart and vision for our ministry and the vital role it plays in the Fellowship of Grace Brethren Churches.

I also would like to thank Tom Avey for his excellent work as he leads Fellowship Council through the process of developing a vision for the Fellowship, and for the many ways in which he encourages us, and labors to strengthen the ties that unite us. Tom and his staff are deeply appreciated.

I have been asked to report on how Women of Grace USA helps Grace Brethren Churches in the areas of Life Transforming Growth and/or Abundant Leadership. Since the primary objective of Women of Grace USA is to encourage all Grace Brethren women to be involved, both directly and indirectly, in reaching the lost with the Gospel, this report will deal mainly with what WGUSA is doing in the realm of Life Transforming Growth.

WGUSA's theme for this year is "Cross Sections of Our World". The Resource Packet provides cultural information and testimonies from people serving in such diverse places as Chad, Canada, Krygyzstan, the U.S. Military, and the postmodern culture being reached by Awakening Chapel (Long Beach, CA). Women of Grace groups are praying for these ministries using requests furnished by the missionaries, as they also pray for other pastors, church planters, missionaries and ministry leaders in the US and around the world. And in the fiscal year 2001-2002 women gave more than \$48,000 to District and National projects, offerings that went toward

- the Grace Ministry Endowment, which will help support outreach-oriented events of

the campus;

- an office complex in Yaloke, Central African Republic, that will provide room to expand the literacy work, a vital part of the Christian education process in Africa;
- funds to help with renovation of the facilities of MetroGrace Philadelphia;
- leadership training materials and “how to” videos for Internationals USA;
- helping to sponsor SMM;

and many other projects that help the NatOrgs, districts and local churches to fulfill their mission. Believing that annual reports which include not just statistics but also what we value most ~ how women are actively engaged in mission ~ will stimulate groups and individuals to more ministry involvement, we are working on a plan that would ask groups to set specific action goals for sharing God’s love next door and around the world, then report on how goals have been met.

In Grace Brethren churches across the Fellowship are women who have heard God’s call and have committed themselves to carrying out the specific mission he has planned for them. Some are in Women of Grace groups; many are not. But God is using these women in exciting ways to reach others with his message of reconciliation. As we have heard their stories, and have invited several to serve on WGUSA committees and planning groups, we have been increasingly burdened that we should look past organizational lines and find ways to impact all Grace Brethren women. This burden has been reinforced by the encouragement of a number of Fellowship leaders. For example, three years ago Dave Guiles challenged us that “WMC (WGUSA) needs to mobilize all Grace Brethren women to be on mission.” This growing burden has now become the vision of Women of Grace USA: *Grace Brethren women, radically in love with God, who are actively engaged in his mission to reconcile a lost world to himself.* Our desire is to be a tool that God can use to impact all the women of our Fellowship and challenge them to on-mission living. As we pray for God’s direction in ways to accomplish our vision, we are also taking a fresh look at many of the things we do and evaluating their effectiveness in light of our vision statement. For example, we are asking District Presidents to rethink district events and use them as opportunities to help women be “actively engaged” in God’s mission, perhaps by replacing a traditional rally with an outreach event. We want everything we do to be purposeful ~ planned to help women love God wholeheartedly and commit themselves the work he has planned for them.

Challenge 10,000, first presented at Conference 2000 and reinforced at later conferences and district retreats, continues to impact the lives of women who accepted the challenge.

Women across the Fellowship have committed to living *on mission to share God's love next door and around the world*. This past year many shared their stories of commitment in the areas of praying, giving and/or going. Some are going **next door** to internationals in their communities, to the homeless and abused, to share Christ with neighbors and in Bible studies, to disciple other women, lead children's clubs and more. Others are going **around the world** through personal participation in short-term mission trips or by supporting others who go.

Because it has been shown that people who actually go will have a stronger commitment to mission, and because we want to offer more ministry opportunities just for women, WGUSA has joined with the sponsoring organizations to promote three upcoming women's teams: PrimeTIME Women's Ministry Team at Urban Hope in May 2003 (CE National); a women's team to the Hispanic communities of Tampa, FL in October 2003 (GBNAM); and a Women's GO Team to Mexico City in February 2004 (GBIM). We deeply appreciate the organizations and receiving missionaries who have so graciously and positively responded to our proposal and are working with us on this effort. And still in the exploratory stage are ideas to offer GO Team scholarships to women students at Grace College who have a strong interest in missions, and to young women NAC winners at BNYC.

Stories told and victories celebrated encourage and challenge others to let God use them. The women's sessions at National Conference are a primary opportunity to let Grace Brethren women know how God is working through the lives of their sisters. "Cross Sharing in the Cross Sections of Our World," theme of the 2002 Women's Celebration sessions, was illustrated by women who have crossed cultures next door and around the world so they can share the cross. We are currently exploring other methods of sharing such stories with women throughout our Fellowship.

At last year's Fellowship Council meeting we reported that the Moderator had appointed three advisors to meet with us regarding our need for a part-time clerical assistant. In March Linda Michael and I met with Tom Avey, John Teevan and Ken Seyfert. Their input was extremely helpful. Discussion revealed that our primary need is in the area of communications, and that a person with writing and desktop publishing skills would make it possible for us have better and more frequent communications with GB women. We were encouraged to develop a vision statement (see above), a plan for implementing the vision, and to show how a "communications coordinator" could help us carry out the plan. We are now in the process of developing the plan.

In closing, I want to express my deepest appreciation to each of you for the work you are doing to develop a clear vision for our Fellowship. Women of Grace USA is privileged to be a part of the FGBC and co-workers with you. We fully support the vision and are committed to doing all we can to influence Grace Brethren women to catch the vision. We welcome your input and suggestions as to how you believe we can help. May God bless you richly as you work together to lead the FGBC.