

**Church of the Brethren**  
**Mission and Ministry Board**  
Videoconference  
November 24, 2025

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**Mission and Ministry Board – Minutes**

**November 24, 2025**

- Members present: Kathy Mack (chair), Josiah Ludwick (chair-elect), Michaela Alphonse, Daniel Butler, Edward Cesar-Fincher, Barbara Daté, Joel Gibbel, Tina Hunt, Robert Jackson, Sarah Mason, Rosanna Eller McFadden, Deirdre Moyer, Karen Shively Neff, Colby Patton, Eric Ramirez, and Joanna Wave Willoughby
- Members absent: Erik Brummett
- Ex officios present: Don Fitzkee (Moderator) and David Shumate (Annual Conference secretary)
- Ex officios absent: Matt Guynn and Marie Rhoades (OEP co-executive directors), Nevin Dulabaum (Eder Financial president), and Pete Kontra (Council of District Executives representative)
- Ex officious present for portion: Jeff Carter (Bethany president), Dennis Beckner (Moderator-elect)
- General Secretary: David Steele
- Recorder: Shannon McNeil Smith

Kathy welcomed the Mission and Ministry Board and opened the meeting in prayer.	<b>Welcome and Opening Prayer</b>
Kathy presented the consent agenda and reminded the Board of the consensus model.	<b>Consent Agenda</b>
<i>The Mission and Ministry Board had consensus and affirmed the agenda as amended.</i>	<i>Action Taken</i>
Ed Woolf, treasurer, presented an update on July financials. Congregational Giving totaled \$772,000 (\$33,000 behind 2025 budget) but improvement since June. Individual Giving totaled \$288,000 (\$19,000 ahead of 2025 budget). Combined giving totaled \$1.06 million (\$14,000 behind 2025 budget). Investments	<b>2026 Budget/Q&amp;A</b>

totalled \$36.3 Million. Core Ministries has a net expense of \$341,000 which does not include the use of \$73,000 of designated funds. Total Core Ministries income improved in July but expenses were over budget, likely some timing issues related to those expenses, but this could be an example of inflationary expenses.

#### Self-funding

Material Resources has a \$11,000 deficit  
Annual Conference Office net income of \$31,000  
Emergency Disaster Fund (EDF) \$921,000 giving  
Global Food Initiative (GFI) 158,000 giving

#### Discussion:

Why did EDF and GFI giving increase? Not sure exactly but it could be timing related to disasters, the disaster auctions, and a recent GFI appeal.

Ed continued and provided a brief highlight of key income and expenses along with changes in the budget proposal from October's approved parameter.

#### Core Ministries Income

Budgeting \$1.41 million in Congregational giving and \$687,000 in Individual giving. Budgeting \$2.66 million in investment transfers – itemized below.

- Bequest Quasi-Endowment Transfer budgeting \$1.45 million which is an increase of \$191,000 based on a 20% draw (a 1% increase from 2025). This will be the largest source of income.
- BSC Quasi-Endowment transfer budgeting \$222,000 which is a decrease of \$43,000 based on a 7% draw from the 5-year average fund balance (1% decrease from 2025). Other draw percentages remain unchanged. Savings Fund budgeting \$585,000 which is a 5% draw. Endowment Fund budgeting \$407,000, which is also a 5% draw. Both are based on the 5-year average fund balances.

Recommending the use of \$150,000 from designated funds. If we do use the \$125,000 from designated funds for this year only the 2026 budget amount will remain. If both deficits become reality there will be nothing for future deficits.

Income budgeted at \$5.45 million, of which \$3 million will come from internal sources, which is 56% of our total income.

#### Core Ministries Expenses

Expense budgeted to be \$5.45 million. Some expenses within Core ministries are for specific events and include carryover amount for the Intercultural Jubilee which did not occur in 2025. Reminder that there is a 1% increase for staff COLA and no insurance premium increase.

Material Resources is budgeting a net loss of \$10,000 (due to any remaining expenses that will occur in 2026 as the program winds down in 2025).

AC Conference Office is budgeting a net expense of \$30,000.

After the October meeting, staff went back to look at ways to decrease their expenses from \$210,000 to \$108,000. Discipleship and Leadership Formation (DLF) will have \$25,000 roll-over from 2025 for Intercultural Jubilee and transfer \$5,000 from the Youth and Young Adult Conference Reserve account. Global Mission was lower than the original estimate by \$17,000. Service Ministries budgeted \$5,000 of additional income due to extra registration income. \$54,000 decrease in Publishing and Communications due to a reduction in various places.

Net deficit of \$260 for Core Ministries covered by the Core Ministries net asset balance.

EDF – Allocation of \$1.87 million

GFI – Allocation of \$263,000

Discussion:

Ed provided a brief description of the Ministry Enablement Contribution (MEC). Those numbers in the budget are the expected amounts that will come from certain restricted funds.

Do the reduced budgets show as a reduction of staff? No

National Youth Conference (NYC) budget – is there enough funds to cover costs for extra support that has been requested in previous years? Difficult to answer, but there should be enough funds with the location move. David reminded the Board, they set the parameter, but the staff will work to adjust as needed. This budget represents the best planning based on experience.

Is the 10-year trend for giving numbers the best and does that consider changes in recent years, is there more stability now? Ed explained that the 10-year model provides a larger sample and gives a fairly accurate estimate, he also confirmed that they use actual giving over the last decade and it has been holding fairly close to true with the numbers and shows the recent change in membership.

Is there any hope for individuals to help with some of the loss in congregational giving? Individual giving has increased in giving and there is a matching gift campaign for 2026 it is the same campaign in 2024.

What funds or additional staff are there to help with the Deportation Defense Response (DDR)? The districts are really spearheading this effort, and the organization will continue to monitor. There has been an EDF grant and we will continue to evaluate needs. There is money in the 2026 budget for a BVS position to assist with the DDR.

Kathy presented the recommendation from the Executive Committee for the 2026 Budget.

**2026 Budget Proposal**

***The Executive Committee had consensus and recommends to the Mission and Ministry Board that the 2026 Budget proposal be approved as presented.***

**2026 Budget Recommendation**

All Church of the Brethren Ministries:

Total income of \$7,913,780

Total expense of \$7,954,240

Net income/(Loss) of (\$40,460)

Approve the Net Income/Net Expense for the Church of the Brethren ministries for 2026 as presented, which includes:

An additional reduction in net expenses of \$102,000 over the expense projection of \$5,555,000 approved at the October Board meeting. The remaining deficit of (\$260) will be covered by the Core Ministries net asset balance.

An allocation from the Emergency Disaster Fund of \$1,872,490 for projected net operating expense for Brethren Disaster Ministries (includes \$158,230 for Ministry Enablement Contribution) and \$262,900 from the Global Food Initiative Fund for projected net operating expense for Global Food Initiative (includes \$24,130 for Ministry Enablement Contribution)

***The Mission and Ministry Board had consensus and approved the 2026 Budget as presented.***

***Action Taken***

***The meeting adjourned at 7:53 pm (Central Time).***

***Adjournment***