

Annual Sessions 2021 (June 18-19)



Indiana-Michigan Mennonite Conference

Sturgis, MI

Amigo Centre, Sturgis, MI

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**“BECOMING ONE”
Annual Sessions 2021
June 18 & 19, 2021**



Greetings Sisters and Brothers,

We serve an amazingly faithful God, full of patience, love, mercy and grace. We praise God that we have made it this far considering the year we have all experienced. We are pleased to host 2021 Annual Sessions June 18th-19th both online and at the serene surroundings of the Amigo Centre in Sturgis, Michigan.

Our theme this year derives from the thought **“Becoming One”** sculpted from Ephesians 4:1-16. The Conference gathering goals are (i) transformation, (ii) relationship and (iii) equipping. These goals triggered the team to create some amazing seminars. **Descriptions of these seminars can be found [HERE](#).**

We invite you to take this amazing journey with us. Considering what the entire world has experienced this last year and throughout, we are humbled to equip participants with the keys to **“Becoming One”** by taking part in worship, worshipful work, and seminars.

We have some wonderful guest speakers and instructors ready to join us as we work to become one with each other and with God. **We encourage you to bring your families.** The staff at Amigo has set up a number of activities for children of all ages!

Information of registration is attached. **Register [HERE](#).**

Sincerely,

Annual Sessions Planners,
Wanda Bradford, Community Christian Fellowship
Jeremiah Chuiha, Emmanuel Living Christian
Muthoni (Gladys) Maina, Morning Star
Izaete Nafziger, North Goshen
Shawn Lange, New Foundation United in Hope Fellowship
Anna Board, IMMC

Schedule for 2021 Annual Sessions
“Built Together”
June 18-19
Online and at Amigo Centre, Brutus, MI

Color code:

- **Worship services are in red**
- **Meals are in orange**
- **Seminars are in blue**
- **Worshipful Work Sessions are in green**

FRIDAY, June 18 (Via Zoom)

- **3:00-3:30pm Welcome & Worship**
- **3:30-4:45pm Worshipful Work**
- **5:00 Dinner**
- **7:00pm Worship Service**

SATURDAY, June 19 (Hybrid, Zoom and at Amigo)

- 10:30am Registration-*Retreat Center*
- **11:00am Worship (Hybrid)-Pavilion**
- **12:15pm Lunch-Dining Hall**
- **1:15-2:30pm Seminars**
 - **Missional Discipleship Initiative (Hybrid)- Pavilion**
 - **Grief and Loss (in-person)- Pavilion meeting room**
 - **Intercultural Competency (in-person)-Lower Level Dining Hall**
 - **Amigo Outing**
- 2:30-2:45pm Break
- **2:45pm-4:00pm Worshipful Work (Hybrid)-Pavilion**
- 4:15-4:30 Break
- **4:30pm-6:30pm Farewell Celebration for Dan Miller (in-person)-Pavilion**

Procedural Rules for Delegates

Adapted from the special rules approved at the beginning of the 2007 Mennonite Church USA Delegate Assembly held in San José, California.

Indiana-Michigan constitutional provisions for decision making at Annual Sessions:

- The conference shall seek consensus or broad affirmation in all decisions. Where available time does not allow for consensus or where circumstances are not deemed to require broad affirmation, the conference may proceed by majority vote.
- A majority of votes cast shall determine any matter, except when the delegates agree otherwise or when otherwise provided in the constitution or bylaws.
- A quorum shall consist of all properly recognized delegates present at a duly called assembly meeting.

Delegates representing INDIANA-MICHIGAN Conference congregations need to attend to the church's business in a timely manner that allows for due consideration. Balancing these goals is typically difficult, especially in decision-making bodies as large as ours.

Parliamentary procedure is used to help groups, especially large ones, balance the goals of timely action and due consideration. It does so by standardizing procedures through a system of rules that establish who may speak, about what, when, and for how long. Most people are not familiar with these rules and as a result tend to experience parliamentary procedures as cumbersome. So far no one has developed a less cumbersome and yet fair way to balance these competing goals. This document is adapted from the Procedural Rules for Delegates successfully followed at Mennonite Church USA Charlotte 2005 Delegate Assembly, and is an effort to make parliamentary procedure feel a bit more user friendly.

Basic rules

In an effort to allow as many persons as possible to be heard, please follow these basic rules:

- Only delegates may make motions or vote on them.
- Do not address the assembly more than twice in a day on any one topic.
- Before you speak a second time on one topic, make sure that no one else who has not yet spoken on that topic wishes to do so.
- When you go to the microphone to address the assembly, wait to be recognized by the moderator. Once recognized, state your name and (if appropriate) the group you represent before making your remarks.
- Only speak on behalf of a group if you have been specifically commissioned to do so.
- In order to keep the discussion from becoming personal, always address the moderator rather than a previous speaker or someone else in the meeting.
- Always speak respectfully. If you disagree with another person who has spoken, please describe that point of view with respect.
- So that the group can put your remarks in context, always indicate whether you are speaking in favor of or against the proposal that is being discussed.

Parliamentary procedures commonly used

During the delegate session, if you want to introduce a motion, raise a question, or extend discussion, please follow these procedures:

- If you want to amend a main motion, limit or extend debate on a motion, or lay a motion on the table, you need to make a motion to that effect while the main motion is still under consideration. To do so, seek recognition from the moderator and then make the motion.
(Simply say, "I wish to amend the motion," and then, when recognized, say, "I move that the motion be amended to say . . .")

- To object to the consideration of a motion, call for a more precise vote, ask a question about parliamentary procedure or offer information on a question, first seek recognition of the moderator and then state your business. (*You might say, "Point of information." Then, if recognized, you might say, "In relation to the current motion, delegates may find it helpful to know that..."*)
- To call for a recess, adjournment, or a question of privilege (to rectify some problem that is distracting the assembly, for instance), seek the recognition of the moderator and after recognition make the motion. (*You might say, "I rise to a question of privilege." The moderator will ask you what the question of privilege is.*)
- Many motions require a second. This guarantees that at least one other person is interested in the proposal. (*To second a motion, rise and say "I second that motion."*)
- Any motion that comes from a committee does not need a second since the support of a committee already indicates that the body is interested in the motion.
- Finally, if you think that it is time to end discussion you can "call for the question." However, if there is any objection to ending discussion, then the delegate body will need to take a vote on your proposal to end discussion.

New motions and/or amendments to motions that are on the agenda

We will conduct our business according to the following rules which are commonly used in large assemblies that must get their work done in a relatively short period of time.

- Any motion that brings substantive business to the body must be taken to the moderator or moderator-elect before it can be brought to the floor. The purpose of this is to make sure that the assembly only takes time to consider clear and appropriate motions.
- Likewise, amendments to resolutions that appear on the agenda must be presented to the moderator or moderator-elect before they can be brought to the floor for discussion. The purpose for this rule is the same as above.

For more specific information on the kinds of motions you can make and the rules that apply to them, see *Roberts Rules of Order Newly Revised (10th edition)*. If you have questions about parliamentary procedure during the delegate sessions, we invite you to ask the designated parliamentarian about appropriate procedures during a break.

We hope that the procedures described above will enable Annual Sessions to be times of discernment together. Come prepared to hear God's voice as we worshipfully work together.

Chapter 1 Conference Program

Delegates to Indiana-Michigan Mennonite Conference, June 2020

Congregational delegates include:

1. All ordained and licensed ministers with active congregational assignments:
OM = Ordained Minister
LM = Licensed Minister
DE = Deacon
2. One elder or comparable leader:
CC = Congregational Chair

CE = Chair of Elders

E = Elder

3. One delegate representing financial matters:
F = Financial rep
4. One delegate for each 150 members or fraction thereof:
D = Delegate

Ann Arbor Mennonite Church

1-OM Chibuzor Ozor

Belmont Mennonite Church

1-OM Mandy Yoder
4-CC Audra Mark
7-F Uryna Gerber
8-D Mike Zehr

Belmont Neighborhood Fellowship

1-OM Kevin Yoder
4-CC Glenn Leinbach

Benton Mennonite Church

1-OM Doug Kaufman
1-OM Brenda Meyer
4-CC John Buschert
7-F Bruce Nofziger
8-D Helene Hoover

Berkey Avenue Mennonite Fellowship

1-OM Joanne Gallardo
1-OM Mark Schloneger
8-D Jenny Hooley
8-D Richard Kauffman

Bethel Mennonite Church

1-OM Joe Pendleton
4-CC George Smith
5-CE Wallace Yordy
7-F Ryan Gnagey

Bonneyville Mennonite Church

2-LM Mariah Martin
4-CC Randy Zimmerly
7-F Korey Bromley
7-F Kurt Eby

Cedar Grove Mennonite Church

4-CC Douglas Troyer
7-F Mike Sheppard
8-D Susan Barham
8-D Anna Troyer

Church Without Walls

1-OM Cora Brown
1-OM Jonathan Brown
6-E Rosetta Brown
8-D Louise Millsaps

College Mennonite Church

1-OM David Maldonado
1-OM Madeline Maldonado
1-OM Phil Waite
1-OM Daniel Yoder
1-OM Pamela Yoder
2-LM Talashia Keim Yoder
5-CE Becky Horst
7-F Scott Litwiller
8-D Vivian Kaser
8-D Tim Lichti
8-D Higinio Luna

Community Christian Fellowship Ministries

1-OM Sam Wilson
6-E James Bell
6-E Jackey Wilson

East Goshen Mennonite Church

1-OM Merle Hostetler
1-OM Cal Kaufman
1-OM Naomi Yoder
5-CE Tim Yoder
7-F Millard Graber
8-D Susan Hanna
8-D Beth Grieser

Emmanuel Living Christian Church

1-OM Jeremiah Chuiha

Fairhaven Mennonite Church

4-CC Rachel Yoder

7-F Duane Yoder

8-D Christine Bailey

Family Worship Center at the Lighthouse

1-OM James Hochstetler

5-CE Jeremy McLaughlin

Fellowship of Hope Mennonite Church

1-OM Suella Lehman Gerber

7-F Verlin Miller

First Mennonite Church, Indianapolis

1-OM Bob Smith

1-OM Mag Richer Smith

7-F Jeanene Boyce

7-F Michael Miller

8-D Todd Grotenhuis

6-E Marj Rush Hovde

Good News Community Chapel

4-CC Jan Esch

8-D David Esch

Grace Chapel

2-LM James H Nelson

4-CC Renna Harness

7-F Glen Jackson

Grand Marais Mennonite Church

1-OM Phil Bontrager

4-CC Carol Tester

7-F Jay Aeschliman

Holdeman Mennonite Church

1-OM BJ Leichty

8-D Vernard Guengerich

Hopewell Mennonite Church

1-OM Joel Short

5-CE Marty Gaff

Hudson Lake Mennonite Church

1-OM Barbara Devereaux

1-OM Esther Lanting

4-CC Barbara Funnell

6-E Les Gnagey

7-F Heidi King

8-D Gary Heminger

Kalamazoo Mennonite Fellowship

2-LM Grant Miller

4-CC CarolSue Borkholder

Kern Road Mennonite Church

1-OM David Sutter

1-OM Janice Yordy Sutter

2-LM Jennifer Helmuth Shenk

4-CC Andrew Tucker

7-F James Halteman

8-D Barbara Devereaux

Liberty Christian Fellowship

8-D Brian Wills

Maple River Mennonite Church

5-CE Heidi Burkhart

7-F Janet Trowbridge

8-D Arnold Burkhart

Mara Christian Church of America, Indpls

1-OM Ang Rem

2-LM David Ngole Tha

8-D Eric Lian

8-D William Maung

Mennonite Fellowship of Bloomington

5-CE Virgil Sauder

7-F Sue Ramseyer

8-D John Sauder

Morning Star Church

1-OM Gladys Maina

1-OM Simon Mungai

8-D Tom Hines

New Foundation Utd in Christ Menn Flsp

1-OM Shawn Lange

1-OM Tyrone Taylor

2-LM Leandrea Lange

2-LM Tantra Taylor

8-D Lanata Chalmers

New Hope Community Church of Midland

1-OM Harold (Denny) Heath

5-CE Lewis Davis

7-F Cathy Carpenter

Ninth Street Community Church

4-CC Raymond Jones

North Goshen Mennonite Church

1-OM Nathan Graber-McCrae
1-OM Izaete Nafziger
4-CC Marcos Stolfus
6-E Jonathan Nussbaum
7-F Tim Nafziger

Parkview Mennonite Church

4-CC Tillie Graber
7-F Sylvia Bontrager
8-D Grace Whitehead

Peace Community Mennonite Church

7-F Bonita Eileen Childs
8-D Theodore Myles

Prairie Street Mennonite Church

1-OM Cyneatha Millsaps
1-OM Quinn Brenneke
7-F Joshua Kinder
8-D Alan Longenecker

Shalom Mennonite Church

1-OM Brian Bither
4-CC Jeanne Smucker
7-F Linda Kandel
7-F Robert Love
8-D Frank Kandel

Sunnyside Mennonite Church

1-OM Amy Kratzer
1-OM Charles Geiser
1-OM Teresa Geiser
4-CC Sandra Yoder
5-CE Peter Graber
7-F Dale Shenk
8-D Mary Kauffmann

Walnut Hill Mennonite Church

1-OM Ben Bouwman
1-OM Carmen Horst
5-CE Evelyn zumFelde
7-F Brian Miller
7-F Janice Eigsti Miller
7-F Arloa Bontrager
8-D Shin Yee Tan

Waterford Mennonite Church

1-OM Neil Amstutz
1-OM Katie Misz
1-OM Cindy Voth
8-D Joy Yoder
8-D John Kaufman
8-D Karsten Hess

Wildwood Mennonite Church

4-CC Jonathan Miller
7-F Suetta Hollinger
8-D Janice Wagner

Congregational Coaches

Phil Bontrager serves Wildwood, attends Grand Marais

Ruben Chupp serves Hudson Lake; attends Sunnyside

Ron Guengerich serves College & Waterford; attends Eighth Street

Russel Jensen serves Parkview; attends Maplewood

Lois Kaufmann serves Fellowship of Hope

Keith Kinglsey serves New Foundation United in Christ; attends Fellowship of Hope

Tim Lichti serves Holdeman; attends College

Janice Yordy Sutter serves Walnut Hill; attends Kern Road

Leonard Wiebe serves Bonneyville; attends Eighth Street

Mary Lehman Yoder serves Berkey Avenue Mennonite Fellowship.

Search Guides

*denotes those who were active during 2020-2021 season

***Ruben Chupp**; serving Berkey Avenue, attends Sunnyside

***Suella Gerber** served North Goshen; attends Fellowship of Hope

***Rebecca Horst** served Walnut Hill, serving Waterford; attends College

***Frank Kandel** serving Fairhaven; attends Shalom

Richard Kauffman attends College

John Kaufman attends Waterford

***Bob Schloneger** served Shalom, serving First, attends North Goshen

Conference Personnel — 2020-2021

Missional Leadership Team

Brenda Meyer, moderator-elect, Benton (19/2019-21 affm)
Bob Yoder, moderator, College (14/2017-21 affm)
Duane Yoder, treasurer, Fairhaven (19/2019-21 affm)
Naomi Yoder, East Goshen (19/2019-21 affm)
Steve Slagel, Maple River (20/2020-22 affm)

Conference Staff

Dan Miller, conference pastor, Walnut Hill (09/2018-21)
Sharon Yoder, conference pastor for leadership transitions (19/2019-)
Anna Board, administrative coordinator, IMMC (18/2018-)
Jim Norton, bookkeeper, Walnut Hill (2015-)

Commissions and Committees

Leadership Enhancement Team (LET)

Ben Bouwman, chair, Walnut Hill (17/2017-20 appt)
Christine Kauffman, East Goshen (19/2019-21 appt)
Kent Miller, First Middlebury (16/2019-2021 affm)
Dave Sutter, Kern Road (18/2018-2021 affm)
Andrea Grotenhuis, First Mennonite (20/2020-23 appt)

Ministry Credentialing Team (MCT)

Ruben Chupp, Sunnyside (16/2019-21 affm)
Suella Gerber, chair, Fellowship of Hope (19/2019-22 appt)
Angy Moore, Kern Road (13/2019-21 affm)
Phil Waite, College, (19/2019-22 affm)

Stewardship Team

Cindy Steiner, chair, East Goshen (12/2018-20 affm)
Verlin Miller, Fellowship of Hope (12/2018-20 affm)
Patty Graber, First Mennonite (20/2020-23 affm)
Ron Ringenberg, Prairie Street (20/2020-22 appt)
Angela Swartzendruber, North Goshen (20/2020-23 affm)
Duane Yoder, Fairhaven (19/2019-22 appt)

Gifts Development Team

Addie Leaman, (17/2018-20 affm)
Marj Rush Hovde, First Mennonite (19/2019-22 affm)
Bruce Nofziger, chair, Benton (14/2018-20 affm)
Janice Wagner, Wildwood (17/2018-20 affm)

Personnel Committee

Ray Hunsberger, chair, Belmont (20/2020-23 appt)
Marge Schrag, Menn Fellowship of Bloomington (13/2019-22 appt)
Rachel Stoltzfus, Waterford (18/2018-2021 appt)

MCC Great Lakes Rep

George Thompson, Waterford (19/2019-22 appt)

Geographic Locations of Congregations

Regions and area councils

Northern (15 congregations)

Upper Peninsula

Cedar Grove
Grand Marais
Wildwood

Northern MI

Maple River
Grace Chapel
New Hope Community
Church of Midland
Ninth Street

East Central MI

Bethel

Southeast MI

Ann Arbor
Community Christian
Good News
Liberty Christian Fellowship
Peace

Southwest MI

Kalamazoo

Michiana (26 congregations)

Swanee Lake (Plus)

Holdeman
Hopewell
Hudson Lake
Kern Road

Elkhart

Belmont
Belmont Neighborhood
Bonneyville
Church Without Walls
Fellowship of Hope
New Foundation United
in Christ Fellowship
Piedra Viva
Prairie Street
Sunnyside

Goshen

Benton
Berkey Avenue
College
East Goshen

Family Worship Center
North Goshen
Walnut Hill
Waterford

Southern (11 congregations)

Camfell

Menn Flsp of Bloomington
Emmanuel Living Christian
First, Indianapolis
Mara Christian Church
Morning Star
Parkview
Shalom

Fort Wayne

Fairhaven

Missional Seeds Giving Club Members

as of May, 2020

Patricia Brubacher
Kelly Carson
Karl Cender
Sherrill & Melvin Glick
Alvin and Dolores Graber
Virgil & Ruth Hershberger
Suetta Hollinger
Frank and Linda Kandel
J. Stanley Kauffman
Paula Killough
Eleanor Kreider
Doug and Joy Landis
Dean and Bek Linsenmeyer
Rod and Martha Yoder Maust
Dan and Nadine Miller
D Richard Miller
Kent Miller
Laverne Nafziger
Esther Shaum
Jacob Snider
Daniel & Cindy Steiner
Vic and Marie Stoltzfus
Johanna Sutter
David and Janice Sutter
Juan O Vega
Roberta Yoder
Duane and Rachel Yoder

Chapter 2 Items for Discussion and/or Action

Annual Sessions 2020 Minutes and Proceedings

IMMC Annual Sessions

Zoom

Friday, June 19, 2020—Saturday, June 20, 2020

“Built Together”

Recorder: Anna Board

Opening Worship Service, 1:30pm

1. Mark Schloneger, pastor of Berkey Avenue Mennonite Church and member of Goshen Mennonite Ministers Committee, served as emcee this session. Music was introduced by John Buschert of Benton Mennonite who played recordings of hymns and shared the sheet music on his screen. Elements of the service include the following
 - Mark welcomed attendees, summarized in minute 2.
 - Mark introduced Aaron Kaufmann who served as IT assistance.
 - A pre-recorded video of various members of IMMC congregations reading portions of Ephesians 2:11-22. Readers included: Ruth Mischler (Benton Mennonite), Lavonne (Berkey Avenue Mennonite), Ben Bouwman (Walnut Hill Mennonite), Rachel Eby (Bonneyville Mennonite), Talashia Keim Yoder (College Mennonite), Merle Hostetler (East Goshen Mennonite), Julian Gonzales (East Goshen Mennonite), Tim Nafziger and Belen Robledo (North Goshen Mennonite), Shin Ye Tan (Walnut Hill Mennonite), Katie Misz (Waterford Mennonite)
 - Singing included, H. 1 “Praise the One Who Breaks the Darkness”
 - **Congregational Story:**
 - North Goshen Mennonite Church: Izaete Nafziger shared about how the congregation has been challenged to find a new way to be “the church” during COVID-19. Member of North Goshen worked with a local Spanish radio station to distribute meals and assisted them in paying for bills. The church walked alongside members of the community as they struggle with immigration and medical issues. They have opened their parking lot to Maple City Health center to be used as a COVID-19

testing site. This has been a great help to the Latino community and to those who don’t have access to healthcare. Monday to Friday, the church is open and being used as a resource to the community, doing God’s work.

- Ben Bouwman, chair of the Leadership Enhancement Team, introduced pastors who were new to Indiana-Michigan Mennonite Conference including Quinn Brenneke (Prairie Street Mennonite Church), Cyneatha Millsaps (Prairie Street Mennonite Church), and Grant Miller (Kalamazoo Mennonite Church).
- Ben closed the time and released attendees for a five-minute break.
- Mark welcomed attendees. He reflected on GMMC’s original plans for the weekend and on the loss of not being able to gather in-person. He expressed thankfulness for the ability to gather over Zoom. He also reflected on Juneteenth and how members of IMMC should take the time to celebrate the contributions of African Americans in the church. He introduced the theme verses Ephesians 2:11-22.

Teaching Session 1, 2:00pm

6. Ben Bouwman introduced the guest speaker, Safwat Marzouk (AMBS)
7. Safwat’s topic was: “Built Together: A Biblical Vision for an Intercultural Church”
 - He spoke on the meaning of a “diving wall” as outlined in the Ephesians 2 passage. He challenged listeners to consider their cultural dividing walls and ways to “move from activism to welcome the stranger to embodying integration in our congregations.” To do this, it is important to define culture, multi-cultural and intercultural. He asserts that the church must become intercultural, behaving as, “a covenantal community that cultivates a decartelizing unity and fosters a just diversity. In this covenantal community differences are received as a gift, not a threat; and boundaries are not rigid, but rather porous and mutually negotiated.” The hard work of intercultural competency is necessary and built by five principles: This is God’s Project (Worship), The Need is Mutual, Conversation is Mutual (Mission), Fellowship is Vital, Healthy Boundaries are Necessary (Communion). The time ended with the

reading of *A Prayer on Diversity* written by Swee Ann KOH.

Worshipful Work, 3:30pm

8. Opening. An audio recording of the hymn "Longing for Light" was followed by a word of introduction by Bob Yoder, moderator and member of MLT. Attendees were instructed to have their virtual packets and report books ready. Links to both resources were made available in the chat bar.
9. **Congregational Story.**
 - Waterford Mennonite Church: In a prerecorded video, Cindy Voth shared of three ways that God is building up Waterford MC amidst the pandemic. She reflected on how worship services have moved to being livestreamed. They have learned and grown in their ability to bless one another. She gave an example of times when the congregation offered special blessings over Zoom. They are finding new and creative ways to connect with one another and their community through Zoom: Bible studies, congregational prayer meetings, congregational meetings. There are ways to include those who could not otherwise have been included. 16 women at WMC have sewn masks for the community.
10. **Breakout rooms.** Brenda Meyer, moderator-elect and member of MLT, explained to attendees that they would be put into Zoom break out rooms for 10 minutes. During this time, they were to tell one another their name, congregation and one-way God has been Building Together their congregation during this time.
11. **Minutes.** Bob referred to the Minutes and Proceedings of the June 13-15, 2019 Annual Sessions held at Amigo Center, Sturgis, MI, found on the website and pages 14-22 of the printed report book. These minutes were approved as printed by a very strong affirmative vote.
12. **Conference staff and the MLT were introduced.** Brenda also introduced Shana Peachey Boshart who is the Denominational Minister for Faith and Formation for MCUSA.
13. **Gifts Discernment Team (GDT) report.** Bruce Nofziger, chair introduced the Affirmation ballot, included in the delegate virtual packet. Bruce asked delegates to open the online Affirmation ballot and the link was posted in the chat bar. The Affirmation Form was presented with recommendations by both GDT and MLT for

adoption. The vote was taken by delegates selecting Yes or No on each position separately. The Form in the virtual packet also lists those previously affirmed or appointed by MLT to various positions. Delegates were asked to complete the Gifts Inventory, included in the delegate packet and as an online Google Form, for GDT's future use. Bruce encouraged attendees to think intentionally about nominating people of color and recognized that the leadership teams need to better reflect the make-up of conference.

14. **Stewardship Team (ST) report.** Cindy Steiner, chair, included a variety of items in her report: she noted that affiliation sheets will be sent by mail and email to each congregation and should be passed on to delegates. Cindy reminded delegates of the Capital Fund Grants that are available to congregations. Missional Seeds pledges for 2020 stand at \$14, 268, up from \$11,977 the previous year. She thanked Belmont Mennonite Neighborhood Fellowship, East Goshen Mennonite, Fairhaven Mennonite, Good News Community Chapel, North Goshen Mennonite and Prairie Street Mennonite for their increased giving. The current year's financial report as of May 31 shows income of \$183,298 and expenses of \$190,177 with a net income of \$6,879. Cindy highlighted the financial support as equipping, resourcing, and training in support of the conference's mission. The ST expresses many thanks to the conference for its support. Cindy called attention to the 2020-2021 proposed Spending Plan, found on pages 27-28 of the delegate Report Book. The total projected income and expenditures are \$248,900 and \$248,040, respectively. The vote for the Spending Plan was taken online using a Google Form. The link to the ballot was available on the conference webpage and in the chat bar.
15. **Demographic Survey.** Bob gave a brief explanation about the demographic survey that was completed by 35 of the 45 IMMC congregations. This survey consists of 34 questions and is part of the efforts of the MLT to increase intercultural competency and to understand the diverse make-up of IMMC. The following findings are a snapshot of the responses received as of June 19, 2020:
 - 19 congregations responded that they do not have any public congregational statements that refer to race, ethnicity, gender, sexual

orientation, age, educational level or economic level and 13 do. Other questions asked about formal membership, number of delegates sent to Annual Sessions, and the age range of individuals who participate regularly in the congregation. There were questions about economics and education level of individuals in each congregation. The next section concerned comings and goings (i.e. new members, number of withdrawn memberships. Respondents were asked which of the leadership teams they could give a description of. There was also a section asking respondents to reflect on what they learned about their congregations from this survey.

- Bob shared about the six phone calls he's had with pastor who've completed this survey. He is encouraged by the excitement around this topic and that it seems like there is good energy for IMMC to be doing this work.
- He thanked all of those who took the time to complete the survey and shared that this work in intercultural competency will inform MLT goals and focus in the following years.

16. **Closing.** Mark Schloneger gave announcements and John Buschert played a recording of SJ 27 "God of the Bible"

Evening Worship, 7pm

17. Mark Schloneger greeted those who gathered on Zoom and gave a few announcements:

- Register for Seminars taking place on Saturday
- Instructions on how to access the worship livestream
- Donations are being accepted for IMMC congregations who are facing financial hardships. Instructions on how donations can be made were given.
- Viewers were then sent to the College Mennonite Church homepage to watch the worship livestream.

18. Talashia Keim Yoder served as worship leader

- Welcome and prayer, three candles were lit as a visual representation of the three regions of IMMC.
- Congregational Stories
 - Benton Mennonite Church: Rachel Yoder Penner shared about how Benton served and cared for their family after the birth of their daughter. The members and

pastors at Benton Mennonite have walked alongside of them.

- Berkey Avenue Mennonite Church: Lowell Nafziger and Sherm Kauffman explained how their community garden came to be. The garden is available to anyone in the community to use. It has become a place for relationship building.
 - Walnut Hill Mennonite Church: Ben Bouwman, pastor, talked about the year of transition the congregation has experienced. He shared how this transition began with the retirement of pastor Jane Stoltzfus Buller and continuing through the adjustment of moving to an online format. Walnut Hill donates 40% of their budget to missions and supporting Bethany students.
 - Singing, H.55 "Cantemos al Señor" and SJ 13 "My Soul is Filled with Joy"
 - Worship team included: Ben Bouwman, Rhiannon Harrison, Jes Stoltzfus Buller, Linda Lehman Thomas, Theo Budiardja, Jason Harrison
 - Scripture, the video of Ephesians 2:11-22 was played
 - Dan Miller, conference pastor delivered a sermon. See summary in minute 16.
 - Singing, H. 407 "We are People of God's Peace"
 - Response, Talashia Keim Yoder
 - Singing, SJ 73 "The Lord Lift You Up"
 - Blessing, Talashia Keim Yoder
19. Dan's talked about the hostility in the current culture and how Christians should look for a word of transformation from God. He related the divisions between the Jews and Gentiles in the Ephesians passage to the walls of hostility built up in today's culture. He challenged listeners to think on how they are responsible for perpetuating the polarization. Rather than constantly reacting, we are meant to respond as people of peace. He discussed how the hard work of learning to engage cultural differences requires being humble with oneself and others. We are reconciled not by what we do, but by Christ who is our peace. Christ created one new humanity out of two, it is something new. Christ killed the hostility. The differences are not necessarily destroyed, but the hostility between persons has been killed. He quoted Tom Yoder Neufeld, "Peace does not

come about without a life and death struggle...it costs nothing less than the life of the one making peace." Entering Christ's peace is disorienting. Christ's peace is not the destination, but a gift. Jesus turns our values upside down. We are being asked to consider the question: "Jesus." We are being asked to proclaim Jesus in these times.

Saturday, June 20th, 9am- 4:15pm

Morning Worship, 9:00am

20. Bob Yoder, moderator served as worship leader
 - Congregational Story
 - Bonneyville Mennonite Church- Stacey Garten, Bonneyville MC-Stacey shared how the members of Bonneyville supported her family during a difficult custody battle. The congregation was present at the court proceeding when Stacey and her husband were granted custody of their grandson.
 - College Mennonite Church- Daniel Yoder and Talashia Keim Yoder shared how the congregation has been able to serve the community financially and through the food pantry during the circumstances surrounding COVID19. They also announced the launching of a new "This is the Story" an all-age, year long curriculum that takes participants through the entire Bible.
 - Call to worship
 - Singing, SJ 4 "You've Got a Place" and SJ 64 "Somos el Cuerpo de Cristo"
 - Scripture reading, Ephesians 2:11-22
 - Sermon, Joanne Gallardo, Berkey Avenue Mennonite Church
 - Singing, H. 322 "For We Are Strangers No More"
 - Communion, Led by Brenda Meyer, moderator-elect and pastor at Benton Mennonite Church
 - Singing, SS 123 "Let Us Talents and Tongues"
 - Closing by Bob Yoder
21. Joanne Gallardo spoke on what it means to be a household of God. Followers of Christ are one household. A household is home when everyone is here; each person is an important piece of the puzzle. Joanne offered a few guidelines for helping the church live together. First, "leave no one behind." We are not all in this together. Inequality exists and we are not all at the same table experiencing the current reality in the same ways. Leaving no one behind means giving up

some of what we have for those who are wanting. Second, "we talk about things". You can't be built together if you can't talk to one another. Open communication promotes authenticity and pathways to connection. Life together in Christ is like a puzzle, each piece fitting together and making the most sense when they are a part of the whole. One piece missing makes for an incomplete puzzle. Another principle is "believing the best of one another". This isn't conformity but making room for each piece to fit. We are guided by love. Love is something you practice. It must be a habit, something you make a part of your routine. We are called to be guided by love, not a patronizing/all excusing love, but a gentle, intentional love. "Christ seeks to reconcile all things together and to build us together in love is at the heart of the message in Ephesians." "What does it look like to be built together?" "What does it mean to know that not all of us are on equal footing?" It may mean giving up power and control. God's people are a strange people. We are called to live as a strange, but lovely household.

22. Seminars, Saturday, 10:30am-11:45am, three options included:
 - Nekeisha Alayna Alexis, "Intercultural Competency" (two, 45 min sessions)
 - Cory Martin, "Elkhart Jail Ministry"
 - Aileac Deegan, "Dealing with Grief"

Worshipful Work 2, 1:15pm-2:30pm

23. Opening. A recording of "My Life Flows On" was shared by John Buschert as a gathering song.
24. Congregational Story. In a pre-recorded video, Denise Reesor and Joel Holsopple of East Goshen Mennonite Church shared about the impact of the Colossian Way curriculum on their group. They have learned about conflict resolution and how to value the diversity of thought in their congregation. The focus has shifted to what members do share rather than what they do not.
25. Voting Results. Bob Yoder, moderator relayed the results of the votes on accepting the 2019 Annual Sessions Minutes, the GDT Affirmation Slate and the 2020-2021 Spending Plan. All three items received strong votes of approval. Bob then introduced Dave Sutter for the Leadership Enhancement Team Report.
26. Leadership Enhancement Team. Dave Sutter, interim chair of LET, introduced the members of LET including Ben Bouwman, Chris Kauffman,

Kent Miller and the newest member, Andrea Grotenhuis. Dave discussed the following work done by LET:

- Congregational Coach role-LET is working on expanding the role of Congregational Coaches. LET has been speaking with current coaches and congregations to learn what they need in terms of support and training. The updated copy of the ministry description of Congregational Coach is available in the Virtual Packet. Dave highlighted points in the new description and shared his own positive experience with having a congregational coach at Kern Road. LET identified qualities of a congregational coach, identified term limits for coaches, the roles and functions of a congregational coach-congregation connections, identified what congregations can do in the relationship, and highlighted LET's responsibilities to coaches and congregations. LET will be sending out letters to congregations asking for names of people who might be good options for congregational coaches.
 - Framework for Pastoral Growth- Sent to pastors each year and focuses on two of the core competencies. Pastors are encouraged to engage with this and to find a support partner to walk alongside them in this. Dave thanked those who participated this year: Amy Kratzer, Ben Bouwman, Dave Sutter, Brenda Meyer, Dan Schrock, Esther Lanting, Jen Shenk, Katie Misz, Phil Bontrager and Randy Detweiler.
 - Deceased Pastors-Kent Miller read a brief obituary of each pastor who died in 2019-2020. The obituaries are included in the Report Book on page 34: Juliana Bender, Moses Andrew Beachy, Dean Brubaker, Wilma Cender, Paul Gingerich, William Hooley, Rex Jones, Willard Swartley.
27. Congregational Updates. Bob Yoder introduced Sharon Yoder, the conference pastor of leadership transition. Sharon delivered the report on behalf of the Ministry Credentialing Team. Other members of MCT include Ruben Chupp, Angy Moore, Suella Gerber, Phil Waite and Wilma Bailey. Details on the congregational updates are included in the Virtual Packet.
- Dawning of a New Day- Due to health issues, Robert Hunt is no longer able to continue the ministry of Dawning of a New Day. A moment of silence was taken to thank God for his ministry.
 - Lake Bethel Mennonite Church- This congregation chose to affiliate with Evana on August 27, 2019. A moment of silence was taken to thank God for their ministry.
 - North Main Street Mennonite Church- North Main held their last public worship service on July 28, 2019. After the closing of the church, North Main gave many generous financial gifts to organizations made possible by the sale of their properties. A moment of silence was taken to thank God for their ministry.
 - Paoli Mennonite Fellowship- Paoli was a duly affiliated congregation and has chosen to move membership to Central District Conference. A moment of silence was taken to thank God for their ministry.
 - Piedra Viva Mennonite Church-This congregation meets at Sunnyside Mennonite Church, Elkhart, IN and is in process of becoming members of IMMC. Naun Cerrato, pastor of Piedra Viva, has a vision for planting Spanish speaking congregations in the Michiana area.
 - In a prerecorded video, Naun Cerrato offered greetings on behalf of Piedra Viva and thanks to IMMC and Sunnyside for their welcome. He shared his vision for planting peace churches in Elkhart County.
 - Suella Gerber offered a prayer of blessing for Piedra Viva.
28. Brenda Meyer discussed the process on the next two agenda items. Both items, the Tanzania recommendation and Covenant recommendations, will be introduced and then followed by breakout room conversations.
29. Tanzania Recommendation from MLT. Brenda provided background information of the relationship with IMMC and the Shirati Diocese. The Tanzania Affinity group worked to discern whether IMMC should have an official partnership with the Shirati Diocese. They were concerned that both COVID19 and climate change make international travel more difficult. There were also concerns about commitment and energy in conference surrounding this relationship. The MLT considered the recommendation by the affinity group and decided not to continue with

an official partnership. MLT recommended that no official partnership occur.

The three considerations the MLT had were:

- Different expectations from both parties, particularly financial
- MLT wasn't sure they had seen the required energy from IMMC delegates
- The timing, both with COVID and climate change. and also with the work on Intercultural competency, MLT thought it might be better to focus on those congregations already in IMMC.

Sharon asked for questions, there were no questions from attendees.

30. Covenant. Bob Yoder relayed the MLT recommendation to delete the "covenant" section of *Renewing a Vision*, thus eliminating the "signing of the covenant". However, the MLT will continue to focus on strengthening relationships among our congregations. In December of 2017 the MLT paused the covenant idea for three years. MLT tested ideas on covenant with pastor groups and at 2020 Regional Meetings and found support to not continue with the signing of the covenant. Proposed action: The section "Covenant for congregations and credentialed leaders" be removed from the 2017 *Renewing a Vision* document. Bob asked for questions, there were no questions from attendees.

31. Breakout rooms. 10 min.

32. Bob Yoder asked for questions following the breakout rooms. There was one question about the covenant section being there because of legal liability. Bob Yoder noted that IMMC and MLT can take action and are working on reaching out to the congregations who have been inactive and then ask why they are a part of conference and if they want to continue to be.

33. Action. Delegates were asked to vote online on the following action: the section "Covenant for congregations and credentialed leaders" be removed from the 2017 *Renewing a Vision* document.

34. Open mic.

- Marj Rush Hvide thanked the planners for the efforts to move Annual Sessions online
- Bj wrote in the chat bar that she thought Annual Sessions went very well.
- Bob echoed Brenda Meyer's words from the previous day in offering thanks to Anna Board for her work in organizing Annual Sessions. He

also thanked Aaron Kaufman for his good work.

- Bruce Nofziger reminded attendees to fill out the Gifts Inventory Form.
- Millard Graber wrote that the topic this year was very timely. Bob identified the ways that the Holy Spirit influenced this year's topic which now is so fitting in light of current circumstances. The Spirit has been at work in building the conference up in different ways that we can strengthen relationships with each other now to further the reign of God on this earth.
- Prayer. Bob led a time of prayer.
- Completing service on leadership teams. Bob Yoder offered words of commendation to each of the following individuals for their service on their respective leadership teams: Randy Detweiler (MLT), Rose Shetler (Stewardship), Verlin Miller, (Stewardship), Steve Hochstetler-Shirk (Personnel) and Wilma Bailey (MCT).
- Announcements. Mark Schloneger offered last minute announcements about filling out the Gifts Inventory Form, Video recordings of the Friday and Saturday worship services are available online. Attendees were asked to fill out the evaluation. Mark offered thanks to Dan, the the MLT, Anna and Aaron for their flexibility in adjusting to the online format. Annual Sessions 2021 will be at Amigo Centre.
- Prayer. Randy Detweiler offered a prayer of gratitude and blessing.
- Closing remarks. Mark offered thanks to Marty Lehman who served as local coordinator.

Teaching Session 2, 3:00pm

35. Safwat Marzouk's topic for this second session was: "Built Together: The Role of Empathy and Power in Conflict Transformation."

- Safwat began by expressing the importance of narrative in conflict resolution. He used the example of Joseph and his brothers in Genesis 36-50. The estrangement the brothers felt in Genesis 42 allowed them to empathize with Joseph's struggle. Justice leads to empathy and empathy leads to transformation. The brothers are transformed, and Joseph is transformed by "breaking the cycle of violence through forgiveness, from a place of power." He made the point that, "When you

are oppressed: your story matters and you are the one who should be telling it.” Safwat spoke on preaching peace through narrative—following the example of Jesus. This requires “engaging in storytelling and listening, sitting with these stories before moving too quickly to do something.” The time concluded with the reading of words by written by Cyneatha Millsaps entitled, *Love Moves at a Snail’s Pace.*”

36. Conclusion and Sending

- Vote on covenant, Bob Yoder reported on the results from the vote on covenant. 51 of 52 votes voted in approval. It was decided to remove that portion from the *Renewing a Vision.*
- Blessing for pastors, Dan Miller lead a prayer of blessing: “The grace of our Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit be with you all.”
- Dan invited participants to clap for the GMMC planners and Staff members. Gratitude was expressed for the hard work that went into this Annual Sessions.
- Dan concluded with a prayer of Paul for the church of Ephesus. He offered words of blessing.
- Sending song, SJ 78 “We Will Walk with God”, a prerecorded version of this song was shared by John Buschert.

Gifts Development Team Report 2020-2021

Bruce Nofziger, Chair

Member: Addie Lehman, Bruce Nofziger chair, Janice Wagner, Marj Rush Hovde, Dan Miller staff.

The Gifts Development Team directs the search for new leadership for the various Indiana Michigan Mennonite Conference team positions. We also help fill vacancies due to new life circumstances such as an illness or a leader moving out of the conference.

The Gifts Development Team is intentional in inviting broad diversity in leadership to help represent the full potential of our conference. We strive to ask people who represent diversity in age, gender, profession, and ethnicity, along with representing our diverse congregational settings. In this way, we strive to help people across the conference connect with each other in new and exciting ways.

Our process begins with the delegates making suggestions for possible leaders. Next, we call pastors to request a recommendation about a candidate and learn more about their members' interests, availability, and gifts.

One job that we take seriously is to give encourage to these potential leaders, whether they can say yes now or not. We do get our share of no responses for very legitimate reasons and we see part of our work as sharing some of the positive words that we hear describing the potential candidate with that person.

GDT has asked 25 individuals to consider a position in the Conference during the 2020-2021 year. 15 were male, 10 were female, 8 would represent a Person of Color.

Thank you to all who have provided names for consideration. And thanks for all your prayers for the leadership for Indiana Michigan Mennonite Conference. We covet your prayers for our Conference and for the leadership.

FOR APPOINTMENT BY THE MISSIONAL LEADERSHIP TEAM

MISSIONAL LEADERSHIP TEAM

Steve Slagel, Maple River Mennonite Church (20/2021-2024)

- **Home Congregation:** Maple River Mennonite Church
- **Current Occupation:** Organizational Consultant/ Transition Pastor
- **Congregational/conference/churchwide experience:** Settled Pastor with Shore MC, Silverwood MC, and East Goshen MC. Interim Conference Minister for Illinois Mennonite Conference. Transition Pastor with Maple River MC, Valparaiso MC, Hopedale MC (IL), North Goshen MC, and Holdeman MC.
- **Family:** Steve and his wife, Barb, have three grown children (Carrie, Luke, and Andy), three children-in-love (Eric, Nicky, and Megan), and two grandchildren (Benny and Faith).
- **Interests/Hobbies:** Baseball Umpiring, Golfing, and being in the woods.
- **Share a few sentences about what being part of a larger, diverse Christian community has meant to you and your life with Jesus:** My faith has been, and continues to be, shaped in community. Some of my most robust experiences of growth have happened in cross cultural settings and with diverse people.
- **What drew you to say yes to serve on the Leadership:** I am excited for the way in which God's Spirit is at work among the people and congregations of IMMC.



Brenda Meyer, Benton Mennonite Church (20/2020-23), moderator



- **Name:** Brenda Hostetler Meyer
- **Home Congregation:** Benton Mennonite
- **Current Occupation:** Pastor
- **Congregational/conference/churchwide experience:** This September will make 25 years of pastoring at Benton Mennonite; I was the IMMC rep to the MCC Great Lakes Board for 12 years; served on MLT for the past two years as moderator-elect.
- **Family:** husband Rich Meyer, three adult children, four grandchildren
- **Interests/Hobbies:** reading, gardening, riding tandem bicycle
- **Share a few sentences about what being part of a larger, diverse Christian community has meant to you and your life with Jesus.** I have spent time in Africa, worked with non-English speaking families and students in the Goshen schools, and now pastor a congregation where the diversity is less obvious but no less real. I'm grateful that Jesus invites me to see the world through the eyes of those on the margins, and to worship a God who actually loves the entire world, human and otherwise.
- **What drew you to say yes to serve on the Missional Leadership Team?**
I am committed to the way of Jesus and living it out in the congregation and broader church. I am excited about the possibilities for this conference as we move ahead in challenging times.

MINISTRY CREDENTIALING TEAM

Phil Waite, College Mennonite Church (19/2021-2024)

- **Home Congregation:** College Mennonite Church
- **Current Occupation:** Pastor Team Leader
- **Congregational/conference/churchwide experience:** Served churches in Chicago and Moundridge, Kansas, before coming to Goshen ten years ago. Served on credentialing committees in Central District and Western District Conferences.
- **Family:** My wife Beth Bontrager and I have two young adult sons, Jonathan (21) and Lukas (18).



- **Interests/Hobbies:** Interests and hobbies include dogs, hiking, reading, history, kayaking, cross country skiing.
- **Share a few sentences about what being part of a larger, diverse Christian community has meant to you and your life with Jesus:** In my experience with church I have seen all kinds of people find a home in the church, and have their lives transformed. I get excited when I hear people say "this church is the best thing that's happened to me in a long time." In Christ we are united in God's love.
- **What drew you to say yes to serve on the Leadership:** I care deeply about Christian vocation, in particular ordained ministry, which I see as vital to our common mission.

PERSONNEL COMMITTEE

Ray Hunsberger, Belmont Mennonite Church (20/2020-2023)

STEWARDSHIP TEAM

Patty Graber, (20/2020-2023)

GIFTS DEVELOPMENT TEAM

Addie Leaman, C (20/2020-2023), chair

FOR AFFIRMATION BY THE IMMC DELEGATES

LEADERSHIP ENHANCEMENT TEAM

David Sutter, Kern Road Mennonite Church (18/2021-24)

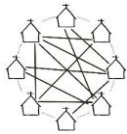







MINISTRY CREDENTIALING TEAM

Angy Moore, Kern Road Mennonite Church (13/2021-24)

- **Home Congregation:** Kern Road Mennonite Church
- **Current Occupation:** Lawyer
- **Congregational/conference/churchwide experience:** Ministry Credentialing Team since 2013
- **Family:** Spouse: Erik Grayvold; Son: Titus (born 2020)
- **Interests/Hobbies:** amateur harpist and ukulele player, picture book enthusiast, and coffee admirer
- **Share a few sentences about what being part of a larger, diverse Christian community has meant to you and your life with Jesus:** Diversity makes us pause to note that our personal experiences are not universal experiences. Other points of view combine to create a fuller picture—of our world and of our God.
- **What drew you to say yes to serve on the Ministry Credentialing Team?** I first said yes because I had spare time and wanted to know more about conference and its work. I've continued to say yes to additional terms because of the importance of our work and the great people I've come to know through MCT.



2021-2022 Spending Plan

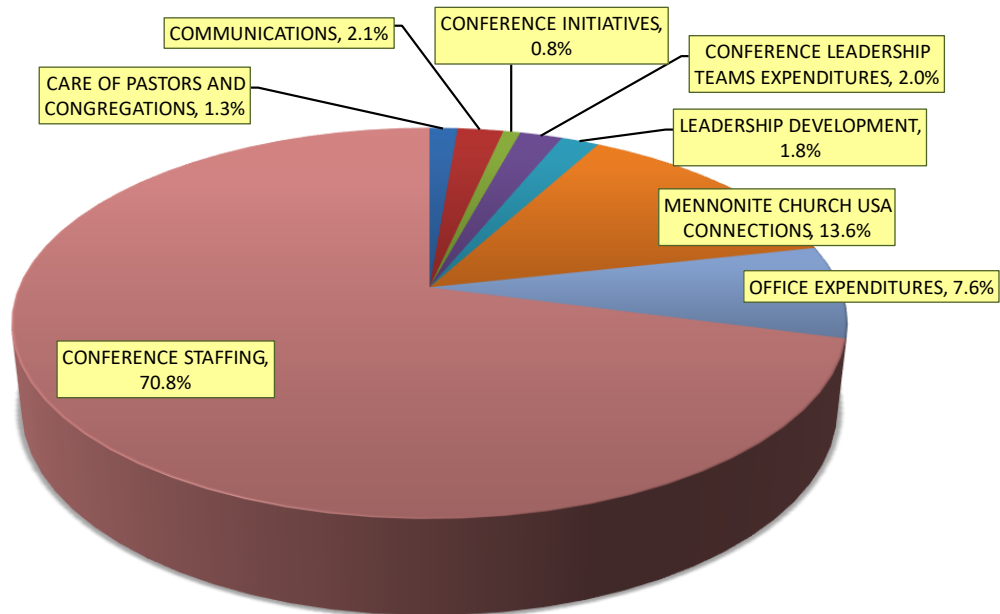
Indiana-Michigan Mennonite Conference 2021-2022 Spending Plan			
<i>Indiana-Michigan Mennonite Conference undergirds and connects congregations with others as we center our spiritual development in Jesus Christ. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. This is God's work, and it is exciting indeed!</i>			
CARE OF PASTORS AND CONGREGATIONS	Expenses related to the things conference does together that congregations cannot do alone: Congregational Coaches, Pastor/Congregation in Crisis, Pastoral Family Assistance Program	1.3%	
COMMUNICATIONS	Gospel Evangel printing and distribution Website development and maintenance	2.1%	
CONFERENCE INITIATIVES	Initiatives related to priorities and new ventures: Intercultural Transformation Church planting Special regional projects Pastor Summit Youth Resources	0.8%	
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	Travel and miscellaneous expenses: Leadership Teams Retreat Missional Leadership Team Ministry Credentialing Team Leadership Enhancement Team Stewardship Team Gifts Development Team	2.0%	
LEADERSHIP DEVELOPMENT	Leadership Training Ministry Inquiry Program (college students) Seminary Student Assistance	1.8%	
MENNONITE CHURCH USA CONNECTIONS	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	13.6%	
OFFICE EXPENDITURES	Office Space cost sharing Utilities- Equipment maintenance Office Supplies and Equipment Liability Insurance	7.6%	
CONFERENCE STAFFING	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	70.8%	

Proposed 2021-2022 Spending Plan Indiana-Michigan Mennonite Conference

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!

	2020-2021 Spending Plan	Actual through 5/31/2021	Proposed 2021-2022	\$ Change from 2020-21	% Change
INCOME					
CONGREGATIONAL SUPPORT FOR CONFERENCE	\$ 210,000	\$ 196,091	\$ 210,000	\$ -	0.0%
INDIVIDUAL GIFTS AND OTHER EXPECTED INCOME	\$ 28,750	\$ 40,466	\$ 45,175	\$ 16,425	57.1%
TOTAL EXPECTED INCOME	\$ 238,750	\$ 236,557	\$ 255,175	\$ 16,425	6.9%
EXPENSE					
CARE OF PASTORS AND CONGREGATIONS	\$ 3,300	\$ 1,706	\$ 3,300	\$ -	0.0%
COMMUNICATIONS	\$ 5,400	\$ 1,587	\$ 5,400	\$ -	0.0%
CONFERENCE INITIATIVES	\$ 2,000	\$ 2,029	\$ 2,000	\$ -	0.0%
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	\$ 5,000	\$ 650	\$ 5,000	\$ -	0.0%
LEADERSHIP DEVELOPMENT	\$ 4,500	\$ -	\$ 4,500	\$ -	0.0%
MENNONITE CHURCH USA CONNECTIONS	\$ 33,600	\$ 28,111	\$ 34,700	\$ 1,100	3.3%
OFFICE EXPENDITURES	\$ 19,500	\$ 15,387	\$ 19,500	\$ -	0.0%
CONFERENCE STAFFING	\$ 179,972	\$ 147,568	\$ 180,775	\$ 803	0.4%
TOTAL EXPECTED EXPENSE	\$ 253,272	\$ 197,038	\$ 255,175	\$ 1,903	0.8%
BALANCE	\$ (14,522)	\$ 39,519	\$ -		

2021-2022 Spending Plan Allocations



For 2021 March delegate meetings
Spending plan draft approved by Stewardship Team 1/13/2021
Approved to delegates by Missional Leadership Team 1/23/2021

Chapter 3 Missional Leadership Team and Staff

Missional Leadership Team Report 2020-2021

By Bob Yoder, moderator

Missional Leadership Team (MLT)

The Missional Leadership Team met for their annual retreat in August 2020 at Amigo Centre....safely at a distance, masked up, and under a tent. We established the following goals for the year: Generative (intercultural competence, leadership for the future, congregation to congregation relationships), Strategic (conference pastor transition, effective communication), and Fiduciary (update conference-wide job descriptions, conference membership roster).

Though we have made progress in each of these goals, two significant items required much of our energy: Dan Miller's conclusion as Conference Pastor (CP) this summer and growing our intercultural witness. In the Fall we distributed a survey to delegates, invited their wisdom regarding the CP transition, and engaged in conversations with pastors, conference leaders, and denominational staff. In December we recommended to delegates a new conference ministry "team structure" of two co-pastors, and that Sharon Yoder be one of them; both recommendations received strong affirmation. We also formed a seven-person search committee to help discern the other co-pastor. They began their work in January; we anticipate offering an update of their work in the near future.

The other key focus has been the development of *Growing Our Intercultural Witness (GOIW)*; a document that will be presented at Annual Sessions that outline steps we will take over the next three years. We have continued to be coached by Nekeisha Alayna Alexis, the Intercultural Competence and Undoing Racism coordinator at Anabaptist Mennonite Biblical Seminary. We met with three Mosaic Conference leaders in February to hear their journey of strengthening their intercultural relationships over the past decade. At our March regional "Zoom" meetings, we presented draft 1 of GOIW, received helpful feedback, and delegates unanimously affirmed this direction.

In spite of "Covid Year," Indiana-Michigan Mennonite Conference has continued to be *a community of congregations, centered on Jesus, guided by the Holy Spirit, acting through grace, love and peace engaging the world God loves.*

Conference Pastor Staff Report 2020-2021

Conference Staff

Dan Miller, conference pastor

Celebrating. We are grateful for the opportunities to support pastors and congregations in their witness and mission in their communities.

We celebrate:

- The presence of God's Spirit, even in Zoom-space.
- The welfare of pastors and congregational leaders during the challenging time of COVID-19.
- New opportunities for staff in the transitions ahead.
- The work of the conference pastor search committee.
- Planners for a hybrid Annual Sessions this summer.
- That financial support for IMMC continues.

Connecting with pastors and congregations. The well-being of IMMC depends on the health and well-being of the congregations and pastors who make up the conference. *Renewing a Vision* highlights relationships between congregations. IMMC seeks to be a community of congregations that supports local incarnational mission.

- Dan maintained regular contact with Indiana area councils – CAMFell, Elkhart, Goshen, and SwaNee Lake Plus – and with the Michigan Pastors and Leaders summit.
- Much of Sharon’s work with credentialing and searches also includes close connections with pastors and congregational leaders during a significant time in the congregation’s life.
- *Gospel Evangel* tells stories of congregational transformation and conference activity in support of congregations.
- Dan initiated a second round of annual conversations with pastors.

Credentialing and leadership development.

Sharon Yoder as conference pastor for leadership transitions,

- Worked with 7 volunteer Search Guides to resource 8 search committees.
- Connected with potential pastoral applicants to invite them to consider open ministry positions.
- Updated credential records, with assistance from Cindy Steiner.

Sharon also worked with MCT to:

- Nurture a culture with expectation of growth and development for credentialed leaders.
- Interview and license 4 new pastors and connected them with peer mentors.
- Interview and ordain 1 pastor.
- Update the MCT policy manual and draft guidelines for pastoral social media use.
- Incorporate awareness of intercultural competency into working documents, in consultation with Nekeisha Alayna Alexis.

Dan worked with Leadership Enhancement Team to train a group of congregational coaches and is responding as new congregations request coaches.

Anna and Dan met with three Michigan leaders for a book discussion of *The Post-Black and Post-White Church: Becoming the Beloved Community in a Multi-Ethnic World*, by Efreem Smith. Meeting on Zoom made gathering easier but finding a time that worked for everyone was still difficult.

Staff transitions

- At the end of this program year, Anna Board and Dan Miller will both have completed their tenure with IMMC. Sharon Yoder will increase FTE and join a new staff person as conference co-pastors in IMMC.
- Most of the year staff worked remotely, connecting via Zoom and occasionally in person with masks. As things open up, staff have been in the office more often.

Publications

- *Gospel Evangel* continues telling congregational stories of transformation in mission and resources available to congregations. If you have a story about your congregation being changed in mission, contact the office.
- *weLink* is distributed monthly to delegates and other interested parties through email.
- Quarterly *Missional Seeds* letters inform donors of recent conference developments.

Event coordination

- The Missional Leadership Team retreat was August 28-29, 2020 at Amigo Centre. They met under a canopy outside the Retreat Center.
- The All-teams Retreat was September 18-19, 2020 via Zoom. Missional Leadership Team talked with the teams about the demographic survey and wondered how intercultural work might impact each team’s work. MLT also outlined the upcoming process for finding a new conference pastor.

- The third Pastor Gathering, scheduled for November 9-11, 2020 at Amigo Centre, was cancelled due to the pandemic.
- Annual Sessions 2021, planned by a group of leaders from across IMMC, will be a hybrid event. The decline in new coronavirus cases makes this look more and more workable! June 18-19.
- Annual Sessions 2022 will be planned by the Elkhart Area Council, June 16-18.

Office space

The office has been under-utilized during the pandemic.

Technology

- One computer was replaced last year. Server files are being transferred to the cloud, allowing greater flexibility for staff to work remotely.

Chapter 4 Committees/Teams

Leadership Enhancement Team Report 2020-2021

By Ben Bouwman, chair

Members:

Ben Bouwman, Christine Kauffman, Kent Miller, Dave Sutter

1. LET continues to make progress on the goals that they set during the 2019 Leadership Teams Retreat. The main goal at that time was investing significant effort into our work with congregational coaches. Over the last year we have: received nominations for potential coaches; contacted and trained additional coaches; shared the updated Ministry Job Description with congregations who currently have coaches; and invited congregations without a coach to consider getting one. We are hopeful that a greater percentage of our congregations will have coaches in the near future. Furthermore, given our conference's focus on Intercultural Competence, we sought to pay attention to multiple types of diversity as we contacted and recruited coaches. Paying attention to diversity will continue to be a priority.

A second goal was meeting annually with the Ministry Credentialing Team. Following the 2020 Leader Team Retreat, the two teams were able to meet and debrief how the input affected our work.

A third goal was incorporating core competencies into other parts of our work. We added a line about the core competencies in the updated Ministry Job description for Congregational Coaches.

2. Due to the COVID pandemic, and the monthly webinars on Intercultural Competency offered to pastors in the fall, LET decided not to offer a Pastor Retreat. We expect to offer something fall 2021. We also continue to encourage pastors and other credentialed leaders to be intentional about their growth through the Framework for Pastoral Growth. Lastly, we are intentional about introducing and welcoming pastors who are new to the conference during our Annual Sessions.

Ministry Credentialing Team Report 2020-2021

By Suella Gerber, chair

Persons who have served on MCT in the past year are Ruben Chupp, Suella Gerber, Joel Kern, Angy Moore, Phil Waite, Suella Gerber; Sharon Yoder as IMMC Pastor for Leadership Transitions; and Dan Haarer writes minutes.

As the Ministry Credentialing Team, the orientation for our work is to nurture a culture of growth and development. To that end, at our monthly meetings during the past year, we have been:

1. Updating our policies. Perhaps not glamorous work, it has been good to go through the policies, updating, revising, and or removing them.
2. Supporting credentialed persons.
 - a. Placing newly credentialed persons into peer-mentor relationship;
 - b. Encourage all pastors to have their own pastor;
 - c. Making sure there are Healthy Boundaries trainings available for everyone to be able to participate every three years;
 - d. With help from Nekeisha Alexis, have revised our Core Competencies and credentialing questions to reflect our expectations for multicultural awareness and competence;
 - e. And are in the process of creating social media guidelines.
3. Credentialing. We have been honored to interview candidates for licensing and ordination.
4. IMMC membership. MCT has had the privilege to meet with pastors and leaders from Piedra Viva as they explore and prepare for membership in the conference.

Leadership Report of Credentialed Persons

June 1, 2020 – June 1, 2021

Ordained

May 02 '21 Jennifer Helmuth Shenk, Kern Road MC, South Bend, IN

License Toward Ordination

Jun 14 '20 Naun Cerrato, Piedra Viva (Living Stone), Elkhart, IN
Aug 23 '20 Sharon Norton, Mennonite Mission Network, Elkhart, IN
Sept 13 '20 Carmen Horst, Walnut Hill, Goshen, IN
Sept 20 '20 Nathan Graber McCrae, North Goshen, Goshen, IN

License Extension

Jan 28 '20 Jen Helmuth Shenk, Kern Road Mennonite, South Bend, IN (until Jan 27, 2020)
Apr 08 '20 Tantra Taylor, New Foundation Utd in Christ Menn. Flsp, Elkhart, IN (until Apr 7, 2022)
Nov 04 '20 Mariah Martin, Bonneyville Mennonite, Bristol, IN (until Nov 3, 2022)

New Pastoral Leaders

Beginning Date			Installation Date
Aug	17	'20	Nathan Graber-McCrae, North Goshen, Goshen, IN Sept 20, 2020
Sept	8	'20	Carmen Horst, Walnut Hill, Goshen, IN Sept 13, 2020
Dec	3	'20	Velma Swartz (interim), Waterford Mennonite, Goshen, IN
Feb	1	'21	Francis Ringenberg (sabbatical pastor), East Goshen, Goshen, IN

Feb	15	'21	Richard Kauffman (interim), Berkey Avenue, Goshen, IN	
Apr	15	'21	Philip Schmidt, Belmont Mennonite Church, Elkhart, IN	April 25, 2021
May	29	'21	Steve Slagel (transitional), Holdeman Mennonite Church, Wakarusa, IN	

Credential Transfer

Jun	14	'20	Ronald C. Collins <i>from</i> Mountain States Mennonite Conference
Jul	27	'20	Bradley A. Miller <i>to</i> Central District Mennonite Conference
Oct	5	'20	Stanley W. Green <i>to</i> Pacific Southwest Mennonite Conference
Oct	15	'20	Robert D. Brown <i>to</i> Central Plains Mennonite Conference
Dec	1	'20	Michael J. Sherrill <i>from</i> Pacific Southwest Mennonite Conference
Dec	1	'20	Teresa T. Sherrill <i>from</i> Pacific Southwest Mennonite Conference
Apr	15	'21	Philip B. Schmidt <i>from</i> Western District Mennonite Conference
May	11	'21	James Brenneman <i>to</i> Pacific Southwest Mennonite Conference

Completion of Ministerial Assignment

June	30	'20	Steve Slagel, North Goshen Mennonite, Goshen, IN (transitional)
Aug	30	'20	Jane Miller, Walnut Hill, Goshen, IN (interim)
Dec	31	'20	Mark Stahl, Parkview Mennonite, Kokomo, IN
Jan	31	'21	Dan Schrock, Berkey Avenue, Goshen, IN
Jan	31	'21	Randy Detweiler, Holdeman, Wakarusa, IN
May	1	'21	Frances Ringenberg (sabbatical pastor), East Goshen, Goshen, IN

Credential Withdrawn Due to Congregation Leaving

Dec	5	'19	Orlo Fisher, Talcum Mennonite, Talcum, KY
Nov	10	'20	Thomas Schwartz, Wattles Park Faith Fellowship, Battle Creek, MI
Mar	31	'21	Harlan Steffen, Wawasee Lakeside Chapel, Syracuse, IN

Deceased Pastors

David R. Helmuth 85, passed away on September 26, 2020, in Goshen, IN. He is survived by his wife Naomi (Ketcham), four sons Robin (Deb), Roy (Stacy), Ray (Sonja) and Roland (Cindy), and numerous grand and great-grandchildren. He was preceded in death by a son Roger in 1976, and a grandson. They served under Mennonite Board of Missions in Puerto Rico from 1961 to 1973 teaching, pastoring and directing the Mennonite Bible Institute. Upon returning to Indiana, David worked for Mennonite Board of Congregational Ministries, pastored at First Mennonite Church, Middlebury (1983-1995), East Goshen Mennonite Church (1996-1990) and Faith Mennonite Church (1999-2001) in Goshen. He also volunteered as a hospital hospice chaplain. David served as overseer for Iglesia Mennonita del Buen Pastor, Goshen and served on several boards of organizations affiliated with IN-MI Mennonite Conference.

Claude R. Beachy 93, passed away on November 18, 2020 in Grantsville, MD. He was preceded in death by his wife Edna, and is survived by daughters Kristine Gehman, Karen Hartfield, Karla Litwiller, and sons John, James and David, 15 grandchildren and 9 great-grandchildren. Claude, as a pastor, was instrumental in the early beginnings of Gospel Lighthouse, Goshen, IN (now Family Worship Center at the Lighthouse). He organized the congregation in the early 1960's with membership in IN-MI Mennonite Conference. In the late 60's he resigned and then served in Haiti and Quito, Ecuador as a technician/engineer in radio ministry. They retired to Paoli, IN from 1995-2016 where they attended Paoli Mennonite Fellowship, and then moved to Grantsville, MD.

Terrence (Terry) D. Zehr passed away on November 25, 2020, Goshen, IN at the age of 62. He is survived by his wife, Cheryl (Troyer), and sons David and Justin. Terry felt called by God at a young age to serve the church. He served at West Zion Mennonite Church, Moundridge, KS from 1992-1997 where he was ordained in 1994;

Sunnyside Mennonite Church, Elkhart, IN 1997-2017; and Waterford Mennonite Church, Goshen, IN from 2019 until his death. Terry was blessed by the wholeness and courage God brought to his life to be a minister of God's grace.

Kelly Bates-Oglesby 58, passed away on January 15, 2021 in Indianapolis, IN. She is survived by her husband, Herman E. Oglesby III, her children Katrena Oglesby-Clay (William), Khloe Oglesby, Stephen Oglesby, Julie Oglesby Ross (Tyler), and Isaac Oglesby, and 16 grandchildren. She was also a caregiver and mother figure to a host of other children in her family and community. Kelly loved learning and researching, and received numerous accolades, awards, and honors for her academic, ministerial, and career achievements. She developed a passion for studying Black History and a deep yearning for social justice. At the time of her passing, she was aspiring to complete a doctoral degree. Kelly served in ministry at many different churches and in many denominations. This included First Mennonite Church, Indianapolis, IN and at Parkview Mennonite Church, Kokomo, IN in 2015.

Dorothy A. Kratz died at the age of 90 on January 23, 2021 in Goshen, IN. Dorothy graduated from LaJunta (CO) School of Nursing in 1953 where she met and married James D. Kratz (deceased). After linguistics and language study, they did mission work in Argentina from 1960-67 where she worked with health education. After further education, Dorothy achieved one of her dreams to become a pastor and served at United Methodist Church in Bristol, IN from 1987-1990 and at North Suburban Mennonite Church, Mundelein, IL from 1992-1995. After continuing to work part-time in nursing, she served as pastor of care and visitation at Sunnyside Mennonite Church, Elkhart, IN from 2002-2005. Dorothy is survived by three children, Rachel (Phillip) Slabaugh, James Jr. (Karen), and Rebecca (James) Bening, five grandchildren and three great-grandchildren.

Eldon R. Stoltzfus 72, passed away on January 24, 2021, Goshen, IN. He is survived by his wife, Rachel (Lehman), sons Daniel (Angela) and Philippe (Rosa), daughter Belinda Bradford, and twelve grandchildren. They served in Haiti from 1974-1980. He graduated from AMBS in 1982 with a MA in Peace Studies and their family returned to Haiti as country representatives for MCC from 1982-1987. Upon returning to Florida and later Indiana, he worked for Mennonite Mutual Aid (Everence) and similar agencies from 1988-2001. Eldon served as interim pastor at Bonneyville Mennonite Church, Bristol, IN from 2003-2005, and as pastor at Forks Mennonite Church, Middlebury, IN from 2005-2011. He worked as a chaplain for Goshen Hospice for ten years and was known as the singing chaplain. After retirement, he accepted a call from Anabaptist Disabilities Network to serve as executive director and filled that position for a year. Eldon was happiest when he knew he was making a difference in the lives of others.

Stewardship Team Report 2020-2021

By Cindy Steiner, chair

The Stewardship Team (ST) meets monthly. Team members are Jim Gerber, Holdeman; Patty Graber, First Mennonite Indianapolis; Ron Ringenberg, Prairie Street; Cindy Steiner, East Goshen; Angela Swartzendruber, North Goshen; Duane Yoder, Fairhaven. Jim Norton, IMMC Bookkeeper and Dan Miller, Conference Pastor, also attend.

Stewardship Team spent much time reviewing IN-MI Mennonite Conference (IMMC) investments and cash accounts. We evaluated the returns on investments, appropriate levels of risk for each fund, and best options to allow for periodic

withdrawal of gains. Monies from a CD and a money market account were moved to an IMMC Endowment investment fund, and a Plant Network investment fund was created. An IMMC Investment Strategy Statement was written and approved by Missional Leadership Team (MLT). The document states the purpose of each fund, how and where it is invested, intended use of the income, and who is responsible to administer the fund.

A sub-group of ST worked with the IMMC Bookkeeper and Conference Pastor to review and update QuickBooks line items. A QuickBooks generated receipt has been created that will provide a more professional acknowledgement of contributions from individuals and congregations.

The Bookkeeper is now working on updating the Handbook and Procedures Manual for the Bookkeeper position. We realize the need for accurate documentation of financial history and procedures as leadership personnel changes.

IMMC is in process of transferring ownership of property on CR 20, Elkhart, IN to New Foundation United in Christ Mennonite Fellowship. We have also provided money from the Annual Sessions fund to assist Amigo Centre in installing antennas for cell phone coverage in their buildings. This will make it feasible for IMMC to gather there this year for Annual Sessions on Zoom and in person.

Affiliation sheets were provided to keep your congregation informed of your financial support and participation in Conference affairs. We value your participation in the mission and vision of IMMC.

We are grateful for the ongoing generosity of each congregation, Missional Seeds Giving Club member and individual. Thank you for your support that enables us to grow together as a community of grace, joy and peace, sharing God's love in our world.

Chapter 5 Conference Institutions

Journey, A Missional Leadership Development Program

2020-2021 Report

Forty-one people participated in the Journey program in 2020-2021, including 17 participants and 17 mentors in the North American program, and six participants and one mentor in the Journey Southeast Asia program. Three current Journey participants and their mentors were from Indiana-Michigan Conference: Merv Reist and his mentor Harold Yoder (Kern Road); Ellen Morey and her mentor Eleanor Kreider (Prairie Street); and Ursula Hess and her mentor Mary Hochstedler (Waterford).

Participants gathered via Zoom for the fall Weekend Learning Event. Despite the change to a virtual format, the weekend successfully served to connect and resource participants. Dan Schrock, AMBS adjunct professor and long-time spiritual director and pastor, led sessions on developing and deepening our spiritual practices. In separate sessions, cohort groups met to work on their personal timelines, take personality inventories, and explore spiritual direction. Mentors participated in a mentoring workshop and mentors and mentees met together to work on and update their learning covenants.

Following the fall gathering, participants joined online classes developed by David B. Miller, Teaching Associate of the AMBS Church Leadership Center, and taught by Roland Kuhl, Journey Instructor. As part of these studies, they also carried out a wide variety of ministry assignments in their congregations and communities. Throughout the session they also met with their mentors, typically bi-weekly, to discuss their classes and their ministry experiences.

The winter Weekend Learning Event was also held virtually. The theme for the weekend was “Leadership for God’s Reconciling Mission,” with David B. Miller. One of the unique features of this online weekend was the inclusion of extended time for conversation with David in interactive sessions. Several sessions also featured mentor-mentee breakout room conversations.

Worship at both the fall and winter gatherings was planned and led by Eleanor Kreider and Julia Schmidt. Mentees in their final term of the program, including Merv Reist and Ellen Morey, shared reflections and received blessings. This winter, for the first time, Journey alumni were invited to “come back” to join the Saturday evening worship session, followed by an alumni reunion breakout.

Following the winter gathering, participants again joined online classes and continue to meet bi-weekly in mentor-mentee pairs, typically in virtual formats during this time.

The Journey Board continues to play a vital role in helping to oversee and shape the program and is made up of representatives of Journey’s three sponsoring conferences. Many thanks to conference minister Dan Miller for his contributions to and support of the program over his years of service. We will miss him greatly! Thanks also to Chris Kauffman, a member of the Leadership Enhancement Team, who joined the Journey Board this year, and to Cindy Voth, previous Leadership Enhancement Team representative, who completed her service in 2020. Last year we were excited to welcome Ohio Conference as a new sponsoring conference for the program, also with representation on the board. They join Indiana-Michigan and Central District Conference, who collaborated with AMBS to launch the program in 2003.

Journey participants and alumni frequently tell us that Journey is a tremendous learning opportunity for lay leaders, pastors, church planters, and other emerging leaders. If someone you know wants to develop or deepen ministry gifts or is exploring a call to ministry, please encourage them to speak to Dan Miller prior to his retirement, to another conference representative, or to us at AMBS, at churchleadership@ambs.edu; 574-296-6269.

Respectfully submitted,
Jewel Gingerich Longenecker, AMBS Dean of Lifelong Learning