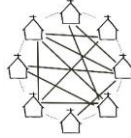









Indiana-Michigan Mennonite Conference

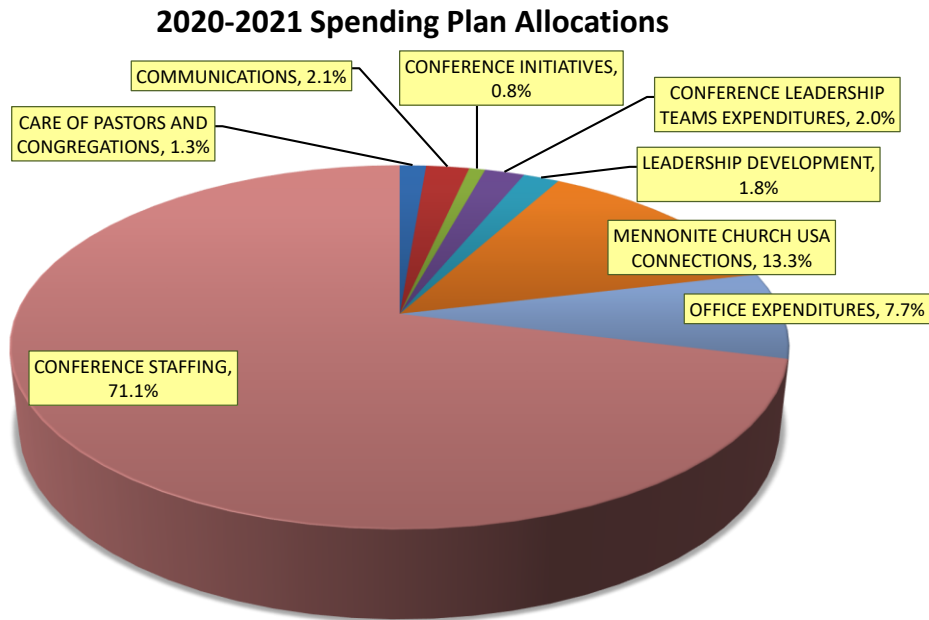
2020-2021 Spending Plan

Indiana-Michigan Mennonite Conference undergirds and connects congregations with others as we center our spiritual development in Jesus Christ. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. This is God's work, and it is exciting indeed!

<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>1.3%</p>	
<p>COMMUNICATIONS</p>	<p>Gospel Evangel printing and distribution Website development and maintenance</p>	<p>2.1%</p>	
<p>CONFERENCE INITIATIVES</p>	<p>Initiatives related to priorities and new ventures: Intercultural Transformation Church planting Special regional projects Pastor Summit Youth Resources</p>	<p>0.8%</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>2.0%</p>	
<p>LEADERSHIP DEVELOPMENT</p>	<p>Leadership Training Ministry Inquiry Program (college students) Seminary Student Assistance</p>	<p>1.8%</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>13.3%</p>	
<p>OFFICE EXPENDITURES</p>	<p>Office Space cost sharing Utilities- Equipment maintenance Office Supplies and Equipment Liability Insurance</p>	<p>7.7%</p>	
<p>CONFERENCE STAFFING</p>	<p>Salaries, benefits and networking expenses for all staff: Conference Pastor provides leadership development, administration and vision. Oversees and participates with teams, maintains relationships with pastors and congregations, credentialing, and connects with MC USA. CPLT works with all aspects of leadership transitions and credentialing. 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>71.1%</p>	

Proposed 2019-2020 Spending Plan Indiana-Michigan Mennonite Conference					
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	2019-2020 Spending Plan	Actual through 12/31	Proposed 2020-2021	\$ Change from 2019-20	% Change
INCOME					
CONGREGATIONAL SUPPORT FOR CONFERENCE	\$ 223,000	\$ 96,932	\$ 210,000	\$ (13,000)	-5.8%
INDIVIDUAL GIFTS AND OTHER EXPECTED INCOME	\$ 25,900	\$ 14,064	\$ 28,750	\$ 2,850	11.0%
TOTAL EXPECTED INCOME	\$ 248,900	\$ 110,996	\$ 238,750	\$ (10,150)	-4.1%
EXPENSE					
CARE OF PASTORS AND CONGREGATIONS	\$ 3,500	\$ 1,849	\$ 3,300	\$ (200)	-5.7%
COMMUNICATIONS	\$ 6,250	\$ 3,174	\$ 5,400	\$ (850)	-13.6%
CONFERENCE INITIATIVES	\$ 3,090	\$ 656	\$ 2,000	\$ (1,090)	-35.3%
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	\$ 6,000	\$ 3,572	\$ 5,000	\$ (1,000)	-16.7%
LEADERSHIP DEVELOPMENT	\$ 7,100	\$ (836)	\$ 4,500	\$ (2,600)	-36.6%
MENNONITE CHURCH USA CONNECTIONS	\$ 35,900	\$ 14,416	\$ 33,600	\$ (2,300)	-6.4%
OFFICE EXPENDITURES	\$ 21,800	\$ 9,812	\$ 19,500	\$ (2,300)	-10.6%
CONFERENCE STAFFING	\$ 176,364	\$ 81,504	\$ 179,972	\$ 3,608	2.0%
TOTAL EXPECTED EXPENSE	\$ 260,004	\$ 114,148	\$ 253,272	\$ (6,732)	-2.6%
BALANCE	\$ (11,104)	\$ (3,152)	\$ (14,522)		

In the spirit of the Listening and Redesign Report of 2007: "Because we live in a time of rapid change and because we heard such a strong call for improved relationships between congregations, **we believe that we need an organization that will emphasize relationship and that will be more flexible and less centralized.**"



Spending plan draft approved by Stewardship Team 1/8/2020

Approved to delegates by Missional Leadership Team -/--/----