

# 2011 Mission Plan

Brothers and Sisters in Christ,

We have seen a lot of uncertainty and change during the past year. A new President that may change the direction of our country; a declining economy; rising unemployment; continuing wars in Iraq and Afghanistan; debate over health care coverage; and many changes in Middle Pennsylvania that cause us to wonder what is ahead. Yet, in the church we are continually reassured by God's abiding love and involvement in all of these events.

Many of our churches in the Middle PA District also face their own challenges for seeing a clear vision, retaining membership, leadership development and financial support. And, God's presence is evident in all of these issues, too, as we can believe that we are being called into new opportunities, even in the face of difficult challenges. Our 2009 District Conference theme "Gods Lives in Us" affirms that the Holy Spirit is present with us and works through us to fulfill his mission here in Middle Pennsylvania.

Your Congregational Ministries Coordinating Team is steadfast in our belief that God is at work, even in difficult times, and calls us to implement bold programs, ministries and services as expressed in the 2010 Mission Plan. We believe we are called to support pastors, encourage youth ministries, call out new leadership, provide assistance to all of our 55 churches, and allocate resources to various outreach ministries.

As you review the 2010 Mission Plan, you will note that the Coordinating Team proposes to maintain 2010 budget expenses in most areas at the 2009 levels. This funding will assure that we provide essential services and ministries, while not diminishing support to churches. This conservative budget proposal is dependent upon all of our 55 churches "stepping out" and fulfilling commitments to support District Ministries. We understand that some churches may have limitations to maintain support at the 2009 levels, yet others may see opportunity to increase their support for the 2010 Mission Plan.

The Coordinating Team asks District Conference delegates to pray for and discern the intent of the Mission Plan. Bring your questions, comments and suggestions to District Conference when we will be allocated a larger portion of the agenda for discussion about the direction of District Ministries in 2010. May we celebrate and live out of the abundances that God has provided! May we also joyfully and faithfully continue the work of Jesus – Simply – Peacefully –Together.

On our common ministries,  
Dale Roth, For the Coordinating Team

# Mission and Vision

## Mission and Vision

This mission statement is the fabric of our lives together. The 1997 District Conference approved the Mission and Vision statements for Middle Pennsylvania District. The ministries of the District are informed by the Mission statement. Is this fabric still relevant of our ministry needs? Does it need to be altered or patched? Or is it time to recreate a fabric that is fresh and better speaks to the ministry needs while challenges us to look beyond ourselves to the needs of others? These are some of the questions the Coordinating Team will be better positioned to address after we have had our area meetings and glean from those conversations responses to some basic questions regarding our (district) purpose.

## Mission Statement

The Church of the Brethren Middle Pennsylvania District Ministry supports and resources *our congregations* for fulfilling Christ's mission with the following areas of focus:

1. Congregational Development for fulfilling Christ's mission.
2. Calling, Equipping, Credentialing, and Supporting Pastoral and Ministry leadership for fulfilling the work of Jesus Christ.
3. Training and Developing Congregational Leadership (youth/adult) for fulfilling the work of Jesus Christ.
4. Expressing Christ's words and actions through witness and service to the geographical area that is our mission field and to the larger global community.

Adopted February 9, 2002  
Revised April 17, 2004

## Shared Vision Statement

As Middle Pennsylvania District, our shared vision is to continue the work of Jesus TOGETHER:

- ❖ Respecting our unique dreams, needs and ministries;
- ❖ Challenging one another to a deeper relationship with God;
- ❖ Nurturing supportive friendships and a sense of belonging;
- ❖ Encouraging each other as congregations to live out of a vital sense of purpose and mission;
- ❖ Communicating openly, responsively, and timely;
- ❖ Providing resources which are relevant to our needs;
- ❖ Being a people whose passion is to reach out to all people inviting them to follow, love, and serve Jesus Christ.

Approved by District Board, September 6, 1997  
Approved by District Conference, October 25, 1997

# Congregational Ministry

The purpose of the Congregational Ministry reflects the 1<sup>st</sup> & 3<sup>rd</sup> foci of the mission statement:

- **Congregational Development for fulfilling Christ’s mission**
- **Training and Developing Congregational Leadership (youth/adult) for fulfilling the work of Jesus Christ.**

## Youth Ministry

The Youth Ministry Team (YMT), the District Youth Cabinet and Youth Service Scholarships continue to be the primary youth ministry emphasis in the District. Beyond the fellowship and fun are rich experiences that

nurture the leadership gifts of our emerging church leaders while giving them an opportunity to serve church beyond their home congregations. Plans are underway for the Footprints Conference (formerly ERYC) which will be held on November 18-20, 2011. The District provides scholarship assistance for youth participating in summer workcamps.

*Please note: In an effort to more clearly differentiate and consolidate youth ministry expenses from a budget perspective, Youth Service Scholarships are now included here.*

## Shalom Team

The work of the Shalom Team is to empower Middle Pennsylvania congregations and the District to maintain and enhance healthy relationships and deal creatively with brokenness (conflict resolution/management). Most of their work the last three years has been proactive—providing workshops to give pastoral and congregational leadership the tools to work at church conflict. They are available to meet with congregations.

## Congregational Development Team/Church Planting

Their work is to invite, encourage and provide resources for the Middle Pennsylvania congregations to be vital and healthy mission bodies. Much of their work in 2010 focused on developing a vision for New Church

Development (Church Planting) with will continue in 2011. Also in the works for 2011 is a forum for small church pastoral and congregational leadership. Watch for details in the coming months.

## Lay Leadership Development

Lay Leadership Development opportunities for church moderators, board and deacon chairs and other church leadership is an essential district ministry. Plans are in the early stages for a deacon training event for 2011. Watch for details in the coming months.

## Ministry Resources

There are ministry resources galore! Relevant resources continue to be purchased and made available to congregations through the Resource Network to assist with congregational ministry.

### Did You Know?

Youth Ministry Team (YMT) and Youth Cabinet are two great but different opportunities.

The Youth Cabinet has been a part of the ministries of Middle PA since the early 1960's. The Cabinet's emphasis has been planning/programming all district youth events and nurturing the leadership gifts of our youth. The Waterslides and the Youth Winter Retreat are examples of events they have planned. After a brief hiatus, we are in the process of reforming the Youth Cabinet for the fall of 2010.

The Youth Ministry Team (YMT) is set to begin its 11th year of ministry in Middle PA. The purpose of YMT has not been on programming events for youth, but to nurture the spiritual gifts of Middle PA youth and to give them the “tools” for faith sharing and leadership development. One of the ways that they have chosen to use their gifts has been through leading worship as a group in various churches throughout the District.

	2010	2011
<b>Youth Ministry</b>	\$3,000	<b>\$5,000</b>
<b>Shalom Team</b>	\$500	<b>\$500</b>
<b>Congregational Development</b>	\$300	<b>\$300</b>
<b>Church Planting</b>	\$200	<b>\$200</b>
<b>Lay Leadership Development</b>	\$500	<b>\$500</b>
<b>Ministry Resources</b>	\$100	<b>\$200</b>
<b>Total</b>	<b>\$4,600</b>	<b>\$6,700</b>

# Pastoral Ministry

The purpose of the Pastoral Ministry emphasis reflects the 2<sup>nd</sup> focus of the mission statement:

- **Calling, Equipping, Credentialing, Supporting Pastoral and Ministry leadership for fulfilling the work of Jesus Christ.**

## Ministry Education Scholarships

In 2011 we will have 20 persons in training for ministry through the Brethren Academy, Susquehanna Valley Ministry Center and Bethany Theological Seminary. Recognizing that our support is an investment in the life of the District and the Church of the Brethren, Ministry education scholarships are a significant ministry.

### Current Student Breakdown

#### Susquehanna Valley Ministry Center—ACTS (Academy Certified Training System)

7 Students—Middle PA Provides 1/3 the cost of tuition for ACTS Students.

#### Brethren Academy—TRIM (Training In Ministry)

5 Students—Assistance is considered based on need and available funds.

#### Bethany Theological Seminary

3 Full-time, 2 Connections & 3 Occasional students. The Districts agreed years ago to partner with Bethany Seminary's Brethren Student Scholarship program which provides tuition free to Church of the Brethren Students. The District provides 8.5% of the tuition per student toward the program. Congregations are also encouraged to provide an additional 8.5% of the cost toward their student's tuition.

## Ministry Inquiry

Ministers' Calling and Credentialing recently implemented a ministry inquiry process that precedes licensing. The year-long process places greater emphasis on the congregational call and partnership, exploration of the individual's call and spiritual gifts, and relationship building with the Calling and Credentialing Team. The Readiness for Ministry has been incorporated into the inquiry process and financial responsibility is being shared among the congregation/candidate/district for the cost of the psychological inventories and the background check. Costs associated with a weekend retreat (February 25-26, 2011) will need to be shared with the candidate.

## Formation Expenses

Each Licensed Minister participates in Ministry Formation as part of their education and training. There are currently two groups meeting to reflect on their ministry

setting and studies.

## Susquehanna Valley Ministry Center

Since 1993, the Ministry Center has helped to prepare persons for a ministry of service through the academy certification (ACTS), continuing education (CEUs), and distance learning experience (on-line courses). The Susquehanna Valley Ministry Center, with offices on the campus of Elizabethtown College, is a center for theological, ministerial and leadership education related to the Church of the Brethren. It is a partnership among Bethany Seminary and five Church of the Brethren districts: Atlantic Northeast, Middle Pennsylvania, Southern Pennsylvania, Western Pennsylvania and Mid-Atlantic. The Center offers a Brethren setting for studying the Scriptures, faith reflection, theological education and ministry studies. Classes are taught on the campuses of Elizabethtown and Juniata Colleges as well as in area congregations and church centers.

## Ministry Education Assessment (TRIM)

The Brethren Academy assesses each district \$200 for each TRIM Student enrolled.

## Calling & Credentialing

### Ministers' Education & Support

Expenses related to Ministers' Calling & Credentialing Team are associated with gift Bibles to newly ordained ministers and ministry manuals to newly licensed ministers. The Ministers' Education and Support Team continues to provide, coordinate and monitor all aspects of district-based education for ministry.

	2010	2011
<b>Ministry Education Scholarships</b>	\$2,500	<b>\$5,000</b>
<b>Ministry Inquiry (formerly Readiness for Ministry)</b>	\$500	<b>\$700</b>
<b>Formation Expenses</b>	\$300	<b>\$300</b>
<b>Ministry Education Assessment</b>	\$1,200	<b>\$1,000</b>
<b>Ministers' Calling &amp; Credentialing Team</b>	\$200	<b>\$350</b>
<b>Ministers' Education &amp; Support Team</b>		
<b>Susquehanna Valley Ministry Center</b>	\$6,000	<b>\$6,000</b>
<b>Total</b>	<b>\$10,700</b>	<b>\$13,850</b>

# Outreach Ministries

The purpose of this ministry emphasis reflects the 4<sup>th</sup> focus of the mission statement:

- Expressing Christ's words and actions through witness and service to the geographical area that is our mission field and to the larger global community.

*The Pennsylvania Council of Churches, Trucker/Traveler Ministry, CentrePeace, Park Ministry – Prince Gallitzin, and Summer Youth Workcamps, are ministries that continue to be supported by the District's share (½) of the Heritage Fair earnings. Although self-sustaining, the work of Disaster Response continues to be a significant and viable ministry of Middle PA.*

## Pennsylvania Council of Churches

Their programs include providing for the Chaplains at State Parks, Christian Education, Ecumenical Relations, and Trucker/Traveler Ministry.

## Trucker/Traveler Ministry

Seeks to provide Christ-centered care for truckers, travelers, and Breezewood employees and their families.

## Park Ministry

Middle PA District contributes \$4,100 for the salary for a Prince Gallitzin summer Chaplain, housing for the Chaplain, and the cost to produce and fold weekly bulletins.

## CentrePeace

Provides social and job skills training for Centre County inmates, a used household and furniture outlet, manpower to operate the Outlet, mentoring inmates for re-entry program, Christmas Cards for inmates, prison prayer-mate program, etc.

## Youth Service Scholarships

This ministry has been included in the Youth Ministry portion of the Mission Plan.

	2009	2010
Pennsylvania Council of Churches	\$3,170	\$2,500
Trucker Traveler Ministry	\$2,500	\$2,500
Park Ministry—Prince Gallitzin	\$5,000	\$5,000
CentrePeace	\$2,500	\$2,500
Youth Service Scholarships	\$3,500	\$0
<b>Total</b>	<b>\$16,670</b>	<b>\$12,500</b>

# Support Ministries

The purpose of the Center for Congregational Ministry (The District Office) is to support and resource our congregations for fulfilling Christ's mission.

- **Areas of focus for 2010: Provide oversight, staffing and the means to offer support and resources to carry out the Middle PA District Mission Plan and maintain our Denominational responsibilities.**

**District Minister, David Steele \$82,973.40**  
*Includes salary, housing allowance, Long Term Disability & Life insurance, Pension, Professional Growth and Expenses, and Conferences*

The District Minister is called to carrying out the District's mission and ministry, and guiding, encouraging and offering counsel to district and pastoral leadership and local congregations. He works with pastoral placement and consults with congregations and their leadership. He also represents the District concerns with other church agencies in Pennsylvania, and the larger Church of the Brethren.

**Secretary, Kristine Shunk \$37,650**  
*Includes salary, Long Term Disability, Life and Medical Insurance, Pension and Social Security.*

The District Secretary, assists the District Minister helping to monitor some of the credentialing and placement details. She also coordinates all district communication and calendar, oversees the office needs and welcomes, assists and/or directs folk to meet their ministry needs. In addition, she is the financial secretary.

**Youth Ministry Coordinator, Karen Duhai \$9,450**  
*Includes salary, mileage reimbursement and Social Security.*

In her part-time role, the Youth Ministry Coordinator is to facilitate all district youth programming and, as time allows, would work to help resource congregations in their youth programming and help develop ministries within the Areas.

## Staff Support—\$1,250

We like to provide the means for professional growth for the support staff. We also depend on the services of volunteers. Depending on what we ask them to do, sometimes it is important to provide a meal, cover expenses, mileage, etc.

## Physical Plant and Supplies

Expenses related to maintaining an office and facility/property—everything from postage, paper and paper clips to property taxes and insurance.

## Denominational Expenses/Assessment

**Annual Conference Assessment:** Each district will be assessed by Annual Conference \$.62 per member in 2011. Based on 2009 statistics for Middle PA membership was 8,628.

**Standing Committee:** Middle PA has two Standing Committee Delegates to Annual Conference that are called by our District Conference. We are responsible for their registration and expenses.

**Council of District Executive Dues:** All District Executives/Ministers gather to establish and maintain collegiality and mutual accountability; to strengthen communication between respective structures of the church; etc. As part of their mutual covenant each district pays dues based on its size to facilitate the work of the Council.

## District Transportation

Middle PA provides a vehicle (including gas, insurance, maintenance and vehicle replacement) for the District Minister as he spends a considerable amount of time traveling to: worship and preach at churches; meet with church leadership, search committees, and pastors; and represent the district at denominational and ecumenical meetings/gatherings.

	2010	2011
<b>Staffing (Dave and Kris)</b>	\$127,423	<b>\$120,623</b>
<b>Youth Ministry Coordinator (Karen)</b>	\$9,782	<b>\$9,450</b>
<b>Staff Support</b>	\$1,250	<b>\$1,250</b>
<b>Denominational Expenses &amp; Assessment</b>	\$9,650	<b>\$9,740</b>
<b>District Transportation</b>	\$6,525	<b>\$6,000</b>
<b>Physical Plant &amp; Supplies</b>	\$25,100	<b>\$22,900</b>
<b>Total</b>	<b>\$179,730</b>	<b>\$169,963</b>

# 2011 Projected Income & Expenses

Income	2009 Actuals	2010 Mission Plan	2011 Proposed Mission Plan	Year-to-Year Budget Change
Self Allocations/Congregational Giving	\$131,669.52	\$155,590.00	\$149,203.40	(\$6,386.60)
Second Mile Servant/Individual Giving	\$8,728.60	\$13,000.00	\$12,000.00	(\$1,000.00)
District Conference Assessment	\$5,903.50	\$6,000.00	\$6,000.00	\$0.00
Interest	\$6.56	\$10.00	\$10.00	\$0.00
Rent	\$2,865.00	\$3,000.00	\$3,000.00	\$0.00
Special Funding	\$4,050.00	\$1,000.00	\$1,000.00	\$0.00
Heritage Fair Funds	\$14,425.49	\$16,000.00	\$15,000.00	(\$1,000.00)
Pennies for Congregational Ministry	\$6,877.06	\$8,000.00	\$8,000.00	\$0.00
Golf Tournament	\$3,367.89	\$3,800.00	\$3,500.00	(\$300.00)
Ministry Education Endowment	\$5,000.00	\$2,500.00	\$2,500.00	\$0.00
Congregational Vitalization Endowment	\$1,200.00	\$1,000.00	\$1,000.00	\$0.00
District Conference Offering	\$1,181.00	\$1,800.00	\$1,800.00	\$0.00
<b>Total Income</b>	<b>\$185,274.62</b>	<b>\$211,700.00</b>	<b>\$203,013.40</b>	<b>(\$8,686.60)</b>
<b>Expenses</b>				
<b>District Outreach</b>				
Pennsylvania Council of Churches	\$1,675.49	\$3,170.00	\$2,500.00	(\$670.00)
Trucker/Traveler Ministry	\$2,500.00	\$2,500.00	\$2,500.00	\$0.00
CentrePeace	\$2,500.00	\$2,500.00	\$2,500.00	\$0.00
Park Ministry	\$5,000.00	\$5,000.00	\$5,000.00	\$0.00
Summer Youth Workcamps	\$2,750.00	\$3,500.00	\$0.00	(\$3,500.00)
<b>Pastoral Ministry</b>	\$9,279.46	\$10,700.00	\$13,850.00	\$3,150.00
<b>Congregational Ministry</b>	\$1,942.86	\$4,600.00	\$6,700.00	\$2,100.00
<b>Center for Congregational Ministry</b>	\$165,388.38	\$179,730.00	\$169,963.40	(9,766.60)
<b>Total Expenses</b>	<b>\$191,036.19</b>	<b>\$221,645.00</b>	<b>\$203,013.40</b>	<b>(\$8,686.60)</b>

# 2011 Coordinating Team

## Area 1

Altoona First, Altoona Juniata, Altoona 28<sup>th</sup> Street, Bellwood, Carson Valley, Claysburg, Hollidaysburg, Leamersville, Lower Claar, Spring Mount, Tyrone, Upper Claar

### Representatives:

Rich Allison (Lower Claar) 814-239-2901

## Area 2

Albright, Clover Creek, Curryville, Diehl's Crossroads, Holsinger, Koontz, Martinsburg, New Enterprise, Roaring Spring, Smithfield, Waterside, Woodbury

### Representatives:

Mitch Frederick (Roaring Spring) 814-224-5957

Doris Miller (Holsinger) 814-224-5443

## Area 3

Amaranth, Bedford, Bethel, Black Valley, Cherry Lane, Dunnings Creek, Everett, Glendale, Point, Raven Run, Riddlesburg, Snake Spring Valley, Stonerstown, Yellow Creek

### Representatives:

Bobbie Replogle (Yellow Creek) 814-766-3439

Bonnie Dilling (Stonerstown) 814-928-9903

## Area 4

Aughwick-Germany Valley, Beech Run, Fairview, Huntingdon, James Creek, Rockhill, Sugar Run, Valley Point, Williamsburg

### Representatives:

Marian K. Goshorn (Aughwick) 814-542-8327

Kim Witkovsky [*Vice-Chair*] (Huntingdon) 814-644-0767

## Area 5

Bannerville, Burnham, Lewistown, Maitland, Parkview, Pine Glen, Spring Run, University Baptist & Brethren

### Representatives:

Dale Roth [*Chair*] (UBBC) 814-238-1822

Ric Erhard (Lewistown) 717-248-6465

## Ex-officio Representatives:

Lowell Witkovsky—Moderator

David Filson—Moderator Designate

Jim Ake—Treasurer

David Crumrine—Standing Committee Member

Charles Eldredge—Standing Committee Member

David Steele—District Minister

June Peters—Staff

Kris Shunk—Staff

## Contact or stop by and visit the District Center for Congregational Ministry

Monday through Friday 9:00 a.m.- 4:00 p.m.

Phone: 814-643-0601 / Fax: 814-643-0602

Website: [www.midpacob.org](http://www.midpacob.org)

### Email addresses:

Dave: [dsteale@brethren.org](mailto:dsteale@brethren.org)

June: [jpeters@brethren.org](mailto:jpeters@brethren.org)

Kris: [kshunk@brethren.org](mailto:kshunk@brethren.org)

Karen: [kduhai@hotmail.com](mailto:kduhai@hotmail.com)

## Keep up with Middle PA News...

Looking for ways to keep up with Middle PA news and events? Check out our web-site at [www.midpacob.org](http://www.midpacob.org). Don't have internet access? Contact the District Center and request to be placed on our mailing list.

- **The LINK** is our newsletter which is published 6 times a year. An electronic version is available on-line.
- The **e-LINK** is our electronic news update e-mailed 1-2 times a month.
- **Pastor's Packet** is published and mailed to church offices 6 times a year.

Have news/events you want to share with others in the district? Contact the District center.