



- ❖ March 15, 2025 – In-Person Delegate Meeting at Belmont Mennonite Church (Elkhart, IN)
- ❖ March 22, 2025 – Virtual Delegate Meeting (Zoom)

March 15

Agenda

March 22

9:30 am	Worship & Story Telling	9:00 am
11:00 am	Story- Hearing Discussion	10:25 am
11:30 am	Youth & Young Adult Delegates Follow-Up	10:50 am
12:00 pm	Lunch / Break	11:20am
1:00 pm	Spending Plan	11:30 am
2:00 pm	Dismissal	12:30 pm

Nominate someone for an IMMC leadership team:

Gifts Development Team would greatly appreciate your suggestions of people you think could serve on one of the teams. For more information and to fill out the form, use the QR Code to the right or visit <https://im.mennonite.net/gifts>



Youth/Young Adult Delegates: A Guide for Congregations

Introduction

Indiana-Michigan Mennonite Conference delegates overwhelmingly voted in support of adding youth and young adult delegates to our conference bylaws in the Spring of 2024.

This guide will assist congregations in the selection process, provide details for mentor orientation, and outline the expectations and roles for the delegates. Engaging our youth and young adults in such a meaningful way strengthens our community and brings fresh perspectives to our conference.

Selection of Youth/Young Adult Delegates

Criteria for Selection:

- **Age Range:** Delegates should be aged between 16 and 25 years.
- **Engagement:** Candidates should demonstrate an active engagement in church activities and an interest in the work of the church community.
- **Commitment:** Delegates should be willing and able to commit to participating in the events on June 7-8, and to engage in preparatory and follow-up activities.

Process of Selection:

1. **Nomination:** Members of the congregation can nominate potential delegates. Alternatively, interested individuals may nominate themselves.
2. **Review:** A small committee, perhaps comprising youth leaders, pastors, and other church leaders, should review nominations based on the established criteria.
3. **Interview:** Shortlisted candidates may undergo a brief interview process to gauge their interest and commitment.
4. **Selection:** Two delegates should be selected per congregation to foster peer support and collaboration.
5. **Registration:** As soon as registration opens for Summer Fest, be sure to add your youth and young adult delegates!

Mentors

Purpose: To prepare, guide and support the youth delegates before, during, and after the conference.

Role of Mentors:

- Supporting and guiding delegates.
- Communication Skills: Training in effective communication. Communicate with youth and young adult delegates to offer advice, listen, and provide feedback appropriately.
- Help delegates handle any disagreements or challenges that arise.
- Help youth and young adult delegates with travel arrangements, accommodation, schedule of the conference, and other logistical aspects.

Communication of Expectations and Roles for Delegates

Expectations:

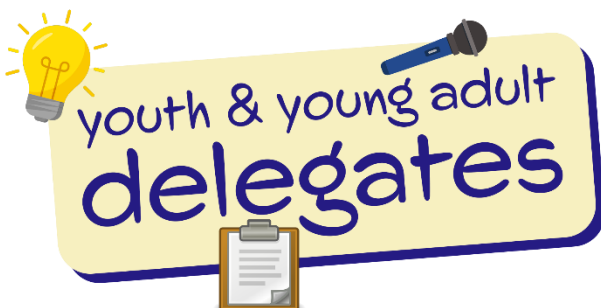
- Engagement: Delegates are expected to actively participate in all scheduled sessions and activities during the conference.
- Representation: Delegates should represent their congregation's views and concerns while also bringing their personal insights to discussions.
- Feedback: After the conference, delegates will be provided a form to fill out in order to provide feedback to their congregations about the discussions, decisions, and the overall experience.

Roles:

- Ambassadors: Act as ambassadors for your congregation, portraying a positive and engaged presence.
- Contributors: Actively contribute to discussions and workshops, sharing insights and learning from others.
- Reporters: Report back to the congregation about the outcomes of the conference and any important information shared during the event.

Conclusion

By carefully selecting and preparing youth/young adult delegates for the Indiana Michigan Mennonite Conference's Summer Fest, congregations will strengthen their community bonds and enrich the overall church experience. This guide aims to facilitate a smooth and effective process to empower our youth, ensuring they play an active and meaningful role in our faith community.



For more information and resources, visit <https://www.im.mennonite.net/vyad/>

Proposed Spending Plan for Fiscal Year 2025-2026

Income and Expenses Summary

	2024-25 Spending Plan	Actual through 12/31/24	Proposed 2025-26 Spending Plan	% Change
INCOME				
Congregational Support for Conference	\$213,000	\$91,254	\$200,000	-7%
Individual Gifts and Other Expected Income	\$63,026	\$29,250	\$97,636	+55%
TOTAL INCOME	\$276,026	\$120,504	\$297,636	+2%
EXPENSES				
Pastors and Congregations	\$3,400	\$667	\$2,800	-18%
Communications	\$4,200	\$1,283	\$3,800	-10%
Conference Initiatives	\$1,500	\$0	\$2,000	33%
Conference Leadership Teams' Expenditures	\$2,250	\$478	\$3,150	40%
Leadership Development	\$3,500	\$200	\$3,500	0%
Mennonite Church USA Connections	\$37,100	\$14,724	\$38,150	+3%
Office Expenditures	\$21,000	\$6,005	\$21,350	+2%
Conference Staffing	\$216,715	\$109,625	\$222,879	+3%
TOTAL EXPENSE	\$289,665	\$132,983	\$297,629	+3%
BALANCE	\$(13,639)	\$(12,479)	\$7	

What do the Expense Categories Include?

Pastors and Congregations

- Congregational Coach Expenses
- Pastor/Congregation Crisis Expenses
- Pastoral Family Assistance Program (WellSpan)

Communications

- Gospel Evangel
- Printing Other Publications
- Website & Digital Media

Conference Initiatives

- Intercultural Transformation
- Special Projects Fund

Conference Leadership Teams' Expenditures

- All-Teams Retreat
- Teams Meeting Expenses
- Teams Travel

Leadership Development

- Pastor Gathering
- Leadership Training Grants
- Ministry Inquiry

Mennonite Church USA Connections

- Denominational Database
- Firstfruits to Mennonite Church USA
- General Assembly Travel
- Mutual Aid – Corinthian Plan

Office Expenditures

- Equipment, supplies, and maintenance
- Postage
- Space Sharing/Utilities
- Taxes, Insurance, Fees
- Archive Storage
- Office Staff Team Building
- Fundraising

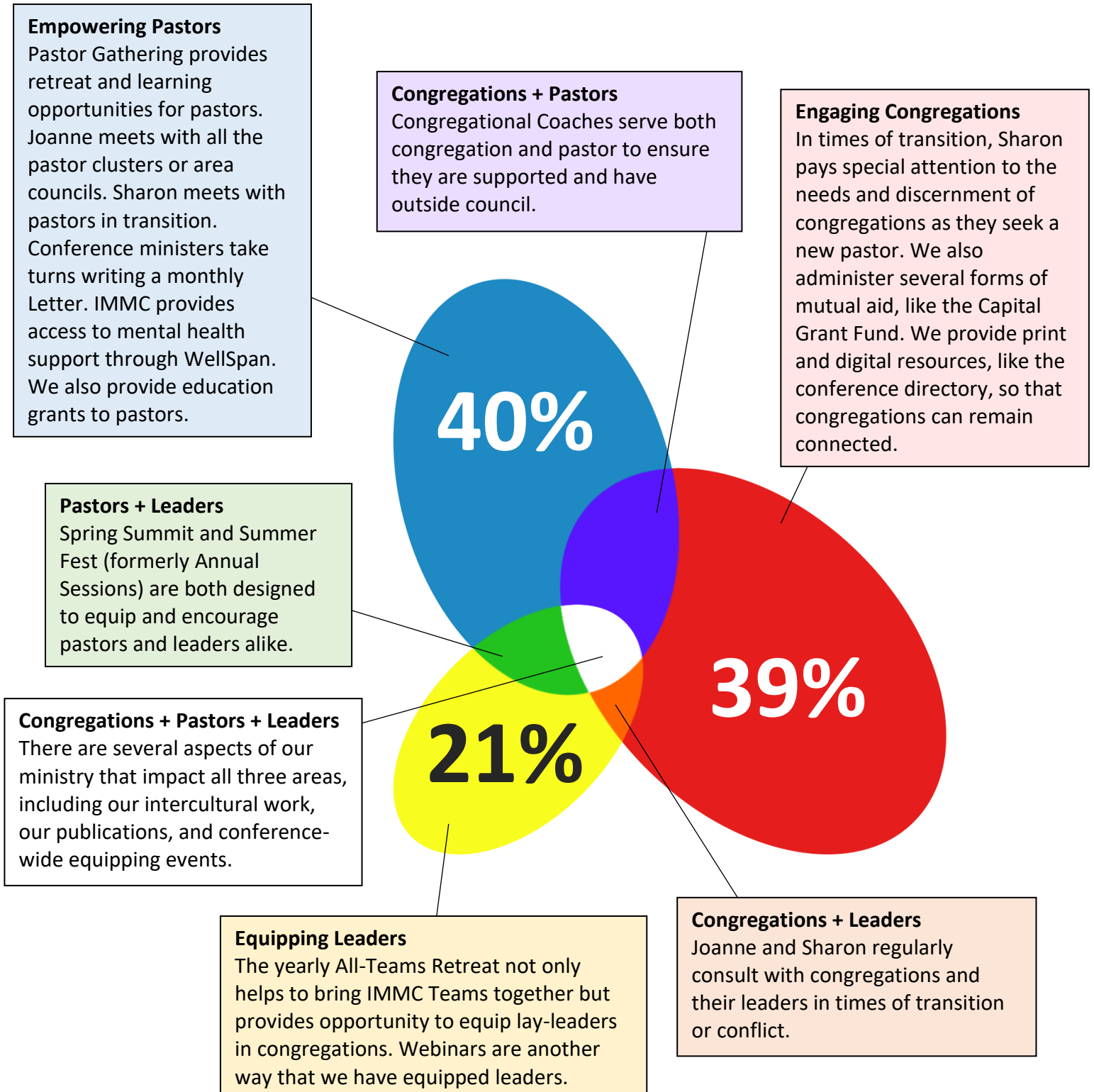
Conference Staffing

- Salaries, Wages, Benefits
- Continuing Education and Consultants

**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 do these funds help us live into our vision, values, and purpose?

Like any service organization, the expenses are mostly related to staffing. These staff help to carry out the work of the organization and provide the services that have been discerned as necessary by the board and delegates of Indiana-Michigan Mennonite Conference (IMMC). For this reason, the numbers only tell part of the story. The Spending Plan proposed above is created to enable the staff and volunteers of IMMC to carry out the work that God has called us to. In an attempt to tell more of the full story of the Spending Plan, we present to you a narrative that focuses on how the funds support and enable the ministries of IMMC.



Renewing a Vision

As IMMC congregations live into this vision, we hope for and anticipate the following:

- Congregations will strengthen their relationships with each other to foster greater affection, understanding, and mutual sharing.
- Conference activities will equip congregations to be spiritually and biblically grounded, led by Spirit-filled leaders, and telling stories and celebrating God-with-us.
- Each congregation and its members will grow in capacity for God-centered worship, Christ-like love, and reaching out to their neighbors in Spirit-led witness and service.

Centering conference life around Jesus

Jesus Christ is Lord and Savior. This simple confession unites the church across cultural, national, racial, denominational and every other human-made boundary that separates people from each other. As one, the church proclaims faith in Jesus for salvation from sin and service to God.

Jesus is a person, the fullest expression we have of our Creator and the original intent for the salvation of the world. We follow this Jesus whom God sent into the world (Colossians 2:6). Jesus is not a theology or belief construct. While Jesus is not bound by Anabaptist traditions, we believe the Anabaptist stream of faith contributes to a deeper understanding of what it means to follow Jesus here and now.

Shared spiritual practices

We are shaped over time by what we pay attention to and the habits we form. Thus we want to pay attention to and enact several spiritual practices that will continually bend us toward Christ, and form us over time as Christ followers. These practices help us stay centered on Jesus even in the midst of differences. This vision proposes we agree to be accountable to one another for implementing the following set of common spiritual practices. These practices are currently embedded within our Confession of Faith (related COF article numbers listed after each).

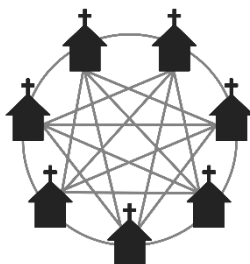
1. We will worship God as the central act of our common life whenever gathered (COF 1, 9).
2. We will practice prayer, fasting and generous giving (COF 18, 21).
3. We will prayerfully study the Bible together whenever we gather to increase our competence in reading, interpreting, and applying the scriptures in an Anabaptist perspective to our everyday lives and to issues we face in the world (COF 3, 4, 15, 17, 18).
4. We will accept and offer hospitality, believing it creates the context for God's kingdom to appear in our midst (COF 10, 18).
5. We will study the Bible with neighbors and strangers, inviting them to become disciples of Jesus (COF 10, 8).
6. We will practice peacemaking by extending loving-kindness and forgiveness (COF 17, 22).

We believe that by committing ourselves, together, to work at these spiritual practices, God will bring transformation toward Christ-likeness and renewal by the Holy Spirit.

Conclusion

Jesus sent his disciples out in his name and they returned to report all they had done. Our hope is that when we gather as a community of congregations it will be a time to share all that we have done in Jesus' name, and a time to support and equip one another in how the Spirit is leading.

As a conference, we want to live in such a way that when we stand before our Lord and humbly ask, "When did we see you hungry and thirsty?" that we will hear the words, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me" (Matthew 25:40).



Mission Statement

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.