











- ❖ March 19, 2022 – In-Person Delegate Meeting at Fairhaven Mennonite Church (Fort Wayne, IN)
- ❖ March 26, 2022 – Virtual Delegate Meeting (Zoom)

March 19	Agenda	March 26
10:00 am	Welcome & Worship	9:00 am
10:30 am	Business ♦ <i>Stewardship Team Updates/Spending Plan</i> ♦ <i>GDT Nomination Form</i> ♦ <i>Growing Our Intercultural Witness Updates</i>	9:30 am
12:00 pm	Lunch	
1:00 pm	Session with Ben Tapper	11:00 am
2:15 pm	Wrap Up	12:15 pm
2:30 pm	Dismissal	12:30 pm

Indiana-Michigan Mennonite Conference

2022-2023 Spending Plan

Indiana-Michigan Mennonite Conference is a community of congregations centered on Jesus and guided by the Holy Spirit. Acting through grace, love and peace we are engaging the world God loves.

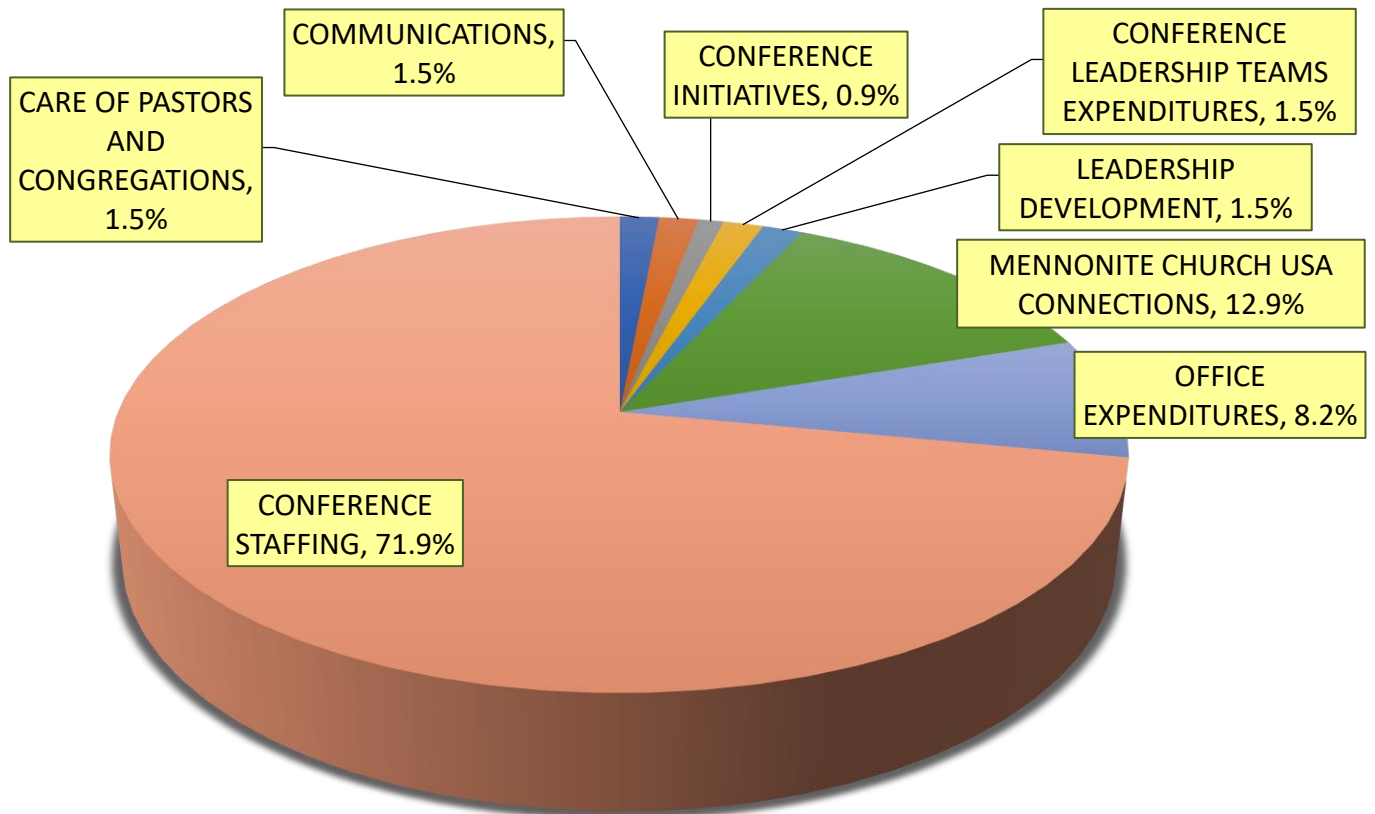
<p>CARE OF PASTORS AND CONGREGATIONS</p>	<p>Expenses related to the things conference does together that congregations cannot do alone: Congregational Coaches, Pastor/Congregation in Crisis, Pastoral Family Assistance Program.</p>	<p style="text-align: center;">1.5%</p>	
<p>COMMUNICATIONS</p>	<p>Gospel Evangel, printing and distribution. Website development and maintenance.</p>	<p style="text-align: center;">1.5%</p>	
<p>CONFERENCE INITIATIVES</p>	<p>Initiatives related to priorities and new ventures: Intercultural Transformation Special projects</p>	<p style="text-align: center;">0.9%</p>	
<p>CONFERENCE LEADERSHIP TEAMS EXPENDITURES</p>	<p>Travel and miscellaneous expenses: Leadership Teams Retreat Missional Leadership Team Ministry Credentialing Team Leadership Enhancement Team Stewardship Team Gifts Development Team</p>	<p style="text-align: center;">1.5%</p>	
<p>LEADERSHIP DEVELOPMENT</p>	<p>Leadership Training Ministry Inquiry Program (college students) Seminary Student Assistance</p>	<p style="text-align: center;">1.5%</p>	
<p>MENNONITE CHURCH USA CONNECTIONS</p>	<p>Conference first fruits: A 10% tithe of congregational contributions to conference goes to support denominational work. Denominational Ministerial Database Mutual Aid-Corinthian Plan General Assembly Del. Travel</p>	<p style="text-align: center;">12.9%</p>	
<p>OFFICE EXPENDITURES</p>	<p>Office Space cost sharing Office Equipment and maintenance Office Supplies, Resource Library, Liability Insurance</p>	<p style="text-align: center;">8.2%</p>	
<p>CONFERENCE STAFFING</p>	<p>Salaries, benefits and networking expenses for all staff: Conference Ministers provide leadership development, administration and vision. Oversee and participate with teams, maintains relationships with pastors and congregations, leadership transitions, credentialing, and connects with MC USA. Administrative Coordinator manages office responsibilities, event coordination, communication, writes for and edits Gospel Evangel, manages electronic media. Bookkeeper maintains financial records and transactions. Leadership consultant Sabbatical fund</p>	<p style="text-align: center;">71.9%</p>	

Proposed 2022-2023 Spending Plan
Indiana-Michigan Mennonite Conference

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	2021-2022 Spending Plan	Actual Through 12/31/2021	Proposed 2023	\$ Change from 2021-2022	% Change
INCOME					
CONGREGATIONAL SUPPORT FOR CONFERENCE	\$ 210,000	\$ 85,801	\$ 210,000	\$ -	0.0%
INDIVIDUAL GIFTS AND OTHER EXPECTED INCOME	\$ 45,175	\$ 10,043	\$ 54,644	\$ 9,469	21.0%
TOTAL EXPECTED INCOME	\$ 255,175	\$ 95,844	\$ 264,644	\$ 9,469	3.7%
EXPENSE					
CARE OF PASTORS AND CONGREGATIONS	\$ 3,300	\$ 569	\$ 3,900	\$ 600	18.2%
COMMUNICATIONS	\$ 5,400	\$ 1,580	\$ 3,950	\$ (1,450)	- 26.9%
CONFERENCE INITIATIVES	\$ 2,000	\$ 394	\$ 2,500	\$ 500	25.0%
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	\$ 5,000	\$ 927	\$ 4,000	\$ (1,000)	- 20.0%
LEADERSHIP DEVELOPMENT	\$ 4,500	\$ 1,349	\$ 4,000	\$ (500)	- 11.1%
MENNONITE CHURCH USA CONNECTIONS	\$ 34,700	\$ 9,794	\$ 34,075	\$ (625)	- 1.8%
OFFICE EXPENDITURES	\$ 19,500	\$ 5,912	\$ 21,725	\$ 2,225	11.4%
CONFERENCE STAFFING	\$ 180,775	\$ 84,733	\$ 190,186	\$ 9,411	5.2%
TOTAL EXPECTED EXPENSE	\$ 255,175	\$ 105,258	\$ 264,336	\$ 9,161	3.6%
BALANCE	\$ -	\$ (9,414)	\$ 308		

2022-2023 Spending Plan Allocations



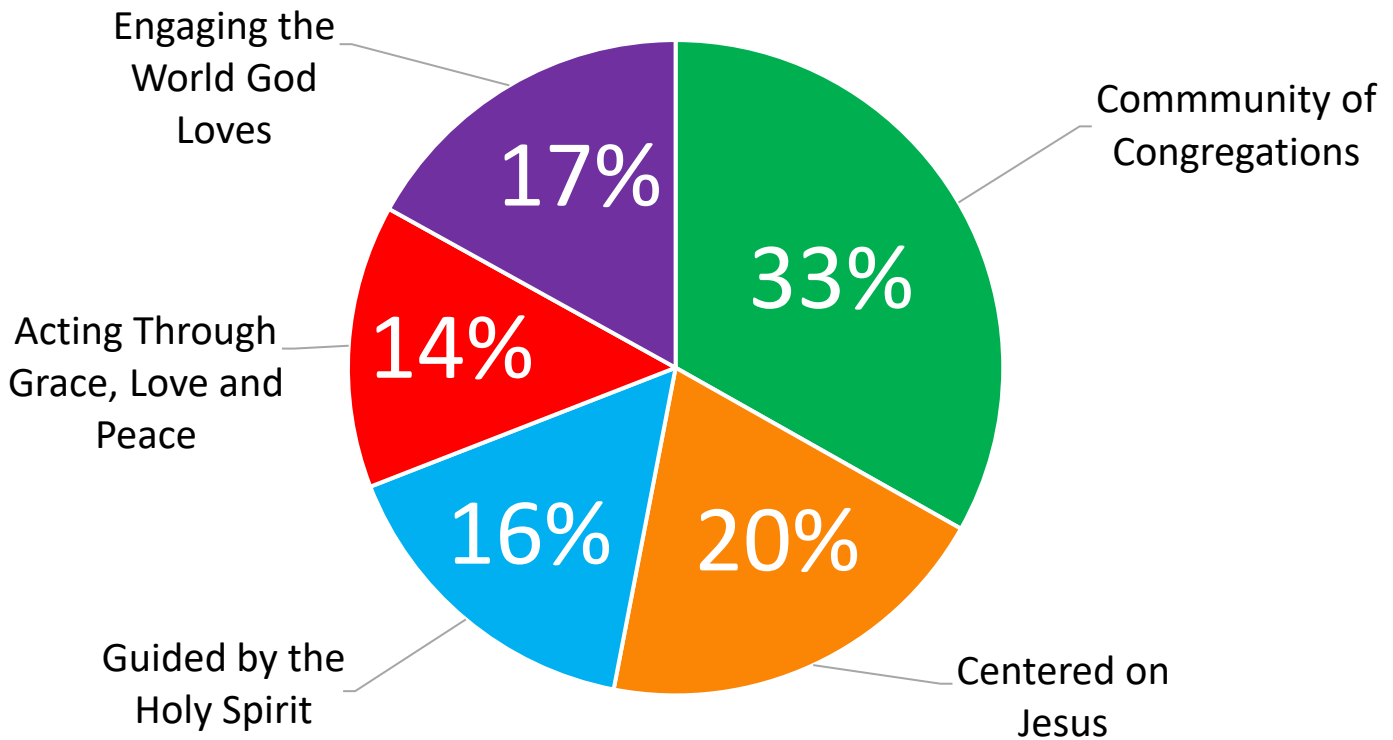


Narrative Spending Plan

Indiana-Michigan Mennonite Conference developed a vision statement (to the right) to describe our calling and identity in the world. In this statement we desire to express both who we are and who we want to become. One of the ways we embody this vision is through the financial commitments we make. Below is a way of making an explicit connection between our vision and our spending plan in a narrative form.

**We are a community of congregations
Centered on Jesus
Guided by the Holy Spirit
Acting through grace, love and peace
Engaging the world God loves.**

How to read this document: the pie chart below represents a visual story of how finances are used to contribute to and support each part of our vision. On the reverse, you will find this story told using familiar line-item titles (highlighted in bold) along with additional insights and anecdotes highlighting how we see God working in each corresponding area of our vision. We believe that this way of telling our financial story encourages us to not only consider what we are spending but why we are stewarding our finances.



Category from Vision Statement	Dollars	Percentage
Community of Congregations	\$87,778.40	33%
Centered on Jesus	\$52,527.20	20%
Guided by the Holy Spirit	\$42,488.60	16%
Acting through grace, love and peace	\$36,952.40	14%
Engaging the world God loves	\$44,839.40	17%

Note: all percentages are approximated based on IMMC conference staff estimates on time and energy spent in each area.

Community of Congregations

A significant portion of the work of the **Conference Staff** is focused here, in equipping and supporting the community of congregations. The work of the **Leadership Enhancement Team** and the **Ministry Credentialing Team** provides support to pastors so that they can lead effectively within their congregations and connect with other leaders in the conference. Additionally, the conference makes **leadership training** opportunities and the **care of pastors & congregations** priorities as part of our community of congregations.

The **Missional Leadership Team** is committed to ensuring that the institutional elements of our conference are serving the needs of our entire community as well as individual congregations. Our connection to **Mennonite Church USA** is a mutually beneficial relationship in which we can learn from each other.

We use the **Gospel Evangel** and our **website** as means of telling our stories and communicating to and within the community. Our **archive storage** allows us move forward as we can remember how we got here.

Other support for our community comes through **Congregational Coaches** and the **Ministry Inquiry Program**.

Centered on Jesus

A fair amount of the **Conference Staff's** work is dedicated to making space to putting Jesus at the center of our faith and practices. This comes in the form of personal connections and discernment with congregations and in making space for spiritual retreats. The **Leadership Enhancement Team** and **Ministerial Credentialing Team** contribute to the above as well as providing insight and opportunity for pastors to reflect on past experience and future goals. The **leadership training** that is provided by IMMC strives to put Jesus as a model for the practicing of our faith.

The **Missional Leadership Team** helps us to envision ways we can remain faithful to Jesus' call in an ever-changing world. Our relationship with **Mennonite Church USA** also provides us with a broader perspective on how we might follow Jesus in our own contexts and provides us with resources for engaging in Jesus-centered living.

Guided by the Holy Spirit

The **Conference Ministers** help congregations and individuals to discern the leading of the Holy Spirit in their lives. Likewise, the **Ministerial Leadership Team** plays an important role in discerning and facilitating discernment within the conference. The conference also participates in discernment within the community of **Mennonite Church USA**, giving and receiving council as we adapt and follow the guidance of the Holy Spirit.

The Holy Spirit continues to challenge and equip us to engage in the important work of **intercultural transformation**. We have sensed the need to identify and address our own part in the injustices of the world and are following the leading of the Holy Spirit in this work. We also have a **Special Projects Fund** that allows for Spirit-driven initiatives to receive support from the conference.

Acting Through Grace, Love and Peace

So much of what has already been mentioned requires us to act through grace, love, and peace. This is especially true as we attend to the **care of pastors and congregations** and as we seek **intercultural transformation**. The **Conference Staff** and the **Missional Leadership Team** help to facilitate this posture of grace, love, and peace as they discern ways to make our services and resources available to an increasingly diversifying conference.

Mennonite Church USA continues to invest in ways to "Be the Peace" in our respective contexts, encouraging us to take the call to be peacemakers into every aspect of our lives.

Engaging the World God Loves

As we engage the world, our **website** and **archive storage** are being used to further the work of **intercultural transformation**. **Conference staff** and the **Missional Leadership Team** are working to evaluate their own need for growth in intercultural competency as well as equipping and calling others to do this work. This includes anti-racism training, the formation of an Intercultural Work Group, and utilization of the Intercultural Development Inventory. **Mennonite Church USA** helps us to broaden our perspectives and connects us with opportunities to work and serve outside of IMMC.

Our work in engaging the world also includes the ways we support those near and far through the **Ministry Inquiry Program**, **Mutual Aid**, and resources provided through our **website**.

Growing Our Intercultural Witness

Missional Leadership Team

After this I looked,
and there was a great multitude that no one could count,
from every nation, from all tribes and peoples and languages,
standing before the throne and before the Lamb, . . .
They cried out in a loud voice, saying,
“Salvation belongs to our God who is seated on the throne, and to the Lamb!”
Revelation 7:9-10

Because -

We are a community of congregations
Centered on Jesus
Guided by the Holy Spirit
Acting through Grace, Love and Peace
Engaging the world God loves.

We as a *community of congregations* commit to the long-haul work of *engaging* each other justly across cultural differences and confronting White supremacy, for the sake of God’s peace and right relationships in our churches, our neighborhoods and beyond.

We as a community *centered on Jesus*, the Lamb whose love knows no barriers, commit our hearts and minds to undoing walls of racial and cultural privilege for the sake of God’s transforming work in our conference leadership, structures and life together.

We as a community *guided by the Holy Spirit* commit to letting go of personal and collective passivity in the face of racialized violence and cultural exclusion, for the sake of a more powerful and faithful witness to God’s good news.

We as a community *acting through grace, love and peace* commit to being the salt of justice and the yeast of redemption as we engage *the world God loves* for the sake of God’s salvation and new creation, where persons of every tribe and tongue are loved, welcomed and gathered in.

Areas of Focus For Growing Our Intercultural Witness

- Focus Area 1: Ongoing Listening and Learning
- Focus Area 2: Restructuring for Change
- Focus Area 3: Education for Transformation
- Focus Area 4: Building and Supporting Capacity of Conference and Congregations