

2. Report of Eder Financial

The year 2022 began with the Church of the Brethren's finance and benefit ministry called Church of the Brethren Benefit Trust, but it ended with that same firm having a new name, Eder Financial.

Why the new name, and what does the change mean to members and organizations within the denomination?

For nearly 80 years, Church of the Brethren Benefit Trust provided a retirement plan to pastors and church workers of the denomination. For more than 70 years it provided employee-focused insurance plans. For 30 years it provided organizations with money management services. And for more than 20 years it had managed the denomination's Church Workers' Assistance Plan, a benevolent fund to assist pastors and other district and camp staff members who experience extraordinary financial needs.

Eder Financial is building on all these successes and will grow. Committed to serving as a Church of the Brethren Annual Conference agency, the organization is also moving to include other people and organizations of faith that profess a like-mindedness with Eder Financial's values of an organization grounded in Christian faith. Program strength, product options, and lower costs come from a strong volume of business, and so Eder will grow stronger in the long term by offering its ministries to others who are seeking competitive products backed by concierge service.

After receiving approval in November 2021 from the BBT Board for the organization to address five strategic goals, BBT officially began implementation of the first goal in January 2022 — a new organizational staff structure. This first step included hiring staff who have brought expertise that we previously have not had, as well as making some internal changes with existing staff. Adopting and utilizing modern marketing techniques, methodologies, and analytics was our second goal. We have made it clear that we are to embody a growth mindset, so that we can continue to be a strong organization even when an occasional client leaves. That was our third goal. Our fourth was to move to a permanent work-from-home model to address two growing needs in our post-COVID 19 world, which also allows us to hire staff from throughout the United States. Thus, while we still maintain a presence at the Church of the Brethren General Offices in Elgin, Ill., which is our official address, we have about half of the office space that we rented pre-pandemic for storage and occasional in-person work and meetings.

The fifth goal was to change our identity, which we officially did in May 2022. We adopted a logo treatment that honors our heritage (Eder is the name of the river where the first Brethren baptism took place in 1708), identifies the work that we do (financial), but also offers elements that reflect our past while leading us into the future (the logo treatment



Eder Financial

BOLD. BALANCED. TRUSTED.

is the same as BBT's, and Bold Balanced and Trusted are words that we believe articulate the way we do our business, while spelling out the letters BBT).

The result of all this planning and change is that those who use our products and services should see improvements in our customer service, in our resource availability and delivery, and in the value they receive. Those who have not given Eder Financial a look for a few years or ever should do so. Two retirement communities joined the Eder Financial community in 2022, one in retirement plan services and one in insurance services, because our prices are competitive, our products help solve their problems and meet their goals, and our service methodology of partnership and walking with those we serve is appreciated.

Amidst the refocusing, restructuring, renaming, and relocating, the staff and Board of BBT/Eder in 2022 continued its work as an Annual Conference agency to serve the members and organization of the Church of the Brethren. The following is our comprehensive report of our activities in 2022 and leading into 2023.

EDER FINANCIAL BOARD

Three new individuals and one existing member started terms on the Eder Financial board in August 2022. The three new individuals were Kevin Boyer, representing Annual Conference; Randy Yoder, representing the Annual Conference agencies; and Katherine Haff, filling the remaining term for Kathryn Whitacre representing the Ministers and Districts. Donna March, who had joined the Board in 2021 to fill a vacated slot, started her own term in 2022 as a Board-elected representative. Two noteworthy terms ended — Eunice Culp, who had served a total of 16 years on the board, and Dennis Kingery, who served eight years on the board. Donna March resigned from the Board in January 2023; that spot is not expected to be filled until the Board's reorganization meeting in August 2023.

The 2022-2023 Eder Financial Board as of February 2023 consists of 11 members. They are Donna Rhodes, chair; Wayne Scott, vice chair; Kevin Boyer; Sara Davis; Jan Fahs; Kathryn Haff; Russ Matteson; Audrey Myer; Jerry Patterson; David Shissler; and Randy Yoder. David Steele, Church of the Brethren General Secretary, and President Nevin Dulabaum serve as ex officio members.

As of February 2023, the Eder Financial Board consisted of five white females, five white males, one African American male, and two ex officio white males.

Of specific note in 2022, the Eder Financial Board approved the change of corporation names from Church of the Brethren Benefit Trust Inc. to Eder Financial Inc., Brethren Foundation Inc. to Eder Deferred Gifts Inc., and Brethren Foundation Funds Inc. to Eder Organizational Investing Inc. In addition, Eder Financial approved new Articles of Organization for submission to the Standing Committee within the Church of the Brethren indicating that a majority of Board members need to be practicing Church of the Brethren members. Polity

approved by the 2022 Annual Conference requires only a minimum of four Church of the Brethren members to serve on the Eder Financial and its affiliates boards, but the Eder Financial Board decided very intentionally to mandate that at least seven members be of Church of the Brethren affiliation.

EDER FINANCIAL STAFF

Staff hires

Eder Financial added several new individuals to its staff in 2022 and early 2023. They include — Beth Martin (August 2022 - Marketing Director), Precious Earley (September 2022 - Communications Director), Russ Chrusciel (December 2022 - Retirement Benefit Plans Director), and Lindsay Cart-Turner (February 2023 – Operations Manager for Eder Organizational Investing and Eder Deferred Gifts). Beth, Precious, and Lindsay reside in states other than Illinois thereby expanding our previous employee base from Illinois, Indiana, and Washington State to include Pennsylvania and Georgia. Florida was added to that list when one of our staff moved there permanently in late 2022. In January 2023 we also welcomed Scott Douglas and David Shetler as part-time staff on our Client Relations team. Former employee Steve Lipinski also returned to work in Organization Investing for the first months of the year during a time of departmental transition.

Notable transitions

In February 2022, Scott Douglas retired after 13 years. In April 2022, Connie Sandman retired after 40 years. In December 2022, Steve Mason ended his tenure after 16 years of service. In February 2023, Jean Bednar resigned after eight years of service. All four individuals championed responsiveness as a hallmark of their service to our customers. We thank them for their service to BBT/Eder and to the wider church.

The Eder Financial Team

The full-time Eder Financial staff as of February 2023, includes — Nevin Dula-baum, president; Loyce Swartz Borgmann; Debbie Butcher; Lindsay Cart-Turner; Joven Castillo; Russ Chrusciel; Tammy Chudy; Victoria Crouter; Lori Domich; Precious Earley; German Gongora; Fatima Kurth; Michelle Kilbourne; Beth Martin; John McGough; Diane Parrott; Dan Radcliff; Huma Rana; Tracy Repmann; Lynnae Rodeffer; Ed Shannon; Veronica Treadwell; Jeremiah Thompson; and Rick Villalobos.

EDER RETIREMENT PLAN

Eder Retirement Plan offers a comprehensive suite of services to help members save for a meaningful retirement. Employers can tailor the Plan with the flexibility to customize contribution levels and vesting schedules to meet their budget and staffing strategies. In addition, employers have access to a designated Client Services representative to help them structure a strategy that meets their needs. The Client Services team is available to provide onsite education sessions and complimentary consultations to help employees prepare for retirement.

Employees can select from 34 investment offerings and receive fiduciary-level investing advice from our partner, Edelman Financial Engines. Nearly all investments offered to our Plan members meet Eder Values Investing criteria. EFE will help Retirement Plan members allocate balances and future contributions among our various investments with options spanning from free, self-help advice, to fee-based services in which their retirement account is reviewed and managed by EFE. There is even a level of service that supplies comprehensive financial planning by a dedicated personal financial adviser.

Even members who do not enroll in Edelman Financial Engines services receive value from a complimentary annual retirement evaluation that tracks progress toward retirement. A green light indicates that the member is well on their way toward a meaningful retirement; a yellow light indicates there may be some hurdles in achieving retirement income goals; a red light indicates attention is needed to review either asset allocation, the amount being saved, or projected income in retirement.

Members may also select from the Plan's suite of Target Date funds, in which the member selects the fund that most closely correlates to their planned retirement date. The funds are designed to automatically lower investment risk the closer the member gets to their anticipated retirement date. This affords peace of mind in knowing that Eder's investment managers are automatically reallocating those funds toward more conservative investments over time. In addition to providing access to investment advice and Target Date Funds, Eder Retirement Plan also provides our members with retirement planning resources, such as our Retirement Readiness seminar and retirement calculators to allow for scenario analysis and income projection estimates.

Upon an employee's retirement or when they become eligible for a distribution from their account, there are several distribution options available for their own contributions into their account, as well as the contributions made by their employer. An Eder Financial Chartered Retirement Planning Counselor (CRPC) can help guide members through the available options to inform their decision making. Eder Retirement Plan is led by Russ Chrusciel and Lori Domich.

On December 31, 2022, Eder Retirement Plan had 2,471 active and inactive members, with account balances totaling \$220,561,351. Of those Plan members, 571 were clergy with total balances of \$113,974,928. Upon retirement, members may receive their benefit as a lifetime annuity or a Periodic Payment Plan. Also on December 31, 2022, Eder Retirement Plan had 1,712 members receiving a monthly annuity check; 580 of them were clergy. The balance of the Retirement Benefits Fund, from which annuities are paid, was \$154,027,281. The RBF was at fully funded status as of December 31, 2021, but the funded status as of December 31, 2022, will not be known until after this report's publishing deadline. It will be known by Annual Conference. Expectations are that the funded status will be less than 100 percent given performance in the investment markets in 2022.

The annuity allows a member to receive an income stream over their lifetime, or their surviving spouse's lifetime, if applicable. During the month of December, the average monthly annuity payment received by all retirees was \$798 per month; the average received by clergy was \$1,365 per month. The income varies based on the number of years each person was enrolled in the Plan as an active employee, how much was contributed by the member and their employer each year, the asset allocation they selected, and the performance of the markets. In addition to the annuity, members may choose to receive their distributions through the Periodic Payment Plan, which includes a minimum distribution period of 10 years for employer contributions. 223 members are receiving monthly retirement installments via the Periodic Payment Plan; 58 of them are clergy members. The average monthly distribution received via the Periodic Payment Plan for all members was \$1,151; the average monthly distribution for clergy was \$1,617 per month. Members drawing on their benefits via the Periodic Payment Plan will cease to receive payments once the balance in their account reaches zero. It is important that members carefully assess their retirement income needs before selecting their distribution option to ensure they do not outlive their income stream.

EDER HEALTH AND LIFE BENEFITS

The Health and Life team of Jeremiah Thompson and Debbie Butcher works through strategic partners to offer a variety of group insurance products to eligible employees. An online portal provides members with an easy way to enroll and access their insurance coverage details and update beneficiary information. Members have access to general information via a call center with extended business hours, which is staffed by our partner, Milliman. The website also provides flexibility to larger employer groups to upload enrollment information directly, or to integrate benefits information with their payroll systems. Congregational employers and treasurers receive assistance from the Eder Health and Life team.

From the 1950s through 2007, medical insurance was offered to eligible congregational, district, and camp employees through a "ministers' group" plan. It was discontinued by Annual Conference in 2007 because sustainable participation rates by this group of employees could not be achieved. While medical insurance is no longer available to those who are in the "ministers' group," Eder continues to offer medical insurance coverage to denominational agencies and organizations, as these groups can maintain a participation rate of 75 percent or more of their eligible employees in the Plan. This level of participation is needed to ensure a vibrant and sustainable plan. The Health and Life team has conducted pilot tests to see if a medical plan for ministers' group employees could be re-established. Results have shown that many clergy members can qualify for subsidies if purchasing coverage through the insurance marketplace because housing allowance is excluded from taxable income. These subsidies afford clergy employees with better pricing than would be available through Eder Medical Plan.

Eder Financial also provides several ancillary insurance products to all qualified employees of congregations, districts, camps, agencies, and other Brethren-related organizations. These include dental, vision, life (basic and supplemental), accidental death and dismemberment, disability (short- and long-term), accident, Medicare supplement, long-term care, and pet insurance. We also offer a robust Employee Assistance Program. Eder offers medical reimbursement and dependent care accounts for members who use one or more of its insurances. During 2022, Eder Financial provided basic life insurance at no cost to all employees. As of December 31, 2022, there were 3,084 insurance contracts in the insurance plans.

CHURCH WORKERS' ASSISTANCE PLAN

This benevolent program was established several decades ago by Annual Conference. It is intended to help employees of Church of the Brethren churches, districts, and camps who find themselves with extraordinary financial needs. Churches, districts, and camps are asked to contribute the equivalent of one percent of their total salary costs to help fund the Plan. The Plan is for current and former employees and surviving spouses who meet minimum tenure and other requirements related to annual income and overall net worth. This program has been a needed lifeline for many individuals within the denomination. Grants are available to eligible active and retired employees and surviving spouses in the form of monthly payments, or as a lump sum amount paid directly to a creditor. Grants are also available to help offset qualified members' and surviving spouses' payments for Medicare Supplement insurance, and for burial expenses when no other financial resources are available.

In 2022, the Church Workers' Assistance Plan distributed grants to 39 individuals, totaling \$251,273.

The Plan's guidelines allow the Exception Committee latitude in trying to help people who truly have significant needs. These exceptions are reported to the Eder Financial Board, the Council of District Executives, and the Pastoral Compensation and Benefits Advisory Committee to ensure that all who have vested interest in seeing assistance given to people in need understand the type of exceptions that are being made. All applications that are initially declined are automatically sent to the Exception Committee for additional review to ensure applicants get every consideration for assistance. Diane Parrott staffs this ministry. Lynnae Rodeffer, who serves as VP of Products and Services, and President Nevin Dulabaum serve as the exception committee.

ORGANIZATIONAL INVESTING

Investors know that there are two certainties in the investment world — the markets go up and the markets go down. And yet at times it is hard to remember both up and down times when one dominates the other. A sharp decrease in the markets in 2008-2009 impacted the world economies and brought on un-

precedented stimulus by the United States Government to keep major companies afloat and the economy solvent. The result of that was a slow but steady bull market over most of the next decade, where it started feeling like the markets could not retract.

After reaching all-time highs at the end of December 2021, the first quarter of 2022 saw a brutal decline in the investment markets, roughly 20 percent, one that atypically impacted nearly all investment categories. There was really no place to turn to in the investment world – as inflation took off, interest rate increases were needed by the Federal Reserve to try to stave off a recession, and the markets responded in a negative fashion.

This storyline is evident in the work that Eder performs in its organizational investing and deferred gifts ministries.

Eder Organizational Investing assets under management were \$177,956,914 on December 31, 2022, a decrease of \$ 43,026,707 (19.5 percent) over the total under management on December 31, 2021, of \$220,983,620 for more than 200 organizational clients. Distributions exceeded contributions by \$8,132,610.

During 2022, four new organizational clients invested a total of \$ 290,000 with EOII. Three organizational clients closed their EOII accounts and removed \$ 452,473 from management.

For the five-year period ending December 31, 2022, most of EOII’s strategic investment funds had positive performance in absolute terms (Emerging Markets and Public Real Estate have negative absolute performance numbers), and a third had a five-year gross performance history that equaled or outperformed their benchmarks. During the same five-year period, all of Eder’s tactical investment funds had positive performance in absolute terms and two equaled or outperformed their benchmarks gross of fees. Visit ederfinancial.org/Investment-Intelligence for the latest investment return information.

Many EOII clients have learned that valuable data and customer service tools are only a click away. Online account management, first offered in the third quarter of 2011, was used by more than 90 percent of clients at the end of 2022. Clients using the online client portal can generate custom reports and typically have access to monthly statements by the third business day of the next month. Printed statements are in the mail by the eighth day of the following month for those who still receive statements in this manner.

So, what can be done to weather the ups and downs of the markets? At least annually one should review the funds it has invested and affirm the intended use of the funds, the time horizon for that use, and the risk it is willing to take, or not take, as it tries to use the markets to grow the funds. Regardless of whether staying the previous course or reallocating the investments for an updated strat-

egy is the decision, set the investments and let the markets work. They will go up, and they will go down. Over time history has shown that they go up more than they go down.

We are available to visit with our clients either virtually or in person to review their accounts and performance. Dan Radcliff and Lindsay Cart-Turner serve Eder’s Organizational Investing clients.

DEFERRED GIFTS

Eder Deferred Gifts manages the assets of charitable gift annuities it has issued and charitable gift funds it has established for donors, as well as the assets of charitable trusts and pooled income funds, for which it serves as trustee.

Assets under management at the end of 2022 were \$3,623,557, a decrease of \$1,288,058 (26.2 percent) from the \$4,911,615 in total assets under management on December 31, 2021.

At the end of 2022, EDGI was managing assets for more than 100 deferred gift donors. During 2022, two charitable gift annuities, totaling \$13,000, were established with EDGI. Also, during 2022, 14 individuals closed a total of 18 accounts, including eleven charitable gift annuities, one pooled income fund, and three charitable remainder unitrusts, resulting in a total of more than \$109,000 being distributed to Church of the Brethren organizations.

We are available to consult with any Church of the Brethren member who would like to contribute to one or more denominational organizations through the variety of charitable gift options. Let us help you leave a legacy that is remembered for years to come.

INVESTMENT OVERSIGHT

During 2022 surging inflation, campaigns by the world’s major central banks to tighten monetary policy, volatile energy prices, a surge in the dollar, uncertainty of the resilience of corporate profits, and geopolitical tensions fueled turbulence for the financial markets with major indices posting dramatic declines in both absolute terms and on a year-over-year basis. As of this writing, 2023 potentially portends more of the same for the near-term and the question of a recession looms on the horizon along with what the difference may look like for the economy between a soft landing and a hard landing. During such historical macro-economic and market tumult, Eder Financial’s comprehensive and dynamic investment guidelines, coupled with the rigors of our administrative oversight, serve as a buffer, a shock absorber of sorts, against acts that could undermine our primary responsibilities surrounding the oversight of assets under our supervision. While our investment guidelines possess the traditional characteristics inherent in such documents of summarizing investment strategy, defining a fund’s

purpose, objectives, measures of success, and outlining the process for evaluating each of our investment managers, we layer on additional controls in a variety of ways to further strengthen our fiduciary duties. One area of particular importance is expenses. Below is a list of just some of the steps Chief Financial Officer John McGough; the Eder Finance team of Huma Rana, Tracy Repmann, Fatima Jurth, Victoria Crouter, and Veronica Treadwell; and the remaining staff in general routinely execute to vigorously control and reduce expenses —

- We retain an outside consultant to review the Eder Retirement Plan for the reasonableness of fees associated with investment options, record keeping, and custody. Then, we meet with that consultant to discuss and possibly act on the findings.
- At least annually we confirm we are in the lowest fee tier for mutual funds we hold.
- We do not offer investments that are proprietary to our investment management consultant, recordkeeper, or custodian.
- We do not pay our recordkeeper on a percentage of plan assets. Rather, they are compensated on a per-participant basis.
- There are strict restrictions on the recordkeeper’s ability to use Plan participant data to sell additional services or products to Plan participants.
- We engage in periodic request for proposals with our vendors to ensure we are paying competitive rates.
- None of the service providers to the Eder Retirement Plan are a subsidiary or affiliate of EFI, Eder Organizational Investing Inc (EOII), or Eder Deferred Gifts Inc (EDGI)
- On a quarterly basis, Eder’s chief financial officer, president, other key staff, and the firm’s independent investment consultant review manager performance and overall Plan performance
- The cfo, president, other key staff, and investment consultant meet with the Eder Board’s Investment Committee a minimum of three times per year, but more often as needed; there is a formal process for documenting minutes of the meetings and deliberation regarding decisions.

Balancing adherence to these fundamental tenets, which reinforce our long-term strength, is a recognition that our fiduciary duty is evolving parallel to the constant evolution that takes place in the macroeconomic and capital markets. To that end, EFI again bolstered our investment stable of offerings in three strategically important ways toward diversification and expenses.

First was the launch of a Domestic Stock Value Fund. The strategy behind Value funds is to actively identify stocks believed to be undervalued by the market, and/or trade for less than their intrinsic values. The Domestic Stock Value Fund is managed in accordance with our Eder Values Investing screens. These are investments in securities that support the creation and maintenance of a society consistent with the policy statements of the Church of the Brethren Annual Conference, which may include but is not limited to, community redevelopment, social justice, and preservation and/or reclamation of our environment. The ac-

cessibility of the Domestic Stock Value strategy to our Eder Retirement Plan participants, Organizational Investing, and Deferred Gifts clients provides a key style of investment in a well-diversified portfolio.

The second major development supports our persistent drive toward offering a low cost, best-in-class EVI platform. In 2022, we unveiled a family of EVI Index funds across four major asset classes. They include the EVI Domestic Stock Mid Cap Index Fund, EVI Domestic Stock Small Cap Index Fund, EVI International Stock Core Index Fund, and EVI Emerging Markets Stock Index Fund. These mandates, with our existing EVI Domestic Stock Large Cap Core Index Fund, were injected into the suite of Target Date Funds available to participants of the Eder Retirement Plan. This implementation of lower-cost EVI funds resulted in a 48.5 percent average decrease in the investment manager fees.

Lastly, using the lineup of EVI Index strategy funds, the EVI Balanced Fund became a 100 percent passive equity, low-fee option for our Retirement Plan participants, which resulted in a 53.4 percent decrease in the investment manager fees.

Our efforts this past year demonstrate our commitment to continuing our work to build on investment excellence for our participants, investing clients, and beneficiaries.

CLIENT SERVICES

The Eder Client Services team began transitioning to a new service model in 2022, moving away from the former structure where different individuals represented each product line to our clients. The new model is for one Client Services manager to serve each client and engage other product experts within the Eder team to assist when needed. This will help clients know who to reach out to and create more synergy in the way we serve. The rollout of this new model will continue into 2023.

Whether leading performance review meetings with larger employer groups, meeting with boards, presenting educational workshops, or consulting with individual employees about retirement readiness, the Client Services team is integral to caring for those we serve. The team has several certified Chartered Retirement Planning Counselors on staff. These individuals provide complimentary retirement consultations for members of the Eder Retirement Plan and provide financial education to help employees build a better financial future. During 2022, the Client Services staff helped facilitate several new client relationships, including several new organizational investment accounts, two new employer-insurance relationships, and a new employer-retirement plan relationship. The Client Services team of Loyce Borgmann and Ed Shannon is in demand and well equipped to serve.

INTERNAL CAPABILITIES AND VITALITY

The Internal Capabilities and Vitalities team was created during the organizational restructuring. It is led by Vice President Michelle Kilbourne. The intent of the team is to develop or redesign organizational competencies needed to position Eder Financial for long-standing success. The functions that reside within the Internal Capabilities and Vitality team are — Communication, Marketing, Information Technology, and Internal Projects. Also included on this team are basic human resource, data, and administration activities for the organization.

The long-standing Communication team is responsible for championing the brand of Eder Financial to the members and clients we serve within the general membership of the Church of the Brethren. Led by Precious Earley, this department produces publications and newsletters, distributes vital information throughout the year, and facilitates the organization's presence at various denominational conferences and events. In 2022, the team was responsible for transitioning the website from Church of the Brethren Benefit Trust (www.cobbt.org) to Eder Financial (www.ederfinancial.org).

During the organizational rebranding effort, the Communication team also rebranded the three product/service newsletters: *Pension Perspective* rebranded into *Retirement Benefits*; *WellNow* rebranded into *Health & Life*; and *Investment Perspective* rebranded into *Investment Intelligence*. All three newsletters distribute information related to our retirement benefits, overall wellness, and organizational investing.

The newly created marketing function began to emerge as a viable activity within Eder Financial. The Marketing function is intended to develop a viable pipeline of leads and opportunities upon which growth can be based. In support of this activity, Beth Martin spent 2022 becoming familiar with the organization's products and services, refining the organization's value proposition and distinctives, and planning for 2023 initiatives. Rick Villalobos serves on this team.

The Information Technology function, led by German Gongora, provides a multitude of support for the rest of the organization. It programs and builds integration feeds from our strategic partners' systems into Eder Financial's databases. It also provides technology and software support for all Eder employees across the United States. In addition, Information Technology ensures the organization completes training to protect itself from cyber security attacks as well as continuing to implement projects that move our systems from on-premise cloud-based systems. This team also led the effort of rebranding all the organization's emails from a domain of cobbt.org to eder.org. Lastly, Information Technology continues to support the overall Church of the Brethren by enhancing systems including the Church Workers' Assistance Plan portal and the Pastor Benefits calculator. Joven Castillo serves on this team.

1 A newly created Internal Projects function was established to champion projects
2 across the organization. In 2022, this included the implementation of the En-
3 trepreneurial Operating System (EOS). EOS provides simple, proven, and prac-
4 tical tools for fostering team health within an entrepreneurial mindset. It also
5 included the implementation of a new Customer Relationship Management sys-
6 tem called Sugar. Tammy Chudy also led several other projects including less-
7 ening our reliance on places to store paper at the General Offices as well as all
8 rebranding initiatives, website, email signatures, and beyond. She also success-
9 fully led the project to bring on a new Eder Retirement Plan client.

10
11 Nevin Dulabaum, Michelle Kilbourne, and Diane Parrott continued performing
12 human resources and general administration activities. These activities included
13 Board interactions, strategic directional settings, and staff gatherings.

14
15 In summary, the goal of the Internal Capabilities and Vitality team is to be a
16 strategic partner for our Product and Service and Finance teams so we can offer
17 a unique retirement benefits plan, nearly a dozen different insurance products,
18 organizational investing, Eder Values Investing, retirement planning, and finan-
19 cial assistance all with an eye to exceptional service to those we serve within the
20 Church of the Brethren.

21 22 CONCLUSION

23
24 With all the changes that are occurring throughout the Church of the Brethren
25 and within Eder Financial, the following question could be asked, "Is Eder Fi-
26 nancial still a Church of the Brethren organization and is it going to continue
27 serving the denomination in the future?"

28
29 Despite the expansion of its charter to bring in other members and clients of
30 like mind from beyond the Church of the Brethren, Eder Financial remains com-
31 mitted to the denomination. Our organization was created by the Annual Con-
32 ference to serve pastors, employees, churches and organizations, and that
33 commitment to service has not wavered. We are here to walk with our members
34 and clients to help them achieve their financial goals. As we adopt new taglines,
35 new goals, new language to articulate our vision, bridging our past to our future,
36 one of our more recent BBT taglines melds quite nicely with Eder's future vision
37 of walking alongside those we serve. "Building financial security. Bettering the
38 world. Together." If you and/or your congregation have not walked with us in
39 the past, let us do so in the future. In other words, those who have not given
40 Eder Financial a look for a few years or ever should do so. Together, Eder will
41 help you reach your financial goals which will help strengthen your ministry to
42 the church.

43
44 Donna Rhodes, Board Chair
45 Nevin Dulabaum, President