

January 21 - 25, Seal Beach California

Reports:

Agenda:

1. [Agenda](#)

Minutes:

- [Winter](#)
- [Summer](#)

New Church Applications

1. [Springfield Ohio](#)
2. [New Albany Ohio](#)

Cooperating Ministry Applications

1. [GBCanada USA](#)
2. [ICDI](#)
3. [Grace in Action](#) ([2009 update](#))

Delinquent Churches

1. [Delinquent Churches](#)

Commission Phone Meeting Notes

1. [Structures](#)
2. [Finances](#)
3. [Membership](#)

Financial Reports

1. [Financial Review](#)

2. [2009 Budget - Detailed](#)- Revised
3. [Equip09 Budget](#)

National Ministry Reports (optional)

1. [CE National](#)
2. [Women of Grace, USA](#)
3. [Eagle Commission](#)

Misc:

1. [Commitment to Common Ministry](#)

Fellowship Council Agenda
Draft – January 16 2009

1) **Wednesday** (1/21/09)

- a) 8:00 AM Leadership Team @ Biola for site evaluation (Jim B not present)
- b) 1:30 PM Leadership Team meets @ Seal Beach GBC (Jim B present)
- c) 6:00 PM Full Council Dinner at Yucatan Grill - across the street from Pacific Inn - wives invited
- d) 7:30 PM Prayer (John McIntosh; possibly pass out Charis document)

2) **Thursday** (1/22/09)

- a) 8:30 Devotions (John McIntosh)
- b) 9:00 Charis Discussion with Full Council (Tom Hocking)
- c) 10:30 Break
- d) 10:45 Continue Discussion
- e) 12:15 Lunch at Walts Warf (Grace Village Treat)
- f) 1:30 Full Council
 - i) Moderator for 2010? (John McIntosh)
 - ii) Review Commission Agendas (Tom Avey)
- g) 5:00 PM Dinner on own

3) **Friday** (1/23/09)

- a) 8:30 Devotions (Jim Brown)
- b) 9:00 Full Council with National Ministry Execs
- c) 10:30 Break
- d) 10:45 General Q&A to National Ministries
- e) 11:00 GBIM and the Statement of Faith (Dave Guiles)
- f) 12:00 Lunch at O'Malleys - Wives invited (GBIF treat)
- g) 1:30 Commission Meetings
 - i) Finance Commission
 - (1) Financial Review
 - (2) 2008 Detailed Budget
 - ii) Membership
 - (1) New Church Applications
 - (a) Reports back from contact assignments
 - (b) Formulate recommendations

(2) New Cooperating Ministry Applications

- (a) Reports back from contact assignments

- (b) Formulate recommendations

(3) Delinquent Churches

- (a) Reports back from contact assignments

- (b) Formulate recommendations

(4) "Why Associate" brochure project

iii) Structures

- (1) Answer the question and formulate a recommendation: "How should the Fellowship Council be re-organized in light of our discussion about the Charis document?"

- h) 1:30 National Ministry Execs work on "Embracing the Mission" project.

- i) 5:00 Dinner on own

4) **Saturday**

- a) 8:30 Devotions (Tom Avey)
- b) 9:00 Celebrate 2010 (Where, When, How)
- c) 10:30 Break
- d) 10:45 Commission reports and action
- e) 12:00 Lunch @ Seal Beach GBC – Catered – Wives invited.
- f) 1:30 Unfinished Business
- g) 5:00 Dinner on own

5) **Sunday**

- a) Time? Visit Area Churches

6) **Monday**

- a) Travel home or move to Focus Retreat

Fellowship Council Meeting
January 24-27, 2008
Seal Beach California

THURSDAY --January 24, 2008 6:00 PM

The Council had dinner at Yucatan Grill with wives and Dr. Shoemaker (host pastor) and Mrs. Shoemaker. They then went to the Grace Community Church in nearby Seal Beach and had a time of sharing and praying.

FRIDAY --January 25, 2008 8:30 AM

PRESENT: John McIntosh (Moderator-2010), Ron Smals (Central-2010, Tom Hocking (West-2009), Larry Humberd (East-2010), Phil Sparling (West-2010), Phil Hefler (West-2011), Dan O'Deens (East-2008), Doug Black (East-2011), Skip White (2011), Robert McMillan (West-2008), Tim Boal (Moderator 2008), Oscar Chavez (Hispanic Ministries Consultant), Jason Carmean (Central-2009), Tom Avey (Fellowship Coordinator), Greg Howell (Recording Secretary).

ABSENT: Jim Brown (Moderator-2009), Dan Gregory (Central-2008),

NATIONAL MINISTRY REPRESENTATIVES: Larry Chamberlain—Grace Brethren Investment Foundation, Ed Trenner—Grace Brethren International Missions, Ken Seyfert—Grace Brethren Investment Foundation & Retirement Investment Plan, Terry White—Brethren Missionary Herald, Janet Minnix—Women of Grace USA, Timothy Kurtaneck—CE National, Ron Manahan—Grace College & Seminary.

Devotions were led by Past Moderator Tim Boal. He read 2 Corinthians 1:9 and shared a story about being stranded in Rome and beginning a conversation with a retired senator who had just become a Christian and happened to live three blocks from the new church planter. The church planter had been praying and fasting for two weeks for a mature couple to join that work. As they boarded the plane the senator remarked that he thought that the reason for the delay might have been so that Tim could talk with him. Tim used this as an illustration that God orchestrates events that appear to us to be totally random or even very inconvenient to put people where He wants them when He wants them for His purposes of building His church. Tim then led in prayer.

John McIntosh explained that the reason that he was leading this meeting is because of a tragedy in Jim Brown's church family. Tom Avey reviewed the basic schedule and major goals for the meeting.

John welcomed Jason Carmean, Skip White, Phil Hefler, and Doug Black as incoming new Fellowship Council representatives.

A MOTION PREVAILED TO approve the minutes of the Summer 2007 meeting as posted on the Fellowship Council webpage.

Jason Carmean was asked to fill Andy Wirt's vacancy (since Andy resigned due to his hesitance to be away from his young family and difficulty in fulfilling his duties)

A MOTION PREVAILED to place Jason Carmean on the Fellowship Council to complete Andy Wirt's term as Central Representative ending after conference 2009.
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It was noted that this will need to be ratified by delegates at conference this summer.

NATIONAL MINISTRY REPRESENTATIVE reports:

Each representative was given 15 minutes to highlight the ministry he/she represented and answer questions.

CE National—Timothy Kurtaneck suggested that CE might be changing the meaning of their name to *Church Encouragement* to emphasize that CE is more than just youth. He also announced that *Momentum* will have two locations and functions this summer. Last year CE took a real financial risk in rebuilding 36 homes at Momentum. Operation Barnabas will seek to minister in the west and in the east this year which will involve a lot of driving. Operation Barnabas International is coming back and will visit Cameroon this year. TK informed the Fellowship Council that the 412 Commission would be discontinued due to limited enrollment resulting in a shortage of sufficient funds.

BMH—Terry White told the Fellowship Council that the Brethren Missionary Herald Company would be focusing on Brethren authors. Todd Scoles book on Brethren distinctives (from his D.Min thesis) will come out before conference and the 300th anniversary of beginning of the Brethren Church. Terry also explained that he has helped and will continue to help find shared equity publishing for limited appeal books. He had hoped that BHM Books would be the cash cow to fund the other parts of ministry. However, as successful as the books division has been, most of the revenue has been pumped back into the books for on-going projects. BMH is serving more as a communications agency for other parts of FGBC (any 501c 3). He is working with the Fellowship Council Membership Commission in generating a new version of the “Who are the FGBC” brochure. He is personally very involved with the 300th anniversary as a member of the Brethren Encyclopedia Committee. The FGBC will be disproportionately involved because of the Charis gathering in Hamburg. He suggested that the blogs be checked regularly (AGBM and editor’s blog) because traffic has increased especially in times of emergencies.

Comments and Questions: LC—Thank you for your service to the FGBC. RS—FBGC World is the most read publication in his church. DO—There may be great resources in local churches that may be available to help BMH in their mission.

RIP (Retirement Investment Plan)—Ken Seyfert explained that this is a creature of FGBC, not a national ministry. But it is an important ministry to pastors. We offer 19 investment options through AUL. There should be a 401 A plan available to every pastor as a benefit from their local church. RIP does not offer specific investment advice but makes information and products available. The FGBC’s retirement investment plan is in the top 1% of One America plans (located in Indianapolis). It is important for pastors not to leave their families destitute when they die. Linda Leonard is very capable in providing support for individuals with questions.

Comments and Questions: Can the committee communicate with local churches directly? Yes, more will be done. Support and paperwork will be available. Terry offered that BMH might be able to help with information. Ken informed the Council that 10 years ago the fund had 1.5 million dollars. Now it is about 8 million because of the participation and return on investments.

GBIF (Grace Brethren Investment Foundation)—Larry Chamberlain expressed that GBIF was delighted to continue to oversee the chaplaincy and directed the Fellowship Council read Col. Schumacher’s report. Then he asked Ken Seyfert to provide the details of GBIF activity. Ken referred to the printed report and noted that 13 million dollars was provided in loans this year. He pointed out that the GBIF needs to form partnerships in order to continue church financing especially with mega

churches (i.e. Raleigh, NC). He maintained that GBIF will still the lead in these partnerships and no FGBC money will be used to plant non-FGBC churches. The reality is that non-FGBC money is being loaned or given to plant FGBC churches. He and the board are grateful that delinquencies are at zero. They are licensed in all states in which GBIF is doing business, including California. He reminded the Fellowship Council to thank God for what He has done.

Comments and Questions: Is GBIF financing any work overseas? Answer: No. We do in Canada. Hands are full with domestic opportunities. Credibility is very high in all states, especially Pennsylvania and California. We have a large capacity to make loans. Also more than 50% of proceeds are given back to the Fellowship as gifts to NATIONAL ORGANIZATIONS. GBIF is very generous in giving away its profits to FGBC ministries. We are not a savings and loan and are only licensed to loan to and accept investments from FGBC individuals and entities. We are pleased to sponsor the military Chaplaincy program. The Eagle Commission has 150 supporters. Our website is www.EagleCommission.org. Larry encouraged pastors to put something in their bulletins especially around Memorial Day about joining the Eagle Commission or helping the commission identify FGBC active military. We currently have 7 active and 1 reserve chaplains. One retired last year (Ralph Molleneux) and three will retire this year. We will honor them at conference. Chaplain's wife, Robin Graham, wrote a book that BMH is publishing that will be very powerful for those who have experienced abuse and how God can deliver them.

WGUSA (Women of Grace USA)—Viki Rife was at a conference for women's ministry leaders and was interviewed to participate in the conference—they wanted to know why she was attending a women's conference as a leaders of a girls ministry. Her answer was "because we want to start with girls." This was a novel concept for the conference leaders. All of the curriculum is now on CD and women can subscribe to the magazine on-line. The magazine is very good for new people to church. We are in the process of restructuring the government and membership. A woman can be member of the national organization without being a member of a local group. An annual contribution will make a woman a corporation member. We also want to draw women from all areas and churches for the new board.

GBIM (GRACE BRETHREN INTERNATIONAL MISSIONS)—Ed Trenner explained his gradual transition to GBIM to be on staff (part-time now, half-time at Orange church—next year full time at GBIM). Executive Director Dave Guiles' purpose has been following Tom Julian's philosophy (missions is not what you do for the missionary but through the missionary) from the beginning of his leadership. The objective was to put church planting into the hands of nationals as soon as possible. Argentina is a good example.

Comments and Questions: Can you give some examples of highly trained teams? Answer: Thailand, Argentina to Chile. Also local church businessmen who have international connections. Something like Mitch Carriaga does with his contacts in China. Trying to put together teams that do not require missionary oversight so as not to distract from their work - like Ripon's medical team. Q: How is it that the number of churches outside of the USA bumped up from 1100 to 2100 recently? Answer: Because of the emphasis on "no new work starts with a missionary". These are all new churches. Q: What is the border between home and foreign missions? Is there a strategy or is it just serendipitous? Answer: What fits is reaching internationals (in the context of American communities), because inevitably some will return to home nations and evangelize. Q: Is the primary purpose church planting? Answer: Yes, everything else is to facilitate church planting.

GRACE COLLEGE & SEMINARY—President Ron Manahan explained that the purpose of the change in the religious studies department was to bring a rebalancing of what was being offered

(academics or ministry). The department of Religious Studies has experienced a decline in majors and a 65% decline in enrollment. It is now renamed the School of Ministry and will require resident faculty members that are committed to local church ministry. We are also planning seminars with 4-5 days of intense interaction with ministry professionals. We expect these changes to have a positive impact on the FGBC. The online education will begin with the Seminary. The goal is to have online seminary degrees. Online is not a school but a delivery system. We will probably see graduate degrees in education and counseling also. On the drawing board is one online business program. We intend to see online as a positive delivery system. History of Theology will be the first online course. Mark Soto is teaching.

Comments and Questions: Why the apparent disclaimers about connection to FGBC in your report? Answer: The first paragraph is about legal separation. The last paragraph is a reflection of FGBC financial support. A School of Adult Education survey discovered that the community understands what we believe and what we are about. Their disagreement is that they find us obnoxious and it is not always “Jesus” that gets in the way. We are trying to develop a model of ministry to connect with people in order to provide opportunities to share the gospel. Several major donors are not even believers. Statistical reasons that drive changes; Indiana is one of lowest educational attainment percentages in nation. Local people want to come on campus. It is interesting as how God orchestrates obscure people to contribute to Grace. Q: Were there doctrinal concerns prompting the change in Religious Studies? Answer: Mostly pedagogies and perceptions. As I explained to the people involved, “Perceptions over time are such that even the good days are not good”. It was not really over theology. Q: Will there be a closer connection with seminary? Answer: Yes, Jeff Gill will be the Dean of the School of Ministry. The main part will be a change in the curriculum which will be worked on this spring. Currently less than 10 students will be affected by the changes. Terry White mentioned that from his observation the changes and restructuring was communicated and handled in a very godly way.

AGBM(Association of Grace Brethren Ministers)—Joel Richards was not present.

GBNAM (Grace Brethren North American Missions)—Tim Boal shared that the legal costs are and would be so exorbitant that the best stewardship of ministry and resources was to cease the operations of GBNAM effective December 31, 2007. An independent holding company is in charge of the assets. Galen Moomaw is the sole remaining trustee.

FEEDBACK COMMENTS FC MEMBERS HAVE GLEANED FROM DISTRICT DISCUSSIONS ABOUT THE PROPOSED CHANGES TO FELLOWSHIP COUNCIL AND MODERATOR TERMS:

Jason Carmean shared that two district pastors are against the new moderator selection process and intend to object at conference when the discussion is brought up.

Robert McMillan shared that the luncheon meetings at Equip 07 seemed to attract young turks that assume that “they” are sneaking in a power grab. They couldn’t really define how it could be a power grab, but assumed there was a conspiracy. There will be soft approval in the North Cal district.

Tom Avey said that this is not a seismic change, but it will slow down the turnover on FC and allow some greater continuity.

Phil Hefler voiced some concern that there seemed to be a foregone conclusion of the “who” being determined in advance.

Dan O'Deens said he was not convinced that there is a pastor in the Fellowship that can take the helm for 3 years. And if we can, will we be able to find others who can for the following terms.

Larry Humberd stated that the reality is that a moderator can't really run the ship and especially can't run it a ground. What's the worst scenario if this doesn't work (FC integrity would be in question?)

Doug Black noted that the new system ties up 2 guys for a 3 year commitment.

Tom Avey said it was actually 2 men for 4 years as a ticket (mod and vice) and then in their last year training the next team it would be only one year overlap. We could change the language to make the ticket just one or two years.

Robert McMillan warned that we live in an era that fosters suspicion. We need to constantly publish and make information available. The objectors will still be vocal, and the uninformed will still object, but we can point out all of the ways that information was disseminated and available.

Tom Avey noted that the proposal calls for the FC to be the Nominating Committee for moderator and have the current Nominating Committee still select the FC nominees. As it is now, the outgoing FC reps are asked to serve on the Nominating Committee (and some will be elected to serve) because they have been in on vision discussions.

John McIntosh suggested that a longer term moderator can champion something that is bigger than any (or all) NAT/ORGs. We are all kind of doing our own thing. What would happen if we all were following the same vision and when the moderator finishes his term, the new moderator can just carry on the enduring vision.

Jason Carmean asked, How do we get beyond one moderator trying to make an impact for one year?

Tom Aveu said that we tend to down play our strengths. Barna says the average church in America is 85. We are more like 185 and in Ohio it is 311. I look forward to the day when we can concentrate on one theme for three years. The only moderator that I have had to live with his initiatives beyond his term is Teevan and the Equip rotation. Structure doesn't solve anything, but it sure can get in the way. Maybe we can slow things down a bit (5 year FC terms and 4 year moderator terms) in order to discover the structure that really will allow us to move forward. We have to re-own the past decisions every meeting because of the rapid turn-over.

John McIntosh said he is willing to serve but still needs approval from his board because they want to know what power and authority he will have and time it will cost the church. Tim shared with them last week that no extra Sundays away but FOCUS retreats took him from his church in the middle of the week five times. Tom will share in a couple of weeks about the other costs and obligations.

Robert McMillan noted that a moderator's address at beginning of his 3 years could really be an effective beginning and then have the 3 years to develop and will help accomplish his vision.

Dan O'Deens suggest that maybe we need a new title. "Moderator" really only expresses how the business meeting is conducted. What is the structure to help John be able to influence and strengthen the fellowship?

Tom Avey distributed the Enduring Vision Team and National Ministry Executive Team outline sheet. (ATTACHED) Each will be like a cabinet around the moderator. These would be creatures of the FC not of the FGBC, so they need not be approved by the delegates. This will enhance the teams. Tom is convinced, based on Ephesians 4, that in any group there are the resources needed to accomplish God's plan. He likes the rotation because it involves so many guys.

EQUIP 09

THEME 2 TIMOTHY 2:2

We have the option of having it in Columbus. This will create more interaction than the Grace campus can offer. We can also save some costs by staying in homes (we had 100 homes available last time conference was in Columbus). They have great facilities. We do have a solid invitation from the NCO district. Registered participants at Equip 05 were 272 and Equip 07 increased to 384. John wants to use the Jones soda theme "deposit required" and emphasize "Who are you pouring your life into?" Each label on the Jones Soda bottles is a different picture. Tom stated that the course offerings will be based on Ephesians 4:12 (Apostles, Prophets, Evangelists, Shepherds, Teachers, and Administration added). The focus in each session will be on KNOW, BE, DO, REPRODUCE. Continuing education units (CEU's) will be given and honored by Grace College (and Seminary?). Tom gave some possible course offerings. He wants input. We need to have a catalog printed by this summer, but didn't want to be premature. Bernie Simmons will coordinate the children's ministry. And there will again be a Seniors' menu (about 100 participated last year). We may be able to attract folks from several local churches.

Open Discussion:

Larry Humberd noted that there was nothing on missions or practical youth ministry stuff (though CE does stuff on its own). Maybe we need a parenting track or class.

Tom Avey suggested that Mike Scara may be able to do a session or track on family ministries. The women's counseling track was very effective (taught by Tami Shultz). In 2007 we increased the topics and then needed to drop some.

Jmc—Ohio asked to provide fewer offerings because there were too many choices.

Terry White noted that if there were short courses there might be a place to incorporate topics like Ken Seyfert was talking about (pastors compensation, retirement, etc.).

John McIntosh asked what we could do on our end to encourage your local leaders to take time off work to attend an Equip conference?

Larry Chamberlain —just what we have been talking about. Offering a track for lay leadership—support pastor and church mission and embed some of these topics into the track.

Jason Carmean suggested having some evening classes for locals so they wouldn't have to take time off? But actually I would rather have my folks get a sense of the big picture at a celebration evening. Larry Humberd agreed.

Phil Sparling suggested we should have affordable, quality training (well rounded), free time enough to debrief/process together.

Larry Humberd added that we needed a Community focus (like at BNYC), a special celebration or program that could be attractive to the local community that could highlight all that is good about FGBC and maybe an outreach as well, like a concert or something to which we could invite the community.

John McIntosh noted that the last time we were there (in Columbus) it seems like they had a concert.

Oscar Chavez said he saw lots of Hispanic pastors at Tampa, but not at other conferences since. If we can get homes and some tracks in Spanish that will make it tailored to their desires we maybe able to attract more again.

Tom Hocking suggested that we could set up mentoring groups of about six and be as a group through the week. I went to post-modern seminar and learned around tables in groups. It was really good to learn with a team.

The meeting was adjourned until 8:30 Saturday morning.

SATURDAY - January 26, 2008 8:30 AM

PRESENT: John McIntosh (Moderator-2010), Ron Smals (Central-2010), Tom Hocking (West-2009), Larry Humberd (East-2010), Phil Sparling (West-2010), Phil Hefler (West-2011), Dan O'Deens (East-2008), Doug Black (East-2011), Skip White (2011), Oscar Chavez (Hispanic ministries consultant), Jason Carmean (Central-2009), Tom Avey (Fellowship Coordinator), Greg Howell (Recording Secretary).

ABSENT: Jim Brown (Moderator-2009), Dan Gregory (Central-2008), Tim Boal, Robert MacMillan

NATIONAL MINISTRY REPRESENTATIVES: Terry White—Brethren Missionary Herald

Tom Hocking led devotions from James 4:1-3

Commissions met separately to consider recommendations for the full council.

Finance Commission Recommendations:

A MOTION PREVAILED to approve Jason Carmean as treasurer of the FGBC.

A MOTION PREVAILED to approve the 2007 financial reports as printed.

A MOTION PREVAILED to approve the 2008 detailed budget of \$361,000.

A MOTION PREVAILED for someone from the leadership team or Doug Black from the finance committee have a conversation with Charlie Ashman by the end of April, 2008 for the purpose of determining his current mindset about his salary and responsibility changes which will be effective February 1, 2008. In light of expected future EVT expenses and the need for increased administrative help for Tom Avey, this conversation should move in the direction of relieving Charlie of his conference responsibilities (meal coordinator, delegate issues, etc.) and encouraging him to redouble his efforts in consoling churches and the delinquent church ministry. The goal would be to pay Charlie hourly for his people ministry and use the remaining portion of Charlie's salary to fund administrative help to accomplish his administrative responsibilities.

Rationale: we need to protect Tom Avey from appearing to make unilateral decisions regarding Charlie's work. We want to provide honor to Charlie for his years of service and the important role he continues to play with delinquent churches. We want to be good stewards of the FGBC's funds.

A MOTION PREVAILED to empower Tom Avey to propose a 2009 budget based on the new fee structure and on the results of the conversation mentioned in the 4th motion by the July meeting.

A MOTION PREVAILED that we encourage CE National to increase the contribution to the FGBC to \$5,250 annually to be in line with other major National Ministries.

Discussion: Should we evaluate the need for cooperating ministries contributions also? Is a time study needed to determine Tom's service to National Ministries? Tom doesn't believe he is controlled by the National Ministries. The intent of talking with CE National about their contribution will be to be consistent with other National Ministries. National Ministry donations are for the FGBC and not for Tom's salary. He is the link to keep the organizations working and communicating together. Tom says that the strength of influence of National Ministry leadership comes from fact that the National Ministry leadership is static and the Fellowship Council is always revolving, which is why we want to create an enduring vision team, to provide more continuity and stability.

MOTION: that the Fellowship Council continues to look at the accountability structure of the financial gifts to the FGBC as it relates to Fellowship Coordinator position and the time given to National Ministries in FC meetings. Fellowship Council needs to recognize that the primary function is to serve FGBC churches. MOTION TABLED

Discussion: Create an agenda from now on that reflects a change in time commitment relative to National Ministry and FGBC churches.

STRUCTURES COMMITTEE REPORT:

A MOTION PREVAILED to ask Nathan Zakahi to serve as chair of the 2008 nominating committee.

A MOTION PREVAILED to approve the following names for the Parliamentary Committee and empower the moderator to select three before the annual business meeting: Jesse Deloe, Dave Plaster, Galen Wiley, Mark Soto, Bud Olszewski, Doug Courter, Todd Scoles, Fenton McDonald, Doug Sabin

A MOTION PREVAILED to approve the following names for the Membership Committee and empower the moderator to select three before the annual business meeting: Roy Halberg (California), Terry Daniels (California), Larry Edwards (Ohio), Roland Maust (Ohio), Christian Becker (Virginia), Don Eshelman, Brad Kelley ('06), Steve Shipley, Charles Thornton

A MOTION PREVAILED to recommend Jason Carmean to the delegates as treasurer of the FGBC.

A MOTION PREVAILED to recommend Tom Avey to the delegates as secretary of the FGBC.

A MOTION PREVAILED to make a single recommendation to the nominating committee for moderator 2008-2010 from the following prioritized list: Dan Allan, Nathan Zakahi, Tom Hocking.

A MOTION PREVAILED to amend the proposed constitutional changes to the moderator term from a mandatory 3 years to a variable 1-3 year term. Article VII section three, if approved would read: "Term. The moderator and vice moderator will be installed at the conclusion of conference one year after they are elected and will serve for one to three conference years..."

A MOTION PREVAILED to nominate the following names for the nominating committee: Robert MacMillan, Larry Edwards, Mike Jentes, Doug Courter, Nathan Zakahi, Larry Humberd, Tom Hocking, Skip White, Glen Shirk, Andy Wirt, John Ward.

Changes to the Enduring Vision Team working document was distributed.

MEMBERSHIP COMMITTEE REPORT:

A MOTION PREVAILED to recommend Grace Connection of Englewood, Ohio to the delegates for membership in the FGBC.

A MOTION PREVAILED to recommend Life Spring Church of Brownsburg, Indiana to the delegates for membership in the FGBC.

A MOTION PREVAILED to recommend Spring Valley Grace Brethren Church of Elyria, Ohio to delegates for membership in the FGBC.

A MOTION PREVAILED to recommend Catalyst Church of Kent State, Ohio to the delegates for membership in the FGBC pending a written recommendation from Western Reserve GBC of Macedonia or from the Northeast Ohio District.

A MOTION PREVAILED to delay recommendation of Grace in Action as a Cooperating Ministry until that ministry has proven viability and published its planned curriculum.

Discussion: Grace in Action has a strong board and mission statement. It was recommended that we provide display space at iGo08 at discounted FGBC prices.

MOTION: to recommend Go2 Church Planting to the delegates for acceptance as National Ministry pending review of their final ministry plan after their April meetings.

A SUBSTITUTE MOTION PREVAILED: We enthusiastically affirm the vision and appreciate your leadership in the development of the G0-2 ministry and look forward to the presentation of your ministry plan in April, 2008. The Fellowship Council will consider your application for formal recognition after receipt of that plan. We commit to praying with you through this process anticipating that God will bless the FGBC with both healing and growth through the G02 ministry.

A MOTION PREVAILED to approve the following list of names to represent the FGBC at Charis this summer: Robert Wagner, Steve Kern, Bob Combs, Jim Laird, Julie Schumacher, Greg Barshaw, Dan White, Larry Humberd, Syliva Totzke, Greg Stoeber

Keith Shearer is our representative on the planning committee for Charis. Keith and Tom Avey with approval from the leadership team have developed this prioritized list of potential delegates. The plan is to ask them to serve at the expense of their church. The first three to respond positively will serve.

LEADERSHIP TEAM REPORT:

Next Fellowship Council meeting: Friday, July 25 @ 1:00 – 6:00. Leadership team meets that day beginning at 9:00 am.

Winter 2009 meeting: Wednesday January 21, 2009 beginning at 6:00 in Seal Beach, CA through Sunday January 25, 2009.

Future agenda items:

- Who will be our Enduring Vision team members?
- Who defines the FGBC? How do we discuss theological and ministry issues?

FELLOWSHIP COUNCIL MEETING

Innisbrook Resort, Palm Harbor, Florida

FRIDAY – July 25, 2008 1:00 PM

PRESENT: Jim Brown (Moderator-2009), John McIntosh (Moderator-2010), Dan O'Deens (East-2008), Doug Black (East-2011), Jason Carmean (Central-2009), Ron Smals (Central-2010), Tom Hocking (West-2009), Phil Sparling (West-2010), Oscar Chavez (Hispanic Ministries Consultant), Tom Avey (Fellowship Coordinator), and Greg Howell (Recording Secretary).

ABSENT: Steven Joyce (East-2009), Larry Humberd (East-2010), Dan Gregory (Central-2008), Skip White (Central-2011), Robert McMillan (West-2008), Phil Hefler (West-2011), Tim Boal (Moderator 2008),

Moderator Jim Brown invited the members to open with sentence prayers.

Agenda:

1) iGo08 Update – Jim Brown

Moderator, Jim Brown told tremendous stories of giving (\$72,000) at Momentum East for food for 100,000 (feed my starving children—Dominican Republic of /Haiti) for one year (goal \$15,000) and an orphanage for Asia's Hope (Momentum Orphanage), plus a Super bowl winner said he would sell one of his rings to build another orphanage. Jim encouraged the Fellowship Council to engage the staff here at Innisbrook. He said, "Let's be the most generous, friendliest, joyful group they have ever had." He wants to open each meeting with pictures of staff we are talking with and pray for them. Tuesday night Madam Soque, the director of the orphanage in Bangui that Barb Wooler is coordinating with, will present their ministry. They serve 600 orphans, but most are being supported while living with relatives.

2) Approve Minutes of Winter Meetings

A MOTION PREVAILED to approve the Fellowship Council minutes from January 2008 meetings in Seal Beach, CA as posted on the Fellowship Council webpage.

3) The Finance Committee suggests that: Tom Avey's housing allowance for 2009 be set at \$35,000. IRS requires this to be done in an official meeting prior to the fiscal year.

A MOTION PREVAILED to set Tom Avey's housing allowance for 2009 at \$35,000.

4) Financial Update

a) Cash Flow projections in light of conference shortfalls were discussed.

We will be about 300 room nights (x \$125) short of projections, plus lower than projected food income.

b) Recommendation from the Finance Commission:

"To approve the use of a line of credit to be accessed for a maximum of three years." Note: Tom has approached GBIF for line of credit -- Ken Seyfert approved \$90,000 but we will probably only need about \$50,000.00. A MOTION PREVAILED to approve a line of credit from GBIF to be accessed by Tom Avey on behalf of the FGBC for a maximum of three years.

Tom Avey mentioned some things he can do in the office to conserve expenses, such as limit his travel and maybe change handbook. His prayer request is that the finance lady (at Innisbrook)

who said “we will work with you on this” means something. It is a complicated picture, but he has 30 days to pay. Tom shared that extra nights after conference would be at half price and he encourage that it be shared word of mouth.

Tom Hocking led in prayer that God would do amazing things to care for the projected shortfall.

5) 2009 Budget

Tom called attention to the printed budget (similar to what was on the web). It needs to be approved by the delegates.

Discussion resulted in directing Tom to leave off the footnotes and that Tom has the power to forgive fees for those churches that communicate their difficulties. Consensus was that the system needs to stay relational. He can also remind those who are balking at the personal increase that it is part of the give and take in being a fellowship. It is appropriate for those who have received in the past (being Home Missions, etc), to give so that others can now receive. Ron Smals stated that the scale is reasonable compared to what other denominations pay. Dan O'Deens interjected that often other denominations' fees include missions also.

Jim Brown mentioned that the system helps satellite churches because there is only one fee for the group of churches.

Tom Avey noted that the scale (using attendance rather than membership) ties the health of the Fellowship to the health of the churches. He does not want to mess with the scale much because it is a mirror of us as an institution.

A MOTION PREVAILED TO approve and present the 2009 Budget minus the notes.

6) Go2 Application/Recommendation

a) Action already taken by the Fellowship Council:

“That Go2 Church Planting be approved provisionally as a National Ministry until annual conference 2010. The fellowship council will review the status of Go2 at its winter meeting in 2010 with a view towards recommending a permanent status for approval by delegates at the 2010 conference.”

b) Recommendation from the membership commission:

“That Go2 church planting be approved provisionally as a National Ministry until annual conference 2010. The Fellowship Council will review the status of Go2 at its winter meeting in 2010 with a view towards recommending a permanent status for approval by delegates at the 2010 conference.”

c) We were unable to approve this motion by email so this recommendation has not been communicated in advance of conference.

Tom Avey stated that there were enough yeses to pass, but enough concerned comments that he did not declare it passed. The Leadership team is convinced that it is okay to approve provisionally. They want Tim to come to 2010 winter Fellowship Council to report.

Dan O'Deens said that this motion allows us to show that we are intentional about church planting. Ron Smals said his greatest concerns are funds to support FGBC and how much time and money will be spent planting non-FGBC's?”

Phil Sparling noted that a provisional motion is based on the reality that Go2 doesn't have a real track record. And there are some real hurts with the speed and necessary lack of communication at the end of GBNAM.

Someone suggested that maybe the lost ministries (Canada, San Francisco, etc) ought to apply to be cooperating ministries.

The FGBC needs to move on and assume that Go2 becomes the new church planting arm. Tom & John need to write down things that Go2 needs to report on at 2010 meeting.

A MOTION PREVAILED (from the Membership Commission) that Go2 Church Planting be approved provisionally as a National Ministry until annual conference 2010. The Fellowship Council will review the status of Go2 at its winter meeting in 2010 with a view towards recommending a permanent status for approval by delegates at the 2010 conference.

7) Vision Ohio Application:

a) Action taken by the membership commission:

"We enthusiastically affirm the vision and appreciate your leadership in the development of the Vision Ohio ministry and look forward to the presentation of your ministry as soon as possible. The Fellowship Council will consider your application for formal recognition after that presentation. We commit to praying with you through this process anticipating that God will bless the FGBC through the Vision Ohio ministry."

b) The Membership Commission has met with Tony Webb by phone conference and decided to [put] Vision Ohio on the Fellowship Council agenda at conference. Tony will probably be at conference some this week.

c) The Leadership team wants Tony to come to 2010 winter Fellowship Council meeting as a Cooperating Ministry --currently have about 10 churches in the works. Good question to ask on application: "How are you getting along with others in the district/fellowship?) Involves several (3) Ohio districts. Consensus that they should prove themselves over the next couple of years and report to the Fellowship Council at the Winter 2010 meeting.

A MOTION PREVAILED That Vision Ohio be approved provisionally as a Cooperating Ministry until annual conference 2010. The Fellowship Council will review the status of Vision Ohio at its winter meeting in 2010 with a view towards recommending a permanent status for approval by delegates at the 2010 conference.

Tom instructed Fellowship Council members to encourage Tony as you see him during the week so he doesn't think that we didn't want to talk with him. Tom Hocking is meeting Tony and Tim already and will explain.

8) New Churches that applied since the Winter meeting

a) Brighton Chapel of Howe, Indiana (Ken Bickel, helping). It used to be an Ashland Brethren church and there were some hurt and bad feelings when the Ashland group moved out. The District leadership should check with their leadership. John McIntosh interviewed the pastor and that did not come up. Jason Carmean's in-laws were part of the congregation. Jason was encouraged to give the pastor a head's up.

A MOTION PREVAILED to recommend Brighton Chapel to the delegates for acceptance as a member church of the FGBC.

b) Community of Hope, Surrey, Canada

A MOTION PREVAILED to recommend Community of Hope to the delegates for acceptance as a member church of the FGBC.

9) Constitution and Manual of Procedure Changes.

a) Questions

- i) Should the delegates vote on all the amendments at once?
- ii) Voice of paper vote?
- iii) Who will make the amendment to the motion?

(1) Amendment to motion:

(a) Change Constitution Article VI section Two "The moderator and vice moderator shall serve a three-year term as moderator and vice moderator" to "The moderator and vice moderator shall serve a one, two or three-year term to which they are elected as moderator and vice moderator"

(b) Change Constitution Article VIII section Two "shall be elected together on a single ballot question by majority affirmative vote of the delegates present" to "shall be elected together on a single ballot question to a one, two, or three year term by majority affirmative vote of the delegates present"

(c) Change Manual of procedure Article III section One to add "for a one, two or three year term."

Dan O'Deens will present the five changes and purpose as detailed in the delegates packet so that the delegates can handle all of the changes all at once. He will present that the Fellowship Council heard concerns about pastors being able to serve for 3 years. He will focus on the vision part, history, and introduce it. Tom Avey will take it from there to care for the vote. Tom Avey will change the change sheet handout according to Parliamentary Committee counsel. Dan O'Deens can move the amendments. Tom Hocking will help Dan O'Deens with the presentation. The Business meeting is Thursday.

It was suggested that delegates would need to approve a motion to allow 1st place in each Fellowship Council representative ballot to be elected to a 5yr term and 2nd most votes to be elected to a 4year term. Then the regular system will work after that.

Phil Sparling asked "if those elected wanted to reverse, may they?"

It was decided that different current Fellowship Council members will contact those present to see if they will serve 5 years under the new system.

A CONSENSUS PREVAILED that we elect 2 from each region and the Fellowship Council will determine which term length each will serve.

Dan O'Deens stressed that part of the strategy of the longevity change is that it is a team. He cited the John & Tom ticket as an example and that the strategy also provides for an Enduring Vision Leadership Team.

Dan O'Deens asked John McIntosh "how many do you see on EVLT?" John replied that he hadn't thought too much about it yet.

Dan noted that the NAT.ORG. part is easy because they are set. It is the 3-5 others that need to be selected. But we have a financial rub because of shortage of funds. But whole purpose of longevity changes is to create the EVLT. We need to keep moving on this process. Who are these 3-5 people? It is time to identify real people. If the Fellowship Council appoints Oscar to fill Tom Hocking's place on Fellowship Council that will help financially. John & Tom H can move it forward.

It was decided that the Fellowship Council would pause for a time of prayer and then share names that God causes to come to mind.

After prayer the following names were mentioned: Phil Bryant, Nathan Bryant, Mike Jentes, Jeff Bogue, Dan O'Deens, Dan Allan, Dave Plaster, Nathan Zakahi, Bob Fetterhoff, Gabe Lyons (leader at Equip 09 — maybe these visionaries don't need to be FGBC?), Tony Webb, Kary Oberbrunner, Jim Brown, and Mike Lee.

John McIntosh requested that Fellowship Council members let him or Tom know when names come to mind.

Tom Avey announced that the Vision Luncheon (Saturday) was intended to be highly relational and visionary. It would be a good time for Fellowship Council members to be there and query informally about up and coming leaders.

Dan O'Deens asked, "What if we asked churches to do like CE does to identify who in their business community they ask to help them?"

Jim Brown thought of Dave Wright who is a part of his church, but not an official leader.

Tom Avey thought that maybe we need to intentionally not choose pastors.

Dan O'Deens mentioned that if we are limited to only 3 this year, maybe we should use only non-pastors.

Jim Brown said that we might use technology (Skype) and not even invite them to meetings—maybe it doesn't need to be face to face to be effective, and thus we could be good stewards of their time.

Dan O'Deens said that we could ask the 5 top picks to prepare a 10 minutes presentation and send to us (maybe that's all the involvement we need and they have time for)

Tom Avey said, "How about asking some of our suggested names to come up with names?"

John McIntosh mentioned that money would not be a problem—they would pay own way. Like the millionaires from Simi that are building a West Coast Christian music center (because everything is in Nashville).

Tom Avey said the Manual of Procedure states that the Fellowship Council will include qualified laity in leadership positions. What if ELVT was primarily lay?

Perhaps what we create as ELVT needs to not be static, but recreated regularly. Might be less enduring, but more visionary. The Leadership Team and NATORGS can supply the enduring part.

Doug Black: 'Now we have assigned the enduring part to the lengthened moderator terms we can allow these visionaries to do the visionary stuff.

Jason Carmean: "Do we lose part of the enduring part if the visionaries do their things during the John / Tom term and then fall off (because they are loyal to John & Tom)?"

John McIntosh: "But that is nature of beast visionaries get bored and want to move on when they get their idea into the hands of someone (moderators) to carry the idea."

Ron Smals: "We need to have reps from around the country to get variety."

Tom Avey: "At the Luncheon I want to have Fellowship Council members at different tables with yellow pad to record "top stories" of incredible things happening in your districts, towns, etc.

10) Grace Village

Jeff Carroll was not happy because Grace Village ended up in the Cooperating Ministry category (because board is not regionally represented) thus he was not invited to Fellowship Council in January and he feels slighted. Tom Avey stated that Grace Village was the only original NAT.ORG. that did qualify as a National Ministry. Tom would like someone to meet with him. Maybe we should grandfather them in.

A CONSENSUS PREVAILED to grandfather in Grace Village's involvement with the Fellowship Council's annual winter meeting and treat them as a National Ministry for Fellowship Council relational purposes.

11) Vision Luncheon

See above about Fellowship Council members sitting at different tables.

12) Celebrate 10

Tom Hocking distributed a handout with four keys he learned in his doctoral studies: Congregation, Culture, Calling, and Context. These will be the framework for his conference because they are the burdens on his heart. His personal new motto is “to do next to nothing by myself.” He will try to write a brief booklet with guides to becoming more missional for pastors and lay to be handed out at FOCUS retreats. He wants to ask churches to ask themselves what worked well in the past. How can we bring that into the future?

Tom then polled the Fellowship Council for ideas for conference location or setting.

John McIntosh: Inner-city Philly?

Phil Sparling: Somewhere where we can objectively observe another culture and go home to evaluate our culture afterwards in a new and fresh way

Dan O'Deens: If we could intentionalize the relational value of going out together to do ministry He stated that he was scared of Jim sending hundreds of people jumping off the cruise ship because of unpracticed evangelism cf *I Became a Believer and all I got was this T-Shirt*, by Vince Antonucci

Tom Avey: We can do some smaller things well if we plan. We might need to plan smaller, more specific conferences. The purpose of conference is to celebrate, showcase mission, cast vision, and equip or train. Maybe this time in Philly we need to be downtown—really would have put us on location.

Discussion ensued about if conference is down this year because of active evangelism theme more than the economy.

John McIntosh: How about a children's home fund to distribute food to homes in Kentucky? What if we took delegates to Kentucky for camping, slower atmosphere?

Doug Black said he heard of a program taking books to Kentucky kids because of illiteracy.

Phil Sparling wants to take kids to Mexico for servant attitude experience (used to go for the fun and group was large—now smaller groups are better)

Tom Avey's review of past minutes showed that back in the 90's every 6 years we were to go somewhere to plant a church. Maybe now we will have a mindset to be more missional because of this conference.

Dan O'Deens maybe we need to do something in conjunction with Momentum so families can train together. We need to provide a real poverty situation (Africa, Dominican, Mexico, inner city).

Phil Sparling said that then delegates can go home as a team and really evaluate their own ministry.

Jim Brown mentioned that Ed Lewis takes kids downtown LA in large groups.

Tom Hocking noted that Tom Julien said FGBC purpose is Truth, relationship and mission.

When we present —deep seated fear that individuals won't measure up to Christianity. The Church of Jesus Christ will not survive much longer with denominationalism. Need to train people where they are going to be on “D-Day” when it becomes illegal to preach the gospel (soon churches may be seized because they preach against homosexuality in California)

Dan O'Deens: “Can we set up different conference sites for different appetites, maybe even music styles, and bring it all together at end of week?”

13) Equip 09?

John McIntosh showed promo DVD.

Ohio churches are pretty convinced they can provide homes for delegates. Some of the session leaders/instructors are: Gabe Lyons, Ed Stetzer, Neil Anderson. There will be opportunity for pastors to preach in Ohio churches the Sunday ahead of Equip. There will be lots of round table stuff—plenty of lunch places near. The District is real excited. John wanted Tony Dungy as a speaker, too expensive however (\$100,000). John and Tom Avey are building in several plenary sessions.

14) Equip 11? We need to decide at our Winter meeting if we will do more Equip

Tom Hocking: What if we do some practical stuff in the evenings (assignments)?

Dan O'Deens: Can we celebrate the success of Vision Ohio? They can be a catalyst for the rest of us. This might be the time to plant a church—Cleveland (use Akron—Knut's church). This would be first conference for the first 3 year moderator.

Fellowship Council expressed great favor toward idea but need to include EVLT input.

iGO 08 (Celebrate 08)

Jim Brown reminded about the planned outings: Baseball game and temple trips

Pray for Mark Cahill, Sunday speaker. He personally knows lots of pro athletes, and has witnessed to Tiger Woods. He is speaking at both services Sunday. Pray that we receive him well.

Tom Avey reminded that Evangelists are gifted to the church (Eph 4:11). It may be a little prophetic that Jim Brown is calling us to do what we don't do regularly. He really does evangelism all the time. He prays for and with waitresses. Relational is key to what we need to work on so that we see the lost get saved.

John McIntosh closed in prayer and Jim Brown adjourned the meeting

Respectfully submitted,
Gregory M. Howell, Recording Secretary



KNOWING JESUS ... MAKING HIM KNOWN

Application for Membership in the Fellowship of Grace Brethren Churches:

General Instructions: Fill out this application form and send it with your membership fee to the FELLOWSHIP OF GRACE BRETHREN CHURCHES, P.O. Box 384, WINONA LAKE, IN 46590 and send a file copy as an attachment to tomavey@fgbc.org. The deadline for application is January 1st in order to be considered in the following annual conference. If you wish to request an extension of this deadline, include a letter of reference from a cooperating district missions board, a sponsoring church that is already a member of the FGBC, or Grace Brethren Missions.

Soma Community Church

Official Name of Church

Soma Community Church

Church Mailing Address

PO Box 2871

City

Springfield

State

Ohio

Zip

45501

Phone

(937) 371 - 4046

Email

info@discoversoma.org,

Meeting Place

Currently Mobile

Web Site

www.discoversoma.org

Pastor or principle leader

David Black

Address

251 Ridge Rd

City

Springfield

State

Oh

Zip

45503

Phone

(937) 371 - 4046

Email

dave@discoversoma.org

Has your church joined a cooperating district? If so, which one and when?

Application has been submitted to the tri state ministerium (not sure what district this is)

Please review the Constitution and Manual of Procedure for the Fellowship of Grace Brethren Churches. Note carefully ARTICLE III and ARTICLE IV of the Constitution and ARTICLE I of the Manual of Procedure that deal with the membership requirements new FGBC churches are to meet.

How did your local church take official action to subscribe to the Covenant and Statement of Faith as found in Article III of the Constitution of the Fellowship of Grace Brethren Churches, Inc.?

We are a church plant founded in partnership with the Tri State GBC, church planting assoc. As we developed and began the church was planted with the intent of being a GBC church plant. Consequently the Statement of Faith was agreed upon by the church planting team prior to the start of the plant. The team consisted of those individuals listed on the Articles of incorporation as trustees and their spouses. The Statement of faith is included in our constitution and is a requirement for membership.

List the present responsible officers (or leaders) of the congregation with titles:

**David Black, Pastor – Teacher
Ted Rastatter, Pastor – Worship & Arts
Matt Ison, - Assimilation Coordinator**

How will you identify your affiliation with the Fellowship of Grace Brethren Churches? (ie: on a church sign, letterhead, church bulletin, etc).

Letterhead and website

Describe your practice of Triune Immersion and the Threefold Communion Service.

Triune Immersion can be performed by any believer and at any location where there is adequate water for Immersion. The individual to be baptized states his or her brief testimony and intent to all present. This action is then followed by the individual performing the baptism dunking the baptizee(?) three separate times while testifying each action as being done "in the name of" each member of the trinity. The baptizer may or may not take the time to explain that the ordinance is not done for salvation to occur, but rather faith is what saves, etc.

Three Fold Communion is practiced by our church quarterly and corporately. It is typically done at night as a separate service. Ladies wash ladies feet, men wash other men (exception can be made for a husband and wife). This is followed by a meal, and lastly the bread and cup. We do it to "make intimacy a reality" Intimacy with God and with one another.

To the best of your knowledge, does your church or any leadership of your church have unresolved problems with another Grace Brethren church, leader, district or cooperating organization? If so, who can we contact for clarification?

Not that we are currently aware.

In seeking membership in the Fellowship of Grace Brethren Churches, does your church recognize the obligation of mutual encouragement and cooperation with other congregations and agree to fulfill the membership requirements as stated in the Constitution and Manual of Procedure?

Yes

How many people are presently members of this church? As a church plant we currently have a core group of approx 45 people. We are currently going through the process of moving them toward a covenant membership. We anticipate at least 35-40 will complete the necessary requirements.

A check payable to FGBC based on the chart below for the current year membership fee should be included with this application. Use your church's average attendance for 2007.

How does this work for a church plant?

Attendance	Fee
Less than 25	\$ 50
26-50	\$ 105
51-100	\$ 265
101-200	\$ 525
201-400	\$ 1,050
401-800	\$ 2,100
801-1600	\$ 4,200

Attach or give a brief history or testimony about your church's ministry, including pictures of the church or church leadership that we can use to introduce your church to the FGBC family.

Soma Community Church was birthed out of prayer and vision for the city of Springfield. In August of 2007 Dave Black and Ted Rastatter approached Tri State GBC Church Planting with the expressed purpose of sharing a vision for a new church plant in Springfield. After a year of prayer and planning in which Ted and Dave met with individuals from tri-state district, vision Ohio, and the then GBNAM, Soma began its first core group meetings in August of 2008. As soon as October Soma had its first preview service that was attended by 80 individuals. This gathering was then followed by one in November at which 65-70 individuals also came to attend. God has been working in the city through the members of the core group and has been providing for Soma every step of the way.



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Official Name of Church
ClearView Church

Church Mailing Address
PO Box 629

City	State	Zip
New Albany	OH	43054

Phone	Email
614.578.0676	info@clearviewgrace.com

Meeting Place	Web Site
YMCA, Gahanna, OH	www.clearviewgrace.com

Pastor or principle leader
Andy Wirt

Address
4132 Guston Place

City	State	Zip
Columbus	OH	43230

Phone	Email
614.578.0676	andy@clearviewgrace.com

Has your church joined a cooperating district? If so, which one and when?

We have not filed formal paperwork to join the North Central OH District. We will do so in January of 2009. ClearView is supported financially by the North Central OH District Mission Board and I (Andy Wirt) participate regularly in ministerial functions within the NCO District.

Please review the Constitution and Manual of Procedure for the Fellowship of Grace Brethren Churches. Note carefully ARTICLE III and ARTICLE IV of the Constitution and ARTICLE I of the Manual of Procedure that deal with the membership requirements new FGBC churches are to meet.

How did your local church take official action to subscribe to the Covenant and Statement of Faith as found in Article III of the Constitution of the Fellowship of Grace Brethren Churches, Inc.?

☐ We have clearly denoted in our official paperwork filed with the state of OH and the IRS that we are affiliated with the FGBC.

List the present responsible officers (or leaders) of the congregation with titles:

- ☐ Andy Wirt, Pastor/Church Developer
- ☐ Martin Guerena, Secretary
- ☐ Brian Ethridge, Treasurer
- ☐ John Ward, Worship Team Champion
- ☐ Laurie Carrick, KidView Team Champion
- ☐ Mesarat Grimm, WOW Factor Team Champion
- ☐ David Carrick/Ron Van Winkle, Administration Team Co-Champions

How will you identify your affiliation with the Fellowship of Grace Brethren Churches? (ie: on a church sign, letterhead, church bulletin, etc).

- ☐ Website (under about us/"What is ClearView?" And "What Do We Believe?")
- ☐ Personal conversations/interactions
- ☐ Practicing distinctive ordinances (trine immersion/three-fold communion)
- ☐ Membership classes
- ☐ By missions/causes/organizations we support
- ☐ Active participation in FGBC national, district, and youth/children's activities/conferences

Describe your practice of Triune Immersion and the Threefold Communion Service.

- ☐ We teach and practice biblical baptism spontaneously and/or as needed- immersing saint 3 times in water, "in the name of the Father, The Son, and The Holy Spirit."
- ☐ We teach and practice biblical communion several times/year, washing of the saints feet commemorating the present ministry of Christ, enjoying a fellowship meal together commemorating the future ministry of Christ, and sharing the bread and the cup commemorating the past ministry of Christ.

To the best of your knowledge, does your church or any leadership of your church have unresolved problems with another Grace Brethren church, leader, district or cooperating organization? If so, who can we contact for clarification?
No

In seeking membership in the Fellowship of Grace Brethren Churches, does your church recognize the obligation of mutual encouragement and cooperation with other congregations and agree to fulfill the membership requirements as stated in the Constitution and Manual of Procedure?

YES

How many people are presently members of this church? _____

We do not have a formal membership structure at this point. In our launch strategy, we are forming a team to position ClearView for Grand Opening Celebration on April 12, 2009. At this point, we would consider there to be about 30 people on our launch team (20 adults and 10 children).

A check payable to FGBC based on the chart below for the current year membership fee should be included with this application. Use your church's average attendance for 2007.

Attendance	Fee
Less than 25	\$ 50
26-50	\$ 105
51-100	\$ 265
101-200	\$ 525
201-400	\$ 1,050
401-800	\$ 2,100
801-1600	\$ 4,200

Attach or give a brief history or testimony about your churches ministry, including pictures of the church or church leadership that we can use to introduce your church to the FGBC family.

Please find attached a recent report released by the NCO District Mission Board that details our journey to this point. I can furnish numerous pictures of events/worship and team gatherings at any point.

NCO Outreach

December 2008

... the church. I have become its servant by the commission God gave me to present to you the word of God in its fullness. Colossians 1: 24, 25 (NIV)

This issue presents some answers that **Andy Wirt**, has given about planting **Clearview GBC** northeast of Columbus in the **New Albany** area.



Andy and Tricia Wirt, Seth, Silas, Sara

How long have you been working in the ClearView area?

2 years

What led you to the ClearView area in the first place?

We felt led to this area for multiple factors:

- ❑ There are thousands of people that don't know or follow Jesus in every direction, all around us.
- ❑ There was once a GBC in New Albany (one of our principle target communities) that closed. Hundreds of thousands of dollars and much prayer was invested in Rocky Ridge GBC by Northwest Chapel and the NCO district... so we felt it would be an opportunity for God to answer prayers prayed many years ago by beginning a new, thriving, GBC in New Albany today.
- ❑ Our sponsor church, Northwest Chapel, desired to see a GBC on the northeast side of town. God called us to church planting and meshed our path with NWC.
- ❑ We love the people of northeastern Franklin County.

"ClearView" is a great name for a church...who came up with it?

Originally, we wanted to name our new church "Focus Point". Our emphasis is focusing clearly on Jesus (centering our lives around Him) and His mission. As we discussed this with advisors

(principally Terry Hofecker), we felt "Focus Point" might be too abrasive. We wanted a name that would still allow us to keep the mission of focusing clearly on Jesus and mission... but something a bit softer and more inviting. Hence- "ClearView" was born. Our mission is to "love people to a clear view of Jesus and His mission."

What was your most effective tool in reaching into that culture with the Gospel?

One of our central values is to "go where people are already gathered and be the light and hope of Jesus there." Thus, our most effective tool for reaching our community has been to get involved in every community activity that we can- both personally and corporately (as ClearView). Thus, our family is involved in our neighborhood, local schools, local sports programs, Chambers of Commerce, etc. Also, ClearView frequently volunteers at festivals and events, giving away free stuff and serving people with love.

Would it possibly be effective in other cultures?

Yes- but a warning to the faint of heart: Starting a church from scratch and making contacts through acts of kindness is hard work. Initial (visible) return on the investment is slow. But, we're confident that the longer we're around and the more we serve, God will lead us to spiritually receptive people, allow us to be of spiritual influence in their lives, and use us to tangibly impact the spiritual climate of our target communities.

What presentation of the Gospel works best for you?

Serving people opens up opportunities to share about why we are doing what we are doing- Jesus is love! Also, we work to connect with people relationally and look for moments of spiritual sensitivity in those relationships where we can share about the beautiful mystery of the Gospel.

How did you motivate people to pray for you?

We ask everyone we know and meet to pray for us. Right now, over 400 people and churches get our updates. Hopefully that many are praying! We send out regular updates on how to pray and update our blog (www.wirt-prayer-team.blogspot.com) weekly.

What benefit was your family in reaching hearts in that area?

I couldn't do what we do without my family. My wife supports me and encourages me in the many dark valleys of this journey. She serves and she frees me up to serve as I work in the community. Our kids are some of the best missionaries we have. Seth (6) frequently helps me hang door hangers or serve at community events. We meet many people through our children's activities (school, soccer, swimming lessons), etc.

What "breaks" if any did the Lord give you in doing outreach?

God has given us favor with community leaders and organizations. He has opened many doors for ministry in Gahanna and New Albany. Honestly, though, I'm praying for more breaks from God. We need His increased favor and visible work in helping us build a launch team and see people come to Christ in our communities.

Anything else?

Significant highlights of this mission to this point are:

- ❑ 150 people in our backyard for an Operation Barnabas program this summer.
- ❑ Over 70 people at the block party we hosted this past September.
- ❑ Participation in numerous key festivals in our community where we have assisted community leaders with set-up/tear-down and served/loved people through offering free face-painting, hot chocolate, balloons, crafts/games for kids, water, etc. God has given us the opportunity to touch thousands of lives in New Albany and Gahanna through acts of kindness.
- ❑ An invitation for me to be part of the New Albany Events board and help plan community activities.

As we have seeded our family into the activities of the community, God has opened doors and is teaching us how to be more effective missionaries. We look for opportunities to tell others about Jesus and our work with ClearView through being active in the community. God has opened the following doors to make contacts:

- ❑ Serving as a block-watch captain in our neighborhood.
- ❑ Serving as a room parent in Seth's kindergarten class.
- ❑ Coaching soccer in the community.
- ❑ Hosting Backyard Bible Clubs and other events in our home.
- ❑ Actively participating in Gahanna and New Albany Chamber of Commerce events/meetings.

- ❑ "Renting office space" at gathering places like Caribou Coffee or Panera Bread.

Over the last 2 years, we've met and interacted with thousands of people. We've hung over 10,000 door hangers, participated in community events, worked our own contact making streams and worked hard to show Jesus' love...*making the most of every opportunity*. Through these contacts, God has been building ClearView's Launch Team. We currently meet for weekly worship gatherings at the Gahanna YMCA on Sunday mornings. On average, just over 30 people participate with us and we count 11 family units currently on our team. Together, we are preparing for ClearView's "*Grand Opening*" gathering on April 12, 2009 (Easter Sunday).

We're excited to see our team develop with quality, friendly people that jump in and serve freely, invite, give, pray for, and own the vision of ClearView Church with our family. As God brings team members, we're seeking to build the infrastructure of a healthy Sunday morning ministry (in preparation for our launch service). God is providing leaders in the areas of worship, children's ministry, guest welcome services, administration/finance, and set-up/tear-down. Praise God for the people He has brought to team ClearView!

As we move towards April 12, our family and our baby church could use your prayers in several targeted areas. Key requests for the next few months would be:

- ❑ Spiritual intimacy for our family and launch team members.
- ❑ That our family and our team would make a tangible difference in the spiritual climate of our target communities (we want to see people come to Jesus and lives transformed).
- ❑ For adequate funding for 2009 salary and ministry and for adequate health insurance for our family.
- ❑ That (a minimum) of 10 more families would join our team by the end of March, 2009.

If you would like to learn more about ClearView Church, check www.clearviewgrace.com. To learn more about our family and regular ministry updates/prayer requests, please visit: www.wirt-prayer-team.blogspot.com. To receive a monthly prayer update via e-mail, e-mail me at andy@clearviewgrace.com and put "add me to the prayer team" in the subject line.

Thanks for praying with us!

GBCanada USA (related to Grace Brethren Canada)

Application for Ministries seeking Cooperation Ministry Recognition by the FGBC Inc.

Please review the Constitution and Manual of Procedure for the Fellowship of Grace Brethren Churches. Note carefully ARTICLE II, ARTICLE III and ARTICLE X of the Constitution and ARTICLE IIII of the Manual of Procedure, which deal with the cooperation ministry requirements.

How does your ministry seek to serve the Fellowship of Grace Brethren Churches?

Planting Grace Brethren Churches in Canada.

How did your ministry take official action to subscribe to the Covenant and Statement of Faith as found in Article III of the Constitution of the Fellowship of Grace Brethren Churches, Inc.?

The Grace Brethren statement of faith is included in our Canadian by-laws. It is also included in the by-laws of Canadian Grace Brethren churches that eventually incorporate as a result of our church planting efforts.

List the present responsible officers of the ministry with titles:

Nathan Bryant, Executive Director (FGBC ordained pastor, member NEO District)
Philip Bryant, Director of West Coast Operations (FGBC ordained pastor, member NW District)
Ted Adomanis, Director of Finance and Administration (former GBNAM missionary and GTS graduate)

Explain how the ministry is sponsored and controlled by members of FGBC churches?

All Directors and Trustees are FGBC pastors or members of FGBC churches. The officers are two ordained FGBC pastors and a GTS graduate. GBCanada USA Trustees are all FGBC men and the President is Kurt Miller, current senior pastor of Martinsburg GBC and former director of GBNAM church planting efforts in all of North America. Our sister organization in Canada, Grace Brethren Canada, has the same officers and its directors are all members of Canadian Grace Brethren churches. The president is Bartley Sawatsky, senior pastor of Grace Community Church and former missionary with GBNAM.

Is the ministry a subsidiary of only one local church? (Y/N) No.

How does the ministry have a scope of ministry broader than the immediate local church ministries and exist to serve other Grace Brethren Churches?

Our goal is to plant a Grace Brethren church in every major metropolitan area of Canada by 2020. Currently, we have churches in Ontario and British Columbia. Our short-term plans are to target the provinces of Alberta and Quebec and eventually begin a Canadian fellowship of networked churches. These are lofty and God-sized goals that involve a much broader scope of ministry than the ministries of the immediate local church.

How does this ministry meet a recognized need related to the fulfilling of the Great Commission?

Before 1998, there were no GB churches in Canada. GBNAM began a Matthew 28 work here over ten years ago that is only now starting to bear significant fruit. Our first church, Grace Community Church, is now averaging 300 and is moving into its first permanent facility. From that humble beginning of twelve people, we have planted two other churches, impacted the surrounding communities and seen hundreds of people come to the saving knowledge of Jesus Christ. Hundreds more are being discipled as we begin to develop leaders for the next generation and next new Grace Brethren church.

To the best of your knowledge, does your ministry or any leadership of your ministry have unresolved problems with another Grace Brethren church, leader, district or cooperating ministry? If so, who can we contact for clarification?

No.

In seeking to be a cooperating ministry of the Fellowship of Grace Brethren Churches, does the ministry recognize the obligation of mutual encouragement and cooperation with Grace Brethren churches, districts, national ministries and/or other cooperating ministries?

Yes, GBCanada USA and Grace Brethren Canada already receive the cooperation, love and support of FGB churches as well as several GB church districts and national ministries.

If accepted by the procedures outlined in ARTICLE X, Section 2 of the Manual of Procedure and the ministry becomes recognized as cooperating ministry of the Fellowship of Grace Brethren Churches, Inc., does the ministry understand that :

It is not a creation of the FGBC? (Y/N) Yes.

It is not an integral part of the FGBC? (Y/N) Yes.

It is not in any way controlled by the FGBC or Fellowship Conference? (Y/N) Yes.

The Fellowship Conference asks for an annual report only as a courtesy? (Y/N) Yes.

Please attach a brief history and description of the ministry to this application.

GBCanada USA is a newly formed U.S. 501 (c)(3) charity established to replace our former U.S. mission agency, GBNAM. GBCanada USA is a sister organization of Grace Brethren Canada, a Canadian registered charity, formed by GBNAM missionaries in order to operate under the laws of Canada. GBCanada USA is the new sponsoring agency continuing the work GBNAM started in Canada over ten years ago. Our history, therefore, is solely through GBNAM which is widely known throughout the FGBC and our church planting efforts are a continuation of an FGBC initiative starting over ten years ago.

General Instructions: Fill out this application form and send it with to the FELLOWSHIP OF GRACE BRETHREN CHURCHES, P. O. Box 384, WINONA LAKE, IN 46590. The deadline for application is January 1st in order to be considered in the following annual conference.

Official Name of Ministry: GBCanada USA (related to Grace Brethren Canada)

Mailing Address: P.O. Box 836, Charlotte Hall, MD 20622

City State Zip: (please cc: GBCanada, 6670 Campobello Road, Mississauga, ON L5N 2L8 Canada)

Phone: 905-821-6328 (or Ted Adomanis at home 905-878-2610)

Email: ted@gbcanada.ca or nathan@gbcanada.ca

Website: www.gbcanada.ca (currently under major renovations)

Person filling out this application: Ted Adomanis

Contact Person: Ted Adomanis or Nathan Bryant

Integrated Community Development International (ICDI)

Application for Ministries seeking Cooperation Ministry Recognition by the FGBC Inc.

Please review the Constitution and Manual of Procedure for the Fellowship of Grace Brethren Churches. Note carefully ARTICLE II, ARTICLE III and ARTICLE X of the Constitution and ARTICLE IIII of the Manual of Procedure, which deal with the cooperation ministry requirements.

How does your ministry seek to serve the Fellowship of Grace Brethren Churches?

- Mobilize the FGBC to holistic-integrated ministry in Central Africa

How did your ministry take official action to subscribe to the Covenant and Statement of Faith as found in Article III of the Constitution of the Fellowship of Grace Brethren Churches, Inc.?

- Formal resolution of ICDI's Board of Directors.

List the present responsible officers of the ministry with titles:

- Doug Brennan, Board Chair
- Charles Ashman, Abe Wright, Jim Bustraan, Board Members
- Jim Hocking, Founder, Chief Executive Officer
- Brook Avey CPA, Chief Financial Officer
- Ted Rondeau CFP CFPM, Chief Development Officer
- Dan Thornton, Chief Operations Officer - USA
- Bob Belohlavek, Chief Operations Officer - Africa

Explain how the ministry is sponsored and controlled by members of FGBC churches?

- The founder/CEO is an ordained member in good standing within the FGBC; credentials held by WLGBC.
- One additional executive officer of ICDI, Dan Thornton, is an ordained member in good standing within the FGBC; credentials held by Peninsula GBC.
- Two executive officers (Jim Hocking and Ted Rondeau) and two support staff (Dawn Rondeau and Jay Hocking) are members in good standing of WLGBC. All have been "set apart" for Great Commission cross-cultural ministry by the leadership of WLGBC.
- The Board of Directors is composed of a predominance of GBC members.
- 25% of ICDI's funding originates with FGBC supporters.

Is the ministry a subsidiary of only one local church? (Y/N)

- NO

How does the ministry must have a scope of ministry broader than the immediate local church ministries and exist to serve other Grace Brethren Churches?

- Scope of need in Africa/CAR is bigger than any one church or organization can address.
- ICDI's operations are open to participation by any GBC, GBC member, or FGBC National Organization.
- ICDI's operations are complimentary to cross-cultural ministry of the local church and other FGBC National Organizations working in the region. ICDI's mission embraces "cooperative ministry" partnerships, for the sake of God's glory, for advancing the unity of the Church.

How does this ministry meet a recognized need related to the fulfilling of the Great Commission?

- Touching human needs at their deepest level with the love of Jesus.
- Addressing Biblical concerns of poverty, disease, orphans & widows, and social justice, in an evangelistic context of ministry.
- Sound ministry & missiology as a "relational bridge": holistic or integrated approach to ministry.
- We believe that partnering to provide basic needs of food, water and sanitation will allow indigenous believers to be more effective in fulfilling their Great Commission mandate.

To the best of your knowledge, does your ministry or any leadership of your ministry have unresolved problems with another Grace Brethren church, leader, district or cooperating ministry? If so, who can we contact for clarification?

- NO, none that we are aware of.

In seeking to be a cooperating ministry of the Fellowship of Grace Brethren Churches, does the ministry recognize the obligation of mutual encouragement and cooperation with Grace Brethren churches, districts, national ministries and/or other cooperating ministries?

- ABSOLUTELY

If accepted by the procedures outlined in ARTICLE X, Section 2 of the Manual of Procedure and the ministry becomes recognized as cooperating ministry of the Fellowship of Grace Brethren Churches, Inc., does the ministry understand that :

It is not a creation of the FGBC ? (Y/N) YES

It is not an integral part of the FGBC? (Y/N) YES

It is not in any way controlled by the FGBC or Fellowship Conference? (Y/N) YES

The Fellowship Conference asks for an annual report only as a courtesy? (Y/N) YES

Please attach a brief history and description of the ministry to this application.

After 20 plus years of missions ministry involvement in the Central African Republic (CAR), having experienced multiple facets of cross-cultural ministry throughout that time, God sprouted the seed concept of an NGO type ministry in the hearts of Jim & Faye Hocking. In 2004 by faith Jim & Faye separated from GBIM to begin ICDI. By August of that year official approval of ICDI as a faith-based nonprofit 501(c)3 public charity was granted by the US government. Shortly thereafter ICDI was granted official NGO status by the Central African Republic government.

An early and significant sign of God's leading in the formation of ICDI was the offer by a Swedish family working in CAR to make a generous donation of one of their business operations: the "Sangha Forage" well drilling business. Their hope was that the business they had formed could now be used to promote the gospel and community development for God's glory and the welfare of the hurting people of CAR.

By early 2005 all the elements were in place and significant community development ministries were underway. ICDI's vision is to *"PROVIDE.EQUIP.EMPOWER Central Africans to give hope to the poor in Jesus' name"*.

ICDI accomplishes this vision in partnership with many other churches, ministry organizations, foundations, and government entities, as well as the generous prayer and financial support of many individuals from around the world.

Today ICDI's strategic programming focuses on empowering local communities to address community development needs in the following areas:

- Water and Sanitation Programs
- Public Service Community Development Christian Radio Broadcasting
- Agriculture Research and Development
- AIDS/HIV Educational Programs
- Orphan Care Programs
- Micro-Enterprise / Micro-Finance Community Development

ICDI has appreciated and looks forward to a long and mutually fulfilling relationship with the Fellowship of Grace Brethren Churches as they seek to fulfill their Great Commission mandate to redeem the nations.

General Instructions: Fill out this application form and send it with to the FELLOWSHIP OF GRACE BRETHREN CHURCHES, P. O. Box 384, WINONA LAKE, IN 46590. The deadline for application is January 1st in order to be considered in the following annual conference.

Official Name of Ministry : [Integrated Community Development International \(ICDI\)](#)

Mailing Address: [PO Box 247](#)

City State Zip: [Winona Lake, IN 46590-0247](#)

Phone: [574-306-2810](#)

Email : info@icdinternational.org

Website: www.icdinternational.org

Person filling out this application: [Ted D. Rondeau and Dan Thornton, with consultation from Jim Hocking and the ICDI Board of Directors.](#)

Contact Person: [Ted D. Rondeau CFP CFRM, Chief Development Officer ICDI](#)

Application for Ministries seeking Cooperating Ministry Recognition by the FGBC Inc.

Please review the Constitution and Manual of Procedure for the Fellowship of Grace Brethren Churches. Note carefully ARTICLE II, ARTICLE III and ARTICLE X of the Constitution and ARTICLE IIII of the Manual of Procedure, which deal with the cooperation ministry requirements.

How does your ministry seek to serve the Fellowship of Grace Brethren Churches?

Grace in *ACTION* usa (GiA) exists to "Bridge the church to the community through education and economic development." GiA has materials and means to assist any church or group of believers to teach Life and Job Skills to children (K-12) living in areas of poverty. GiA serves the Fellowship when it's churches use the LifeTime Learning curriculum and resources, open a Community Life Center, and/or assist in a local economic development project. Any and all of these efforts can result in bringing people to Christ, growing a local church, and bringing financial support for the work of the local church and mission efforts.

How did your ministry take official action to subscribe to the Covenant and Statement of Faith as found in Article III of the Constitution of the Fellowship of Grace Brethren Churches, Inc.?

The Board of Directors was polled and unanimously subscribe to the FGBC Covenant and Statement of Faith.

List the present responsible officers of the ministry with titles:

Gladys M. Deloe, President
Ned Denlinger, Vice President
Jesse Deloe, Secretary, Treasurer

Other board members are:

Clive Craigen
Jim Hocking
Kurt Miller

Explain how the ministry is sponsored and controlled by members of FGBC churches?

Grace in *ACTION* usa is the creation of a person who belongs to a Grace Brethren Church and directed by a board, all of whom are members of Grace Brethren churches.

Is the ministry a subsidiary of only one local church? (Y/N) No

How does the ministry must have a scope of ministry broader than the immediate local church ministries and exist to serve other Grace Brethren Churches?

Generational poverty and its associated problems are everywhere. Often unrecognized or ignored by the church in North America, very little of lasting value has been done to change the situation. A church or group of Christians can begin to impact the pockets of poverty in its area by becoming involved in people's lives, offering real and practical assistance, and teaching children a better way. It's a long and often thankless task.

Communities have charitable assistance; however, very few of them address the underlying issues. Many Christian and government organizations offer various kinds of helps. I have not found any that concentrate on teaching Life Skills as a means of bringing about permanent change. Unfortunately, such efforts are much like putting a band-aid on a gaping wound.

It is the vision of Grace in *ACTION* usa to make a difference through its programs of education and economic development. The ministry of GiA is available to any church (GBC or not) or group that wishes to use it to help those trapped in generational poverty.

How does this ministry meet a recognized need related to the fulfilling of the Great Commission?

For years missionaries concentrated on the spiritual and health needs of people, while offering little help in areas like farming, economic development, education, or life skills training. And while the Great Commission says nothing about these practical implications, the good news of the gospel includes every area of life. When we take the gospel to the least and the lost in a package of love that fulfill Jesus' words, "I have come to give you an abundant life," we indeed fulfill the Great Commission. Grace in *ACTION* usa offers the Church a bridge to the community which gives it the opportunity to see lives changed for now and eternity.

To the best of your knowledge, does your ministry or any leadership of your ministry have unresolved problems with another Grace Brethren church, leader, district or cooperating ministry? If so, who can we contact for clarification?

To my knowledge, none of the directors has any such problems.

In seeking to be a cooperating ministry of the Fellowship of Grace Brethren Churches, does the ministry recognize the obligation of mutual encouragement and cooperation with Grace Brethren churches, districts, national ministries and/or other cooperating ministries?

The purpose of requesting this status is to seek the mutual encouragement that comes by cooperation with the Fellowship and other cooperating ministries. We welcome the opportunity and do not see it as an obligation.

If accepted by the procedures outlined in ARTICLE X, Section 2 of the Manual of Procedure and the ministry becomes recognized as cooperating ministry of the Fellowship of Grace Brethren Churches, Inc., does the ministry understand that:

It is not a creation of the FGBC ? (Y/N) Yes

It is not an integral part of the FGBC? (Y/N) Yes

It is not in any way controlled by the FGBC or Fellowship Conference? (Y/N) Yes

The Fellowship Conference asks for an annual report only as a courtesy? (Y/N) Yes

Please attach a brief history and description of the ministry to this application.

General Instructions: Fill out this application form and send it to the FELLOWSHIP OF GRACE BRETHREN CHURCHES, P. O. Box 384, WINONA LAKE, IN 46590. The deadline for application is January 1st in order to be considered in the following annual conference.

Official Name of Ministry _____ Grace in *ACTION* usa _____

Mailing Address _____ 1412 Camelot Drive _____

City State Zip _____ Winona Lake, IN 46590 _____

Phone _____ 574-372-6317 _____

Email _____ gdeloe@comcast.net _____

Website _____ www.graceinactionusa.org _____

Person filling out this application: _____ Gladys M. Deloe _____

Contact Person: _____ Gladys M. Deloe _____

January 14, 2009

Memo to: Tom Avey, Fellowship Coordinator, FGBC

From: gladys deloe

RE: **grace in ACTION usa Update for Fellowship Council**

I am grateful for your consideration of our request for Cooperating Ministry status. The following is an update of God's goodness since GiA applied to the Fellowship Council for Cooperating Ministry status in December of 2007:

- * The Fellowship Council granted GiA provisional Cooperating Ministry status, dependent on completion of DISCOVERING Life Skills section of the curriculum and having an exhibit at the 2008 FGBC conference

- * The DISCOVERING Life Skills section of the curriculum, for children ages 5 - 8, was completed.

- * In April, GiA filed for a H.O.P.E. (**Help Overcome Poverty's Effects**) Grant from KCCF (Kosciusko County Community Foundation). We received a grant of \$8200 to publish and promote the curriculum. From that gift, displays and brochures were designed and produced; resource materials were purchased, and curriculum books printed.

- * GiA received its Indiana Sales Tax Exemption Certification.

- * In July, I attended FGBC conference to host a GiA exhibit. More than 30 signed up at our display, indicating a strong interest in using the curriculum. I also presented the curriculum to the Women of Grace in one of their conference sessions. The most significant occurrence at conference was Dave Atkins asking to use the curriculum to teach the Asia's Hope orphans in Thailand and Cambodia. I sent him the text which he had translated into Thai and Khmer. He was going to train his staff to teach it to the children. I was humbled by this amazing experience, and I give the Lord all the praise and glory! It also opened my mind to the potential of using the lessons overseas, which I had not thought of doing.

- * In August, GiA filed for a second grant, given by REMC through KCCF, to help fund the pilot programs. An amount of \$2000 was granted for this purpose. My home church, WLGB, gave GiA a \$600 gift in the fall. This will be used to help fund the pilot programs. They are also putting GiA in the church mission budget, on an "in and out" basis this year. We are grateful for this.

- * I continue to do research and write the next two sections of the Life Skills curriculum. They are titled, ACHIEVING Life Skills, for 9-12 year olds, and LEADING Life Skills for teens. Both are partially complete. It is my goal to complete and have them published before May.

- * This fall I attended a local, two-day, Bridges Out of Poverty workshop, sponsored by KCCF. Author and presenter, Philip DeVol, is an associate of Ruby Payne, who is widely acclaimed for her pioneer work, A Framework for Understanding Poverty. Both are excellent resources, but neither address the need to teach Life Skills to the children of poverty in order to eventuate lasting change.

- * I have written materials for training Volunteer Teachers, and created public presentations for use in speaking to church and community groups about the Life Skills curriculum. I have also begun arrangements for

pilot programs in three county elementary schools. In November, I began recruiting volunteer teachers for the pilot programs. I have enlisted the help of two volunteers to help with recruiting, and I am hoping that one of them will take on the oversight of the pilot programs.

* When the next sections of the curriculum are complete and published, I will begin to concentrate on making the curriculum available by as many means and in as many places as possible.

Personal comments:

* My biggest frustration has been to find an illustrator and layout person who would complete the job. We are way behind schedule because of this, but it is beginning to look like it will be done soon. **Please pray with me for this.**

* I am eager to find others with a heart for the poor who will take leadership in GiA ministries. There's much to be done when God provides the leaders.

* I have been amazed to discover that very little has been written from a faith-based perspective to teach Life Skills to children from underprivileged and unchurched homes ~e.g., Ken Taylor's book, written to teach children how to make right choices, assumes the child is being raised in a Christian home, with two loving parents who spend time teaching the child. "Train up a child..." works best in that environment. But, as our brochure asks, "**What if** that child is being raised in a pagan home, where abuse is an every day occurrence? **What if** the child's parents have made wrong choices all their lives? **What if** the child is an orphan?"

Because we are exploring new territory, there is much to learn and I'm certain changes will be necessary. But we see God's hand in every step and will continue to follow His leading as long as He directs and enables.

Name	City	State	Pastors Name	2007	2006	2005	2004	2003	MEMO
East Valley Grace Brethren Church	Gilbert	AZ	Larry Johnson	Delinquent					
Eglesia Cristiana La Cosecha	Lancaster	CA	Oscar Chavez	Delinquent					
Awakening Chapel	Long Beach	CA	Neil Cole	Delinquent					Neil has paid \$100 previously
Grace Cambodia Church	Long Beach	CA	Ketakun Thor	Delinquent	Delinquent				
Disciples of Christ Outreach	Washington	DC	Kevin Mincey	Delinquent	Delinquent	Delinquent			Robert Wagner will contact
Philadelphia Church of Boca Raton	Boca Raton	FL	Louis Gustave Andre	Delinquent					
Providence of Grace	Boynton Beach	FL	Mercy Henry	Delinquent					Haitian: Call Chuck Davis
Grace Bible Fellowship	Gainesville	FL	Randall Arthur	Delinquent					
Haitian Community Church	Jacksonville	FL	Job Cesar	Delinquent	Delinquent	Delinquent	Delinquent	Delinquent	Haitian: Call Chuck Davis
Grace Brethren Church	Lakeland	FL	Jeff Karns	Delinquent					
LakesEglise Evangelique De La Freres	Lauderdale Lakes	FL	Elysee Joseph	Delinquent					Haitian: Call Chuck Davis
NewSpring Church	Maitland	FL	Kirt Henman	Delinquent					
Grace Christian Union Church	Tamarack	FL		Delinquent					
First Brethren Church	Clay City	IN	Robert Clouse	Delinquent					
Leesburg Grace Brethren Church	Leesburg	IN	Tim Sprankle	Delinquent					CA contacted by phone. Check to Come
Happy Church	Jackson	KY	Michael Tabor	Delinquent					
London Grace	London	OH	Tim Reusch	Delinquent					Note 071808 "not able to pay"
Laurel Mtn Grace Brethren Church	Boswell	PA	Michael Govey		Delinquent				Closed
Conococheague Grace Brethren Church	Greencastle	PA	Paul Hutchison	Delinquent					
Crossroads Grace Brethren Church –Frankford	Philadelphia	PA	Mark Ritzman	Delinquent					
Igreja Biblica Brasileira - Brazilian Bible Church	Philadelphia	PA	Flavio Niehues	Delinquent					
Living Hope Grace Brethren Church	Saxton	PA	Bill Hall	Delinquent	Not Paid				Listed in MH as daughter church of Martinsburg, PA
Solid Rock Community Church	St Thomas	PA	Keith Bowers	Delinquent					
New Hope Grace Brethren Church	Thornton	PA	Ron Thorn	Delinquent	Not Paid				
Boones Mill Grace Brethren Church	Roanoke	VA	Ralph Miller	Delinquent					
Garden City Grace Brethren Church	Roanoke	VA	Steve Mitchell	Delinquent					
Washington Heights Grace Brethren	Roanoke	VA	Kevin Smith	Delinquent	Delinquent				
First Grace Brethren Church	Grafton	WV	Joshua A. Brown	Delinquent					

Note: The years at the top of the deliquient columns indicate the years in which the statticics were created and for which fees were to be paid the in the following year.

AGENDA

Members: Phil Helfer (chair), Ron Smals, Jim Brown, Dan Thornton, Tom Hocking, Doug Courter

Overview: This commission has had a full agenda for a few years due to proposed changes to the Constitution and Manual of Procedure that were approved last summer. Good Work! This agenda is mostly of regular duties (appointments etc) and an introduction to discussion items that will take place with the whole Fellowship Council meeting in Seal Beach.

1) Committee Assignments needed

- a) Nominating Committee members for 2009 (need 12 names for ballot)
 - i) Current Members: Tom Hocking, Robert MacMillan, Andy Wirt, Glen Shirk, Doug Courter, Larry Humberd
 - ii) Out-going FC members: Stephen Joyce, Jason Carmean
 - iii) Suggested names: Robert MacMillan, Mike Jentes, Nathan Zakahi, Larry Humberd, Glen Shirk, Andy Wirt, John Ward, Kurt Miller, Tim Sprinkle, Paul Mutchler, Joe Cosentino, Mark Saunders, Tony Webb, Dan Pritchett
 - iv) Agreed by consensus.
- b) Nominating Committee chair for 2008 – Appoint from list of current members (suggestion: 1 - Glen Shirk, 2 - Robert MacMillan)
 - i) Agreed by consensus
- c) Parliamentary Committee (need one name, appointment) –
 - i) Suggestion: re-approve the following list and allow the moderator to select three each year:
 - (1) Jesse Deloe, Dave Plaster, Galen Wiley, Mark Soto, Bud Olszewski, Doug Courter, Todd Scoles, Fenton McDonald, Doug Sabin
 - ii) Agreed by consensus
- d) Membership Committee (two names, appointment)
 - i) Suggestion: re-approve the following list and allow the moderator to select three each year for the committee.
 - (1) Roy Halberg (California), Terry Daniels (California), Larry Edwards (Ohio), Roland Maust (Ohio), Christian Becker (Virginia), Don Eshelman, Brad Kelley ('06), Steve Shipley, Charles Thornton
 - ii) Agreed by consensus.
- e) Treasurer (for ratification): Doug Black
 - i) Agreed by consensus
- f) Secretary (for ratification): Tom Avey is current secretary
 - i) Agreed by consensus

2) Charis Document – Commitment To Common Mission

- a) Tom Avey will review background and progress
- b) Please download and read in advance.
 - i) <http://www.fgbc.org/docs/CommitmentToCommonMinistry-Charis09.pdf>

3) Discussion –

- a) Question – What are these international leaders expecting from the FGBC?
- b) Question – What are some yellow flags that you see?
 - i) Lack of explicit evangelism.
 - ii) Social Gospel
 - iii) “Business as Mission”
 - iv) There is no focus on individuals, all on churches.
 - v) Ron – Have our churches breathe into all of this. What are all of our churches doing in these areas?
 - vi) Dan Thornton –
 - (1) Need to hear from official reps to Charis.
 - (2) Perhaps we need a category for cooperating fellowships.

Finance Commission Meeting

January 13, 2009

Notes:

Present: Jason Carmean (Ch), Doug Black, Larry Humberd, Chris Ball

- 1) Appointment of a new treasurer and chair of the finance commission.
 - a) The Finance Team recommends Doug Black. Jason Carmean's term expires this summer.
 - b) Tom Avey reviewed our check signature process.
 - i) Two signatures required
 - ii) Tom Abbot is the live signature
 - iii) We have a stamp for Charles Ashman for a signature.
 - iv) The treasurer gets detailed reports including a check register once a month.
 - v) Soon, the new treasurer will have the opportunity to see back account activity online.
- 2) Financial Reports
 - a) Accountants Review
 - i) Tom reviewed the accountant's financial reports for year ending October 31, 2008.
 - ii) We are waiting on final word from Innisbrook concerning the attrition portions of the bill (total approx \$45K). Our last correspondence with them was that they were forwarding the attrition issue to their sales department. We are waiting on a contact from the sales department. We have expensed the \$45K and show it as a liability.
 - iii) Tom will forward correspondence between Innisbrook and FGBC office about final bill to the Finance Commission
 - b) Budget report - Printed
- 3) Budget 2009
 - a) Review the detailed budget for 2008
 - i) Tom will review the proposed 2009 Budget in light of payback to GBIF for possible credit line draws and make revisions.
 - ii) We will reduce membership fee income to \$145,000 in light of economic projections.
 - iii) The finance team recommends not reducing Tom's salary as a way to reduce expenses. They do support a freeze.
 - iv) Finance Commission will talk about handbook alternatives
 - (1) Tom will try to estimate smaller-sized costs (approx 100 pages).
 - v) Tom will forward copies of National Ministry funding request to Finance Team.
- 4) 2010 Budget
 - a) Not ready with one yet.

Membership Commission Agenda
January 15, 2009

Members: Phil Sparling (Chm), Jonathan Carey, Oscar Chavez, Stephen Joyce, John McIntosh, Skip White.

1. New Churches:
 - a. Springfield, Ohio
 1. Skip White told what he knew about the Springfield church. Soma recently joined the tri-states district and has full support of the district.
 2. Phil Sparling – will make the contact.
 - b. New Albany, Ohio
 1. Jonathan will make a contact.
2. Cooperating Ministry Applications:
 - a. GBCanada USA
 1. We will ask Nathan to meet with the membership commission when this application is considered.
 - b. ICDI
 1. Tom Avey reviewed.
 2. John will talk with Dave Guiles and Jim to make sure everything is OK with ICDI and GBIM.
 3. Tom will ask Ted Rondeau to meet with Mem Com.
 - c. GiA
 1. Phil will call Gladys Deloe.
3. Delinquent Churches
 - a. Robert will talk with Kevin Mincey.
 - b. Tom will review and revise.
4. “Why Associate” Brochure
 - a. This is an old project that we have had trouble implementing. Let’s review.
 1. Phil will draft contents for a proposed brochures.
 2. Terry will meet with the commission again on Friday afternoon.

FELLOWSHIP OF GRACE
BRETHREN CHURCHES, INC.
(A NONPROFIT ORGANIZATION)
Winona Lake, Indiana

FINANCIAL STATEMENTS

Years Ended October 31, 2008 and 2007

CONTENTS

Contents	1
Report Letter	2
Statements of Financial Position	3
Statements of Activities	4
Statements of Functional Expenses	5
Statements of Cash Flows	7
Notes to Financial Statements	8

DAHMS & YARIAN, INC.

CERTIFIED PUBLIC ACCOUNTANTS

110 SOUTH COLUMBIA STREET

WARSAW, INDIANA 46580

TELEPHONE (574) 267-8141

FACSIMILE (574) 267-8008

To the Board of Directors
Fellowship of Grace Brethren Churches, Inc.
Winona Lake, Indiana

We have reviewed the accompanying statements of financial position of the Fellowship of Grace Brethren Churches, Inc. (a nonprofit organization) as of October 31, 2008 and 2007, and the related statements of activities, functional expenses, and cash flows for the years then ended, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. All information included in these financial statements is the representation of the Fellowship of Grace Brethren Churches, Inc.

A review consists principally of inquiries of Organization personnel and analytical procedures applied to financial data. It is substantially less in scope than an audit in accordance with generally accepted auditing standards, the objective of which is to express an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with generally accepted accounting principles.

December 9, 2008

DAHMS & YARIAN, INC.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

STATEMENTS OF FINANCIAL POSITION

October 31, 2008 and 2007

	<u>2008</u>	<u>2007</u>
ASSETS		
CURRENT ASSETS		
Cash	\$ 84,740	\$ 83,747
Cash-GBIF	44,967	58,405
Cash-pension investment plan	3,917	4,988
Accounts receivable	829	655
Prepaid expenses	8,971	12,364
Total Current Assets	<u>\$ 143,424</u>	<u>\$ 160,159</u>
	<u>\$ 143,424</u>	<u>\$ 160,159</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 46,310	\$ -0-
Accrued payroll expense	688	1,063
Agency funds, current portion	16,456	20,196
Total Current Liabilities	<u>\$ 63,454</u>	<u>\$ 21,259</u>
AGENCY FUNDS, NET OF CURRENT PORTION	\$ 62,405	\$ 83,856
NET ASSETS		
Unrestricted	\$ 36,925	\$ 85,085
Temporarily restricted	(19,360)	(30,041)
Total Net Assets	<u>\$ 17,565</u>	<u>\$ 55,044</u>
	<u>\$ 143,424</u>	<u>\$ 160,159</u>

See accompanying notes and accountant's report.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

STATEMENTS OF ACTIVITIES

Years ended October 31, 2008 and 2007

	2008	2007
UNRESTRICTED NET ASSETS		
Revenues		
Membership fees	\$ 149,482	\$ 147,656
Conference income	129,444	148,771
Focus retreats	28,554	31,825
Contributions	30,225	29,825
Driven	16,040	24,409
Other income	5,079	7,406
Total Unrestricted Revenue	<u>\$ 358,824</u>	<u>\$ 389,892</u>
Expenses		
Program services		
Conference	\$ 211,422	\$ 161,847
Focus retreats	55,739	58,459
Driven	15,690	21,666
Supporting services		
Fellowship council		
and committees	36,368	41,219
General administrative	87,765	97,607
Total Expenses	<u>\$ 406,984</u>	<u>\$ 380,798</u>
CHANGE IN UNRESTRICTED NET ASSETS	\$ (48,160)	\$ 9,094
TEMPORARILY RESTRICTED NET ASSETS		
Interest income	\$ 1,892	\$ 2,600
Donations	4,677	1,696
Addition of Retirement Investment Plan	-0-	5,236
Net assets released from		
restrictions	(21,079)	(20,896)
Decrease in present value of		
benefit obligation	25,191	4,000
Retirement Investment Plan expenses	<u>-0-</u>	<u>(248)</u>
CHANGE IN TEMPORARILY		
RESTRICTED NET ASSETS	<u>\$ 10,681</u>	<u>\$ (7,612)</u>
CHANGE IN NET ASSETS	\$ (37,479)	\$ 1,482
NET ASSETS, BEGINNING OF YEAR	<u>55,044</u>	<u>53,562</u>
NET ASSETS, END OF YEAR	<u><u>\$ 17,565</u></u>	<u><u>\$ 55,044</u></u>

See accompanying notes and accountant's report.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

STATEMENT OF FUNCTIONAL EXPENSES

Year ended October 31, 2008

	CONFERENCE	FOCUS RETREATS	DRIVEN CONFERENCE	FELLOWSHIP COUNCIL AND COMMITTEES	OFFICE AND ADMINISTRATION	TOTAL
Speakers & honoraria	\$ 9,081	\$	\$ 1,770	\$ 1,275	\$	\$ 12,126
Salaries & benefits	32,903	19,287		14,550	44,590	111,330
Facilities & equipment	92,859	19,827	11,541	6,519	6,613	137,359
Childcare	3,438		26			3,464
Meals	46,042	10,676		37	782	57,537
Office & administration					15,811	15,811
Travel	8,848	5,949		9,208	1,487	25,492
Printing & promotion	14,411		1,441		10,951	26,803
Special events	2,380					2,380
Promise of honor					21,079	21,079
Other	1,460		912	4,779	7,531	14,682
Total Expenses	\$ 211,422	\$ 55,739	\$ 15,690	\$ 36,368	\$ 108,844	\$ 428,063

See accompanying notes and accountant's report.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

STATEMENT OF FUNCTIONAL EXPENSES

Year ended October 31, 2007

	CONFERENCE	FOCUS RETREATS	DRIVEN CONFERENCE	FELLOWSHIP COUNCIL AND COMMITTEES	OFFICE AND ADMINISTRATION	TOTAL
Speakers & honoraria	\$ 21,028	\$	\$ 1,700	\$ 1,700	\$	\$ 24,428
Salaries & benefits	34,646	19,298		14,755	46,095	114,794
Facilities & equipment	39,005	19,811	8,527		7,875	75,218
Childcare	5,367		240			5,607
Meals	19,849	12,457	5,684		1,984	39,974
Office & administration	112				24,359	24,471
Travel	3,447	6,893		5,170	1,723	17,233
Printing & promotion	28,828		2,572		14,344	45,744
Special events	800					800
Promise of honor					20,896	20,896
Other	8,765		2,943	19,594	1,475	32,777
Total Expenses	\$ 161,847	\$ 58,459	\$ 21,666	\$ 41,219	\$ 118,751	\$ 401,942

See accompanying notes and accountant's report.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

STATEMENTS OF CASH FLOWS
Years ended October 31, 2008 and 2007

	<u>2008</u>	<u>2007</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$ (37,479)	\$ 1,482
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities:		
(Increase) decrease in:		
Accounts receivable	(174)	1,999
Prepaid expenses	3,393	6,218
Increase (decrease) in:		
Accounts payable	46,310	(2,398)
Accrued payroll expense	(375)	553
Accrued expense	-0-	(500)
Agency funds	(25,191)	(4,000)
Net Cash Provided (Used) by Operating Activities	\$ (13,516)	\$ 3,354
CASH AT BEGINNING OF YEAR	<u>147,140</u>	<u>143,786</u>
CASH AT END OF YEAR	<u><u>\$ 133,624</u></u>	<u><u>\$ 147,140</u></u>

See accompanying notes and accountant's report.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

NOTES TO FINANCIAL STATEMENTS

October 31, 2008 and 2007

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Ministries - The Fellowship of Grace Brethren Churches, Inc. (the Organization) exists to encourage and enable member churches in equipping and uniting the saints in fulfilling the Great Commission. These member churches are located throughout the United States and are independently organized and locally controlled. The major programs include the annual conference of Grace Brethren Churches and local leadership retreats. The principal sources of funding are annual membership fees and registration fees for conferences and retreats.

Income Taxes - The Organization is exempt from income taxes under the provisions of Section 501(c)(3) of the Internal Revenue Code and classified by the Internal Revenue Service as other than a private foundation.

Basis of Presentation - The financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Organizations." Under SFAS No. 117, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Cash and Cash Equivalents - For purposes of the statements of cash flows, the Organization considers all highly liquid investments with an original maturity of three months or less to be cash equivalents. Cash and investments which have permanent restrictions placed upon them are included in other assets.

Accounts Receivable - Accounts receivable are primarily comprised of expenses to be reimbursed. The Organization considers accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. Management closely monitors outstanding accounts receivable and charges off to expense any balances that are determined to be uncollectible.

Deferred Revenue - Registration and fees received in advance for conferences and retreats are deferred and recognized over the periods to which the registrations and fees are related.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

October 31, 2008 and 2007

NOTE A - ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (Continued)

Contributions - Contributions received are recognized as revenue in the period received. All contributions are available for unrestricted use unless specifically restricted by the donor.

Agency Funds - The Organization has collected funds for the benefit of another organization and has listed these funds as a current liability. The agency funds are designated for "Promise of Honor".

Use of Estimates - The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities as of the date of the financial statements and the reported amounts of revenues and expenses during the period. Actual results could differ from those estimates.

Restricted Resources - The Organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statements of activities as net assets released from restrictions.

Membership - Membership in the Organization is made up of local Grace Brethren Churches, which subscribe to a common covenant and statement of faith. Membership fees are sent to the Organization based on the membership of the local church.

Reclassification - Certain 10/31/2007 amounts have been reclassified to conform with the 10/31/2008 financial statement presentation.

NOTE B - DONATED SERVICES

No amounts have been reflected in the financial statements for donated services. The Organization pays for services requiring specific expertise. However, many individuals volunteer their time and perform a variety of tasks that assist the Organization with specific assistance programs and various committee assignments. The Organization receives approximately 240 volunteer hours per year.

FELLOWSHIP OF GRACE BRETHREN CHURCHES, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)
October 31, 2008 and 2007

NOTE C - RETIREMENT PLAN

The Organization sponsors a defined contribution retirement plan for its full time employees and for eligible pastors of member churches. Administrative expenses are paid out of plan assets. The Organization contributes to the plan a percentage of each eligible employee's salary. Contributions made during the years ended October 31, 2008 and 2007, were \$8,510 and \$8,100, respectively.

The Organization also sponsors a defined benefit plan. Participation in the plan was closed as of December 31, 1986. Benefits continue to be paid out of the plan assets.

Obligations and Funded Status

	Pension Benefits	
	10/31/08	10/31/07
Fair value of plan assets	\$ 44,967	\$ 58,405
Present value of benefit obligation	78,861	104,052
Unfunded status	33,894	45,647
Benefit cost	-	-
Employer contributions	-	-
Plan participants' contributions	-	-
Donations	4,677	1,696
Benefits paid	21,079	20,896

Assumptions

	Pension Benefits	
	10/31/08	10/31/07
Weighted-average assumptions used to determine benefit obligations:		
Discount rate	4.5 %	4.5%
Rate of compensation increase	N/A	N/A
Expected return on plan assets	4.5 %	4.5%

The Company's expected rate of return on plan assets is determined by the plan assets' current investments.

Plan Assets

The Company's pension plan assets are invested in Grace Brethren Investment Foundation at October 31, 2008 and 2007. The interest rate at October 31, 2008 and 2007, was 3.56% and 4.0%, respectively.

FELLOWSHIP OF GRACE BRETHERN CHURCHES, INC.

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

October 31, 2008 and 2007

Cash Flows

The following benefit payments, which reflect expected future service, as appropriate, are expected to be paid:

	<u>Pension Benefits</u>	
10/31/09	\$	16,456
10/31/10		16,456
10/31/11		15,559
10/31/12		14,997
10/31/13		11,864
10/31/14		8,082
10/31/15		4,374
10/31/16		1,496
10/31/17		1,092
10/31/18		84
Total	\$	<u>90,460</u>

NOTE D - RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets consist of the following:

	<u>10/31/08</u>	<u>10/31/07</u>
Defined Benefit Plan "Promise of Honor"	\$ (23,277)	\$ (35,029)
Retirement Investment Plan	<u>3,917</u>	<u>4,988</u>
Total	<u>\$ (19,360)</u>	<u>\$ 30,041</u>

January 2009

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 is the Church Effectiveness arm of the FGBC. Although we are a separate corporate organization we voluntarily submit this information to the Fellowship Council because of our desire to cooperate fully with FGBC vision and growth. Naturally we work to assist local churches to be healthy. Our purpose is *to impact the church by serving as a catalyst for biblically accurate and culturally relevant ministries to children, youth and adults*. Our objectives are the following seven statements:

1. Through training youth and adults
2. Through youth and adult ministry experiences
3. Through networking with church leaders
4. Through Recruiting and Training CE National Staff, Cabinets and Board Relations
5. Through Effective and Efficient Administration of CE National
6. Through providing ministry resources
7. Through networking with church leaders

See www.cenational.org for a list of our core values.

The following is a list of some of the things that coincide with the FGBC goals.

I. Grow by Conversion

- A. All of the Operation Barnabas teams are trained in evangelism and are equipped to build relationships in order to share their faith with other people. This past year is no exception. We had three domestic teams ministering in West and mid-West, doing training at Norwalk, California. All of the teams visited both Grace Brethren Churches and non-FGBC churches and participated in Momentum West's cutting-edge conference, working with WOW Jam and other outreach opportunities.

This year the domestic teams will travel in the mid-West and orientation will be in Powell, Ohio. The Operation Barnabas International team will go to South Africa!

- B. Tag-You're It! is a special program available to any church from CE National. This is especially designed to equip churches not only to minister to children but through children. This material, which is put together by the children's cabinet and others, is a great opportunity to revolutionize the children's ministries of our

churches. Please pray for its effective. The cabinet is currently working on a shortened version of the Tag-You're It program.

New videos included liability videos for churches and a four-part series of videos called "Got It!" for follow-up of children who received Christ.

- C. Momentum always has an emphasis on helping young people be equipped to share their faith with non-believers. This year we offered two conferences, one on the West Coast and one at Cedarville University near Dayton, Ohio. The group in California had challenges to help the poor and those of other faiths. For three days they worked with organizations such as WOW JAM to reach out to the poor in the Los Angeles area (Skid Row). They also visited a Hindu temple and were trained in what Muslims believe. They talked to international students at a local university. Momentum East presented the "We Care—Dayton" day where the students and adults were placed with organizations that needed assistance whether physical labor or person-to-person interaction and we showered the love of Christ on that city. Each day many youth groups went into the city and did evangelism as well. They gave gifts to the poor totaling \$94,000. We now have two Momentum Orphanages in Cambodia.
- D. The Urban Hope Training Center in Philadelphia celebrated its 10th Anniversary this October. It is not only a place where there is an emphasis on children and youth and growing up leaders for the church plant, but also there are hundreds of people being trained in evangelism. Every month during the year there are weekend training opportunities available. There are also other times throughout the year when individual churches and groups use the sleeping accommodations for over 50 people and each group has the opportunity to learn how to build friendships and how to reach out to the lost. A team of 13 people led house churches and reach out to the families and youth of the area. Team members "pastor" one entire block of people and visit people weekly. Brent Saba is the Director of Training there working with Jason Holt, Director of Church Planting. The Urban Hope Community Church has regular Sunday services. They are also offering the BILD program and the Antioch School twice a week. 30 people are participating in this program to build biblical leadership in the people of Urban Hope.
- E. All of our ministries have some component of ministry and evangelism; that is a Core Value of ours. We are an office that provides ministry training in whatever we do.

II. **Go (on Mission)**

- A. The Cabinets of CE National are taking on a new look this year. We are aiming to serve the small to mid-sized churches through the help of those from larger churches. This will enable those churches who do not have the time, financial ability, or talent to draw help from those who have been blessed with these.
 - i. We will have a once-a-year meeting for those who are willing to share their knowledge with others on an ongoing basis. These meetings would be called CELS (CE Leadership Summit).
 - ii. We will provide cutting-edge information, ideas and speakers in a discussion format. In return we would ask that participants go back home and share the information with churches (FGBC and non-FGBC) in their area.
- B. Momentum
 - i. Program Planning Committees especially focuses on details of Momentum to make it most effective in seeing that our mission is accomplished. We are reaching out to non-FGBC groups as well. We plan to reach out to Pittsburgh, Pennsylvania, at this year's conference. The overwhelming desire of youth to help others in need is something that we want to tap into and use to open doors for sharing our faith.
 - ii. A new developing initiative is for young adults. In addition to the Post-High Division that we have at Youth Conference (Fusion), another young adult forum was held recently.
 - iii. We are continuing the one-week ministry experiences to follow up on Momentum. These Momentum Applied groups (MAP teams) are designed to help small churches do "ministries" during the school year. Teams this year are going to Cambodia (the orphanages—Asia's Hope), Philadelphia (Urban Hope), Chicago, Kentucky, and more. CE National does not oversee the teams but recruits those who are willing to adhere to the recommendations we give.
 - iv. NAC and Bible Quizzing are being established to strengthen the roles of ministry skills and Bible memorization to see that students are involved in serving the Lord. A Bible Quiz Invitational is planned for 2009.
 - v. A new Scripture memory program was designed for churches.
- C. The Russell Center continues to be used for The National Institute classes as well as continued expansion of the Fireside Dialogue Collection. These are recorded session on different topics of interest to the local church and individuals.

- D. A new aspect of our ministry for this coming year is the Ambassadors. The ministry is to encourage local churches and those who have been on Operation Barnabas, at Momentum. Two young women, Sarah Knepper and Stacie Fay, will be on the road three weeks of each month beginning in January. They will travel to both FGBC and non-FGBC churches encouraging discipleship, giving accountability to those who have been part of CE National programs and offering outreach opportunities in the community.

III. **Lead**

- A. We are endorsing the Antioch School that is being presented in several of our local Grace Brethren Churches as well as at Urban Hope. It is a leadership development program as well as an in depth Bible study with projects and practical requirements.
- B. The National Institute is the Youth Ministry program at Grace College, which helps to develop leadership. Each of the students who major in the program will do an internship. It is growing and impacting students greatly.
- C. Resumes for those seeking associate pastors are available from CE National. We offer this free service and have given churches many names to consider.
- D. Young adults are trained by serving as Operation Barnabas leaders. There are over 20 young adults that are trained each summer through serving as leaders on Operation Barnabas teams.
- E. The CE National Lending Library is especially designed to help churches to have resources and materials that can help them in their growth and leadership development. We have over \$60,000 worth of great materials for churches and individuals to borrow.
- F. The Philemon Center is designed to be a place of spiritual renewal for pastors and church elders and church leaders.

If there are any questions please feel free to contact me at edlewis@cenational.org. I look forward to having the opportunity to share with you at the Fellowship Council meetings in just a few weeks.

In His Work,

Ed Lewis
Executive Director

REPORT TO FELLOWSHIP COUNCIL
Janet Minnix, President
January 15, 2009



Thank you for the opportunity to report on the work of Women of Grace USA.

To help picture the challenges we are facing, look with me at a few snapshots of some women in an average church:

- A 20-something woman, who accepted Christ as a child and grew up in a Christian home and in youth activities, is struggling with a relationship with a guy who claims to be a Christian but has no interest in church or anything spiritual. However, she is afraid to break up because she fears he's her only chance for marriage and she believes she has to be married to be happy.
- A young woman wants to be a godly wife and mother but came from a dysfunctional, abusive home and had no model to show her what godliness looks like. She was never taught anything about homemaking or managing her life.
- A young woman who grew up in the church, "did all the right things", and is even leading a women's Bible study, can't see that her critical attitude and sharp tongue are destroying her marriage.
- Another young lady is fighting a same-sex attraction and feels she has nowhere to turn, no one to talk to who won't condemn her.
- A middle-aged woman is carrying memories of something that offended her several years ago. She faithfully attends church services and women's meetings, but because she is unwilling to forgive, she has become angry, bitter, and critical in spirit.

What are we doing to minister to these and other women with deep needs? How are we as a Fellowship equipping our women to come alongside them and walk with them? How can we help Grace Brethren women become ***fully formed followers of Christ?***

What comes to mind when you think of Women of Grace? For many pastors, the answer is foreign missions and giving. And for many years that was fairly accurate. However, in the 1990's the leaders of Women of Grace USA came to realize that an exclusive focus on learning about and giving to missions did not also minister to the deep spiritual or relational needs of women. As an organization, we were not teaching women to depend on God's word and the Holy Spirit to help them discern and reject the attitudes and humanistic values of the world. We were not equipping them to be Titus 2 women or to develop redemptive relationships with unbelievers. **Our leaders** became convinced that our first priority should be to help women be solidly grounded on God's Word so they will internalize biblical values, understand who they are in Christ, see God's plan for women, and invest in the lives of other women and girls. If these things are taking place, Great Commission living will happen.

The process of changing from being primarily a women's missions organization to a broader ministry for women takes time and has not been without challenges. One challenge has been to help women in traditional missions groups to see the needs of women like those described above and minister to them with love and compassion, and with relevant methods. Another challenge is to help pastors evaluate our ministry **in light of our new direction and focus** rather than on the basis of an old paradigm. We know this is sometimes difficult because approximately 60 churches have traditional Women of Grace missions

groups. These are women who have faithfully supported and prayed for the ministries of Women of Grace for many years, and we honor them for the vital contribution they have made in prayer and financial gifts to home and foreign missions. We continue to provide a vehicle through which they can give to projects that meet needs not covered by a missionary's field budget or supporting churches. (In fiscal year 2007-2008 these women gave more than \$25,000.00 to ministries such as Project Hope and Charité, Grace Schools, district camps. SMM and more.) However, our goal is to expand our ministry in ways that are relevant to the needs of young women today, the women who are the young moms in your churches and will be raising the next generation of your church's leaders. During the coming year we will be working on a strategic plan and goals that will strengthen the effectiveness of WGUSA.

RESOURCES

The annual magazine for all Grace Brethren women, ***Women's Spectrum***, offers practical biblical encouragement and inspiration, and promotes community, cross-generational relationships, global vision and the application of biblical theology to daily life. Women who are new to Grace Brethren churches benefit from insights into the ministries of the FGBC. **Transformed by Grace** is the 2008-2009 theme; **Expectant Encounter** (2009-2010) will focus on prayer. The magazine can be ordered on our website.

The WGUSA website, www.wgusa.org, attracts users from around the world, including Grace Brethren mission fields. ***Women's InfoLine***, our semi-annual newsletter, is mailed to over 1,000 Grace Brethren women and is posted on our website. And our newest forum is the Women of Grace group on **Facebook**.

MENTORING AND LEADERSHIP DEVELOPMENT

SMM. Highlights of the past year:

- Praise God for a growing number of inquiries about SMM and Girls of Faith.
- New curriculum for fourth and tenth grades should be ready soon.
- Nicole Miller, member of the SMM cabinet, was approved by the WGUSA Board to start fundraising to become a self-supported Girls' Ministries Coordinator for SMM and Girls of Faith.
- SMM and Grace Brethren Boys have collaborated on a video to help educate our Fellowship about the value of single-gender ministries, starting with young children.

Women's Leadership Summit. The first Leadership Summit for women on the west coast takes place January 30-February 1, 2009 in Seal Beach. Challenge speaker Teressa Pierce will focus on the theme *Paths to Plentiful Grace*, and coordinator Chery Boehm will lead discussions on how to get from being a follower to being a leader, and how to help followers become leaders.

MISSION HIGHLIGHTS

- More that \$2,000.00 was given during IGo Celebration 08 to help provide school supplies and tuition for children attending a Grace Brethren school in Haiti.
- WGUSA is partnering with Eglise Evangelique De La Paix in Florida to take a GO2Haiti Team to Haiti in July 2009.
- The *Honor Her Scholarship* helps Grace College women who are considering a missions/ministry career to participate on short-term missions teams. Two women received scholarships in 2008; one served with a GOGace Team in Thailand, and one did a 3-month summer internship in Ireland with GBIM.

ITEMS FOR PRAISE

- Young women who are serving on the Editorial Team and are willing to serve on the Board of Directors
- New members on the Board of Directors
- The clarification of our status as a non-profit corporation, and adjusting our procedures to be in compliance with state law.
- Men who are working with us in the areas of financial and strategic planning

PURPOSE

Our purpose is to challenge Grace Brethren women to be radically in love with Christ and actively engaged in God's mission to reconcile a lost world to Himself. We are grateful for the active women's ministries and strong missions and outreach programs that exist in many of our churches. We do not wish to compete in any way with those ministries and programs. Our desire is to offer resources that may supplement existing programs, and to help smaller churches who need encouragement and support in their women's programs. We also want to encourage networking among women for the sharing of ideas, and to invest in encouraging and developing women in their areas of giftedness.

CHALLENGES

Finances

Unfortunately, the transition has hurt us financially. It's one thing to put out a call to invest in missions projects; it's very different to communicate the less tangible value of investing in women's spiritual growth and maturity. This has created a "giving vacuum." We need to find ways to bring in funding for such valuable motivational and training tools as the Women's Spectrum magazine and the Leadership Summit, as well as new venues for training women to disciple other women.

We are deeply indebted to the Grace Brethren Investment Foundation for their contributions which have provided the funding to compensate our Communications Coordinator, the only person affiliated with WGUSA who receives any compensation. All officers/board members volunteer their time and frequently give sacrificially from their personal finances to support and maintain this ministry. However, these and the few offerings received for operations are not enough to maintain our current ministries. We face the possibility of severe cutbacks that would significantly cripple our effectiveness and ability to function. Developing new tools and training opportunities would be out of the question.

We praise God that Ted Rondeau, Chief Development Officer for ICDI, has graciously agreed to donate his time to work with us in the area of financial planning and development.

Strategic Plan

Essential to wise financial planning is a strategic plan for the organization. On January 30 WGUSA board members who are arriving for the Women's Leadership Summit will meet in Seal Beach with Ed Trenner to begin work on a strategic plan for Women of Grace. We thank God for Ed's assistance in this important process.

Prayer Support

We would be deeply grateful for your prayer support as we seek God's will and provision for Women of Grace in the coming months and years. Our passion is to effectively reach and equip women to be fully formed followers of Christ, and to mobilize them to reach their world for God's glory, but this is dependent on the prayers and support of God's people. Thank you for sharing this passion with us.



MEMORANDUM

To: Tom Avey and Fellowship Council
From: Dr. Larry N. Chamberlain, President and CEO
Grace Brethren Investment Foundation, Inc.
Re: Report to Fellowship Council
Date: January 10, 2009

Greetings, colleagues . . .

I am pleased to provide you with this courtesy update of our organization as a cooperating national ministry affiliated with the Fellowship of Grace Brethren Churches.

Our board of directors is composed of fourteen individuals who reside in the several regions as prescribed in the FGBC by-laws. Re-elected to the board following the most recent board ballot are Ralph Hampton, Jim Poyner, and Kent Semple. George Hutchison of Myerstown GBC was also elected to the board, occupying the vacated seat of Dennis Patrick. Jerry Michael of Martinsburg, WV continues as the Chairman of the Board. Ken Seyfert is Vice-President, Treasurer, and Executive Director of Operations. Brenda Byers is Secretary of the Corporation and Director of Finance and Administration.

Grace Brethren Investment Foundation, Inc. exists as a “church extension fund,” as defined by the North American Association of Securities Administrators. We are regulated by the securities laws (aka “blue sky laws”) of the 40+ states in which we have investors. The principal purpose of the Foundation is limited in scope by these regulatory authorities: “To enable individuals who support the objectives of the Fellowship of Grace Brethren Churches to invest funds at a reasonable rate of interest and to provide thereby a source of funding, in the form of capital loans, for

acquiring, developing, and remodeling, land and buildings for Grace Brethren churches, schools, and other associated organizations.” We are precluded, of course, from making loans to individuals, and can only loan funds to 501(c)(3) churches and organizations within the Fellowship of Grace Brethren Churches.

The rate of interest paid to our investors is currently 3.50%. As of December 31, 2007, our investor accounts total \$67,284,263, per a pre-audit report, or an increase of nearly 11% from the December 31, 2007 total of \$60,662,245. There are approximately 60 churches that have mortgage loans outstanding, all of which are paying as agreed and none of which are delinquent in their payment obligations at year’s end. We are pleased to report that the recent economic downturn of the financial markets has not affected our asset base. All of our loans outstanding are current and nearly all of our reserve investments are placed in FDIC fully-insured certificates of deposit. We have long held to a very conservative investment portfolio, avoiding investments in equities and other price-sensitive securities.

GBIF is a long-standing member of the Evangelical Council for Financial Accountability (ECFA), which calls its members to very high standards of financial integrity and fiduciary responsibility. Our records were recently submitted for a standard review by one of ECFA’s field auditors, and we were pleased with their summary comment: *“We found Grace Brethren Investment Foundation in full compliance with ECFA’s Standards. You are to be commended for your continuing commitment to these Standards.”*

In addition to ECFA’s recent review, we continue to submit our financial records for annual audit by Capin Crouse, CPA’s. Their reports find us to be in full compliance with the high standards of the accounting profession for a financial institution.

It has been our practice to make contributions to Grace Brethren ministries for the continued growth and viability of the Fellowship. We also make an annual contribution toward the expenses of the office of the Fellowship Coordinator. In addition, we serve as the parenting agency for the FGBC Chaplaincy ministry and the office of the Endorsing Agent (see attached chaplains roster), raising funds through the Eagle Commission and subsidizing the expenses with an annual contribution. Further, we provide voluntary, seconded leadership and staff support for the FGBC retirement plan and contribute toward the administration expenses.

It is through contributions and voluntary acts of service, as well as the financing of numerous church building projects, that we are pleased to support the GO-GROW-LEAD emphasis of the FGBC.

Ken Seyfert and I are planning to join you for your meetings at Seal Beach this month. We will be eager to address any questions you may have at that time.

Thank you for the privilege and opportunity to serve as your colleagues in the awesome and powerful work of the Great Commission.

God bless you . . .

Respectfully,

A handwritten signature in black ink, appearing to read "Ken Seyfert", written over a horizontal line.

CHAPLAIN ROSTER
NATIONAL FELLOWSHIP OF GRACE BRETHREN CHURCHES
Active Duty, Reserve, Veterans Affairs
November 2008



Submitted by:
Dr. John W. Schumacher (Martha)
CH (COL) USA, Ret.
Endorsing Agent, NFGBC
(Martha)

***Note: All emails to military email addresses must have a subject entered in the address block or it will not go through.**

ARMY

Captain John Arnoldbik (Jensen)
1147 E. Rolls R.
Queen Creek, AZ
Email: jharnoldbik@yahoo.com
Accessioned and will attend the Basic Chaplain Course in January with follow on assignment To Ft. Lewis, WA.

Captain Bill Graham (Robyn)
Email:
Duty: billy.graham@us.army.mil
Transportation Bn.
PSC 303 Box 55
APO AP9 6205
DSN--Military 315-725-6610
Cell: 011-9258-4351
Bill and family are in Teagu, Korea

Captain John Jacobsen (Marlene)
US Army Chaplain Basic Course
USACHCS
CH-BOLC Class # 0809-501
10-100 Lee Road
Fort Jackson, SC 29207-7090
Cell: 870-809-4004
john.g.jacobsen@us.army.mil
Home: 254-213-0640
6323 Todd St.,
Fort Hood, TX 76544

Captain David Mvondo (Whitney)
67th Signal Bn.
Fort Gordon, GA 30905
Cell: 706-831-3246
O: 706-791-7775
Duty: david.mvondo@us.army.mil

H: mrmvondo@hotmail.com
H: 706-868-8243
711 Porter Lane
Grovetown, GA 30813

Lieutenant Colonel Mark Penfold (Robin)
Garrison Chaplain's Office
Deputy Garrison Chaplain
1901 Sisisky Blvd.
Fort Lee, VA 23801
Military Phone: 804-734-6490
Military Email: mark.penfold@us.army.mil
Home: armychapfamily@hotmail.com
Home: 757-258-2622
2800 Mockingbird Drive
Williamsburg, VA 23185-8026

1/Lt Pete Stone (Monica)
USACHCS
CH-BOLC Class #08/09-501
10-100 Lee Road
Fort Jackson, SC 29207-7090
Email: peterpaulstone@gmail.com
Home: 334-652-3049
Cell: 334-652-3048
Knoxville, TN
Follow on assignment to Fort Hood

Major James Schaefer (Elizabeth)
Chaplain Recruiter
Chaplain SE Recruiting Team
3000 Corporate Center Dr., Suite 160
Morrow, GA 30260
Duty Phone: 770-961-9648
Duty Cell: 888-253-7922
Home: 678-489-4842
Personal Cell: 804-892-0190

Military: james.e.schaefer@us.army.mil
Home: schaeferfamily4@yahoo.com
Home: 678-489-4842
195 Ferncliff
Fayetteville, GA 30215

Captain Jeff Wirick (Mei)

Email:
Office - Military: jeffrey.d.wirick@us.army.mil
Germany. Returning to the US to serve at Fort
Leonard Wood, MO. in December
Cell phone: 01149152035611408

ARMY RESERVE

1/Lt Jeff Mason

Activated and presently deployed to Iraq
157th CSSB
APO AE 09331
jeffrey.j.mason@us.army.mil
Cell: 574-453-7694
Home: 614-885-2392
6773 Bowerman Court
Worthington, Ohio 4385-2443

NAVY

Lieutenant Louis Urban (Chong)

Base Chapel
Chin He, Korea
PSC 479 Box 127
FPO AP 96269
Email:
*Office: louis.urban@fe.navy.mil
Home : pulou@juno.com

AIR FORCE

(Vacant)

AIR FORCE RESERVE

(Vacant)

VETERANS AFFAIRS CHAPLAINS

Chaplain Charles Card **(courtesy listing)*

Department of Veterans Affairs
Pacific Island Health Care System
Spark M. Matsunaga Medical Center
459 Patterson Road
Honolulu, Hawaii 96819-1522
(Office) 808-433-0270
FAX: 808-433-0259
(Home) 808-671-2978
94-680 Lumiauu St., APT H4

Wailpahu, Hawaii 96797

Email:

Office: charles.card@va.gov

Home: cardc001@hawaii.rr.com

**(Charlie is not assigned to the VA but is doing contract ministry with them.)*

Chaplain Mike Jones

VA Medical Center, Long Beach
Long Beach HCS (03/125)
5901 E. 7th St.
Long Beach, CA 90822
Office: 562-826-5418
Cell: 714-423-1372
Email: Michael.jones6@VA.Gov

CIVIL AIR PATROL

Lieutenant Colonel Bill Cochran
Captain Shawn Kaeser

CHAPLAIN CANDIDATES

Army

1/Lt Scott Shaffer —Liberty Seminary-Army
2/Lt Jim Murray – Aiken SC
Columbia Seminary-US Army
Charles Ross (US Army Chaplain Candidate
accessioning in process)
Mike Landers – US Army -- in seminary

Potentials

Dr. Richard Hurst (action pending)
US Army, Jacksonville, FL
He has been endorsed for active duty.
Captain Ryan True, Air Force
In Seminary, Colorado Springs
Justin Hayes, Navy
Working with WLGBC toward
ordination
Chris Gongon., North Carolina
New contact
John Greer, Long Beach Grace Brethren Church,
Working toward ordination and duty with
Army Reserves.
Charles Pridgen, Warsaw GBC, Indiana-- (action
pending)

***There are a total of 22 names on this roster. This is the highest chaplain count in the history of the FGBC.**



Charis is a multinational network of Grace Brethren church planters and developers [Canada, 1996], whose values are defined by the pursuit of biblical truth, biblical relationships, and biblical mission [Argentina, 1999]. The delegates of the 2008 International Conference affirm the following ***Commitment to Common Mission*** and encourage the participation of the Grace Brethren churches worldwide:

Church planting

We affirm that the church is God's plan for this age and commit to mobilize our members and resources to plant new churches because:

- the Spirit of Jesus poured out upon the Church is the Spirit of Mission to the nations (Acts 2:1-42; 13:1-4)
- the Church is a fruitful community in which disciples are made (Acts 2:42-47; Eph 4:11-16)
- the Church calls the lost to be reconciled to Christ through its evangelistic efforts (2 Cor. 5:16-21)
- the Church displays the multifaceted wisdom of God (Eph 3:10-11)
- through the Church God is glorified in Christ Jesus (Eph 3:21)

Therefore, we call upon:

- every local church to reaffirm their God-given mandate to reproduce through a concentrated effort to make disciples and form new churches.
- every National Fellowship or Association of Grace Brethren Churches to designate 2010-2020 as the decade of multiplication in which every church will be mobilized to reproduce itself through planting one or more new churches.

Leadership training

We affirm that a leader is a person who influences others towards the fulfilment of defined objectives and is indispensable to the health and multiplication of the Church. We affirm that leadership training:

- Takes place under the responsibility of the local church
- Seeks the equal development of character, knowledge and skills according to giftedness.
- Is a life-long process involving mentors who share their example, values, convictions and experience
- Protects existing leaders from temptations such as pride, exhaustion, family neglect, immorality, isolation, through accountability and team work.

We call upon the churches:

- To develop culturally sensitive strategies and means to train leaders, creating a comprehensive set of tools to:
 - Proclaim the Gospel (from non-belief to salvation)
 - Teach the fundamentals (from salvation to baptism)
 - Enlist in ministry service (from baptism to service)
 - Train leaders according to gifting (from service to leadership)
 - Empower leaders to train others according to gifting (from leadership to coaching)
 - Encourage a life of wisdom (family & work ethics, etc.)
- To share these resources worldwide with appropriate training how to use them (objective, target, content, time, cost, required skill to teach them...).

Integrated ministries

We affirm that God has created human beings with physical, emotional and spiritual needs and that the Church expresses the compassion of Christ in proclaiming the Gospel while caring for various needs of mankind.

We call upon the Church to bless believers, strengthen churches and reach the lost by showing the works which reflect true faith (Jam 2.26):

- Assisting those in need,
- Promoting economic, family, and personal development,
- Encouraging the development of businesses with a missionary focus (Business As Mission)

We recognize that this is still an investigative avenue for mission. We encourage churches to deepen their theological understanding (cf. Charis paper) and further refine the principles governing holistic ministries.