

Office of the Bishop

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Todd Fetters, Bishop

Since the moments during the 2015 National Conference when Bishops Ron Ramsey and Paul Hirschy laid a hand on my shoulder and prayed over me, I've felt the company of the Holy Spirit and the strength of a praying Church during my tenure as bishop. So, with words similar to the Apostle Paul in 1 Timothy 1:12, I must mention that I'm overwhelmed with gratitude to think that Christ and the UB Family considered me trustworthy, appointing me to the work of overseeing the strengthening and starting of churches, as well as the credentialing, stationing, and encouraging of ministers and their families. It's good work and I'm honored to be able to do it with a team of men and women who share in the same joy that I have. It is with deep appreciation to the Church of the United Brethren in Christ that I present this quadrennial report.

Our Churches

Statistical Analysis

In an attempt to get the clearest picture of our denomination, I conducted a research project in which the data obtained from Local Church Reports over the last 10 years was used. Currently, there are 150 churches in the US National Conference. This project helped to reinforce our vision for multiplication movement mindsets to be promoted within our denomination. Simply put, for many of our churches, addition through attraction is simply a mindset from a bygone era. We must opt-in to a missional mindset where multiplication through sending becomes the norm – multiplying disciples, leaders, and churches.

Strengthening Churches

For the past six years, our team has been engaging pastors of churches of all sizes, inviting some to participate in learning cohorts from Exponential and New Thing, which has helped them think through new paradigms for engaging the Great Commission (Matthew 28:18-20). We believe a good nucleus has been built and the UB is more poised to help existing churches consider how to become stronger. The multiplication movement mindset is a focused effort on three outcomes – 1) making disciples that make disciples (to the 4th generation), 2) building up leaders that build up leaders, and 3) planting churches that plant churches. A catalytic system cohort will be available later this summer for church leaders to engage for any of the three outcomes.

Starting Churches

Starting churches is a strong signal of the multiplicative fruit of making disciples and building up leaders. New churches in new places and spaces becomes the natural result. Over the past 10 years, our team has encouraged church planting through traditional and non-traditional means. We needed to challenge old mindsets that UB churches aren't good at it. But, the Holy Spirit is! And, therein lies our motivation. His track

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record is too good to ignore. I'm excited that three church planters will be planting three new churches this fall: Kevin Kowalksi (CrossFields Church/North Royalton, OH), Jay Leadley (Cedar City Church/Lansing, MI) and Kelly Ball (Arise Church/Bad Axe, MI).

Our Ministers

Pastor Summits

During the year between national conferences, we hold a variety of summits for pastors and spouses. That included three different summits in 2024, with over 110 ministers and spouses attending. Each gathering focused on leadership self-awareness and self-care. Dr. Terry Linhart (Bethel University, Arbor Research Group) was the guest presenter for all three summits. We selected Terry because he loves Jesus and loves serving Jesus. He's a veteran in ministry, which means he understands the ebb and flow, the ups and downs, the highs and the lows...and how it all impacts who ministers are and how they do what God has called them to do. Terry is the author of *The Self-Aware Leader* (IVP Books, 2017), and through his work with Arbor Research Group he has done extensive research on the impact of COVID-19 on churches and the ministers who serve them.

April 29-May 3: Ministry Leaders' Summit. This summit included clergy (and some spouses) who are on staff at UB churches serving in such ministries as youth, worship, missions, pastoral care, counseling, and other areas. It was held in Daytona Beach, FL. The leadership duo of Craig Mickey and Bobby Culler planned this impactful event.

October 21-24: Pastors & Spouse Summit 1. Attendees for this summit gathered in Pigeon Forge, Tenn., and included pastors serving churches with 300+ in average attendance. Eric Griffon, Co-Lead Pastor – Worship at Fowlerville UB (Fowlerville, MI), led worship.

October 28-31: Pastors & Spouse Summit 2. This summit included pastors (and most spouses) serving churches with up to 300 in average attendance. This group of ministers also gathered in Pigeon Forge, Tenn. Derek Thrush, lead pastor at Devonshire Church (Harrisburg, PA), led worship.

Stationing

God always comes through when local churches are searching for senior pastors. He is Jehovah Jireh, the "God who provides", and it shouldn't be a surprise to any of us that The Lord lives up to His names time and again. (I find great inspiration for stationing from the story of Abraham and Isaac in Genesis 22:1-14). Sometimes the provision of a pastor comes through a casual conversation between neighbors or co-workers. Other times the pastor is found through a very intentional search led by a firm. Then there are those moments when a staff minister is nudged by the Holy Spirit to take a step of faith into a lead role. While finding and stationing pastors is a faith-testing task, the Lord provides when the time is right for that pastor and for a particular church.

Over the past two years, I've led stationing committees that have assigned senior pastors to 16 churches. If you are not aware, any time there is a pastoral opening, a stationing committee is formed, which consists of the bishop (or his designee), the cluster leader, and a local church representative. The process is highly collaborative, as it should be, to ensure that a good pastor/parish fit is made. I'm grateful for the work our directors and cluster leaders do to help a local church feel supported in the process of finding and securing its next pastor.

Next Generation Pastors

Much prayer has been lifted for the Lord to call next generation pastors. We are once again asking (if not pleading) the Lord of the harvest to send workers to help bring in a plentiful harvest (Matthew 9:35-38). The denomination was invited to pray specifically during the month of May in 2024 and 2025 for the calling of men and women to hear God's call. But, we are also promoting the local church's role in God's calling by inviting congregants to engage young people with an "I see in you" conversation. What is that? Well, those of us who are pastors typically have several names and faces of people who pulled us aside and told us that they saw in us the qualities that could make a good pastor. We believe our local congregations have an important role to help the next generation hear the Holy Spirit and respond. So, who do you see?

Defining Church Task Force

Even before our Confession of Faith became official in 1815, the Church of the United Brethren in Christ has believed "...in a holy Christian Church, the communion of saints, the resurrection of the body, and life everlasting." It's simple, profound, and guiding. Yet, going into this biennium, I felt that our Discipline's definition of a local church needed to be looked into thoroughly to see if a redefinition was warranted.

When you look into this topic through the lens of the US Discipline, you discover that a local church is considered, in part, to average at least 50 people in worship attendance from 10 resident member families (US Discipline, ¶421). While these metrics are somewhat arbitrary and likely well-intended, they tend to be technical and narrow for defining a local church, given that church plants, house churches, micro churches, and existing small churches have difficulty being recognized as a local church expression.

In 2024, a "Defining Church Task Force" was authorized and assembled for the work of discussing the topic and determining the need. I contacted Rev. Gary Dilley who agreed to become the chairperson for the task force. Those joining him include Kelly Ball, Tony Blair, Jason Holliday, Matt Stemen, and Rick Tawney. Dr. Kent Eilers, professor of theology at Huntington University, and Steve Dennie, former communications director for the denomination, served in an advisory role. Their discussions have brought us a definition to consider, one from which I believe the local churches of our denomination will benefit – "A church is a gathered expression of people of the global community that embodies the life of Christ in the world." Three

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marks add depth to an inspiring definition: *A church is spiritually alive in Christ, relationally connected to one another, and missionally engaged in the world.*

I'm personally grateful for the good work of this task force and I'm very encouraged to think that future conversations with churches can be engaged fundamentally on mission and movement, rather than focused on metrics.

Strategic Partnerships for the Church of the United Brethren in Christ

UB Global

UB Global is the mission arm of the United Brethren churches in the United States and Canada. Frank Yang, who became executive director in January 2021, leads a team that includes three associate directors and an administrative assistant.

Huntington University

Huntington University is our preferred partner in higher education. HU has campuses in three locations – in Huntington and Fort Wayne, IN, and in Peoria, Ariz. Dr. Sherilyn Emberton led the University from 2013 to 2025. After a nationwide search spearheaded by a subcommittee of the Board of Trustees, Dr. Rob Pepper was selected and voted in as Huntington University's 14th President. Rob and his wife, Kristin, come to Huntington from Central Pennsylvania where Rob served in administrative roles with Messiah University. The Peppers have three children. Dr. Pepper will be formally inaugurated in a ceremony this October.

UB Association

We have been in partnership with the UB Association since 2005, when it was created as the Mid-Atlantic Foundation. The UB Association was formed as a solution to the group health insurance challenges that our ministers and churches faced when annual conferences were officially disbanded between 2005 and 2007. The UBNO team and other UB ministers are insured through this network. Michael Mudge, a son of a UB pastor in Maryland, is the president of the UBA. There is a membership body and a board of directors.

National Association of Evangelicals

The National Association of Evangelicals represents nearly 40 denominations in the United States. The United Brethren Church has been a member since 1953. Currently, the NAE vice president is one of our own –

Heather Gonzales, the oldest daughter of former bishop Paul Hirschy. Three United Brethren have been honored as NAE Layperson of the Year: Drs. Orville and Ruth Merillat in 1988, and Don Duff in 1990. In years past, various UB bishops have served on the NAE executive committee. I was honored to serve on the NAE Presidential Search Committee which resulted in Dr. Walter Kim becoming the NAE president in 2019.

The NAE is one way we carry out the Core Value of “We link with the larger church.” The NAE provides the gold standard for what it means to be evangelical. I appreciate their Bible-based, winsome, and wise voice in the public spheres.

Strategic Renewal

The partnership between Strategic Renewal and the Church of the United Brethren in Christ began in 2018. It doesn’t come with a contract but does include a mutual commitment to develop praying pastors who shepherd praying churches. I value the relationship I’ve developed with Daniel Henderson and I trust the ministry of SR, as do many of our pastors. Nearly 70 pastors have participated in a cohort led by Daniel. It’s been a pleasure to promote SR to our newly stationed pastors and underwrite their full participation.

Chemistry Staffing

Finding pastors for and assigning them to long-term placement is challenging. Several years ago, I realized that “bigger waters” are necessary for some of our churches, especially our larger ones and those that are in strategic locations. Chemistry Staffing is a search firm built six-and-a-half years ago to find a particular pastor to fit a particular congregation. CS is comprehensive in their search (board database of 5000+ ministers), incisive in their approach (use of analytics), and thorough in their vetting (assessments and interviews). The Stationing Committee still is the lead actor in the stationing process when employing such services.

Stadia

Stadia has been a leader in church planting processes for decades. Four years ago, they decided to make their process free to both church planters and denominational/network partners. This process can include assessment, training, project management, coaching, and more. They have a true Kingdom mindset and are willing to leverage years of study and experience to help groups like ours move the ball forward in preparing church planters. Andy Sikora continues to be a catalyst for this partnership.

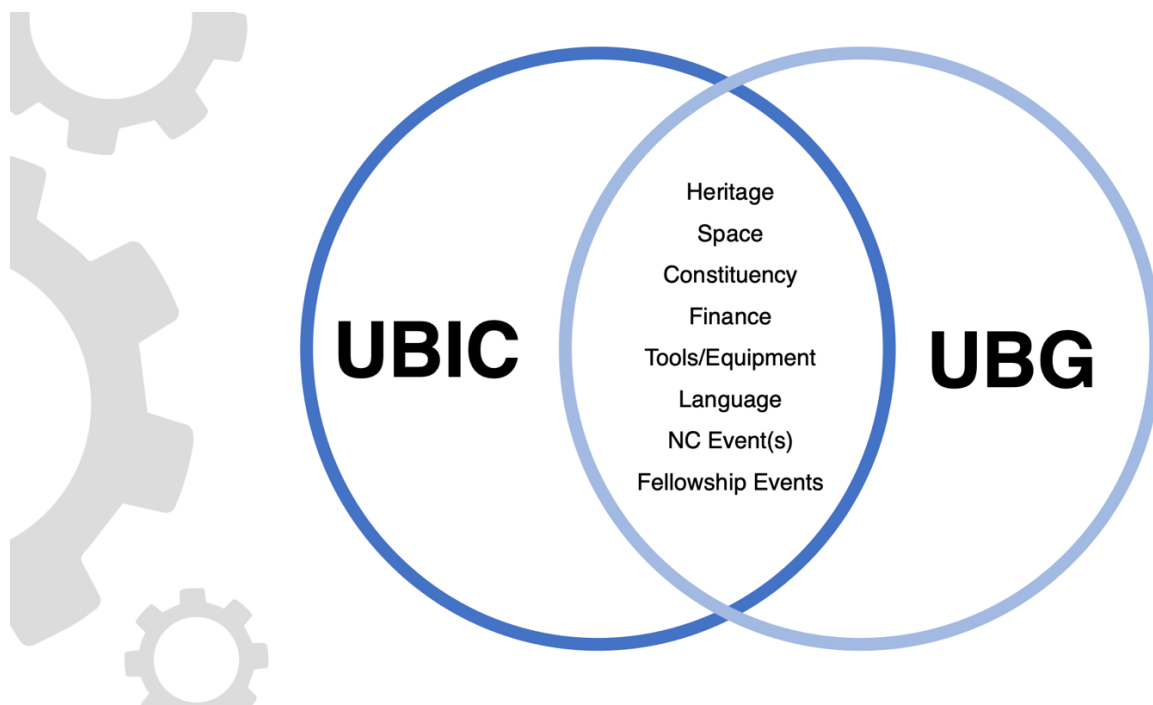
UB National Office

One Staff – Two Teams

The fourteen personnel who make up the United Brethren National Office can best be understood as *one staff made up of two teams* – UBIC and UB Global.

The UBIC team consists of 8 members, 3 of whom work remotely. Those who serve with me include Jamie Hoffman (Assistant to the Bishop’s Office), Brian Biedenbach (Communications Director), Marci Hammel (Finance Director), Stacie Betterly (Finance Assistant), Mike Dittman (National Ministries Director), Andy Sikora (Church Multiplication Director), Jim Bolich (Ministerial Licensing Director). Including Executive Director Frank Yang, the UB Global Team has six members: Virginia Harvey (Administrative Assistant); Associate Directors Steve Fish, Courtney Waterman, and David Kline; and Videographer Smey Him, who began on July 6, 2025.

A Venn Diagram best describes the relationship between two distinct teams that commonly share heritage, space, constituency, finance, tools/equipment, language, national conference events, and fellowship events.



UB Team Transitions

After 11 years as the Administrative Assistant to the Bishop's Office, *Cathy Reich* semi-retired and became our part-time Events Coordinator. On August 31, 2024, Cathy fully retired, having served the denomination for 27 years over two stints. You can learn more about Cathy's service in the 10/07/24 *UB NOW* podcast episode, "Typesetter to Event Planner – Cathy Reich's 27 Years of Service".

On June 24, 2024, *Stacie Betterly* joined the UB Team as the Finance Assistant to our Finance Director, filling the role left vacant when *Jennifer Furnish* left April 12, 2024, to begin her dream job with Family Center Services in Huntington.

Andy Sikora began his part-time role with the UBNO as Associate Director of Church Planting on August 1, 2021. Andy was promoted to Director of Church Multiplication on September 1, 2024, in an effort to provide even more leadership to our multiplication efforts, especially when determining where to plant new churches and which planters to partner with. Andy and his wife, Meri, live in Olmstead Township, OH, where they raise their three children and Andy pastors Renew Communities Church. You can hear Andy's heart for church multiplication in the 12/14/2024 *UB NOW* podcast episode, "New Things in Store for Church Multiplication".

One major change occurred since the National Conference last meet in 2023. *Brian Biedenbach* was hired as the Communications Director to replace Steve Dennie, who retired after 45 years of service to the denomination. Naturally, when Steve walked out the door of the UB national office on August 31, 2023, his "big shoes" went with him. Thankfully, Brian walked in with his own "big shoes" as a passionate storyteller, an experienced entrepreneur, and a capable content creator who understood and utilized several types of media. Brian is helping us shape our vision in creative means. You may be glad to know that the handoff between Steve and Brian was flawless.

Given the transition of personnel over the past four years, professional and personal development became a priority. The UBNO Staff took the Working Genius assessment, which helped to identify each team member's working style according to six types – wonder, invention, discernment, galvanizing, enablement, and tenacity.

Other Information

Immersive Trip to the Border

The Church of the United Brethren in Christ began in 1767 when a German Reformed, immigrant pastor embraced a native-born, Mennonite pastor and said, in his native German tongue, *Wir sind bruder*, which translated means "We are brethren." Generally, the UBIC has been on the side of "our better angels" on issues

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of immigration and race, believing the Levitical law that Jesus reinforced in the Great Commandment applies, “Love your neighbor as yourself” (Leviticus 19:18; Matthew 12:31). In fact, with the adoption of our denominational Core Values in 2001, we cinched our conviction that *we demonstrate social concern*, and clarified in part, “We must not only seek the salvation of our fellow human beings, but show genuine concern for their total well-being. We recognize our responsibility to victims of poverty, prejudice, injustice, and other forms of human suffering....[Those requiring our aid] include persons in prison, immigrants, widows, orphans, the unborn, [individuals with special needs], the homeless, the elderly, and victims of abuse.”

Earlier this year, I was invited by the National Association of Evangelicals to join leaders from six other denominations on a trip to the southern border. This first-hand, immersive experience was my first opportunity to see, touch, and walk alongside the “wall” that separates Texas from Mexico. Did you know that Border Patrol agents refer to it as a “funnel” given that it channels people to appropriate points of entry? These agents live a stressful existence. One minute they are enforcing and protecting our security, and in another minute they may be acting compassionately toward a sojourner who is falling prey to heat and other types of danger. Everyone involved at the border seems to work diligently to ensure that immigration is legal and safe. But, the matter is complex, complicated, and far more nuanced than the media and partisan politicians would have us think or believe.

Frank Yang and David Kline from UB Global joined me, and I was grateful that we could process together what we experienced. We visited leaders of religious charities who served the needs of those who legally cross the border and need help for what is next. We walked through a tent encampment for those seeking asylum in the US where individuals and families had lived for days, weeks, months, and even years waiting for their assigned date to talk with a federal official to make their case for asylum. We served food to children, talked with parents, and prayed over some.

While at the encampment, an NAE colleague and I tried to have a conversation through Google Translate with a man from Columbia. His wife joined the moment. Technology is great when it works and challenging when it doesn’t. In this instance, it didn’t, and our attempt to converse was hugely unsuccessful. But, we did get far enough for the couple to know we were connected to the Church, which seemed to put them at ease. We smiled through the tech glitches, knowing that we were trying to do something good for each other. We did pray with them.

I left the border experience with a strong sense of responsibility to encourage the UB Family to think about our attitudes and behaviors toward immigrants, refugees, and asylum seekers. Here are three encouragements that come to mind:

- Remember that United Brethren started out as an immigration movement and we live up to our history when we show genuine concern for the total well-being of our fellow human beings.
- Embrace and celebrate the rich diversity of the UB Family, as immigrants from nearly 20 different countries gather in our churches to worship God, serve in ministry, teach our children and youth, and preach in our pulpits.

- Wrestle with biblical mandates and political preferences that inform our behavior toward immigrants, refugees, and asylum seekers. Leviticus 19:33-34 demands us to consider the heart of the Father: “When a stranger sojourns with you in your land, you shall not do him wrong. You shall treat the stranger who sojourns with you as the native among you, and you shall love him as yourself, for you were strangers in the land of Egypt: I am the Lord your God.”

Here are some helpful resources:

1. *UB Now* Podcast, “A Trip to the Border,” March 28, 2025, where you can listen to Frank, David and me share about this trip.
2. “I Was a Stranger: 40 Days of Scripture & Prayer”, a reading plan bookmark from www.evangelicalimmigrationtable.com.
3. Welcoming the Stranger: Justice, Compassion & Truth in the Immigration Debate by Matthew Soerens & Jenny Yang.
4. You Welcomed Me: Loving Refugees and Immigrants Because God First Loved Us by Kent Annan.
5. Strangers Next Door: Immigration, Migration and Mission by J.D. Payne.

Update on Former General Officials

The United Brethren church has been blessed with a legacy of leadership from denominational officials who have served with humility and joy. Let me give an update on those still living, and those we lost during the past two years.

1. *C. Ray Miller*, now 97 years old, was Bishop for 20 years, 1973-1993. Since 1997, he has served on staff at Emmanuel Community Church in Fort Wayne, IN While he no longer carries out responsibilities at the local church, he provides an encouraging presence to everyone he encounters where he resides at Coventry Meadows.
2. *Ray Seilhamer*, bishop 1993-2001, is living with his wife, *Ruth*, in Roanoke, IN After leaving the bishopric, he served three years as associate Dean of the HU Graduate School of Christian Ministries, followed by 12 years as Pastor of New Hope UB church in Huntington. In July 2016 he began serving two years as Interim Pastor at Mount Pleasant UB church in Chambersburg, PA In July 2020 he was appointed Senior Pastor of Zanesville UB church (Zanesville, IN) until May 2023. Ray and Ruth attend and are members of College Park Church in Huntington, a church he pastored from 1969-1981.
3. *Ron Ramsey*, Bishop 2005-2009, is retired and living with his wife, *E.J.*, in Fort Wayne, IN
4. *Howard Anderson* was elected Secretary of Education in 1973, and then Secretary of Church Ministries in 1977. He then served seven years in pastoral ministry. Howard lives in Huntington and attends College Park Church.
5. *Carlson Becker*, who was elected Director of Stewardship 1977-1981 and served as Associate Director of Missions 1989-1993, passed away at the age of 87 on September 23, 2024, in his home in Traverse City, MI. Carlson’s rich legacy of service included camping ministry, pastoral ministry, and missionary service. His wife, *Naomi*, continues to live in Traverse City.

6. *Gary Dilley* was the last person to be elected to head our missions program (it became an appointed position in 2005). He was elected Director of Global Ministries (now UB Global) in 2001 and served in that position until 2007. He pastored College Park UB Church (Huntington, IN) for 11 years, and in July 2019 joined the staff of Emmanuel Community Church (Fort Wayne, IN), where he is now Pastor of Spiritual Care. He and his wife, *Rhonda*, live in Fort Wayne.
7. *Dr. Eugene Habecker* was President of Huntington University and the elected Director of Education 1981-1991. He went on to serve as President of the American Bible Society and then President of Taylor University (Upland, IN). He is now retired and living with his wife, *Mary Lou*, splitting time in Michigan and Florida. Gene continues to mentor and teach, and is the author of several books, including his most recent, *The Softer Side of Leadership*, published in 2018.
8. *Dr. G. Blair Dowden*, President of Huntington University 1991-2013 and the elected Director of Education 1991-2005, is now an independent management consultant, in addition to serving on several boards. He and his wife, *Chris*, live in Greenfield, IN.
9. *Dr. Sherilyn Emberton*, President of Huntington University 2013-2025 and served as the Director of Education throughout her tenure. Sherilyn retired at the end of the 2024-2025 academic year and will live part-time in Northeast Indiana in post-retirement. She will continue her work with economic development efforts and partnerships as a strategic consultant with Ambassador Enterprises in Fort Wayne. She looks forward to having more time with family and friends and serving at her home church, Emmanuel Community Church.

The wives of our former bishops are near and dear to the UB family. *Mossie Sites*, wife of bishop *Wilbur L. Sites, Jr.*, who passed away in 2010, entered Heaven on May 4, 2024, from her residential home in Chambersburg, PA. *Eleanor Datema*, wife of bishop *Jerry Datema*, who passed away in 1994, lives with her son Tom in Dorr, MI. *Barbara Hirschy*, wife of bishop *Paul Hirschy*, who passed away in 2021, resides in Huntington, IN.

Activity Report

Senior Pastor Assignments

- Colin Raab, Zanesville UB (Zanesville, IN), July 9, 2023.
- Jim Hippensteel, Bippus Calvary (Bippus, IN), October 8, 2023.
- Bob May, Morocco UB (Temperance, MI), October 15, 2023.
- Josh Lance, Ebenezer UB (Greencastle, MI), April 1, 2024.
- Stuart Johns, Jerusalem Chapel (Churchville, Va.), April 14, 2024.
- Jack Johnson, Shepherd of the Valley UB (Logan, OH), April 21, 2024.
- Josh Wilhite, Emmanuel Community Church (Fort Wayne, IN), April 22, 2024.
- Joe Rhonemus, Good Shepherd UB (Greenfield, OH), August 1, 2024.
- Benjamin Beck, Countryside UB (Breckenridge, MI), September 16, 2024.
- Jerald Jones, Sunfield UB (Sunfield, MI), September 1, 2024.
- Matt Palmer, McCallum UB (Delton, MI), September 1, 2024.
- Rick Runyan, Orrstown UB (Orrstown, PA), October 1, 2024.
- Marc Webb, Idaville UB (Idaville, PA), November 1, 2024.
- Mike Burtnett, First UB (Van Wert, OH), April 15, 2025.
- Jonathan Reeder, New Hope UB (Huntington, IN), January 1, 2025.
- Aaron Perry, King Street (Chambersburg, PA), June 1, 2025.
- Troy Green, Park Community (Bluffton, IN), July 6, 2025.

Deaths in the Ministerial Family

- September 5, 2023. *Dr. Chaney Bergdall*, an ordained UB minister, taught in the Bible & Religion Department at Huntington University for 36 years (1975-82; 1984-2012). He also served UB churches in Illinois (1971-1975) and Glendale, Calif. (1981-1984).
- February 10, 2024. *Rev. Thomas Mellott*, 89, pastored three UB churches in Pennsylvania.
- February 16, 2024. *Rev. Howard Beaver* pastored Mt. Olivet UB church (Chambersburg, PA) 2006-2012.
- August 22, 2024. *Rev. Lee Roy Palmer*, 86, served four United Brethren churches from 1964-2011. He and his wife, Beth, also served as area missionaries in Sierra Leone 1981-1983.
- August 23, 2024. *Rev. Ted Doolittle*, 67, served 41 years in United Brethren ministry, pastoring six churches in Ohio and Michigan.
- September 11, 2024. *Rev. Richard Frederick*, 87, graduated from Huntington University in 1959 and pastored UB churches in Indiana and Ohio until 1985.
- September 23, 2024. *Rev. E. Carlson Becker*, 87, served in various United Brethren ministry roles: director of Camp Living Waters 1968-1977, denominational Director of Stewardship 1977-1981,

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Associate Director of Church Services 1991-1989, Associate Director of Missions 1989-1993, and pastor of Northland UB church in Michigan 1993-2001.

- October 4, 2024. *Rev. Philip Burkett*, 67, served four years as pastor of the UB church in Jackson, MI, and was ordained in 1986. In 1987, he and his wife, Darlene, spent four years helping found the UB mission work in Macau. That was followed by six years as senior pastor of the UB church in Toronto, Ont., and then worship pastor at College Park UB (Huntington, IN) until 2010.
- January 20, 2025. *Rev. Philip R. Marxson*, 83, served six years as a UB missionary in Sierra Leone, 1981-1987, and later pastored three United Brethren churches in Indiana and Ohio, 1989-2004. He was ordained in 1993.
- January 7, 2025. *Rev. Robert Shook*, 84, became a United Brethren minister in 1965 and was ordained in 1981. He retired in 2005 after pastoring nine different UB churches in Ohio and Indiana.
- March 1, 2025. *Rev. Roger Overmyer*, 90, served 48 years as a United Brethren pastor and conference superintendent in Ohio and Pennsylvania. He retired from the UB ministry in 2006.

Retirements

- *Ray Seilhamer* of Zanesville UB (Zanesville, IN) retired June 30, 2023.
- *Steve Dennie* of the United Brethren National Office retired August 31, 2023, having served the denomination for 45 years.
- *Doug Stull* of Shepherd of the Valley UB (Logan, OH) retired November 27, 2023.
- *Ron Cook* of King Street Church (Chambersburg, PA) retired February 9, 2024.
- *Rod Bittick* of Pixley UB (Pixley, CA) retired February 29, 2024.
- *Dennis Miller* of Emmanuel Community (Fort Wayne, IN) retired April 21, 2024.
- *Lee Rhodes* of Countryside UB (Breckenridge, MI) retired November 8, 2024.
- *Dennis Wood* of Park Community Church (Bluffton, IN) retired December 31, 2024.
- *Mike Brown* of Franklin UB (New Albany, OH) retired March 30, 2025.
- *Paul Wall* of West Windsor UB Church (Dimondale, MI), retired July 1, 2025.

Closed Churches

- *Pleasant Hill UB* (Greencastle, PA) closed on December 31, 2023.
- *Lifespring International* (Allentown, PA) closed on April 28, 2024.
- *United House Church* (Harrisburg, PA) closed October 6, 2024.
- *Claytonville UB* (Claytonville, IL) closed on April 27, 2025.
- *Pleasant View UB* (Blanchard, MI) closed on June 30, 2025.

Withdrawn Churches

- *The Bridge Fellowship* (North Baltimore, OH) withdrew effective July 18, 2023.
- *Praise Point Church* (Willshire, OH) withdrew effective June 12, 2024.
- *Olive Chapel UB* (Wren, OH) withdrew effective July 25, 2024.

- *Morning Star Church* (Kokomo, IN) withdrew effective January 1, 2025.
- *Calvary Community Church* (Saginaw, MI) withdrew effective January 19, 2025.
- *Franklin UB* (New Albany, OH) withdrew effective June 1, 2025.

Merged Churches

- *Strinestown* (Strinestown, PA) and *Mt. Washington UB* (York, PA) merged together effective September 3, 2023. The congregation has retained the name of Mt. Washington UB and Alan Harbold is the senior pastor.

Church Property Owned by the US National Conference

- *Huntington, IN* Property constructed in 1976 continues to be used as the National Office for the Church of the United Brethren in Christ.
- *Bradenton, FL* Property continues to be used and maintained by a Haitian congregation.

On A Personal Note...

Two years ago, the Fetters Family was in transition from four members to five with the marriage of our younger son Quinn to Richelle Menzie on June 25, 2023. We also were growing accustomed to having The Fetters Five all living in Indiana until our older son Jordan was invited to return to California Baptist University (Riverside, CA) to serve as Assistant Athletic Director of Facilities and Operations. So, he and I packed up his Kia 5 and travelled across the country in four days. Seated in the upper section of Angel Stadium in Anaheim, CA, behind home plate watching a baseball game seemed the perfect way for a father and his son to end the trip. The Fetters Five have happily adjusted.

Quinn and Richelle live in Columbia City, IN, where he works at the local YMCA and she is a reading specialist for a local elementary school. It's been five years since Quinn suffered and survived a brain bleed and four years since he underwent intensive brain surgery to remove an arteriovenous malformation, which was the cause of the aneurysm that ruptured in July 2020. In addition to reentering the workforce, Quinn has returned to driving with the aid of a left foot accelerator and left-hand steering knob. He's happily on the move.

After years of giving tremendous care to Quinn's recovery, Lisa was called into convalescent caregiving again in November 2023, when on a beautiful fall afternoon, I decided it was time to mow our lawn one last time. What seemed like a good idea resulted in me slipping down our front yard slope and breaking my left fibula. (I was cutting about ¼ of an inch off the top of the lawn. Ugh.) I'm happy to report that it's been "25 mowings since the last incident".

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Last summer, Lisa and I walked onto and down a road that so many people have walked. It was Friday and I was two hours into my drive to Pennsylvania for a week of ministry. As I entered the gate at Interchange #64 on the Ohio Turnpike, Lisa called and said, “It’s cancer”. We didn’t expect the results so soon after the biopsy, which was just two days earlier. I immediately pulled over to listen to her and offer something encouraging. We prayed together. I preached on Sunday and headed back home so we could walk into the week together as a family. Like so many who have travelled the arduous road of breast cancer, we were blessed with caring and competent medical professionals. Lisa had surgery on August 30 to remove the lump, which was followed by radiation treatments in October and November. She is doing well today, relieved over “clean and clear margins”. While we didn’t relish walking through another medical crisis, we found the Lord faithfully present and the church praying fervently.

Earlier this year, our family became more invested in Heaven as Lisa’s father, Rev. Philip R. Marxson, was ushered in on January 20, 2025. In addition to modeling a life of service in missions (Sierra Leone from 1981-1987) and pastoral ministry, Phil and his wife Sonnie were fervent prayer warriors and he is missed. As we lose those near and dear to us, we like to think the “great cloud of witnesses” gets a little bit bigger, with each passing loved one, and if possible, a little bit better.

Lisa and I have gladly served the Church of the United Brethren in Christ and have always found sustaining encouragement and support from across the entire UB Family. Thank you...in abundance.

Let's Move

To Strengthen our Churches and Clusters

Our refined definition of church allows us to shift from a numerical and cultural metric to a spiritual and relational movement. Measuring movement toward God, one another, and those in the world is less concrete. But this can be assessed through the lenses of the fruit of the Spirit, the “one another’s” of Jesus’ new commandment, and the mandates of the great commission. The implications of this church definition for strengthening our pastors and planters in clusters, as well as our senior pastors and their church boards, are immense. It’s now more oriented toward faithfulness in maturity and movement. This will produce greater fruitfulness.

The “Let’s Move” initiatives for National Ministries are focused on helping our churches and clusters to move **with God** from an independent ME mindset, to an interdependent WE mindset. The former breeds isolation and discouragement, while the latter breeds camaraderie and motivation. Satan’s strategy is always isolation and separation leading toward division, while Jesus’ strategy is always intimacy and unity in the midst of diversity.

Therefore, in our churches and our clusters, let’s move together with God as we grow in being disciples who are walking with God, building disciple makers who help others walk with God, and birthing disciple making communities whose vertical and visual witness is walking with God. Walking with God is synonymous with being spiritually alive in Christ, relationally connected to one another, and missionally engaged in the world. Jesus gives this lifestyle a prayer for his disciples. We call it the Lord’s prayer, but it’s really the disciples prayer. I’m convinced that strengthening is rooted in a life that prays without ceasing!

Strengthening our Churches (Let’s Move from Me to We)

“I need you. You need me. We need God”

We are available to help your church pastors and boards grow in renewing and reproducing disciples who are spiritually alive in Christ, disciple makers who are relationally connected to one another, and disciple making communities who are missionally engaged in the world. There are two primary ways we can help.

- Assessment Pathway Visits (APV) - We come to work with your leadership team when you are needing discernment in times of crisis management, stationing preparation or simply strengthening your church to start new ones.
- Leadership Training and Team Development (LTTD) - The health of a church is rooted in their leadership team. We are available to walk alongside you in equipping your shepherding servant team to model and mentor spiritual maturity and relational ministry.

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Strengthening our Clusters (Let's Move from Me to We) **“Peer Connection. Peer Coaching. Peer Collaboration.”**

The Director of National Ministries provides personalized encouragement and equipping to our cluster leaders and their cohort facilitators. They are taught the CPR process that leads to being alive, connected and engaged. They are mentored in the biblical foundations, spiritual disciplines, and ministry competencies for being disciples, building disciple makers, and birthing disciple making communities that are alive, connected and engaged.

- Regional clusters--regardless of the size, setting or staff situation of a church--we need one another. We have a lot to offer one another. We must maintain regional connection, especially in times of economic hardship or religious persecution. The sense of connectedness helps as we work with one another to strengthen our churches and start new ones together.
- Specialized cohorts--although we are united in our core vision and values, there are unique challenges each church and pastor may face, often impacted by their stage of growth and cultural setting. Therefore, we provide customized training for these situations drawing from strategic partners like Henderson's *Prayer Renewal Cohort* and New Thing catalysts to help us.

The Purpose in Strengthening Churches & Clusters

Jesus has given his Church a very clear calling, commandment, and commission. The three dynamics of Kingdom Life are summarized in John 15:

Abiding - as those who are spiritually alive in Christ

Loving - as those who are relationally connected to one another

Blessing - as those missionally engaged in the world

- Spiritually alive people are formed in the image and likeness of God, reformed by their union with Christ, and being transformed by the indwelling Spirit in order to be conformed to the passionate love of our relational God for the world.
- Relationally connected people are created by God for community and unity, invited by Christ into deep, enduring bonds with each other, and choosing to share the life of the Holy Spirit together as a reflection of his triune love.
- Missionally engaged people join God where he is already at work, living as missionaries every day, and offering the good news of the redemption and restoration of Christ to their neighbors, locally and globally, by the power of the Holy Spirit.

These have been the three historical hallmarks of our unity in Christ. From the beginning of our tenure, Todd and I have continually brought us back to this historically-rooted and biblically-based vision. This vision is not only reflected in John 15, but also in the prayer Jesus gave his disciples. This prayer is the key to being disciples, building disciple makers, and birthing disciple making communities.

My aim over the next several years is to strengthen our churches and clusters with a process and pathway that brings us back to this unchanging purpose. Though our structures and strategies (organizational programs) will be altered due to societal realities, stage of development or unique cultural settings, our vision and values (sustaining purpose) will remain firm. This purpose is sustained and strengthened through prayer.

The Process of Strengthening our Churches & Clusters

Jesus modeled and mentored a disciple making process that was more than a three-step program. I call this process **CPR** and taught it at our 2016 National Conference as “Pursuing and Praying”. Keep in mind that the way he communicated and related with others, was designed to authentically love people and lead them to live in the beauty, intimacy, and adventure of kingdom life. The good news was that through his death and resurrection they could experience a life of wholeness, belonging, and meaning for eternity. Beyond his public ministry of preaching, deliverance and healing, his personal apprenticeship was “face-to-face and heart-to-heart.” He listened with presence and loved with pursuit. He surfaced the deeper longings and assumptions within the heart. He then invited people to a liberated life filled with faith, hope and love.

- Let's Move to **C**onnect with the story of people's lives (listen)
- Let's Move to **P**onder the transforming truths of the gospel (discern)
- Let's Move to **R**espond to his larger story and higher calling (obey)

The Pathways for Strengthening our Churches & Clusters

I have established three settings to strengthen our sustaining purpose. I involve cluster leaders or ELT/PMLT members as we model and mentor the CPR process with our pastors and their leadership teams. This can all begin with a simple email or phone call that invites us to help you strengthen your church, prepare your church for stationing, or determine renewal plans through crisis.

Assessment Pathway Visits (APVs)

We meet for 60-90 minutes with each leader individually (often with their spouse).

1. We listen to your journey to understand your story - what God has done and is doing in you, through you and around you, celebrating the victories and grieving the losses. We seek to understand where you have been historically and where you are at currently, with no judgment or pressure.

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2. Then we explore what God wants for you, the church, and community around you. We do this by listening to what he's saying to you in this challenging or confusing season, life stage, or unique, cultural setting. This is sacred time in which we abide together as we hear what God has said and is saying, as well as the blocks that keep you from moving ahead with faith and courage. Together, we ponder the scriptures and listen to his Spirit, not trying to simply solve a problem, but listen to his purposes and his plan.
3. Finally, we look ahead through your dreams and God's desires, your goals and God's strategies, to begin to discern what the next steps in the Spirit will be. This involves you and your team asking questions such as: What do we need from him or need to give to him? What do we need to receive and what do we need to release? This will lead to specific concrete steps of obedience as the Holy Spirit says, "Let's Move together!" We conclude our APV by bringing the team together to collectively discuss what to communicate and how to navigate this with your congregation.

Haven for the Heart retreats (HHRs)

In these settings we get to focus on one person, one couple, or one small team for 12-15 hours of prayerful conversation over the course of two days. These include times for rest, recreation and good food. It's truly a time for renewing passion, restoring devotion and recapturing vision.

Session #1- Pam and I listen to the realities of your life as we reflect on the journey of your heart, relationships and ministry-seeking to understand what God has been doing in you, through you and around you.

Session #2- We address and discuss the lies, losses and layers that are undermining your heart, relationships and ministry. We also explore the healing, liberating and transforming truths that God has said and is saying to you, your friendships and family, as well as your church and community.

Session #3- We prayerfully discern together the hope and direction for this unique race God has designed you to run at this season and setting of your life. You will discover new ways to live with God as you love and lead others. We will collectively construct specific steps of obedience, as you say, "by the grace of God, I will...!"

Leadership Training & Team Development (LTTD)

Pastoral counseling and coaching will be provided to you and your leadership team for 3 to 6 months. This model of equipping and encouragement is also available to our cluster leaders and cohort facilitators. This pathway is also for those church pastors and planters who desire to take an educational journey toward ordination that involves disciple making tools for starting and strengthening missional discipling communities. Ask about our 9-12 month residency internships.

Sharing the Journey

Snapshot Stories

From middle America to the four corners, we are seeing pastors encouraged, leadership teams equipped, clusters uniting and people reaching the nations in our neighborhoods.

- Rick Tawney with his inner-city hilltop simple church movement and Greg Voight with his rural disciple making country church movement are leading communities and clusters that are friends on mission.
- Dalton Jenkins is reaching the urban centers of New York as a bi-vocational pastor and leading an international cluster, while the McKeown brothers are building creative disciple making environments in Florida. They recently sent me a statement after watching two different pastors with two different approaches, but only one real connection:

“One stands on the street corner yelling in the name of Jesus, expressing more condemnation than compassion. The other sits eye-to-eye, heart-to-heart speaking love and grace. Same message, different methods. One pushes them away. The other draws them in. It’s clear which one impacted her most for Christ. This is what it means to be Jesus to a broken world – loving like he did, reaching like he did, and connecting like he did. Truth matters, but truth without love misses the mark.”

- Christopher Little is being sent to reach refugees in Lancaster, Pennsylvania and Jeremiah Ketchum is being sent to reach immigrants in Phoenix, Arizona. Both are devoted to connecting people to Christ through missional discipleship and micro churches. Please pray for them and their families.
- The McConnell’s missions: Matt (ELT and Grand Rapids pastoral cohort leader) and Kristi (chair of the UB higher education leadership team at HU) have faithfully served our pastors and churches in Michigan and all around the country. Over the last several years they have walked alongside Pam and me in our Journey Community and Haven Ministry. They have made time to pray for and personally encourage every UB pastor in Michigan. They have helped Pam and me in several assessment pathway visits, as well as Haven for the Heart retreats with numerous pastors and spouses. They have been with us on a variety of leadership training and team development trips to churches around the country. Thanks to them for opening their home every week to encourage our Grand Rapids cohort.

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For those senior pastors and board chairs who would like an impartial assessment of what needs to be addressed in moving toward a strong church through leadership training with team development, please feel free to contact me at mike@ub.org or 267-994-9116. Pray for Pam and me as we finish a mentoring manual on how to “be and build havens for the heart”. This is designed for those leaders desiring to cultivate disciple making communities.

Never Alone,
Mike

Church Multiplication 13-1

Andy Sikora, Director of Church Multiplication

The Importance of Church Multiplication

Since the beginning of the United Brethren in Christ, we have been a pioneering movement. Starting new churches in new places to connect new people to Jesus.

Church planting remains one of the most effective strategies for reaching people who are far from God. Studies consistently show that new churches are three to four times more effective at reaching the unchurched than established ones. In fact, according to Exponential and Lifeway Research, over 60% of people who attend a church plant were previously not connected to any church at all. At a time when church attendance across the U.S. has been in decline and more churches close than are started each year, the need for intentional church multiplication has never been more urgent. As a movement rooted in gospel expansion, the United Brethren in Christ is committed to doing our part in reversing that trend—raising up leaders, starting new churches, and sending people on mission to see lives and communities transformed by Jesus.

Over the past two years, we have made significant progress in furthering our mission to plant and multiply churches, starting new churches in new places to reach new people with the hope of Jesus. I am excited to update you on the work that has been done and what will be taking place later this year.

I would be remiss if I didn't ask you to consider how you and your church could play a part in the work of church multiplication. It's not just starting a new church; our goal is to have churches develop, send, and resource new churches. I would love the opportunity to talk with you about what God might be calling you and your church to do next.

New Church Plants

Since our last national conference, we have recruited, assessed, and trained three new church planters that will each “launch” their new churches this September.

Kevin Kowalski | CrossFields Church, North Royalton, OH

Kevin joined the staff at Renew Communities in Berea, OH as the Church Planter in Residence and is being sent out with about 20 people from Renew to plant CrossFields about 20 minutes from Renew. Kevin and Johanna are from Northeast Ohio but most recently served on staff at RockPointe Church in Dallas, TX. RockPointe has invested heavily in Kevin and is sending significant funds to assist in this launch.

www.crossfieldschurch.com

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Jay Leadley | Cedar City Church, East Lansing, MI

Jay most recently served as the Youth Pastor and was part of the lead team at Fowlerville UB. Over the last two years, God has developed a vision for starting a church that would reach and disciple college students at Michigan State. Jay and his family have moved to Lansing and are building relationships as they prepare to launch this fall.

www.cedarcity.church

Kelly Ball | Arise Church, Bad Axe, MI

After serving at Colwood Church for the last two decades Kelly is being sent out to start Arise Church in Bad Axe. For the last year, Kelly and Jeremy have been building relationships with a group committed to living missionally to invite people to faith in Jesus. Kelly and her team have started to embed themselves in the rhythm of Bad Axe, and from service opportunities to trivia nights they are making new connections as they get set to gather for worship this fall.

www.arisecommunitychurch.org

Each of these planters have been assessed and are being trained by Stadia (stadia.org). This partnership continues to be fruitful and we are grateful for their services.

Movement System Training

This year, we completed training in the New Thing Movement System with a cohort of a dozen United Brethren pastors and leaders. New Thing developed the movement system because they understood that there were five critical points of multiplication that would help bring the Gospel movement to a region. The five critical points of multiplication are Disciples, Leaders, Churches, Networks, and Movements. We will launch training catalysts for three parts of the movement system this fall.

It's important to note that these training catalysts are not prescriptive but descriptive. You won't get an information dump; instead, you'll have an opportunity to develop something unique to your church alongside others who are doing the same in their context.

Reproducing Disciples Catalyst | Wednesdays @ 1p (Eastern) Launching August 6, 2025

The Reproducing Disciples Catalyst (RDC) is designed to help United Brethren churches move beyond Sunday-centric ministry toward a disciple-making and multiplication culture. Through practical tools, biblical frameworks, and real-life applications, you'll learn how to create an environment where disciples make disciples. This experience will help your church shift from assimilation strategies to active evangelism and spiritual transformation. Each team will leave with a customized Action Learning Plan for immediate next steps. If you're ready to pursue the Great Commission in deeper, more intentional ways—this catalyst is for you.

Reproducing Leaders Catalyst | Thursdays @ 1p (Eastern)
Launching September 18, 2025

The Reproducing Leaders Catalyst (RLC) helps United Brethren churches build a culture where leaders multiply leaders. Too often, ministry gets stuck because disciples aren't becoming leaders—or leaders aren't equipping others to lead. This catalyst is rooted in five leadership practices modeled by Jesus and focuses on developing a Hero Making culture through practical apprenticeship. You'll gain tools to empower others, activate spiritual gifts, and clearly measure Kingdom impact. Most importantly, you'll learn how to shape a church culture where leadership reproduction becomes the norm. Each church will leave with an Action Learning Plan for immediate implementation.

Reproducing Churches Catalyst | Thursdays @ 3p (Eastern)
Launching August 14, 2025

The Reproducing Churches Catalyst (RCC) is for United Brethren churches ready to take the next step in church multiplication—whether you've never planted or are exploring new models beyond the traditional approach to church. This experience will help your team build simple, sustainable systems that support healthy, reproducing churches. You'll learn how to create a culture of multiplication, assess your current capacity, and clarify your strategy for planting or partnering. Whether you're launching your first church or expanding a network, the RCC will equip you for long-term, Kingdom impact. This isn't a quick-fix formula—it's a framework for faithful, lasting reproduction.

Register at ub.org/letsmove today!

For maximum impact, bring 1-4 key leaders from your church with you through the training if possible.

Our Greatest Need

In all honesty, our greatest need right now is not strategy or systems but future pastors who will lead and plant churches. And the reality is: we won't find them through a “free agency” approach. We must grow them from within. The future of church multiplication in the UB Church will depend on our ability to disciple and develop the next generation of leaders from within our existing congregations.

We are asking God to stir hearts, to call out the called, and to raise up men and women who are ready to be sent. We believe the local church is the best place for this to happen—and we're committed to equipping our churches to do just that.

Will you join us in praying for the next generation of disciple-makers, leaders, pastors, and church planters?

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Looking Ahead

As we look to the next two years, our priorities are:

- Supporting and resourcing our current planters through coaching and catalytic partnerships.
- Equipping more churches to engage the multiplication pathway through the RDC, RLC, and RCC environments.
- Creating clear onramps for identifying and developing future church planters from within the UB family.

A Personal Update

Our family is as busy as we have been in the 23 years since Meri and I married. Youth sports, youth groups, and YoungLife, as well as regular school activities, dominate the schedule. Our oldest daughter, Kenzie, turned 16 in May, which means we spent lots of time in the car together this year learning to drive and a lot less time now that she has a license and a job coaching gymnastics. Eva, our 14-year-old, starts high school this fall and is a great swimmer, competing and coaching on two different teams. Archer, our 10-year-old, loves all the sports and tries to play them all too. We just wrapped up a mildly successful 10u baseball season.

I continue to be the Lead Pastor at Renew Communities in Berea, Ohio. We have seen great growth this year in Sunday morning worship attendance, discipleship groups, and MicroChurches. I also had the opportunity to lead a local church-planting network called the Kingdom Collective, which is full of multiple churches from different denominational backgrounds working to support and send new churches throughout Northeast Ohio.

My wife and I will be traveling to Patagonia this September for a fundraising trip for Stadia (one of our strategic partners in Church Planting). We'll be hiking, biking, canoeing, and horseback riding, all to raise awareness and funds to support the next church planters. It's the trip of a lifetime and we look forward to another adventure together!

Thank you for your continued prayers, support, and shared commitment to reaching new people with the Gospel of Jesus Christ through church planting.

Together in mission,
Andy Sikora
Director of Church Multiplication
United Brethren in Christ

Finance Report

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Marci Hammel, Director of Finance

Reports

The following reports are attached:

1. Partnership Fee Received and Disbursed (2023 through 2024).
2. UB National Office Statement of Financial Position (2023 through 2024).
3. UB Global Statement of Financial Position (2023 through 2024).
4. Ministers and Missionaries Defined Benefit Pension Plan Activity (2023 through 2024).
5. Independent Auditor Report (2023 and 2024).

Partnership Fee Receipts

The partnership fee receipts were:

- 2023: \$992,168.94
- 2024: \$1,058,565.10

We ended 2024 at 92.0% of our 2024 partnership fee budget compared to 2023 when we ended at 90.3% of our 2023 partnership fee budget.

The Partnership Fee Received and Disbursed report shows how the partnership fees were distributed for 2023 and 2024.

UB National Office

UB National Office ended 2024 with a change in fund balance of \$347,328 compared to 2023 with a change in fund balance of \$16,067.

The UB National Office Statement of Financial Position shows the combined changes in the net assets for 2023 and 2024.

UB Global

UB Global ended 2024 with a change in fund balance of \$562,685 compared to 2023 with a change in fund balance of \$365,235

The UB Global Statement of Financial Position shows the combined changes in the net assets for 2023 and 2024.

Ministers and Missionaries

The Church of the United Brethren in Christ USA, Inc. Ministers and Missionaries Defined Benefit Pension Plan Fund Activity Report shows the fund activity for 2023 and 2024. There are 234 active, terminated, and retired participants in this plan.

The G74337 Church of the United Brethren in Christ USA, Inc. 403(b) Tax Deferred Annuity Plan for Ministers and Missionaries has 199 active, terminated, and retired participants. The G75389 Church of the United Brethren in Christ USA, Inc. Non-Licensed Employees 403(b) plan has 22 active, terminated, and retired non-licensed participants.

Partnership Fee
Received and Disbursed
January 1, 2023 through December 31, 2024

Fund	2023	2024	Total	% of Total
General				
Bishop's Office	216,854.44	236,861.20	453,715.64	22.12%
National Ministries	165,899.74	170,509.88	336,409.62	16.40%
UB Global	97,902.93	104,793.56	202,696.49	9.88%
Finance	165,777.81	170,596.82	336,374.63	16.40%
Communications	65,742.89	100,044.67	165,787.56	8.08%
Ministerial Licensing	12,421.36	12,875.43	25,296.79	1.23%
Event Coordinator	12,186.49	12,599.32	24,785.81	1.21%
UB Building Fund	65,900.98	61,386.11	127,287.09	6.21%
Leadership Teams				
Executive Leadership Team	10,162.93	8,052.90	18,215.83	0.89%
Pastoral Ministry Leadership Team	2,710.12	3,221.15	5,931.27	0.29%
Higher Education Leadership Team	3,161.80	3,221.15	6,382.95	0.31%
Women's Ministry Team	8,582.02	8,743.17	17,325.19	0.84%
Conferences/Summits				
US National Conference	31,618.06	32,211.63	63,829.69	3.11%
Ministry Summits	9,033.72	9,203.33	18,237.05	0.89%
General Conference	2,258.46	0.00	2,258.46	0.11%
Huntington University				
Huntington University	112,921.48	115,041.46	227,962.94	11.12%
Archives	9,033.71	9,203.32	18,237.03	0.89%
Total	992,168.94	1,058,565.10	2,050,734.04	100.00%

Church of the United Brethren in Christ USA
Statement of Financial Position
January 1, 2023 through December 31, 2024

	Net Assets 1/1/2023	Add: Receipts	Less: Expenses	Change in Net Assets	Net Assets 12/31/2024
<u>Unrestricted/Unreserved</u>					
<u>US National Adm. Fund</u>					
Bishop's Office		487,024.86	520,797.51	(33,772.65)	
National Ministries		397,120.70	424,735.14	(27,614.44)	
UB Global		205,196.49	223,120.91	(17,924.42)	
Finance		427,006.06	403,384.58	23,621.48	
Communications		169,627.79	197,766.71	(28,138.92)	
Ministerial Licensing		28,806.79	33,535.70	(4,728.91)	
Event Coordinator		24,885.81	23,053.61	1,832.20	
General UB Building Fund		131,037.09	138,941.45	(7,904.36)	
Executive Leadership Team		18,215.83	17,444.71	771.12	
Pastoral Ministry Leadership Team		5,931.27	5,193.29	737.98	
Higher Education Leadership Team		6,385.02	7,977.93	(1,592.91)	
Ministry Summits		49,159.42	42,824.02	6,335.40	
General Conference		2,258.46	1,451.45	807.01	
Subtotal Unrestricted/Unreserved:	527,893.23	1,952,655.59	2,040,227.01	(87,571.42)	440,321.81
<u>Reserve Funds</u>					
UB Licensing Seminars	7,431.48	3,400.00	4,932.16	(1,532.16)	5,899.32
Women's Ministry Team	3,445.61	17,325.19	1,636.37	15,688.82	19,134.43
US National Conference	65,102.35	167,644.39	177,274.06	(9,629.67)	55,472.68
Brotherhood Dividend	207,089.65	50,801.97	46,500.00	4,301.97	211,391.62
Church Multiplication	1,429,600.23	356,168.27	282,335.19	73,833.08	1,503,433.31
Building & Equipment Reserve	398,517.78	62,009.42	3,750.00	58,259.42	456,777.20
Reserve	0.00	297,540.85	28,004.08	269,536.77	269,536.77
<u>Temporarily Restricted</u>					
Church Planting Endowment	484,313.35	111,488.97	20,000.00	91,488.97	575,802.32
Leadership Development Fund	2,176.85	90.60	0.00	90.60	2,267.45
Christian Education Endowment	53,960.54	14,053.65	0.00	14,053.65	68,014.19
Clergy Financial Health	73,441.60	71,892.45	137,016.48	(65,124.03)	8,317.57
<u>Permanently Restricted</u>					
Church Planting Endowment	222,300.65	0.00	0.00	0.00	222,300.65
Christian Education Endowment	10,000.00	0.00	0.00	0.00	10,000.00
Meadows/Gates International Student Endowment	44,962.49	0.00	0.00	0.00	44,962.49
Total US National Church:	3,530,235.81	3,105,071.35	2,741,675.35	363,396.00	3,893,631.81
<u>Escrow Funds</u>					
Pastor Personal TDA Contribution	0.00	464,907.48	464,907.48	0.00	0.00
Non-Licensed Personal TDA Contribution	0.00	113,607.60	113,607.60	0.00	0.00
Huntington University	0.00	122,315.19	122,315.19	0.00	0.00
Escrow Subtotal:	0.00	700,830.27	700,830.27	0.00	0.00
Grand Total:	3,530,235.81	3,805,901.62	3,442,505.62	363,396.00	3,893,631.81

UB Global
Statement of Financial Position
January 1, 2023 through December 31, 2024

	Net Assets 1/1/2023	Add: Receipts	Less: Expenses	Change in Net Assets	Net Assets 12/31/2024
General Fund	296,706.32	1,539,334.66	1,497,788.36	41,546.30	338,252.62
UB Missionary Contingency Fund	111,816.01	44,744.65	13,631.94	31,112.71	142,928.72
UB Missionary Support Fund	194,513.05	936,439.53	832,759.05	103,680.48	298,193.53
Restricted Fund	1,076,000.99	1,570,033.42	1,204,910.39	365,123.03	1,441,124.02
Annuity & Loan Fund	136,512.78	38,971.02	8,535.79	30,435.23	166,948.01
Price Trust Fund	10,840.01	1,562.26	0.00	1,562.26	12,402.27
Arnold Bible Fund	15,832.01	2,768.48	0.00	2,768.48	18,600.49
Reserve Fund	693,157.54	289,315.16	39,307.64	250,007.52	943,165.06
Antioch Fund	146,384.37	41,104.66	0.00	41,104.66	187,489.03
Caleb Fund	131,256.92	37,607.90	1,599.89	36,008.01	167,264.93
Meadows/Gates International Student Endowment	34,254.46	24,572.18	0.00	24,572.18	58,826.64
Grand Total:	2,847,274.46	4,526,453.92	3,598,533.06	927,920.86	3,775,195.32

Ministers and Missionaries Defined Benefit Pension Plan
Activity Report
January 1, 2023 through December 31, 2024

	<u>2023</u>	<u>2024</u>
Fund Balance - January 1	3,315,871.38	3,464,745.45
Fund Income		
Contributions	42,874.46	45,591.15
Investment Return / Loss	458,843.68	421,953.31
Total Fund Income	501,718.14	467,544.46
Disbursements		
Benefit Payments	332,918.98	413,593.65
Life Insurance Premiums	17,971.20	16,477.25
Administration Charges	1,953.89	17,999.52
Total Disbursements	352,844.07	448,070.42
Net Credits to Plan	148,874.07	19,474.04
Fund Balance - December 31	<u><u>3,464,745.45</u></u>	<u><u>3,484,219.49</u></u>

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.
AUDIT REPORT
DECEMBER 31, 2024 AND 2023
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INDEPENDENT AUDITOR'S REPORT

To The Investment Committee and Management
Church of the United Brethren in Christ USA, Inc.
Huntington, Indiana

Opinion

We have audited the accompanying financial statements of Church of the United Brethren in Christ USA, Inc. (a nonprofit organization), which comprise the statements of financial position as of December 31, 2024 and 2023, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Church of the United Brethren in Christ USA, Inc. as of December 31, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Church of the United Brethren in Christ USA, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Church of the United Brethren in Christ USA, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

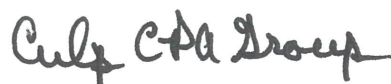
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than

for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Church of the United Brethren in Christ USA, Inc. internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Church of the United Brethren in Christ USA, Inc. ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



Culp CPA Group
Certified Public Accountants

Huntington, Indiana
March 12, 2025

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**STATEMENTS OF FINANCIAL POSITION****DECEMBER 31, 2024 AND 2023**

	<u>ASSETS</u>	
	2024	2023
<u>Current Assets:</u>		
Cash and cash equivalents - Notes 1 and 2	\$ 1,820,580	\$ 1,377,114
Restricted cash - Notes 1 and 2	2,357,588	1,610,287
Inventory - Note 1	5,817	6,168
Investments - Note 3	3,212,973	3,299,264
Prepaid pension - Note 5	223,962	162,121
Notes receivable - Current - Note 6	29,400	122,477
Total current assets	7,650,320	6,577,431
<u>Fixed Assets, Net - Notes 1 and 7</u>	276,924	311,848
<u>Right of Use Asset - Operating lease - Note 11</u>	25,210	11,792
<u>Long-Term Assets:</u>		
Notes receivable - Long-term - Note 6	28,910	67,500
Total assets	<u>\$ 7,981,364</u>	<u>\$ 6,968,571</u>
	<u>LIABILITIES AND NET ASSETS</u>	
<u>Current Liabilities:</u>		
Annuity contracts - Note 8	\$ 808	\$ 2,007
Operating lease liability - Note 11	5,596	3,042
Total current liabilities	6,404	5,049
<u>Long-Term Liabilities:</u>		
Annuity contracts - Note 8	7,746	8,554
Operating lease liability - Note 11	19,614	8,750
Total long-term liabilities	27,360	17,304
Total liabilities	33,764	22,353
<u>Net Assets:</u>		
Without donor restrictions	5,285,584	4,670,239
With donor restrictions - Note 9	2,662,016	2,275,979
Total net assets	7,947,600	6,946,218
Total liabilities and net assets	<u>\$ 7,981,364</u>	<u>\$ 6,968,571</u>

The accompanying notes are an integral part of these financial statements.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.

STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Support, revenues and gains:						
Benevolence and assessments	\$ 934,320	\$ -	\$ 934,320	\$ 870,214	\$ -	\$ 870,214
Other contributions	343,118	1,930,448	2,273,566	387,837	1,197,122	1,584,959
Fees and appropriations	-	-	-	38,250	-	38,250
Sales - Net of cost of sales of \$327 in 2024 and \$2,407 in 2023	595	-	595	2,145	-	2,145
Net investment return - Note 3	389,790	70,346	460,136	397,488	71,813	469,301
Other income	552,349	-	552,349	251,764	-	251,764
Loss on sale of fixed assets	-	-	-	(279)	-	(279)
Net assets released from restrictions - Satisfaction of program requirements	1,614,757	(1,614,757)	-	1,175,816	(1,175,816)	-
Total support, revenues and gains	3,834,929	386,037	4,220,966	3,123,235	93,119	3,216,354
Expenses:						
Program expenses	2,381,176	-	2,381,176	1,931,887	-	1,931,887
Management and general expenses	838,408	-	838,408	897,433	-	897,433
Total expenses	3,219,584	-	3,219,584	2,829,320	-	2,829,320
Change in net assets:						
	615,345	386,037	1,001,382	293,915	93,119	387,034
Net assets, beginning of year	4,670,239	2,275,979	6,946,218	4,376,324	2,182,860	6,559,184
Net assets, end of year	\$ 5,285,584	\$ 2,662,016	\$ 7,947,600	\$ 4,670,239	\$ 2,275,979	\$ 6,946,218

The accompanying notes are an integral part of these financial statements.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**STATEMENTS OF CASH FLOWS****FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023**

	<u>2024</u>	<u>2023</u>
<u>Cash flows from operating activities:</u>		
Change in net assets	\$ 1,001,382	\$ 387,034
Adjustments to reconcile change in net assets to net cash provided by operating activities -		
Depreciation	38,366	44,896
Loss on sale of fixed assets	-	279
Unrealized gain on investments	(306,138)	(350,072)
Change in annuity valuation	1,376	3,200
(Increase) Decrease in -		
Prepaid pension	(61,841)	11,252
Inventory	351	4,203
Net cash provided by operating activities	673,496	100,792
<u>Cash flows from investing activities:</u>		
Advance on notes receivable	-	(60,000)
Payments received on notes receivable	131,667	106,923
Purchase of fixed assets	(3,442)	(10,235)
Proceeds from sale of fixed assets	-	150
Purchase of investments	(837,500)	(450,042)
Proceeds from sale of investments	1,229,929	462,837
Payments on annuities	(3,383)	(5,153)
Net cash provided by investing activities	517,271	44,480
<u>Net increase in cash and cash equivalents and restricted cash</u>	1,190,767	145,272
<u>Cash and cash equivalents and restricted cash at beginning of year</u>	2,987,401	2,842,129
<u>Cash and cash equivalents and restricted cash at end of year</u>	\$ 4,178,168	\$ 2,987,401
Cash and cash equivalents	\$ 1,820,580	\$ 1,377,114
Restricted cash	2,357,588	1,610,287
	\$ 4,178,168	\$ 2,987,401
<u>Supplemental cash flow information:</u>		
Non-cash investing activity - Recording of Right of Use Asset	\$ (18,738)	\$ (15,260)
Non-cash financing activity - Lease liability for Right of Use Asset	\$ 18,738	\$ 15,260

The accompanying notes are an integral part of these financial statements.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.NOTES TO FINANCIAL STATEMENTSDECEMBER 31, 2024 AND 2023Note 1: Accounting policies -

Nature of organization's activities - The Organization is a non-profit religious organization for the Church of the United Brethren in Christ. It is exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code and is not classified as a private foundation. The Organization sells religious materials and publications to other religious organizations, churches and individuals throughout the world, but its primary focus is the United States. It also carries on various religious programs.

UB Global, the Organization's international operation, supports missions throughout the world. The international operation is funded by individual contributions.

Basis of accounting - The financial statements of the Organization have been prepared on the accrual basis of accounting and, accordingly, reflect all significant receivables, payables, and other liabilities. Under this method, revenues are recognized when earned and expenses are recognized when liabilities are incurred.

Basis of presentation - Financial statement presentation follows Financial Accounting Standards Board Accounting Standards Update (ASU) No. 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*. Under ASU No. 2016-14, the Organization is required to report information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions.

Net assets without donor restrictions - Net assets that are not subject to donor-imposed stipulations. Net assets without donor restrictions may be designated for specific purposes by action of the Executive Leadership Team or may otherwise be limited by contractual agreements with outside parties. Donor-imposed stipulations are reported as net assets without donor restrictions if the stipulations expire in the reporting period in which the revenue is recognized.

Net assets with donor restrictions - Net assets whose use by the Organization is subject to donor-imposed stipulations that can be fulfilled by actions of the Organization pursuant to those stipulations or that expire by passage of time. Also, amounts whose use is limited by donor-imposed restrictions which stipulate that resources be maintained permanently, but permits the Organization to expend the income derived from the donated assets for either net assets without donor restrictions or net assets with donor restrictions purposes. Resources arising from the results of operations or assets set aside by the Executive Leadership Team are not considered to be donor restricted.

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 and disclosure of contingent assets and liabilities at the date of the financial statements and the reported contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.NOTES TO FINANCIAL STATEMENTS (CONTINUED)DECEMBER 31, 2024 AND 2023**Note 1: Accounting policies (Continued) -**

Cash and cash equivalents - For purposes of the statement of cash flows, the Organization considers all highly liquid investments purchased with a maturity of three months or less to be cash equivalents.

Revenue recognition - All contributions are available for unrestricted use unless specifically restricted by the donor. Gifts of cash and other assets are reported as net assets with donor restrictions support if they are received with donor stipulations that limit their use. When a donor restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Donor-restricted contributions are recorded in the net assets with donor restrictions class for restrictions expiring during the fiscal year, and then reclassified to the net assets without donor restrictions. By definition, donor-imposed restrictions which stipulate that resources be maintained permanently must be maintained in perpetuity. Restrictions do not expire and no assets are reclassified in the statements of activities.

Allowance for doubtful accounts - The Organization uses the reserve method to account for bad debts. The allowance for doubtful accounts is \$-0- for the years ended December 31, 2024 and 2023. The accounts receivable are presented net of the allowance in the statement of financial position.

Inventory - Quantities are determined by physical count and are valued at the lower of cost or market. Cost is determined by using the first-in, first-out method. Inventory consists of books and materials.

Fixed assets - The Organization depreciates fixed assets over their estimated useful lives using the straight-line and modified ACRS methods. Estimated useful lives for computing depreciation were as follows:

<u>Assets</u>	<u>Years</u>
Building	20-39
Equipment	5-15

Maintenance and repairs are charged against income as incurred. Improvements which increase the useful life or productive capacity of the assets are capitalized.

The Organization recognizes gain or loss on fixed assets at the time of retirement or sale prior to the end of the estimated useful life of the asset. Cost and accumulated depreciation are removed from the asset and reserve accounts at retirement or sale.

Depreciation - Depreciation charged against income for the years ended December 31, 2024 and 2023, was \$38,366 and \$44,896, respectively.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**NOTES TO FINANCIAL STATEMENTS (CONTINUED)****DECEMBER 31, 2024 AND 2023****Note 1: Accounting policies (Continued) -**

Income tax status - The Organization is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, and state income taxes under corresponding provisions of Indiana tax law. Additionally, the Organization is not considered a private foundation under Section 509(a) of the Internal Revenue Code.

The Organization has adopted the accounting standard on accounting for uncertainty in income taxes. This standard addresses the determination of whether tax benefits claimed, or expected to be claimed, on a tax return should be recorded in the financial statements. Under this guidance, the Organization may recognize the tax benefit from an uncertain tax position only if it is more likely than not that the tax position will be sustained on examination by taxing authorities, based on the technical merits of the position. The tax benefits that could be recognized in the financial statements from such positions would be measured based on the largest benefit that has a greater than 50 percent likelihood of being realized upon ultimate settlement. The guidance on accounting for uncertainty in income taxes also addresses derecognition, classification, interest and penalties on income taxes, and accounting in interim periods. At December 31, 2024 and 2023, there were no unrecognized tax benefits identified or recorded as liabilities.

Liquidity and funds available - The Organization monitors its liquidity so that it is able to meet its operating needs and other contractual commitments while maximizing the investment of its excess operating cash. All current assets, except for the restricted cash of \$2,357,588, are available to meet cash needs for general expenditures within one year for net assets without restrictions. The restricted cash is available to meet cash needs for general expenditures within one year for net assets without restrictions.

Note 2: Credit risk and concentrations - The Organization maintains its cash accounts at local banks. The cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per institution. At December 31, 2024 and 2023, deposits in excess of the insured amount totaled \$3,222,342 and \$2,390,182, respectively.

Note 3: Investments - The Organization's investments at December 31, 2024 and 2023 include the following:

	2024	2023
Money funds	\$ -	\$ 24,657
Annuities	13,130	217,892
Equities	2,451,847	2,231,906
Fixed income	527,863	425,603
Bonds	220,133	399,206
Total	<u>\$ 3,212,973</u>	<u>\$ 3,299,264</u>

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**NOTES TO FINANCIAL STATEMENTS (CONTINUED)****DECEMBER 31, 2024 AND 2023****Note 3: Investments (Continued) -**

Net investment return for the years ended December 31, 2024 and 2023 is detailed as follows:

	<u>2024</u>	<u>2023</u>
Interest	\$ 68,526	\$ 45,994
Dividends	85,472	73,235
Net realized gains	81,880	2,250
Net unrealized gains	<u>224,258</u>	<u>347,822</u>
Total	<u>\$ 460,136</u>	<u>\$ 469,301</u>

Note 4: Fair value measurements - FASC 820 defines fair value as the price that would be received by the Organization for an asset or paid by the Organization to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Organization's principal or most advantageous market for the asset or liability. The effect of a change in valuation technique or its application on a fair value estimate is accounted for prospectively as a change in accounting estimate. When evaluating indications of fair value resulting from the use of multiple valuation techniques, the Organization is to select the point within the resulting range of reasonable estimates of fair value that is most representative of fair value under current market conditions. FASC 820 establishes a fair value hierarchy which requires the Organization to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The hierarchy places the highest priority on unadjusted quoted market prices in active market for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1 Inputs: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the Organization has the ability to access as of the measurement date.

Level 2 Inputs: Significant other observable inputs other than level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.

Level 3 Inputs: Significant unobservable inputs that reflect the Organization's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

In many cases, a valuation technique used to measure fair value includes inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The following descriptions of the valuation methods and assumptions used by the Organization to estimate the fair values of investments apply to investments held directly by the Organization. There have been no changes in methodologies used at December 31, 2024 and 2023.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**NOTES TO FINANCIAL STATEMENTS (CONTINUED)****DECEMBER 31, 2024 AND 2023****Note 4: Fair value measurements (Continued) -****Level 3 Inputs (Continued):**

Cash and cash equivalents, money funds, annuities, equities, fixed income, and bonds: The fair values of investments are determined by obtaining quoted prices on nationally recognized securities exchanges (level 1 inputs).

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Organization's assets at fair value as of December 31, 2024 and 2023:

Fair Value Measurements at December 31, 2024			
	Quoted Prices In Active Markets For Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Annuities	13,130	-	-
Equities	2,451,847	-	-
Fixed income	527,863	-	-
Bonds	220,133	-	-
Total	<u>\$ 3,212,973</u>	<u>\$ -</u>	<u>\$ -</u>
Fair Value Measurements at December 31, 2023			
	Quoted Prices In Active Markets For Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Money funds	\$ 24,657	\$ -	\$ -
Annuities	217,892	-	-
Equities	2,231,906	-	-
Fixed income	425,603	-	-
Bonds	399,206	-	-
Total	<u>\$ 3,299,264</u>	<u>\$ -</u>	<u>\$ -</u>

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.**NOTES TO FINANCIAL STATEMENTS (CONTINUED)****DECEMBER 31, 2024 AND 2023**

Note 5: Pension plan - There is a tax-deferred annuity, which is funded by both the individual and the employer. In order to be eligible to participate in the defined benefit plan, the individual must contribute at least 3% of his or her salary (up to the maximum determined by the National Board) to the tax deferred annuity. Benefits are based on a percentage of the designated monthly salary multiplied by the participant's years of service. The amount of retirement plan expense was \$11,342 and \$10,095 for the years ended December 31, 2024 and 2023, respectively.

The Organization also has a defined benefit pension plan that covers ministers and missionaries from the National Conference and is funded entirely by the Church of the United Brethren in Christ.

The following table sets forth the Plan's funded status:

	<u>2024</u>	<u>2023</u>
Actuarial present value of benefit obligations -		
Accrued benefit obligation	\$ (3,196,892)	\$ (3,266,780)
Market value of assets	<u>3,420,854</u>	<u>3,428,901</u>
Prepaid pension cost	<u>\$ 223,962</u>	<u>\$ 162,121</u>
Net periodic pension cost -		
(Gain) on plan assets	\$ (390,340)	\$ (440,370)
Cost for plan year	<u>328,499</u>	<u>451,622</u>
Net periodic cost (benefit)	<u>\$ (61,841)</u>	<u>\$ 11,252</u>

Any qualified, non-ordained Church of the United Brethren in Christ USA, Inc. headquarters employees who contributed at least 3% of his or her salary to the employer designated individual retirement annuity is entitled to an employer contribution of 6% of the employee's base salary. The amount of retirement plan expense was \$13,902 and \$11,914 for the years ended December 31, 2024 and 2023, respectively.

Note 6: Notes receivable - The Organization holds the following notes receivable at December 31, 2024 and 2023:

Date	Due Date	Monthly / Quarterly Payment	Rate	<u>Balance</u>	
				2024	2023
12/31/08	8/31/28	\$ 450	0.00%	\$ 30,310	\$ 36,900
9/1/22	8/31/24	\$ 30,000	0.00%	\$ -	\$ 93,077
11/15/23	6/30/26	\$ 2,000	0.00%	<u>\$ 28,000</u>	<u>\$ 60,000</u>
Total				<u>\$ 58,310</u>	<u>\$ 189,977</u>

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.NOTES TO FINANCIAL STATEMENTS (CONTINUED)DECEMBER 31, 2024 AND 2023**Note 6: Notes receivable (Continued) -**

The future maturities of the notes receivable are as follows:

Years ending December 31:

2025	\$ 29,400
2026	9,400
2027	5,400
2028	5,400
2029	5,400
Thereafter	<u>3,310</u>
Total	<u>\$ 58,310</u>

Note 7: Fixed assets - Components of fixed assets for the years ended December 31, 2024 and 2023 are as follows:

	<u>2024</u>	<u>2023</u>
Land and improvements	\$ 79,333	\$ 79,333
Buildings and improvements	799,058	799,058
Vehicles	87,163	87,163
Office furniture and equipment	<u>475,619</u>	<u>472,176</u>
	1,441,173	1,437,730
<u>Less: Accumulated depreciation</u>	<u>1,164,249</u>	<u>1,125,882</u>
Total fixed assets	<u>\$ 276,924</u>	<u>\$ 311,848</u>

Note 8: Annuity contracts - Annuity contracts are valued at the amount of the present value of the expected cash flows. Annuity payments are made at least once a year in amounts ranging from 5.9% to 7.5% of the principal balance. At the death of the annuitant, the principal balance of the contract is transferred to the General Fund.

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.NOTES TO FINANCIAL STATEMENTS (CONTINUED)DECEMBER 31, 2024 AND 2023

Note 9: Net assets - Net assets with donor restrictions are restricted for the following purposes:

	2024	2023
Work Trips	\$ 62,762	\$ 32,145
General Conference	26,627	26,627
Missionaries	419,200	282,200
Special Projects - Countries	258,499	191,351
DeltaWest Service Association	958,283	799,857
Christian Education Endowment	68,014	61,151
Clergy Financial Health	8,318	78,392
Church Planting Endowment	575,802	520,397
Leadership Development	2,267	2,217
Meadow Gates Endowment - Permanent	44,962	44,962
Stationing Fund	4,981	4,379
Christian Education Endowment - Permanent	10,000	10,000
Church Planting Endowment - Permanent	222,301	222,301
Total	<u>\$ 2,662,016</u>	<u>\$ 2,275,979</u>

Note 10: Operating lease - The Organization entered into an agreement to lease a postage meter. The lease payments are month-to-month. The Organization paid \$2,972 and \$3,068 for this lease for the years ended December 31, 2024 and 2023, respectively.

Note 11: Right of Use Asset - Operating lease - In February 2016, the FASB issued ASU 2016-02. This update recognizes the capitalization of operating leases of more than 12 months beginning in January 2022. An organization is required to record a "right of use" asset and a lease liability payable for the present value of the lease payments. At December 31, 2024, the present value was calculated on the lease payments of the postage meter and the copier using incremental borrowing rates of 8.75% and 9.50% at the lease inceptions for each lease. Monthly lease payment for the postage meter was \$248 per month and the monthly lease payment for the copier was \$393 per month. Rent expense for the years ended December 31, 2024 and 2023 was \$6,717 and \$8,638, respectively.

At December 31, 2024, future minimum lease payments under the capital lease obligations and the net present value of the future minimum lease payments are as follows:

CHURCH OF THE UNITED BRETHREN IN CHRIST USA, INC.NOTES TO FINANCIAL STATEMENTS (CONTINUED)DECEMBER 31, 2024 AND 2023Note 11: Right of Use Asset - Operating lease (Continued) -

Years ending December 31:

2025	\$ 7,692
2026	7,692
2027	7,692
2028	5,956
2029	<u>1,191</u>
Total future minimum lease payments	30,223
<u>Less:</u> Amount representing interest	<u>(5,013)</u>
Present value of future minimum lease payments	<u>\$ 25,210</u>

Note 12: Allocation of expenses - The costs of providing program services and management and general services have been summarized in the statements of activities. Expenses are recorded directly to either program or general and administration. However, certain categories of expenditures are attributable to more than one type of expense and therefore, require allocation on a reasonable basis that is consistently applied. These expenditures are allocated on the basis of square footage or time and effort estimates made by management of the Organization.

Note 13: Subsequent events - Management has evaluated the activities and transactions subsequent to December 31, 2024 for potential recognition and/or disclosure within the financial statements for the year ended December 31, 2024. This analysis was performed through March 12, 2025, the date the financial statements were available to be issued.

Pastoral Ministry

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Jim Bolich, Director of Ministerial Licensing and Ordination

It has been both an honor and joy to serve as the Director of Ministerial Licensing and Ordination for the past two years. I especially appreciate the opportunity I have had to collaborate with the exceptional group of Elders who serve on the Pastoral Ministry Leadership Team (PMLT). Together, we oversee the licensing and ordination process for the US National Conference and give leadership to the professional development of its ministers.

PMLT Regions:

Licensing of ministers is shared among four regional Ministerial Licensing and Ordination Teams (MLOT). Each MLOT is tasked with the responsibility of assuring that our ministers can think critically, communicate clearly, engage biblically and interact effectively. We depend on the MLOT to assure licentiates advancing through the process are demonstrating growth in theological development, Kingdom dynamics (spiritually alive; relationally connected; missionally engaged) and practical ministry skills.

In addition to licensing ministers, PMLT Elders take the initiative to communicate regularly with retired and unassigned ministers in their region for the purpose of support and relationship. Regions are delegated as follows:

East: The East Region has been served by Rev. Greg Helman (Jerusalem Chapel | Churchville, VA) and Rev. Stuart Johns (Idaville | Gardners, PA).

Central: The Central Region has been served in the east by Rev. Dan Reed (Harvest Mill | Brookville, PA) and in the west by Rev. Troy Green (Park Community | Bluffton, IN).

North: The North Region has been served by Rev. Lee Rhodes (Retired | Breckenridge, MI).

West: The West Region has been served by Rev. Craig Burkholder (Hudson | Hudson, IN) and Rev. Ryan Koch (Hopewell | Auburn, IN).

Ministerial Licensing:

Elders Orders were granted to 13 persons.

Colin Raab, Byron Spear, Jay Leadley, Mike Burtnett, Robert Rose, Amy Conteh, Philip Kandeh, Joseph Freeman, Dawn Sundstrom, Frank Yang, Jason Carter, Josh Wilhite, Tiffany Rhine

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Specialized Ministers licenses were granted to 8 persons.

Dan Lake, Chris Solyntjes, Hunter Taylor, Bethany Daymut, Matt Sundberg, Dave Nichols, Karena Schroeder, Jim Bolich III

National Conference licenses were granted to 8 persons.

Casey Ferrell, Tami Garlock, Josh Lance, Jordan Hart, Heath Lewis, Alan Harbold, Samuel Cho, Mike Heim

Provisional licenses were granted to 19 persons.

Samuel Cho, Becky Hann, Jordan Hart, Tricia Phillips, Heath Lewis, Marc Webb, Sheila Reiner, Phillip Kandeh, Amy Conteh, Joseph Freeman, Ronnie Burcham, Benjamin Beck, Kevin Kowalski, Steven Nieves, Rick Runyan, Brittany McNeil, Josh Wilhite, Jennifer Tebedo, Jordan Wheeler

Permanent Lay Minister licenses granted:

None

Temporary Lay Minister licenses granted:

None

Summary of PMLT Actions:

- UB Pastoral Grant – Building off the Pastoral Development Plan (from NC'23), the PMLT approved the specifics for how the Pastoral Grant will be implemented. The plan, developed with the assistance of Rev. John Authenreith (Cochranton Community | Cochranton, PA) and Rev. John Shadle (Prince Street | Shippensburg, PA), is attached to this report. We need \$50k to launch the grant, which we hope to do by the 2026-2027 school year.
- Month of Prayer for NxtGen Pastors – Building off the Pastoral Development Plan, Rev. Ryan Koch and Brian Biedenbach developed tools for congregations to use in praying for the next generation of pastors and church leaders. We encourage each pastor/congregation to make intentional prayer a normal part of their congregational rhythms.
- NxtGen Initiative Team – Rev. Byron Spear (Banner Church | Byron Center, MI) led a team of young leaders, including Casey Ferrell (Emmanuel Community | Fort Wayne, IN), Tami Garlock (Renew Communities | Cleveland, OH), and Rev. Chris Little (Devonshire Church | Harrisburg, PA), in studying the need for developing the next generation of pastors, identifying key themes to address, and providing concrete next steps for implementation. The PMLT approved their comprehensive report, which is attached, and has begun moving forward with their recommendations.
- Suspension of License Advancement Plan – The License Advancement Plan was developed to increase accountability for the large number of ministers who were 'stuck' in the licensing process. Since this is no longer a significant issue, the PMLT suspended its use.

- Replacement of Minister's Profile at Provisional License – For several years, we asked ministers to complete the Minister's Profile at all levels of licensing. Recognizing that many ministers at the Provisional level have not yet advanced enough through the course of study to adequately answer the theological questions on the Profile, the PMLT replaced it with a Biographical Form.
- Process of Assigning Ministers – Recognizing that having the Bishop serve as the chair of every stationing committee is administratively/relationally exhausting and prevents the Bishop from other critical work, the PMLT worked with Bishop Fetters to update the Handbook chapter on assigning ministers (chapter 15). The updated model retains the Bishop as an important person in the process, but provides flexibility concerning chairing the stationing committee. The updated model also incorporates ministerial licensing as part of the assigning process.
- Ministerial Education and Huntington University – We have always been committed to HU as our primary partner for ministerial education at both the undergraduate and graduate levels. Desiring to understand the challenges and opportunities in the modern academic landscape, the PMLT had a candid discussion with Rev. Dr. Luke Fetters (Vice President for Academic Affairs and Dean of the Faculty). The conversation helped us understand the realities of the present and begin to think strategically about some possibilities for the future.
- Restoration Process Summary – Recognizing that the Handbook chapter on the Restoration of Ministers (chapter 17) was long on generalities, and short on specifics, the PMLT approved a Summary Sheet (Handbook Chapter 24) which provides more detail about the steps toward restoration, what the restoration process is and is not, and expectations of both the restoration team and the minister entering the restoration process.

Pastoral Ministry Handbook

The Pastoral Ministry Handbook remains the primary source of information concerning the licensing process and policies related to pastoral ministry. I am grateful for the careful assistance Brian Biedenbach provides in updating both the online and downloadable .pdf versions in a timely manner.

United Brethren History

For many years, Rev. Bob Bruce and Rev. Darryl Elliot led a team of instructors in offering the UB History Course. Recently, Bob, Darryl, Steve Dennie, Rev. Tony Blair, Brian Biedenbach and I collaborated to develop an asynchronous, online delivery system which combines recorded interviews, reading assignments, and practical application. The new approach, now titled, “The United Brethren Story” enables participants to have flexibility in scheduling while retaining interaction with each other. In the spring of 2025, Tony proctored our first cohort, which included 16 participants. I am especially grateful for Tony's generosity in providing his time and expertise in online education to make a dream become a reality.

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Collaboration with Huntington University

Huntington University remains our preferred provider of ministerial education at both the undergraduate and graduate levels. A bachelor's degree in a ministry-related field and the Masters of Arts in Pastoral Leadership at HU serves as the 'Standard Course of Study' for ministers seeking ordination in the Church of the United Brethren in Christ.

The 'Idea to Action Symposium', which launched in 2019, is an example of the ways partnering together serves both the denomination and the University. It continues to provide high-quality continuing education opportunities for UB ministers and people while raising awareness of the excellence of education being provided by HU.

HU is also generously hosting "The United Brethren Story" on their online learning portal (Moodle) at no cost to the denomination.

On the Homefront

We are blessed to be part of the Mt. Pleasant Church (Chambersburg, PA) community. I remain impressed by the congregation's generosity in investing in the next generation of ministers through our Pastoral Residency and willingness to sacrifice personal comfort to consider the needs of other as more important than themselves. I'm excited about the future of ministry in our corner of God's Kingdom.

Janet and I both enjoy and are challenged by the ministry roles in which God has placed us. Janet has been teaching 3rd grade at Carlisle Christian Academy (Carlisle, PA) for the past 4 years. She especially enjoys the smaller class sizes and serving in this community.

We also clearly sense that our sons are exactly where God desires, for which we are grateful. Jim³ has been serving as the youth director at The Heights United Brethren Church (East Liverpool, OH) since Dec, '19. Recently, he was approved for the Specialized Ministry License. David has been employed with Abraxas Youth & Family Services (Chambersburg Area) for the past several years, rising to Supervisor status.

In Closing

It is a pleasure to be part of the UBNO staff. Bishop Todd Feters has a unique capacity for balancing the serious work of ministry with the joy of serving God's people. It's an honor to be part of his team.

I appreciate the giftedness and insights which Jamie Hoffman has brought to the role of Administrative Assistant. She has refined our systems and helped in a myriad of ways to assist in the process of licensing ministers.

The rest of the crew is extraordinary as well, and I'm grateful to serve on this team.

Communications

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Brian Biedenbach, Communications Director

This National Conference concludes my first two-year cycle in this role as the Communications Director at the UB National Office. It was a slow start, as you can imagine, with much of the staff taking vacations in those weeks following the conference. Now, after having walked through a season of planning for this conference and troubleshooting all the final details in the last two weeks, I think I might take a vacation next week.

Bishop Feters and I sat down in those early weeks to set a timeline for the major projects we wanted to accomplish before this year's conference. It was an ambitious timeline but one that seemed realistic given the two years we were giving ourselves to make it happen. As time went on though, we realized that there were more pressing projects that needed to be accomplished in order to have the necessary infrastructure and capacity to tackle the bigger things on the list.

In this report, I have listed the projects we have worked on, the initiatives we have pursued, and the new communication pieces we have developed in these two years since the 2023 National Conference. However, rather than listing them in chronological order I have chosen to list them by category — technology/systems, resources, video content, communications and events.

Technology / Systems

When you update your phone or your computer to a new operating system, it often takes longer than you hoped it would, looks different than you thought it should and causes more frustration than you imagined it could. But even so, at some point, the move, and all that comes with it, is necessary because eventually the previous operating system would no longer be supported, updated or able to handle any new information, files or photos. The same is true for these technology and systems updates at the UB National Office. They are ongoing projects that require a lot of time and energy. They have changed, and will continue to change, the way we work. But they are necessary updates that will aid in our data management and communications moving forward.

Google Workspace - We moved our staff, both the UBIC team and the UB Global team, to Google Workspace early on. This move allows for a more consistent workflow and the use of common tools throughout the office. It has allowed for more efficient scheduling along with the ability to share documents, and provided better tools for internal communications.

Vituous - Vituous is a powerful church and donor relationship management application that we have implemented that will eventually replace up to four other systems we are using internally. This is the most significant project we have undertaken in terms of what it will provide for our data management and operational workflow, the amount of time it has consumed, and the attention to detail it has required. It has

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required a great deal of patience and persistence from our staff, but once we are fully integrated into Virtuous, it will be our go-to system for data management, donor activity, communication with email lists and form generation.

Websites - Our two primary websites, ub.org and ubcentral.org are extremely robust in the number of pages and the amount of content provided. While, initially, that sounds encouraging, it has actually caused both sites to crash on multiple occasions. The last crash was a big one. It took down the entire site on a week when I was on vacation. Since then, we hired Reusser Design to clone the site and host it on their server. This action was necessary in the short term to get it active again until we can rebuild the site from the ground up.

Resources

One of the most enjoyable aspects of my role is collaborating with others to create useful resources for churches, teams and individuals. In the last two years, I have been involved in a variety of projects that have led to the development of a number of new resources for our churches and church leaders.

Statistical Analysis - In 2024 I worked with Bishop Feters to assemble a statistical analysis of all UB churches based primarily on the local church and senior pastor reports that were submitted that year. The Bishop's report will give more detail to the actual findings from that analysis.

Working Genius - Working Genius is a tool created by Patrick Lencioni and his team. It is set up to help employees understand how each other operate at work. It is less of a personality test and more of a work-style analysis. It helped me understand some of the changing dynamics at a previous place of employment so I suggested it as a resource for our staff at the UB National Office.

Weekly Prayer Calls with Bishop Feters - Early on, in the fall of 2023, we instituted weekly prayer calls with the Bishop and opened them up to all senior and solo pastors to join via Zoom. After the first of the year, we changed the date to accommodate the schedules of pastors who acknowledged a desire to attend but could not do so.

Core Values Toolkits for Churches - In an effort to keep our core values in front of our local churches, we created a digital toolkit to help pastors share and promote them with their congregations. The toolkit included a video from Bishop Feters about the core values, a slide with a QR code linking to the *For the Neighborhoods and the Nations* podcast series covering the core values, three pre-made social media posts, and an explainer video on how to use the resources in the toolkit. We shared that digital toolkit with pastors on March 1, 2024.

Prayer Walk at HU - Soon after students arrived on campus at Huntington University in the fall of 2024, Bishop Fetters invited a group of pastors and church leaders to campus to pray for the school year. For those who could not attend in person, I created a virtual prayer walk experience that included Google Earth flyovers of the campus, a few video drone shots when appropriate and statements from various department heads. That resource has been shared with other groups both on and off campus to utilize as a way to remember to pray for the campus.

Pastoral Ministries Handbook Updates - One of my responsibilities is to update our official denominational documents when they are changed and approved by the teams responsible for them. The PMLT made a few changes in the last two years to the Pastoral Ministries Handbook (see Jim Bolich's report, Report 17) that needed to be updated both in the print and online versions of the handbook.

Video Content

The vast majority of media and communication outlets have a strong understanding of how video content and social media graphics attract eyeballs. This is an area we need to improve upon (more on that later), but it is an area I am most excited about. We have created a variety of videos the last two years, including interviews, missionary testimonies, podcasts, instructional content, prayer updates and some just for laughs. Some of the larger projects are listed below.

UB History Course - The Pastoral Ministries Leadership Team (PMLT) along with the creators of the UB History course, made plans to redesign the course for a more asynchronous online learning experience. After some discussion with Jim Bolich, Director of Ministerial Licensing and Ordination, we created a series of interview videos with UB historians Steve Dennie, Bob Bruce, Daryl Elliott and Anthony Blair covering five eras of the history of the UB church.

Missionary Testimony Videos - I have enjoyed assisting UB Global in capturing a couple of video testimonies from missionaries who have been back in Huntington either on a short leave or before they launched.

HU Commencement (2024) - Upon the request of Dr. Luke Fetters, I created a short montage video of Huntington University alumni speaking to the graduates of the class of 2024.

Communication

When I was hired as the communications director in July of 2023, Bishop Fetters suggested the primary responsibility of the person in this role was to be the chief storyteller of the United Brethren Church, and that

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has been my approach since day one. As previously mentioned, there have been other projects that have taken precedence in the short term but will set us up for better communication and storytelling in the near future. In the meantime, there have been a few story-telling initiatives we have pursued.

UB Now Podcast - *UB Now* launched on January 18, 2024. Our goal with this project is to network and resource pastors and church leaders throughout the denomination by sharing stories of what is happening in local UB churches right now. We have recorded and released 13 episodes of this podcast and have received great feedback. Some listeners suggest the stories are interesting and provide a helpful way to get to know other pastors and leaders in the denomination. Other listeners have mentioned the podcast has provided an avenue for better networking and learning from other leaders they may not otherwise ever hear from. You can [listen to the podcast here](#).

UB Connect Newsletter - In August of 2024, we relaunched the *UB Connect* e-newsletter. It is now a monthly publication that is shared the first week of every month. Each edition includes a short video highlighting an upcoming event, an important news item or an encouraging word from Bishop Feters. The rest of the newsletter includes five items (core values, event information, resources, etc.) that are relevant to a large percentage of the United Brethren constituency. If you would like to receive the newsletter, [subscribe here](#).

Websites (again) - Our websites are the place most individuals go for information, but, as I mentioned above, we have had several issues with our sites in the last couple of years that have made it challenging to communicate what we need to communicate and when we need to communicate it through those means. Fortunately, we have taken some initial steps to remedy that and we are poised to make some changes soon after conference.

Communications Team - The need is growing for new forms of communication in more places. To that end, I have begun assembling a communications team composed of creative individuals from UB churches who will provide insight into the best use of the communication tools we have available, share ideas and assist in creating content for our website and social media outlets.

Events

Cathy Reich has been an all-star event coordinator for the UBNO team. We knew that when she retired, each of us would need to step a little closer to our events for the next year to make sure they happened and happened well. Those events so far have included two pastor and spouse summits in Pigeon Forge, TN, the youth ministry summit in Daytona, FL, and the National Conference in Fort Wayne, IN. Having been a participant and leader in some of these events in the past, along with my previous experience planning events and conferences, I have been happy to step in and help where help has been needed.

Looking Ahead

As I look beyond the 2025 National Conference, I get excited about being able to pursue new initiatives that will enhance and streamline our communication efforts.

New Website - The first priority is a new website that will become the central point of communication for everything coming out of the UBNO. We will be working with Reusser Design in Roanoke, IN, on this project that we hope to roll out in January of 2026.

Moving Diagonally - Bishop Feters and I have been discussing a monthly video series that will allow the bishop to communicate vision, share success stories and encourage leaders. In keeping with the *Let's Move* theme of this national conference and given the bishop's role in chess match, the working title for that series is *Moving Diagonally*.

Strategic Communication Plan - I started this report with the recognition that I am completing my first two-year cycle (from national conference to national conference) as the communications director. The two years have been very different in the events we offer, the meetings that happen and the leadership groups that gather, which impacts what, when and how we communicate with our various audiences. Now that I have experienced a full cycle of events and meetings between conferences, I will be developing a strategic plan for communications that will help us more clearly and effectively communicate the right information with the right audiences.

Higher Education

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Robert C. Pepper, PhD, Director of Education

As I begin my tenure as president of Huntington University, I am overwhelmed with thankfulness for the excellent work of those who have come before me. As I have learned about the history of Huntington University, I am thankful for the partnership between the United Brethren in Christ. This partnership is evident as the University remains grounded in Biblical truth and a strong Christ centered community that is marked by compassion, love of God and love of neighbor. I continue to be thankful for the Lord calling me to Huntington and for the privilege to steward this sacred mission.

Senior Leadership

I am thankful for the faithful senior leadership team. With the retirement of Connie Bonner (May 2025) and with Russ Degitz departing this past year, we restructured, and we are thrilled to welcome Wayne Moore as the Vice President of Finance and Operations. Wayne comes to us with over 30 years of finance and operations experience. Most recently he served as Vice President of Finance and Operations, CFO at Outreach, Inc in Colorado Springs, Colorado. Wayne has expertise in fiscal management and improving organizational strength through financial and operations management. This summer we are working as a campus to rebuild financial planning and budgeting and ensuring accuracy and efficiency to organizational strategic and operational planning cycles.

Commencement

This spring 264 students graduated or completed a program from Huntington University.

Indiana Undergraduate Students: 197

Indiana Graduate Students: 46

Indiana ABLE Certificate: 1

Arizona Undergraduate: 20

Huntington University conferred four honorary doctoral degrees at this year's spring commencement. Brian Emerick, RuthAnn Price, David Rahn, and Chant Thompson each received this honor. Emerick, Rahn, and Thompson were honored at the home campus ceremonies on May 3, while Price was honored at Huntington University Arizona's ceremony on May 9.

This year marks the first time Huntington University has conferred honorary doctoral degrees since 2019, with the practice initially paused due to COVID-19. Each of this year's honorary doctoral degree recipients exude Huntington University's mission of Christ, scholarship, and service.

Additional students in both Fort Wayne and Arizona will complete their respective program this summer.

Select Academic Highlights

Accelerated Bachelor of Science in Nursing

The ABSN program offered in partnership with Indiana Tech and Parkview Health continues to grow. All 32 spots available in the Fall 2025 cohort are full, as are the 32 available spots in the Spring 2026 cohort. Currently applicants are being accepted for the Fall 2026 cohort and offered waiting list opportunities for the earlier cohorts. Even though the ABSN program is less than two years old (the first cohort started in August of 2023), the program has already graduated two classes of nursing students in October of 2024 and this past March.

New Faculty Joining for Fall 2025

The heartbeat of any institution of higher education is her faculty. We are thankful that the following educators will be joining the HU community as fulltime faculty.

- Prof. Cindy DiGenova will be joining HU as assistant professor of accounting. Prof. DiGenova, CPA, holds a master's degree in accountancy and has years of successful experience leading accounting and finance operations for health care systems in Indiana, Ohio, and Kentucky.
- Prof. Heather Wilson will be joining HU as assistant professor of Education. Prof. Wilson has a master's degree in school administration and years of successful experience as a classroom instructor, literacy coach, and reading interventionist in Huntington County Community Schools.
- Prof. Joe Urschel will be joining HU as assistant professor of education. Prof. Urschel is a 2003 HU alum and holds a master's degree in technology and instruction. He has years of successful experience facilitating project-based learning and teaching English and speech at Eagle Tech Academy at Columbia City High School.
- Dr. Ayodele Oyadeyi will be joining HU as a visiting associate professor of biology. Dr. Oyadeyi holds a PhD in cell and molecular biology from the University of Insubria in Italy. He has previously taught and conducted research in Nigeria, India, Japan, Italy, and Canada. He is completing post-doctoral research on traumatic brain injury at the University of Alabama, where he serves as a graduate council fellow.

Recent Faculty Publications

We are blessed to have faculty who are excellent teachers, mentors, and scholars. Here are just a few of the more recent faculty publications.

- Prof. Jordan Monson, assistant professor of Missions & Old Testament, published Katharine Barnwell: How One Woman Revolutionized Modern Missions (B&H Publishing, 2025), documenting Barnwell's long career as one of history's most significant contributors to the field of Bible translation.
- Dr. Karen Jones, professor of Christian Thought & Practice, published a peer-reviewed Open Educational Resource textbook, Curriculum Development for Christian Ministry, this Spring with funding from a PALSave Textbook Creation Grant through the Private Academic Library Network of Indiana.
- Dr. Michelle Caulk, assistant professor of Clinical Mental Health Counseling, co-authored a children's book, A Kite Like Me, a beautiful picture book about getting tangled in self-doubt and finding God's freedom in the wounded places in your life. Includes reflection questions and scripture.

Digital Media Arts and Forester Films

Huntington University and Forester Films LLC, the film production arm of Huntington University, once again teamed up to make a professional independent feature film in the summer of 2025. Overhill Manor was shot in Huntington, Indiana, and gave the opportunity for industry professionals to work alongside and mentor our students. This summer students from Arizona joined students from the Indiana campus for this opportunity.

Clinical Mental Health Counseling Accreditation Review

The clinical mental health counseling program had a positive site visit from CACREP (Council for Accreditation of Counseling and Related Educational Programs) in late February. During their exit interview, the CACREP accreditation visit team stated that HU met all the parameters for accreditation and that they had no recommendations for additional documentation needed prior to the board meeting. Two members of the visit team said they had never been on an accreditation visit that did not result in at least one recommendation being issued to the university being reviewed. CACREP accreditation is an indicator of the quality of the programming and should have a significantly positive impact on recruitment of new faculty students and clinical partners.

New Programs to be launched in 2025-26

Data Analytics Undergraduate Major: This major will include tracks in Business Analytics, Sports Performance Analytics, and Data Science. This major expands upon HU's existing 12-credit hour certificate in Data Analytics.

Engineering Management Undergraduate Major: This unique degree includes a graduate certificate in Systems Engineering from Purdue University which can be applied toward one of several Purdue Master's degree programs in Engineering and Business Technology.

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The Department of Teacher Education will offer two new online graduate certificates: 1) **Exceptional Needs: Intense Intervention**, and 2) **Early Childhood Education**. These stand-alone certificates can also apply toward the Master of Education degree at Huntington University. With these new programs, HU will be one of the first higher education institutions in the state of Indiana to also meet the new requirements for the Early Literacy Endorsement, which will soon be a requirement of every educator licensed in Elementary Education, Early Childhood Education, and Special Education. These new programs have been successfully submitted to the Indiana Department of Education and full IDOE approval is anticipated later in July.

Athletic Coaching Certificate: This undergraduate certificate (12 credits) will prepare students to be effective coaches post-graduation.

Enrollment

Fall 2024 is the new high watermark with total enrollment for Huntington University coming in at 1,777. This encompasses all program levels and locations. Undergraduate enrollment in Indiana was 892. There was a slight dip for the spring semester, and total enrollment capped out at 1634, with undergraduate enrollment in Indiana being 830. Areas of growth continue to be innovative programs in Arizona and the growth of the Accelerated BSN program in Ft. Wayne and dual enrollment efforts. In the fall of 2024, students hailed from 38/50 US states (including Hawaii and Alaska) and from all four corners of the USA, from Washington to Florida, California to Maine. The top six states were Indiana (1023), Arizona (217), Ohio (92), Michigan (55), Illinois (26) and Pennsylvania (16). Twenty-four percent of all students are from diverse backgrounds, and we enrolled 55 international students from 31 countries.

Enrollment trends for fall 2025 new student enrollment are on track. The enrollment and recruitment teams are implementing a new CRM, called SLATE. SLATE will modernize our efforts. The go-live date for this conversion is July 1, 2025. Huntington traditional undergraduate enrollment has implemented the CampusESP communication platform to engage parents of prospective students. This addition is having a strong, positive impact on our Fall 2025 enrollment efforts. Finally, an intentional increase in campus visits days resulted in several programs increasing their enrollment and we plan to continue our effort in this area.

Advancement

The Office of Advancement is grateful for the continued generosity of our trustees, alumni, and friends who are committed to our purpose of educating and equipping men and women to impact the world for Christ. This past year, we saw an 8% increase in total givers (1986). These gracious folks gave \$7.3 million.

The Forester Fund (gifts used for student scholarships) was at a 5-year high of \$ 655,094. Giving from UB churches was \$118,701. Huntington University is grateful for our denomination's continued prayer and financial support.

Grant Funding

We are grateful for the continued support of the Lilly Endowment and other funding partners. Here are three updates that outline their support of HU initiatives.

- \$400,000 from The Lilly Endowment's Indiana Youth Programs on Campus Initiative to continue support of our Summer Academic Camping program for three more years. Students come to campus each summer for experiences focused on Theology, Nursing, Digital Media Arts, Worship, Agriculture, and more.
- \$1,000,000 from the Strategic Development Commission to promote career-focused Film and Animation education among high school students and young adults in Northeast Indiana.
- \$100,000 from the J. T. Brennan Trust to explore Forestry as a curricular emphasis at Huntington University.

Center for Spiritual Formation and Intercultural Enrichment

This year we saw many commitments to Christ, including four salvations on the baseball team and one track athlete. Five baptisms took place on campus, with several more HU students baptized in local churches.

The Sojourner discipleship program equips students to minister to their peers on campus through evangelism, floor Bible studies, relational ministry, and spiritual events. This year, the team grew to 26 students who led over 500 hours of Bible studies throughout the year. Sojourners have led several students to Christ.

In the 2024-25 academic year, we launched small groups led by faculty, staff, and community members. Around 30% of our students are engaged in a small group over the course of the year. Over 17 faculty/staff members, eight staff, and three community members led 28 groups.

In February of 2025, HU hosted the Engage Apologetics Conference. This event featured author and apologist Sean McDowell. We also had several workshops presented by HU faculty and local ministers. The event succeeded in its goal of equipping attendees to be wise and winsome gospel witnesses in the world. This conference was open to the public, with many HU students attending.

Rev. Mark Vincenti served as the speaker for the UB Winter Slam in Pennsylvania this February. Admissions counselors joined Vincenti at the event for UB youth groups. Rev. Vincenti also spoke for Family Camp at Rhodes Grove Camp alongside a worship team from King Street Church. (This is a former UB camp, which still draws predominantly UB families during the event).

College Park UB Church hosted HU students for two chapel services this spring, one being a baptism service.

Alumni Relations and Alumni Spotlight

Danny Flemming, 2009 alum, leads our alumni efforts. He is focusing on enhancing communication through the HU Magazine and monthly email newsletters, as well as further utilizing social media platforms such as Facebook and LinkedIn and updating the Alumni website. The Alumni board met in-person in April to review the Alumni Association Constitution, discuss future alumni projects, and review homecoming plans. Advancement and Alumni staff members traveled to Orlando, Florida, in March to visit with alumni. Twenty-eight attended, and Dr. Luke Feters gave a campus update. Danny Fleming also gave an alumni update.

Sydney Bridges, class of 2023 Nursing graduate, was named the 2024 Young Alumnus of the Year. She received the award during Homecoming 2024. Sydney was also the CCCU 2025 Young Alumni Award winner. She ascended to the title of Miss Indiana the same year, becoming the fourth African American woman to win the title, and the first to do so while working full-time as a nurse. Bridges utilized her nursing degree to serve on a pulmonology intensive care step-down unit in Indianapolis, IN. She went on to compete in the 2024 Miss America pageant, where she was awarded the title of second runner-up and voted Miss Congeniality by her fellow contestants.

Arizona Updates (HUAZ)

Record DMA Summer Camp: HUAZ hosted its largest Digital Media Arts (DMA) Summer Camp to date, welcoming 51 high schoolers to a vibrant space where they explored animation, film, and graphic design in a Christ-centered environment led by HUAZ faculty and student mentors.

Global Missions: HUAZ students and faculty participated in two international mission trips – one in Berlin through the DMA program, and one in Mexico through the OTD program. These mission trips offered students transformational opportunities to live out their faith through creative and clinical service.

DMA Graduation & Honor: Twenty students graduated from HUAZ's DMA program in May. During the ceremony, HUAZ honored RuthAnn Price with the Doctor of Christian Service degree in recognition of her 45 years in global missions and her mentorship of HU and HUAZ students since 2003.

On-Set Experience: Seven HUAZ students are currently in Indiana collaborating with Forester Films on OverHill Manner, Huntington University's third feature film. This immersive experience gives HUAZ students real-world training alongside faculty and industry professionals.

Enrollment Momentum: HUAZ's DMA program is on track for record enrollment this fall, supported by strong interest and active engagement efforts to move students through the funnel. The HUAZ OTD program also continues to show solid year-over-year growth, with focused outreach helping guide students from admission to registration.

Athletics

Lori Culler directs the Athletic Department, comprised of 18 intercollegiate sports programs and two club teams. During the 2024-25-year, 369 student-athletes participated (197 male and 72 female). Athletics remains an important recruiting, mentoring, discipleship, and evangelism tool.

- Eighty-one student-athletes (92 total awards) representing 18 teams received NAIA All-America Scholar-Athlete honors.
- Fourteen student-athletes (24 total awards) were named NAIA All-Americans in their respective sport.
- All 16 of Huntington's eligible teams received NAIA Scholar Team accolades, meeting the 3.0 GPA requirement.
- One hundred twenty-four student-athletes were named to the 2024-25 HU athletic honor roll. To receive this honor, a student must have a cumulative GPA of at least 3.5.
- Overall, Huntington University finished 5th out of ten in the standings for the Crossroads League Commissioner's Cup with 108.5 points, and 80th nationally with 223 points in the NAIA Learfield Directors' Cup.
- 2024 Hall of Fame Inductees included Joe Beah (MSOC, '87), Dalton Combs (BSB, '17), and the 1991 Women's Basketball Team.

Men's Tennis

The men's tennis team finished #2 in the league and posted a 3.864 GPA to claim the top spot in HU's annual Athletic Team Academic Excellence Award.

Men's Soccer

For the first time since 1989, HU captured a regular season league title. The Foresters also earned an at-large bid to NAIA Nationals, where they lost to defending national champions Mid America Nazarene 6-1. First-year coach Nick Potter was voted the Crossroads League Coach of the Year.

Men's Basketball

The team competed in the NAIA Nationals for the fourth straight year, including hosting the second-round games.

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Women's Basketball

For the first time since 2015, the Foresters earned a bid to the NAIA National Tournament where they won their first game, a 64-56 decision, against LSU Shreveport before bowing out of the tournament to Hastings.

Men's Volleyball

2024-25 was the first year for the team to compete as a club team. They notched three wins, all coming against Indiana Wesleyan.

PLEX Expansion and Thwaits Athletic Center

The University completed the PLEX project in 2024. The project enhances the athletic experience and creates more and better opportunities for the Forester Family and the greater regional community to engage. New spaces include an additional gym, increased weight/cardio space, offices and classrooms, a grand main lobby, a team shop for Forester apparel, significantly expanded restroom facilities, and lights for King Stadium.

As part of this project, we named the expansion of the facility The Thwaits Athletic Center in honor of Ryan ('04) and Amy Thwaits. The Thwaits Athletic Center encompasses the new entrance, community center, and fitness center of the Merillat Complex. Ryan graduated from Huntington College in 2004 with a bachelor's degree in entrepreneurial/small business management. He embarked on a successful career in the RV industry and as an entrepreneur. He is a co-founder/co-owner and currently serves as an executive of Brinkley RV. The \$2,000,000 lead gift toward this facility was generously donated by Ryan and Amy shortly after USDA approval for the facility. Their gift allowed Huntington University to quickly move forward with the project.

Upon making the gift, Ryan noted that it is his sincere hope and prayer that the students using the facility will use it to strengthen their mind, body, and spirit. Ryan has a great love and respect for family, friends, the Church, and Huntington University. His care and support for others is evident in all he does. Through these qualities, Ryan brings Huntington University's mission to life, and his generosity advances the University's mission forward.

Frank Yang, Executive Director of UB Global

This is the 170th year of UB missions! Truly, as Paul said to the churches in Philippi, this is only possible “because of your partnership in the Gospel from the first day until now.” We are proud to be the international arm of the UB churches in US and Canada. UB missions has been about pioneering from the beginning and partnering until Jesus returns. This report celebrates and shares the movement of God through UB missions over the past two years.

Praises

God is on the move and UB Global (UBG) is providing ways for UBs to move with Him!

Baptisms: we celebrate new life on UB mission fields! Some are among Thai Buddhists (1.09% Christian), another among tribal Muslim Shoptar (0.003% Christian), and even a couple who was a mid-tier Communist party member! We praise God for their faith because some of them were willing to make their public proclamation even in spite of family members threatening to not financially support them anymore!

Progress among Thai Buddhists: a movement is taking place in broader Thailand among ethnic Thai Buddhists, and UBs are a part of this larger story! When we first started in Thailand roughly ten years ago, ethnic Thai Buddhists were 0.4% Christian. Today, they are 1.09% Christian! While that doesn’t seem like a large shift, it means nearly 380,000 more Thais will be our brothers and sisters in Heaven – this is bigger than the population of Cleveland! God is on the move, and we are moving with Him.

Progress among Unreached People Groups: as you can see in the graphic below, 42% of those alive today belong to an unreached people group (UPG), or people groups without enough Christians to reach their own without outside assistance (typically less than 5% Christian of any type).

Yet it’s staggering that those who need the Gospel *the most* have *the least* amount of the church’s attention – less than 4% of all missionaries serve among UPGs. As a denomination who has been about pioneering from the beginning, UBs have a key role to play among the UPGs of our age. (ubglobal.org/unreached)

Over the past few years, the percentage of total missionaries across all organizations working among the unreached has risen 1%: from 3 to 4%. While it’s not an eye-grabbing increase, this means there are roughly 4,000 more missionaries working among UPGs. As UBs, we are a part of this increase! God is on the move, and we are moving with Him.



4.7 Billion
Over 5% Christian
96% Missionaries



3.5 Billion
Under 5% Christian
4% Missionaries

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Movement through Broader Connectivity: UB Global regularly connects with the broader North American and global missions community. Not only does this better inform how we approach missions, it is also opening new doors as well.

1. Through a networking event with other denominational mission leaders, doors eventually opened so that Ruth Rivera could serve in the least Christian region of Thailand. This will also connect us with a Thai disciple multiplication network that can help strengthen our current work in northern Thailand.
2. Among various mission organizations around the world serving in Shoptar missions, a network has been the key catalyst for the past 30 years. The UB Global Director is on the board of this network, which allows us to better serve this movement and be more informed as we reach this frontier people group (0.003% Christian).
3. Missio Nexus is THE “industry network organization” for North American missions organizations. The UB Global Director is on the leadership committee of a catalytic team of Missio Nexus.
4. Since its founding by Billy Graham, John Stott, and others in 1974, the Lausanne Movement has been advancing Great Commission collaborations around the world. The fourth gathering took place in Seoul last year, bringing together several thousand (the others were in 1974, 1989, 2010). Not only did UB Global have a presence, seven UBs took part in this historic gathering.

Short-term Mission Trips: since NC23, UB Global has facilitated 14 different trips around the world – allowing UBs to join God’s movement in Africa, Asia, Europe, and North America, mostly among unreached people groups!

Serving North American Churches

UB Global continues to find new ways to resource, share, and gather North American UB churches.

Resources

1. **Small Group Missions Study:** Xplore is a helpful seven-lesson study ideal for Sunday Schools and small groups. We created accompanying videos for each lesson that highlight new insights and connections to UB missions. (UBGlobal.org/Xplore)
2. **VBS Missions Focus:** Every year, we create a missions focus to supplement local churches’ VBS curriculum. This year involved a flying train! They not only provide a meaningful engagement for kids to impact global missions but also provide videos and resources to train kids on having spiritual conversations with their friends, unreached people groups, and more. (UBGlobal.org/VBS)
3. **Partnering Well:** This curriculum is developed by an experienced missiologist to train local churches on effectively and wisely partnering with international believers. It's ideal for small groups, Sunday Schools, mission boards, or an individual passionate about missions. (UBGlobal.org/PartneringWell)

Gatherings

1. **Mission Team Network:** Many local churches' mission teams have similar questions and needs. Through virtual and in-person gatherings, we provide a forum where team members can share resources, learn from each other, and build greater connectivity across UB churches. (UBGlobal.org/MissionTeam)
2. **Prayer Network:** This committed community brings together believers with a passion for missions and prayer through in-person and monthly virtual prayer calls. Some churches even move their prayer meeting once a month to join this prayer call. (UBGlobal.org/PrayerNetwork)
3. **Thailand Network:** This network is for folks and churches who would like to be more deeply involved with the impactful ministry in Thailand. Being a part of this network will give access to gatherings, more connection with the Thailand team, and a WhatsApp group with frequent updates. (UBGlobal.org/Thailand)
4. **Celebrate Regional Missions Gathering:** UB clusters invite us to host these two-hour fun and inspirational missions gatherings open to all ages. One cluster is having us come back for the third year in a row as a way to keep going deeper with missions and bring greater connectivity among church members. (UBGlobal.org/Celebrate)

Sharing

1. **Speaking Engagements:** The UB Global Team has spoken in 60 different engagements since NC23, mostly in churches on Sunday mornings. Thank you for the privilege of speaking on missions in your local contexts!
2. **Monthly Emails:** If you're not signed up, these monthly emails are packed with new missions resources, news, info on trips, and more. (UBGlobal.org/Engage)
3. **Worldview:** These semi-annual publications about UB missions are mailed to your churches and available online. Many share it with their congregation on Sunday mornings and through their weekly emails. (UBGlobal.org/Worldview)
4. **Social Media:** Facebook (@UBGlobalMinistries) and Instagram (UBGlobal) are the fastest ways we communicate with the broader UB body, whether it's about an earthquake on a mission field or celebrating new missions milestones.

Ways to GO

UB Global has a variety of avenues for people to engage in missions, ranging from one week to a few months to several years (UBGlobal.org/GO). It's not just for those with ministry backgrounds; people of all ages in all roles (such as business, education, project management, stay-at-home parent, etc.) are able to serve with us on key mission fields.

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1. Gap Year: Do you know a mature young believer who's looking to grow spiritually and explore missions after high school or college? Over the course of a year, accepted applicants will serve in the US and overseas, deepen their love for God, and be trained in disciple-making. (UBGlobal.org/GapYear)
2. Exploring Missions for a Few Months: There are believers who serve overseas for 1-12 months at a time alongside of the long-term missionary team. For some, they may have a flexible job which gives them the option to go internationally a few times a year. For others, they are retired and are able to serve in missions while being a part of their kids and grandkids' lives. Mid-termers can harness their giftings to advance missions and deepen local friendships over time in making disciples among unreached people groups.
3. Digital Nomads: For those who work remotely full-time, they can work from home while participating in missions. Here's an example: a digital nomad can live in Thailand, work their remote job, and be a part of the UBG Thailand missionary team in reaching out to their local neighbors. Some choose to do this full-time, while others may live overseas for a few months at a time.
4. Student Interns: Students may look for meaningful opportunities during longer school breaks or semesters off (e.g. 4 – 12 weeks). We have avenues for approved interns to serve in missions overseas or in the US, explore God's calling, and become more equipped for whatever God has for them in the future.
5. Short-term Mission Trips: We offer opportunities for your church to send one person or a full team (youths and/or adults) on trips to mission fields in the US and Europe, Asia, and the Middle East. (UBGlobal.org/Trips)

Pioneering from the Beginning

UBGlobal.org/Workers

Workers in North America

1. Jeremiah and Elisa Ketchum and their sons were missionaries in a restricted access country for several years. Jeremiah then served Brown Corners Church for the last ten years as senior pastor. The Lord of the Harvest has called them to move to Phoenix in summer 2025 and reach out to unreached people groups in that region (for example, 10,000 Iraqis and 5,000 Iranians live there). Currently, they are at 50% funding and looking for more supporters. UBGlobal.org/J-and-E
2. Christopher and Liz Little served at Mt. Pleasant Church, in Devonshire, and most recently planted a church in Harrisburg. They will be serving in Lancaster (PA) among several hundred Afghans (0.2% Christian) in 2026, and will begin support raising in the near future. They have three young children. UBGlobal.org/ChrisLiz

In addition to these families working long-term among the unreached within our borders, we also hope these cities will become future locations where UB churches can send short-term mission trips to engage as well.

Thailand

(Ethnic Thai Buddhists: 55 million, 1.09% Christian)

Through the **Good Soil Community Center** in Chiang Rai, Thailand, there are roughly 30 students attending classes every day, 60 young adults involved in our Gospel-based soccer program, and visits to 50 homes, including regular visits and Bible-based discipleship in 7 specific homes. Recently, a group Bible study has been initiated under the guidance of our East Asian UB National Conference; we are grateful for a good initial response of nearly a dozen Thai individuals who are attending this weekly gathering.

- With the growth of this ministry, it became necessary to establish our own legal entity in the country. While this approval process normally takes at least a year, God blessed us with governmental approvals within three months! The team is now working hard to complete many administrative details and increase the number of churches and individuals who will support this ministry on a regular basis. We look forward to how the Chiang Rai work will continue to advance God's Kingdom among the 98.8% ethnic Thai Buddhists!
- The current missionary team is comprised of the Glunt family of seven, Chloe Makley, the Nunez family of five (from Honduras UB), and their Thai teammates (John, Fah, Thai, Well, and Nam).
- In September 2024, Thailand faced major flooding. According to locals, they haven't seen the likes of this for 80 years; some homes had up to six feet of mud and water! Thankfully our missionary team members' homes and the Good Soil Community Center (GSCC) were not heavily impacted. The missionary team and a short-term mission team from the US were able to engage in relief and service efforts in the local communities, all the while sharing about the love of Jesus.
- Two experienced trainers came to teach the Thailand team in disciple-making movement approaches, and the team is applying it in a contextualized way through the GSCC.
- We have been sending 3-4 short-term mission trips a year to Thailand.

It has always been our goal to **strategically expand to lesser-reached regions** of Thailand after getting our footing in the country. Through Ruth and a denominational missions network connection, we will take our first steps toward this goal. Ruth Rivera is a Honduran UB dentist who has a passion for missions. Over the past few years, she served in Sierra Leone and was prepared to work with Muslims in Central Asia but was denied a visa at the last minute. She just arrived in Thailand to start learning language and culture. Ruth will eventually work with a church multiplication team in one of the least-reached areas in the country, Isaan (0.2% Christian).

Shoptar

(Tribal Muslims: 79 million, 0.003% Christian)

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- “Emma” graduated with an undergraduate degree in International Studies in 2024 and was our first Shoptar worker. She spent several months serving among the Shoptar on the West Coast; then the plan was for her to serve overseas. However, an unexpected medical condition required her to stay Stateside for up to a few years to ensure stability of proper long-term medication. While she’s been in the US during this year, she has been helping in the UB Global home office while learning the language and serving among Shoptar and other refugees in greater Fort Wayne. This summer, Emma will complete her one-year UB Global term of service and begin a Social Work MA degree, with the aim of working with Muslim internationals in the future.
- “Amber” is the first to join UBG’s Gap Year Program. This recent high school grad engaged in a unique UBG short-term mission trip last summer. For this coming year, she will serve in the Huntington home office, overseas among the Shoptar, and work with unreached people groups in the US.
- By this fall, we will have taken four family units on different vision trips to the Shoptar homelands.

Oshari

(Atheists: 30 million, 1.6% Christian)

- “Mia” is UBG’s first missionary to work with the Oshari. She completed her language program at the local university and is now a full-ride doctoral student there while also serving Oshari refugees along with an inter-organizational team. Her degree will facilitate deeper opportunities to serve among the Oshari.
- In conjunction with our partner organization working among the Oshari, we facilitated two H.U. Digital Media Arts students to travel there in Summer 2024 and create high quality documentary interviews that are being used strategically for Oshari prayer and mobilization. This summer, we are facilitating four DMA students to travel there to put on a media camp and complete further documentary interviews.

Macau

(Chinese ethnic religion: 500,000, 2% Christian)

- Jen Blandin served in Macau with UBG for 28 years. After she transitioned back to the US in 2024, she became a part-time support-raised missionary. Jen is serving as a spiritual coach to UBG missionaries and staff.
- Jenaya studied to be a licensed teacher in Macau and is now an elementary teacher at a well-known local school. This summer, Jenaya will be marrying a longtime friend from Living Stone Church who is a Brazilian living and working in Macau!
- Living Stone Church is doing well under the leadership of the local pastor, Kenji.
- Living Water Church is still looking for a pastor after the departure of pastor Karis.

Additional Workers

- “Mi” has been serving on her restricted access field for over 50 years! She continues to foster ministry growth in her region. Over the past few years, she has repeatedly run into hurdles in attempting to register a legal local organization; the government uses such tactics to wear down Christian workers. “Mi” has been raising money toward an endowment to fund long-term work.
- After 33 years in the region, “J” is a local school teacher and enjoys deep trust among her extensive network of friends and colleagues on this restricted access field. Locals continue to go to her with significant matters of the heart such as long-term unforgiveness, family resentment, depression, how to be a Christian through cultural family expectations, and more. She mentors, counsels, and shares about Jesus through these opportunities. In addition, she makes the most of Christmas and Easter to sow seeds more broadly.
- Milton and Erika Pacheco were long-term missionaries serving in Thailand. However, due to a change in Honduran governmental regulation regarding adoption, this Honduran UB family had to return to their home country. Despite not being able to serve overseas, they will remain on part-time support and seek to mobilize the 100+ Honduran UB churches toward greater vision for and engagement in international missions. Their prayer is that within the next few years, the Honduran conference will not only send out another family unit but financially support them as well.
- Brent Birdsall is a mid-term missionary. This retired pastor traveled to Sierra Leone for several weeks in 2024 and conducted pastoral training in several settings, including at The Evangelical College of Theology. He will continue to do so once a year.
- 25 family units are “Endorsed Affiliate” missionaries. Their home churches are UB churches who endorse their full-time positions in other mission organizations such as Wycliffe, Cru, and others.

Partnering Until Jesus Returns

The United Brethren church is a global movement located in 20 different countries. Not all of them have or need missionaries. Here are a few ways UB Global is partnering with international UB churches.

1. **(An Undisclosed Asian Location):** Due to the negative broader political environment in that country, there have been fractures among UB churches and even families. In spite of that, UB churches here still partner in global missions with UB Global by financially supporting the Thailand initiative and sending short-term mission teams.
2. **Honduras:** Three Honduran family units are serving in global missions through UBG among unreached people groups. The Honduran churches not only have a burden in reaching their own neighborhoods but are rolling out a missions curriculum focused on global cross-cultural mobilization.
3. **Haiti:** It is heartbreaking to see the destabilization of Haiti by organized crime. Over the past years, Canadian UBs and King Street Church have been the primary engagement drivers with UB churches in Haiti through various projects.

4. **Nicaragua:** The government's pressure on society, including churches, has made things challenging for many of its citizens. There has been a leadership dispute in the UB Nicaraguan church. To assist with this, UB Global supported other Latino UB leaders to travel there and provide mediation.
5. **Sierra Leone:** UB Global continues to support the ministry of Mattru Hospital through salary for local medical professionals, advocating for critical infrastructure update projects (such as fixing the only electrical grid powering the hospital through solar), and facilitating necessary building updates such as the pediatric ward. While the hospital administration recognizes and advocates for the completion of these critical projects, some of these key initiatives have stalled due to inaction by higher leadership. Some Sierra Leonean diaspora in the US and UB Global have attempted to hold regular virtual meetings with that leadership team to improve dialogue and develop a shared vision for the hospital, but it stopped due to a lack of response.

Deaths in the UB Missionary Family

These former UB missionaries have graduated to Heaven since the 2023 US National Conference.

- May 4, 2024. Mrs. Mossie Sites, 98, along with her husband, Bishop Emeritus Wilber L. Sites, Jr., served short-term with UB Global in Macau and at Jamaica Bible College. She also was elected as the international president of Women's Missionary Fellowship.
- August 22, 2024. Rev. Lee Roy Palmer, 86, served four United Brethren churches from 1964-2011. He and his wife, Beth, also served as area missionaries in Sierra Leone 1981-1983.
- September 23, 2024. Rev. E. Carlson Becker, 87, served in various United Brethren ministry roles: director of Camp Living Waters 1968-1977, denominational Director of Stewardship 1977-1981, associate director of Church Services 1991-1989, associate director of Missions 1989-1993, and pastor of Northland UB church in Michigan 1993-2001. He and his wife, Naomi, spent five months in Macau in 2002 as volunteers, and in 2005 returned for a three-year term serving under UB Global.
- October 4, 2024. Rev. Philip Burkett, 67, grew up as a United Brethren preacher's kid and missionary kid, a son of missionaries Marion and Frances Burkett. Phil was born in Sierra Leone and went on to pastor UB churches in Michigan, Ontario, and Indiana. In 1987, he and his wife, Darlene, joined Luke and Audrey Feters and a Chinese coworker in founding the United Brethren mission work in Macau. Since 2011, he had been lead pastor of a Missionary Church congregation in Michigan.
- January 20, 2025. Rev. Philip R. Marxson, 83, served six years as a UB missionary in Sierra Leone, 1981-1987, and later pastored three United Brethren churches in Indiana and Ohio, 1989-2004.
- March 28, 2025. Roger Reeck, 76, served 24 years as a missionary with Wycliffe Bible Translators. He and his wife, Marilyn, spent 19 years in southern Mexico working on the Zapotec Bible (which was published in 1999), and around 1990 moved to Honduras to work on the Garifuna Bible (which was published in 2002). From 2006-2021, they served as translation consultants with projects in Africa and Latin America. Marilyn Reeck is the daughter of Archie Cameron, a Canadian UB missionary who founded UB's work in Honduras.

UB Global Office

If you are curious about the different ways the UBG Huntington team advances Kingdom expansion around the world, go to UBGlobal.org/UBGTeam for a series of short videos which brings this to life.

As a part of the UB National Office in Huntington, UBG is blessed to be supported by UB National's Finance team and regularly partners with the Communications Director. In addition, last year, we merged three large databases into one Customer Relations Management system called Virtuous. The new system went live in September 2024 and the team has been cleaning up large quantities of data, troubleshooting issues, and developing many new processes. Having one platform to manage information will help both UB National and UB Global become more efficient in serving our constituents.

People

1. Teresa Roberts concluded her role as the Administrative Assistant for UBG in 2024. Virginia Harvey began in November 2024. She graduated from Huntington University in May 2024 with a degree in Agribusiness.
2. Smey Him started with UBG in July 2025 as videographer. This is currently a one-year role that may be renewed based on funding. She is newly graduated from Huntington University with a degree in Digital Media Arts.
3. UBG has been blessed by several high-quality interns from Huntington University, Indiana University, and Purdue University. They have assisted us with key initiatives and we have given them tangible experiences in their area of study.

Financials

1. From National Conference 2023 to 2025, based on giving data to any UB Global projects, missionaries, or home office expenses:
 - A. 64% of all UB churches in the US have given to UB Global
 - B. Emmanuel Community Church is the largest church giver
 - C. Pleasant Valley UB Church is the largest per capita church giver
 - D. First UB Church (Newcastle) is the only church on both the top 10 giving churches by total amount and per capita
 - E. Since UB Global represents the UB churches in Canada and the US, here are some salient statistics of Canadian churches:
 - i. 10 out of 12 (or 83%) Canadian UB churches have given to UB Global
 - ii. 2 out of the top 10 per capita church givers are from Canada
2. In November 2023, UB Global was facing a large yearend financial deficit. (This was primarily due to a few key factors such as shared National Conference 2023 expenses and a decrease in Easter Offering

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that year.) However, when we made this known to the UB Body, we were blessed by generous yearend gifts that allowed us to end the year in the black. In addition, we ended 2024 with a slight positive balance as well. We are incredibly grateful for the partnership of many UB churches and individuals that helps to fund UB Global – we could not do it without you!