



# MCEC 37th ANNUAL CHURCH GATHERING 2024

## Inspired By Hope!

Transformed | Inspired | Called

1 Thessalonians 1: 2-3

### Discernment Documents

April 26 & 27, 2024

UMEI Christian High School, Leamington, ON

MCEC | 201-50 Kent Ave., Kitchener, ON N2G 3R1 [www.mcec.ca](http://www.mcec.ca)



## SCRIPTURE

We always thank God for all of you and continually mention you in our prayers. We remember before our God your work produced by faith, your labour prompted by love, and your endurance inspired by hope in our Lord Jesus Christ.

1 Thessalonians 1:2-3

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## INSPIRED BY HOPE WE HAVE IN JESUS

Greetings and Welcome to ACG 2024!

Ann L. Schultz  
Intentional Interim Executive Team Leader

It is a pleasure and an honour to continue serve as MCEC's Intentional Interim Executive Team Leader for 2023. I thank you all for your words of support, encouragement and words of challenge during this time of transition at MCEC.

The theme for our ACG this year is from 1 Thessalonians 1:2-3: "We always thank God for all of you when we mention you constantly in our prayers. This is because we remember your work that comes from faith, your effort that comes from love, and your inspiration that comes from hope in our Lord Jesus Christ..."

In this passage, Paul describes the good things he has heard about the churches of the region and he is grateful to the Thessalonians who have faced challenges in their beliefs, yet stood strong in their commitment to Jesus. I am inspired by the attitude and resilience of the Thessalonians, meeting these challenges with such grace, purpose and hope.

Like the believers in Thessalonica, the church today is facing its own challenges including decline in attendance and engagement, aging congregations and changing worship experiences to name a few. And while at times, this has left us feeling unsure and maybe even afraid of the future of the church, I believe, just as the Thessalonians believed, God is at work in us, through us and around us!

Many good things are happening at MCEC, and throughout out time together this weekend, we will have the opportunity to celebrate our purpose and our strategic priorities as we reflect on the past year, and look ahead to coming year!

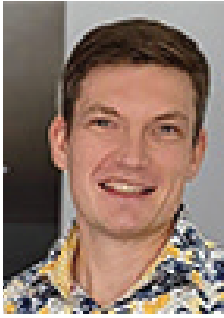
We come together as a regional church to:

- energize congregations in worship, discipleship and mission;
- encourage leaders of hope, vision and transformation;
- embody God's reconciling ministry for all creation is alive at work.

We come together as a regional church to prioritize:

- Navigating change;
- Developing leaders;
- Collaborating with congregations and ministry partners in support engaging youth and young adults and intergenerational discipleship;
- Embracing diversity;
- Seeking peace and justice.

We can learn a lot from the Thessalonians! As we grow into the future, may we all be "inspired by the hope we have in Jesus!"



## WE GATHER TO BE THE CHURCH

We Need You This Weekend!

Ben Cassels  
MCEC Moderator

**W**hen I joined MCEC, I knew that I'd found my new Church home when I attended my first ever Annual Church Gathering and I left knowing twice as many people as I did when I first arrived. Ever since, I've looked forward to ACG every year for the opportunities to connect, to worship together, and to be the Church through celebration, gratitude, prayer, and decision-making. This year's ACG is no different for me. I pray it will be the same for you as we live into our calling together as MCEC.

It has been a joy to serve as Moderator this year, to see the many ways that MCEC transforms, inspires, and calls. As I think back to all that has happened, there are three major themes to draw your attention to that need our collective engagement, wisdom, and prayer. These are:

- 1. Strategic Plan:** MCEC Staff and Executive Council invested considerable time and effort in developing a new Strategic Plan, operationalizing the "Courageous Imagination" document adopted at ACG 2022. This plan, a roadmap until 2027, shapes MCEC's direction. We're eager to share it with you.
- 2. Finances:** MCEC's financial situation raises concerns despite ongoing generous donations. Decreasing congregational budgets pose challenges, emphasizing the need

for MCEC to strike a balance between maintaining reserves, wisely utilizing bequests, and funding staff and programs to implement the new Strategic Plan for a sustainable future.

- 3. Staff & Volunteers:** Ann L. Schultz continues to serve as the Intentional Interim Executive Team Leader until December 31, 2024, and has brought stability, grace and a refocusing to this role. A Search Committee is at work seeking a new permanent Executive Minister to begin in 2025. This past year also saw a number of significant transitions in key staff and volunteer roles mid-year. Our gratitude and blessings accompany John Reimer, Joan Schooley, Diane Lichti, and Gladys Bender. We welcomed John Head, Laurie Castello, Charles Biswas, Lorie Yantzi, Steph Chandler Burns, Felipe Gonzalía and Charleen Jongejan Harder to significant new staff and volunteer roles. We are blessed by all staff and volunteers in MCEC. Thank you.

And so we need you this weekend – your voice, your engagement, your wisdom, and your prayers as we gather to be the Church. I invite you to engage fully over these two days. Celebrate milestones, new congregations, and ordinations; ask questions that you are not sure about or to probe a little deeper; speak boldly and with kindness; greet old friends and make new ones; pray and worship. We want and need your voice. Let us be the Church together.

# EXECUTIVE COUNCIL

2023 - 2024



JAMES BARBER  
HAGERMAN MENNONITE  
CHURCH



BRUCE BURGETZ  
TORONTO UNITED  
MENNONITE CHURCH



BEN CASSELS  
STEINMANN MENNONITE  
CHURCH



STEPH CHANDLER BURNS  
WATERLOO NORTH  
MENNONITE CHURCH



FELIPE GONZALIA  
FIRST MENNONITE CHURCH



KAYE REMPEL  
STIRLING AVENUE  
MENNONITE CHURCH



RICHARD STEINMANN  
STEINMANN MENNONITE  
CHURCH



HYEJUNG JESSIE YUM  
DANFORTH MENNONITE  
CHURCH

# SCHEDULE AT A GLANCE

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## Feedback and Collaborative Conversations

MCEC is a diverse community, we come together as a regional church to energize congregations, encourage leaders and embody God's reconciling ministry.

### GUIDING PRINCIPLES

- All voices are important.
- We will bring a spirit of respect.
- We will not avoid tough issues and conversations.
- We will listen to learn and seek to understand.

### AT THE MICROPHONE...

- Identify yourself and your congregation/organization before making your remarks.
- Keep your remarks brief to allow others time to speak.
- Direct your remarks to the moderator and speak for yourself only, unless specifically commissioned to speak for a group. If so, name the group.
- Clarify whether you support the motion on the floor or have a different view.
- Allow everyone who wants to speak an opportunity to do so before speaking a second time to the same motion.

## Looking Back

Friday April 26, 2024  
6:30 - 9:30 p.m.



- **Worship**
- **Sermon:**  
*Oh, How You've Grown: A Testimony to Trusting Jesus*  
Doug Klassen, MC Canada Executive Minister
- **Celebrating Pastoral and Congregational Milestones**  
See website for [Pastoral Milestones](#)  
  
See website for Congregational Milestones
  - [Crosshill Mennonite Church](#)
  - [Elmira Mennonite Church](#)
  - [Hiyaw Amalack Evangelical Church](#)
  - [Poole Mennonite Church](#)
  - [St. Agatha Mennonite Church](#)
  - [Steinmann Mennonite Church](#)
  - [Waterloo-Kitchener United Mennonite Church](#)
  - [SoulHouse Church](#)
  - [Mississauga Mennonite Fellowship Closes](#)
- **Delegate Action - Review of 2023 Annual Church Gathering Minutes** (pg 16)
- **Delegate Action - 2023 Executive Council Actions** (pg 25)
- **Legacy Initiatives Fund Ministry Impact** (2013-23)  
David Martin, Former Executive Minister  
Brian Bauman, Former Mission Minister
- **MCEC Financial Statements** (pg 30)
- **Session Feedback:** See Guiding Principles (pg 6)  
Legacy Initiatives Fund and Financial Statements
- **Closing Worship:**  
**Offering** (pg 8) - Leadership Formation Fund:  
Theological Leadership Development and  
Sabbatical Leaves.

## Looking Forward

Saturday April 27, 2024  
8:30 a.m. - 3:30 p.m.



- **Worship**
- **Welcome of New Congregations and Pastors**
  - [Rehoboth Inner Healing Church](#)
  - [Mennonite Disciples Swahili Church](#)
  - [FreeChurch](#)
  - [Shalom Worship & Healing Church, Guelph](#)
  - [Shalom Worship & Healing Church, Windsor](#)
  - [Pastors New or Returning to MCEC / Credentialed](#)
- **Sermon:**  
*A Deeper Calling: Living our Hope in Jesus Christ*  
Doug Klassen, MC Canada Executive Minister
- **Offering** (pg 8):  
Church Planting and Congregational Development
- **Growing into the Future: MCEC Strategic Plan** (pg 12)
- **Session Feedback:** See Guiding Principles (pg 6)  
- Growing into the Future
- **MCEC Spending Plan** (pg 38)
- **Session Feedback:** See Guiding Principles (pg 6)  
- Spending Plan
- **Lunch**
- **Celebrating Mennonite Church Saskatchewan**  
- Len Rempel, MC Saskatchewan Executive Minister
- **Celebrating Mennonite Church Canada**  
- Jeanette Hanson, Director, International Witness  
- Jonathan Neufeld, Indigenous Relations Coordinator
- **Delegate Action: MCEC Slate of Volunteers** (pg 27)
- **Delegate Action: MCEC Spending Plan** (pg 38)
- **Collaborative Conversation:**  
See Guiding Principles (pg 6)
- **Worship & Communion**  
- A Wild and Inspired Hope

## Meet Doug Klassen



Doug is Executive Minister of Mennonite Church Canada. He grew up in Ontario in both the Russian Mennonite and the Amish Mennonite traditions. "I have memories of sitting in a white shirt and gray wool pants in the Blake Mennonite Church west of Zurich - the first Amish Mennonite Church building in Canada," says Doug. Tracing MCEC's history, Doug will reflect on who MCEC was, is and is becoming: a diverse, multi-voiced, intercultural community.

Raised in the Vineland area of Ontario, he and his wife live in Manitoba where they attend Bethel Mennonite Church. "I'm excited to be returning home to speak at this year's Annual Church Gathering," says Doug. "It was my experiences in the congregations of MCEC that instilled in me a deep love for Christ and the Church and prepared my heart to hear a call to ministry... and I am so incredibly grateful."

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### Friday Sermon

#### **Oh, How You've Grown: A Testimony to Trusting in Jesus**

This sermon will be a loop back into MCEC history through my own experience as a child, youth and early years of his pastoral ministry.

"You (MCEC) became imitators..., for you welcomed the message...with the joy given by the Holy Spirit. And so, you became a model to all the believers...your faith in God has become known everywhere." (1 Thessalonians 1:3, 6-7)

### Saturday Sermon

#### **A Deeper Calling: Living our Hope in Jesus Christ**

While the Church could join or be co-opted into a myriad of causes, what is it that makes us unique.

If we are inspired by the hope we have in Jesus Christ, what is the response of the Church in the face of crisis? (1 Thessalonians 1: 2-3)

## Offering Designations

### Friday:

#### **Leadership Formation Fund: Theological Leadership Development and Sabbatical Leaves**

Support the work of developing leaders to obtain training and education and enrichment opportunities in the form of sabbaticals and study leaves.

### Saturday:

#### **Church Planting and Congregational Development**

As MCEC continues the important work of navigating change and embracing diversity, your gift supports the goal of intentional growth through church planting and congregational development.

#### **MCEC thanks you for your generosity.**

#### Four ways to give:

1. E-transfer to [financeoffice@mcec.ca](mailto:financeoffice@mcec.ca)
2. Online at [www.mcec.ca/giving](http://www.mcec.ca/giving)
3. Offering envelopes will be on tables
4. Mail offering to  
MCEC  
201-50 Kent Ave.  
Kitchener ON N2G 3R1  
Attention: Annual Church Gathering



MCEC IS A DIVERSE COMMUNITY

TRANSFORMED  
BY THE LOVE OF GOD

INSPIRED  
BY THE HOPE WE FIND IN JESUS

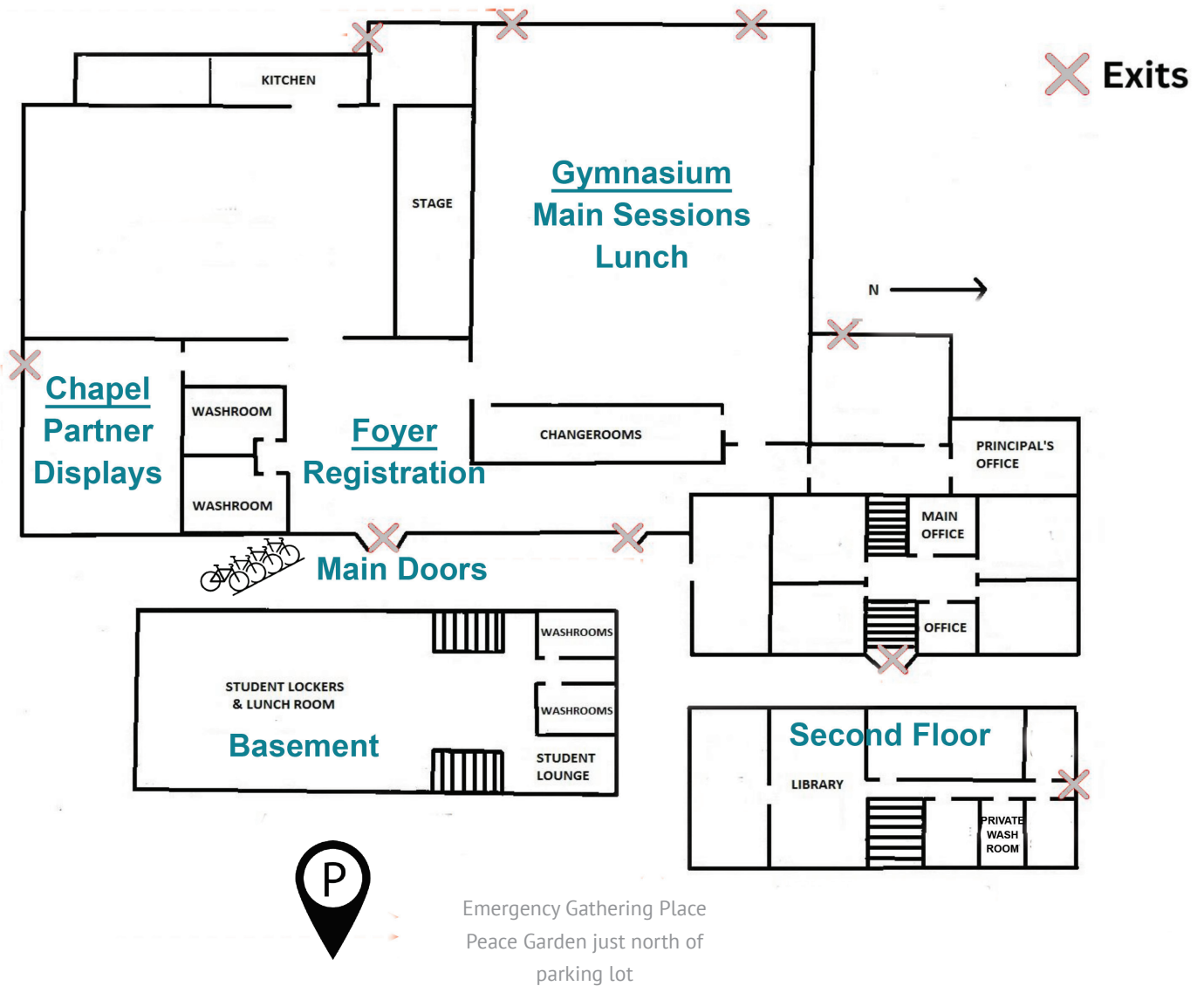
CALLED TO ACTION  
BY THE POWER OF THE HOLY SPIRIT

We come together as a regional church to

- Energize congregations in worship, discipleship and mission
- Encourage leaders of hope, vision and transformation
- Embody God's reconciling ministry for all creation



614 Mersea Rd 6, Leamington, ON



# LOGISTICS

## IMPORTANT DETAILS



### ENVIRONMENTAL KINDNESS

- Bring your reusable mug or container.
- Consider carpooling.



### EVALUATION FORMS

An evaluation form will arrive by email. We appreciate if you would take a few moments to complete the evaluation.



### FIRST AID

St. John Ambulance will be on site for any emergencies. They are located at the back of the gymnasium.



### FRENCH INTERPRETATION

Available via Zoom. Bring your own device (cell phone, laptop, tablet) and your own earphones/bud. Wifi is available.



### LISTENING COMMITTEE

A listening committee will pay close attention to what they hear at the Gathering. Please feel free to approach them if you have a concern or question. They will be introduced at our Gathering. Thank you Listening Team!



### NAME TAGS

Pick up your name tag at registration. At the end of our Gathering, please help us recycle the name tag holders. Remove the white name tag and leave the badge holder and lanyard in the basket on the table.



### PARLIAMENTARIAN

A parliamentarian advises us on procedural process when necessary. They will be introduced at our Gathering.



### PARTNER DISPLAYS

Please visit the display area in the Chapel. There are many amazing partners in ministry throughout MCEC. Not only are they partners, but they also helped to sponsor our gathering. We are grateful.



### PHOTOS

Photos will be taken at the Annual Church Gathering. Photographer Lee-Ann Epp Dueck will be with us to capture our weekend. MCEC staff will also be taking photos.



### PRAYER

Mennonite Spiritual Directors of Eastern Canada have formed a prayer circle and will be covering our weekend in prayer.



### WIFI

Password: Join2School  
We invite you to download documents to your device prior to event. This will allow our French family strong access to Zoom for French interpretation.



### WORSHIP

We are grateful to Ingrid Loep Thiessen and her team for leading and coordinating worship and worship visuals.

# GROWING INTO THE FUTURE

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I am passionate about strategic plans! Creating a strategic plan establishes a clear sense of direction for an organization, firstly, establishing overall goals and then moving the goals into and a plan to achieve these goals. A strategic plan provides the opportunity for an organization to reflect collectively on where it wants to go over the next three to five years, and then allows its employees to be innovative and creative in its implementation. Finally, a strategic plan allows the organization to be proactive as it looks to the future, rather than reactive. For all these reasons, the MCEC Executive Staff Team and Executive Council are excited to share the plan “Growing into the Future” with you during this year’s ACG!

Plans for MCEC’s strategic plan were spearheaded by Leah Reesor-Keller, former Executive Minister for MCEC, who, from 2020–2022, facilitated “Courageous Imagination,” a visioning and prioritizing process that led to fresh ideas regarding our shared identity, vision, purpose and values. Coming from that process, five priorities were defined: navigating change, developing leaders, collaborating with congregations and ministry partners in support of engaging youth and young adults in intergenerational discipleship, embracing diversity and seeking peace and justice.

In 2022, MCEC congregations endorsed these priorities, and over the last nine months, the Executive Team and MCEC staff have been hard at work to create the plan. As a team, we have shared multiple conversations around various tables to discuss MCEC’s strategic priorities, and imagine how they could be realized into the plan. Historical documents

and previous strategic plans were also reviewed, allowing for this input to be integrated into the plan as well.

**We remained committed to honoring MCEC’s purpose and identity.**

MCEC is grateful for the capable facilitation and support we received from Dr. Rebecca Sutherns from Sage Solutions, who worked with the Executive Team and helped us to integrate and incorporate the input and insights from our conversations and collaborations into a plan that included setting goals and objectives for the next several years.

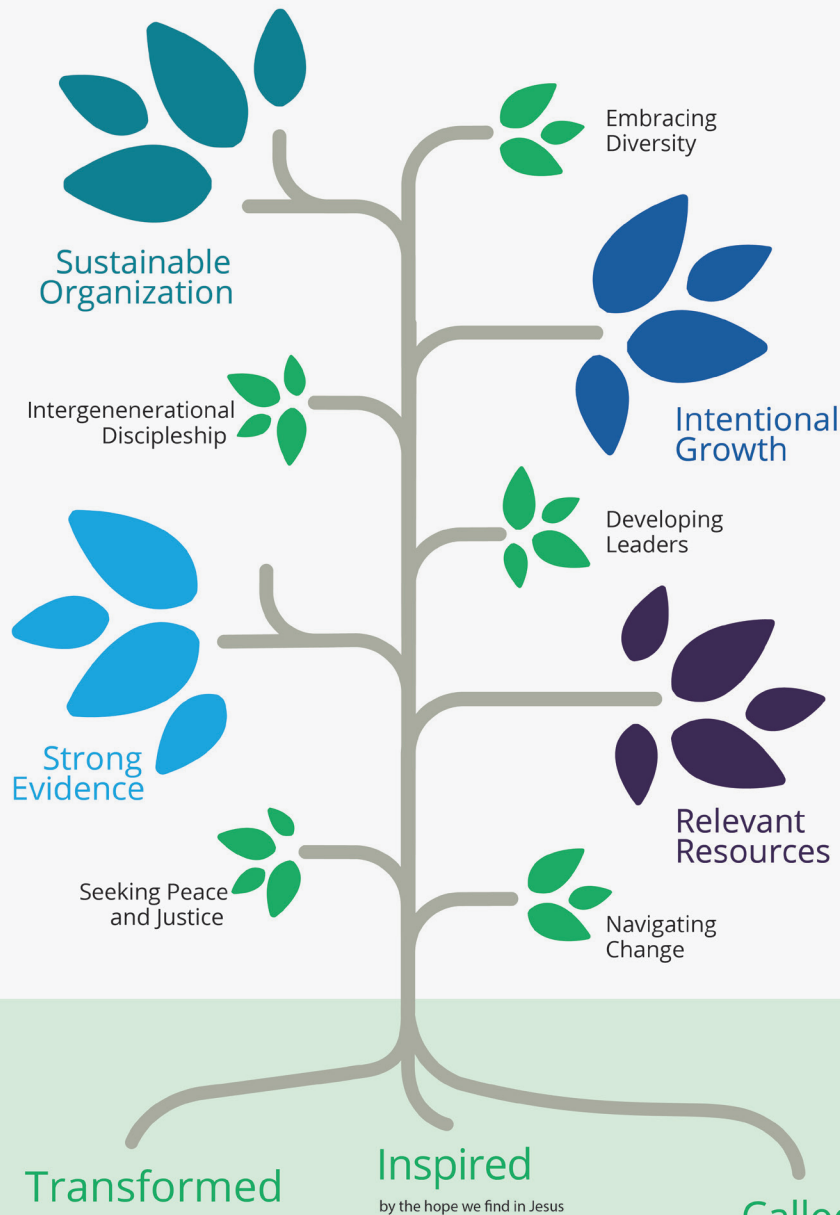
The Executive Council endorsed the plan at our November 2023 Board meeting and since that time, the Executive Team has established the key tasks for the coming year. This weekend, you will hear more about the four goals: relevant resources, intentional growth, strong evidence and sustainable organization, and the Executive Team looks forward to sharing about the tasks we hope to accomplish for the 2024-2025 year.

In order to achieve these goals and tasks, we remained committed to honoring MCEC’s purpose and identity.

We value your thoughts and prayers as together, we “Grow into the Future.”

Ann L. Schultz  
Intentional Interim Executive Team Leader

# Growing into the Future 2024-2027



MCEC is **Growing into the Future** firmly grounded and rooted in the love of God; the hope we find in Jesus and the power of the Holy Spirit. Our strategic priorities and goals grow from that life-giving trunk.

We will ensure that our **resources** equip pastors and churches and are **relevant** to the changing nature of ministry and congregational life.

We will be mindful of, and purposefully contribute to **intentional** denominational **growth**.

We will make data-informed decisions from **strong evidence** to inform sustained growth.

And we will align operational resources with future needs to ensure that we are a **sustainable organization**.

We are excited and committed to grow into the future together as an MCEC community of faith.

# MOTIONS

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## **MINUTES OF 2023 ANNUAL CHURCH GATHERING** (pg 16)

That we accept the minutes of the 36th annual meeting of Mennonite Church Eastern Canada, held April 28 and 29, 2023.

## **EXECUTIVE COUNCIL ACTIONS 2023-2024** (pg 25)

That we approve all actions taken by the MCEC Executive Council for the year May 2023 to April 2024.

## **SLATE 2024-2025** (pg 27)

That we accept the 2024 - 2025 slate as presented.

## **MCEC SPENDING PLAN 2024-2025** (pg 38)

That we accept the 2024 - 2025 spending plan as printed.

# JUNE 13, 2024 SPECIAL DELEGATE MEETING ONLINE

7:00 P.M. ZOOM

**A**s messaged in February, the Executive Council and Executive Team have intentionally decided to delay the vote on MCEC's 2023 audited statements. MCEC's fiscal year-end is January 31, leaving three months to complete the audit and distribute the audited financial statements. This has always been a tight timeline for MCEC Finance. With continuing staff transitions, and as a way to avoid the possibility of last-minute postings of the audited financial statements, the intentional delay allows MCEC and the auditor to complete this important work thoughtfully and thoroughly. We will also defer the vote for approval of a financial auditor for the fiscal year ending January 2025.

We will present the internal financial statements (pg 29), as has been our practice, at the Annual Church Gathering on Friday, April 26, 2024. There will be the opportunity to discuss these statements at the ACG, however, the vote to accept the audited financial statements and the approval of the financial auditor will take place via Zoom during a special meeting of delegates on Thursday, June 13 at 7:00 p.m. We anticipate this will be a short delegate meeting. This delayed vote is in full compliance with the legal requirements of the annual meeting.

## JUNE 13 MOTIONS

### **AUDITED FINANCIAL STATEMENTS FYE JANUARY 2024**

That we accept the audited financial statements for the fiscal year ending January 31, 2024 as printed.

### **FINANCIAL AUDITOR**

That we appoint E.M. Simon CPA Professional Corporation as auditors for the fiscal year ending January 31, 2025.



**Minutes of MCEC's 36<sup>th</sup> Annual Church Gathering**  
**Rockway Mennonite Collegiate, 110 Doon Rd, Kitchener, ON**  
**Friday, April 28, 2023**  
**7:00 pm**

## 1. OPENING WORSHIP

Welcome - Arli Klassen, MCEC Moderator, welcomed everyone in-person and streaming online.

- a) **Land Acknowledgement** – Ron Flaming, MCEC Truth and Reconciliation Working Group, presented the land acknowledgement.
- b) **Annual Church Gathering Theme** – Ann L. Schultz introduced the theme of Transformed Inspired Called from the courageous imagination process.
- c) **Call to Worship and Opening Prayer** – Norm Dyck, Mission Minister, and Marilyn Rudy-Froese, Church Leadership Minister, gave the call to worship and opening prayer.

Brandon Leis and the band led two songs.

## 2. WHERE DOES OUR TRANSFORMATION, INSPIRATION, AND CALLING COME FROM?

Norm read Hebrews 12:1-3.

Fanoise Legesse, MCEC Intercultural Mission Minister, spoke on the theme “Where does our transformation, inspiration, and calling come from?” Change is painful and beautiful.

Sixty years after Jesus’ birth, drastic change happened. Jews excluded Christians from knowing Jesus. When you do not know how to face these changes, you have clouds of witnesses to guide you. We are followers of Jesus. Why should MCEC continue and press on following after Jesus? Because the race has not changed. Whether we like it or not we belong to those people who followed Yahweh. We cannot change the race, we have to fit ourselves to the race. Yield to the leaders and follow with joy. He is with us, and we will be transformed.

Arnold Neufeldt-Fast (Community Mennonite Church of Stouffville), and Rebecca Riek (First Mennonite Church) responded to Fanoise’s inspiring call.

3. **CHURCH MEMBERSHIP TRANSITIONS & WELCOME** – Delegates welcomed two new churches into provisional membership and two into full status membership. Norm Dyck, Mission Minister, reminded everyone of the process for provisional and full status membership. The process begins and continues with relationship. Norm listed the criteria that guide the relationship and qualifies congregations for provisional and full status membership.



Norm introduced the two new provisional membership churches and their representatives:

- a) Église Bethésda Mennonite de Saint-Hyacinthe – Pastor Amuri Ayeba
- b) Église Jésus-Christ Appelle Tous – Pastor Cyprien Muteleka

Each church received a certificate and a plant as a symbol of their new membership status.

Pastors Amuri Ayeba and Cyprien Muteleka Kibukila prayed for MCEC in their own languages.

Norm introduced the two new full membership churches and their representatives:

- a) Hochma – Pastor Lyne Renaud
- b) Shalom Worship & Healing Centre – Pastor Jonathan Abrham

Each church received a plaque and gifts as tokens of their full status membership.

Pastor Lyne Renaud and Jonathan Abrham prayed for MCEC in their own languages.

Norm announced that provisional membership status was withdrawn from Bethel Ethiopian Evangelical Church. This congregation has ended their relationship with MCEC.

#### 4. **INSTALLATION OF PASTORS & MILESTONES**

Marilyn Rudy-Froese, MCEC Church Leadership Minister, recognized ordination and congregational milestones. Marilyn recognized pastors new to MCEC or newly credentialed in the past year. Following a litany, newly installed pastors signed their covenant partnership with MCEC.

Marilyn spoke a word of blessing to the pastors.

Brandon Leis and the band led a song.

#### 5. **OFFERING** – Offering was received to support MCEC's strategic priority, Developing Leaders.

Shalom Worship and Healing Centre continued worship with music.

Brandon Leis and the team led the sending song.

#### 6. **ADJOURNED**

The Friday night session ended at 9:25 pm, followed by a reception to welcome new congregations.

**Minutes of MCEC's 36<sup>th</sup> Annual Church Gathering**  
**Rockway Mennonite Collegiate, 110 Doon Rd, Kitchener, ON**  
**Saturday, April 29, 2023**  
**9:00 am**

**1. OPENING WORSHIP and WELCOME**

Arli Klassen, MCEC Moderator, opened the meeting with a welcome in multiple languages. She outlined the schedule for the day.

Land Acknowledgement and Prayer – As a member of the MCEC Truth and Reconciliation Working Group, Melissa Miller offered an opening prayer of deep gratitude to Creator God and acknowledged the Indigenous land we are living and working on.

Elaine Ranney, Rockway Mennonite Collegiate principal, gave a presentation on Rockway Mennonite Collegiate as an MCEC partner.

Ann L. Schultz and Steve Cox, MCEC Events Coordinator, announced that Mennonite Spiritual Directors of Eastern Canada are tending this event with prayer.

The Listening Committee is Ly Vang, Ron Mathies and Janet Bauman. Aldred Neufeldt is the Parliamentarian.

Marcus Shantz, Conrad Grebel University College president, gave a presentation on Conrad Grebel University College as an MCEC partner. CGUC is celebrating their 60<sup>th</sup> anniversary this year.

The worship continued with singing.

**2. MENNONITE CHURCH CANADA REPORT**

Doug Klassen, MC Canada Executive Minister, brought greetings from Mennonite Church Canada's regions across the country.

Bock Ki Kim and Sook Young Park, Mennonite Church Canada Witness workers in South Korea, used a singing bowl to open their presentation. It is a ritual used to open the school of peace where Bock Ki teaches. MCC and MC Canada's influence started the Korean Anabaptist Centre and new congregations in South Korea. He invited everyone's prayers; good things are happening in South Korea.

Tim Wiebe-Neufeld, MC Alberta Executive Minister, brought greetings from the 12 congregations that form MCA.

**3. INTRODUCTION OF EXECUTIVE COUNCIL & STAFF CHANGES**

Arli Klassen, MCEC Moderator, introduced the executive council and Ann L. Schultz as Intentional Interim Executive Team Leader. This last year was more challenging than others because of staff transitions: Sean East, Finance Manager, resigned in October and Leah Reesor-Keller resigned in October. Ann Schultz accepted a leadership position that began in January. She will lead in this

capacity until April 2024. Arli gave a shout-out to all of MCEC who have shown their commitment in the past year of numerous changes.

#### 4. ACCEPTANCE OF 2022 ANNUAL CHURCH GATHERING MINUTES

Steph Chandler Burns, Executive Council Secretary, presented the minutes of the 2022 Annual Church Gathering.

***Motion: On behalf of the Executive Council, Steph Chandler Burns moved and John Findlay, Hanover Mennonite Church, seconded the motion to accept the minutes of the 35<sup>th</sup> Annual Meeting of Mennonite Church Eastern Canada, held April 29 and April 30, 2022. Carried.***

#### 5. ACCEPTANCE OF EXECUTIVE COUNCIL ACTIONS

Steph Chandler Burns, Executive Council Secretary, presented some corrections and additions to Executive Council actions printed in the discernment document.

They added actions from the April Executive Council meeting that were not included in the discernment document, as

- On the recommendation of the Finance Council, Executive Council adopted the Audited Financial Statements for Fiscal Year 2023 as printed, for delegate approval at the 2023 Annual Church Gathering
- Executive Council approved Finance Council's recommendation to appoint E.M. Simon, Professional Corp Association, as Auditors for Fiscal Year End 2023

***Motion: On behalf of the Executive Council, Steph Chandler Burns moved and Nancy Frey, Listowel Mennonite Church, seconded the motion to approve all actions taken by the MCEC Executive Council for the year May 2022 to April 2023, with corrections as noted. Carried.***

#### 6. REVIEW OF YE2023 FINANCIAL STATEMENTS

John Reimer, MCEC Operations Director, reviewed the financial statements for the year ending January 31, 2023. He commented on the more significant numbers and changes.

- Decline in congregational had serious impacts on MCEC's financial health
- Reduction in individual and church giving left shortage of \$114,000
- Interest shortfall in revenue income was \$157,000
- Operating expenditures were over-budget by \$26,000; this number is remarkable in that the budget was over only 2%, given numerous changes in MCEC
- Total revenue is a little over \$2 million
- Paid out over \$1 million to partners
- Need to transfer from Faithful Steward Fund, according to policy to cover shortfall
- Last year approved \$156,000 from Faithful Steward Fund, and this year will transfer \$157,000, resulting in a balanced budget

## 7. ACCEPTANCE OF YE2023 FINANCIAL STATEMENTS

**Motion: On behalf of the Executive Council, John Reimer moved and Victor Klassen, Stirling Avenue Mennonite Church, seconded the motion to accept the audited financial statements for the fiscal year ending January 31, 2023 as printed. Carried.**

Delegates commented the following in an open mic

- Cyrille Fopoussi, Avon Church: Is the deficit something that Executive Council has a concern about? The level of awareness of the wider church is probably lower than he has personally witnessed. It is obvious that it is reflected in donations. This is not only about money, but people deeply believing. They do not understand the purpose.  
Rich Steinmann, Executive Council Treasurer responded that the Executive Council is concerned and looking at different ways to address reduction in giving.  
Arli Klassen, Moderator, added there are many questions about what the church will look like in 15 – 20 years. Strategic plan is addressing how to “be,” perhaps a smaller church, but different than who we are now.
- Tobi Thiessen, Toronto United Mennonite Church: expressed concern about approving audited financial statements when they were not in the discernment documents. She would like to see a graph of giving in the last 10 years  
Arli: the practice in the past years was to present the internal financial statements which give more detail than the audited financial statements.  
John has information on giving patterns from the past ten years and will make it available for anyone interested. In the past ten years, we have generally had a 2-3% reduction every year
- Greg Chandler Burns, Waterloo North Mennonite Church: cautioned MCEC to have these statements completed well before ACG. Understands there have been many changes but need time to review it  
Auditors did not have concerns resulting from the audited statements
- Steven Reesor-Rempel, Stirling Avenue Mennonite Church: What is the current balance in the Legacy Initiatives Fund?  
Arli informed him the balance is \$3.3 million, according to the audited statements

## 8. VIDEO – TRANSFORMED. INSPIRED. CALLED.

Ann stated how it is a pleasure to serve in her role. The last four months have been filled with many challenges and rewards. MCEC is finding ways to nurture the vision and values of MCEC.

Congregations should receive a survey in mid-May, with an opportunity to share input on what MCEC is doing well, and how MCEC needs to be strengthened. This survey will help inform how we need to change, tweak, and inform structures and policies. Details will be sent in the coming weeks.

Ann introduced a video that reflected: *Transformed. Inspired. Called.* in the Mennonite Church Eastern Canada office. This is grounding their work, along with the mission statement. She invited congregations to think about how they are inspired and send a video to MCEC. It could be viewed at next year’s ACG.

## 9. REVIEW OF SPENDING PLAN

Arli Klassen, Ann L. Schultz and John Reimer introduced a spending plan for 2023-2024.

Comments from the floor

- John Findlay, Hamilton Mennonite Church: encouraged a more direct line from MCEC to congregations  
Challenged congregations and individuals to find ways to designate money for MCEC  
The connection to leaves on trees in an aspen forest is tenuous at best
- Victor Klassen, Stirling Avenue Mennonite Church: the givings for next year are more likely to be down \$30,000 to \$60,000  
MCEC is still budgeting more than actually received last year  
When people pre-prioritize, the normal approach is that you cut some things to do new things.  
How will the delegate body be involved in the hard part?  
Arli responded that every year we are bringing new congregations to MCEC. Are there more possibilities with them?  
Appreciated point on prioritizing and there will be work done on that  
How will delegates be involved? Ann replied that the survey will be an opportunity for feedback on what we do well and how what we need to strengthen – distributing mid-May
- Kandace Boos, Stirling Avenue Mennonite Church: read a prepared statement. She was deeply hurt hearing the evening before there were no new passionate candidates in pastoral ministry. We are here but do not look like people in power. We are women, people of colour and gender diverse who can give our gifts to congregations in MCEC  
Need to courageously dream what leadership will look like with our diversity of pastors
- Elizabeth Willms, St. Catharines United Mennonite Church: it is helpful to have financial statements presented on screens, rather than through discernment docs where she would be very lost
- Judith McCartney, SoulHouse Church: thanked the greater community of MCEC for supporting the ministry she does in Toronto  
She is blessed by the Legacy Initiatives Fund  
How do we review the measurable of these plans?  
Want to make sure return is not just home-based  
Judith concluded she wants MCEC to be known for investing in the future
- Maurice Martin, Mannheim Mennonite Church: We need fundraiser to speak to particular programs that energize people to give funds
- Ivan Unger, Wanner Mennonite Church: was saddened that volunteerism is not accepted in our churches and institutions anymore. We need to expect it.  
Pleaded for institutions to engage in volunteers roles
- Jim Brown, Tavistock Mennonite Church: asked about the strategy of endowing legacy funds when foundations across Canada are spending-down  
MCEC replied, we have not used the word “endowments” but investments and policy needs to be developed
- Colin McCartney, Connect City, has planted four churches in unchurched communities through the Legacy Initiatives Fund  
He is concerned if we put money into sustainability, how will we grow?
- Paul McDowell, Community Mennonite Church of Stouffville: recognized the very hard work of Finance and Executive councils to build a sustainable future  
Their financial plan is transparent and presents their values

- Alison Gingrich Regehr, Stirling Avenue Mennonite Church: As we live into our values for Shalom for all creation, will future investments be made in fossil-free fuel portfolios?  
We will develop an investment committee in the next year
- Randy Lepp, Leamington United Mennonite Church: Can you help us re-teach how to care for others before ourselves?
- Bimal Thambyah, Montreal Mennonite Fellowship: review all the facts about people – get to know our neighbours
- Nancy Mann, St. Agatha Mennonite Church: spoke in support of the spending plan in a time when MCEC has had significant transitions in senior leadership, recognizing a reality and resources we have and coming up with a plan that is sustainable for the present and hopeful for the future

## 10. ACCEPTANCE OF SLATE

Gladys Bender, Gift Discernment Committee chair, presented the slate of volunteers, with a couple of changes.

The Executive Council is considering revisions to their relationship with the Gift Discernment Committee and asked Gladys to extend her term as chair for an additional five or six months.

Gladys thanked those who agreed to serve on councils, committees and boards on behalf of MCEC, and to those who have completed their terms.

***Motion: Gladys Bender moved, on behalf of the Executive Council, and Gayle Harder, Community Mennonite Church of Stouffville, seconded the motion to accept the 2023-2024 slate as presented. Carried.***

Arli Klassen prayed for the people who are serving in these roles.

## 11. ACCEPTANCE OF THE SPENDING PLAN & PRAYER

***Motion: On behalf of the Executive Council, Arli Klassen moved and Cyrille Fopoussi, Avon Church, seconded the motion to accept the 2023-2024 spending plan as printed. One opposed. Carried.***

Arli Klassen prayed gratitude for the financial resources that are available to staff in the coming year and for donors who shared their resources.

## 12. ACCEPTANCE OF AUDITORS FOR 2023-2024

***Motion: On behalf of the Executive Council, Rich Steinmann moved and John Enns, Waterloo-Kitchener United Mennonite Church, seconded the motion to appoint E.M. Simon CPA Professional Corporation as auditors for the fiscal year ending January 31, 2024. Carried.***

## 13. GRATITUDE TO ARLI KLASSEN

Ann Schultz thanked Arli Klassen for her ministry to MCEC for the past seven year term, two years as a director and five years as Moderator. Ann presented Arli with a gift.

Brandon concluded this agenda with a song: Open my Heart/Abre mis corazón.

#### 14. BREAKOUT ROOMS

- What does hospitality look like in 2023?
- How might we celebrate our rich heritage during the 500-year anniversary of Anabaptism?
- What are creative ideas, resources and supports for congregations looking a redevelopment or repurposing church property?
- Why is our denomination declining in attendance and how do we address this challenge?
- How do we support each other in taking steps on the journey of truth-telling and reconciliation with Indigenous peoples?
- How do our core Mennonite teachings give us a shared identity?
- What does it mean to be a peace church as it relates to our environmental impact?

#### 15. LUNCH BREAK

#### 16. AFTERNOON GATHERING WORSHIP

UMEI Christian High School and Mennonite World Conference videos were spotlighted as partners of MCEC.

Doug Amstutz, AMBS Development Associate for Canada, gave a presentation on Anabaptist Mennonite Biblical Seminary as an MCEC partner.

Brandon Leis and the team lead two songs, “Could It Be That God is Singing” and “Take, O Take me as I am.”

#### 17. PANELIST RESPONSES

Charles Tabena, pastor of Centre Béthésda Mennonite de Québec, and Sarah Garnet, Faith Mennonite Church, responded to the question, “As a part of MCEC and a person who is being Transformed. Inspired. Called., how does Hebrews 12:1-3 affect our shared vision and identity in the ministry we have together?”

#### 18. ROUND TABLE DISCUSSION

Each table discussed the same question as the panelists. A few tables shared what they discussed.

- Patricia Regier, Niagara United Mennonite Church: Navigating changes, embrace abundance mentality rather than scarcity mentality
- Berhanu Kumsa, Tsega Bible Fellowship Church – transformation process requires three things: 1) Word of God 2) prayer 3) Fellowship Holiness, submission is very important
- Lyne Renaud, Hochma – rich conversation, We must run what God has put in front of us. Jesus is the champion
- Alison Gingrich Regehr, Stirling Avenue Mennonite Church: new or old - risk of causing change
- Charleen Jongejan Harder, Elmira Mennonite Church: What holds us down? Is dismantling the church actually the work of the Holy Spirit? We are in a big shift. It is worth investing in trust.

## 19. LISTENING COMMITTEE RESPONSES

As a member of the listening committee, Janet Bauman shared

- the theme of being transformed came through clearly
- We want to be a covenant people
- Globalization of the church is important as it welcomes all
- Worship feels and looks different than 10 years ago. Mono-cultural look changed to multi-cultural.
- Historical churches have anxiety about decreasing, yet on the other hand we have passionate voices from the younger generation. We need to listen and learn from them. How do we train young children?

The Listening Committee relayed gratitude for Arli's leadership, Legacy Initiatives Fund and a bold and exciting financial plan.

Access to documents was a concern. Provide page references when on stage.

## 20. OFFERING

Offering was received for Intergenerational Discipleship ministry; faith formation for all generations, especially for young leaders and generations. Ben Cassels prayed for the offering.

## 21. CLOSING WORSHIP AND PRAYER

Brandon Leis and the team closed with two songs: "Be a Sower" "Sing a New World into Being."

Ben Cassels asked everyone to share what they have learned, seen, and reflected over the weekend to their congregations. He thanked the MCEC staff and all volunteers, host Rockway Mennonite Collegiate, and *Gracies* for the food.

Ben closed with a prayer.

## 22. ADJOURNED 3:33 pm



# EXECUTIVE COUNCIL ACTIONS

2023 - 2024

## May 23, 2023

- a. Approved the minutes of April 25, 2023 and March 21, 2023 meetings - with slight corrections noted.
- b. Affirmed the May - April 2023 executive council work plan.
- c. Reviewed and affirmed the Finance Council Terms of Reference.
- d. Established the Investment Committee as a new entity within MCEC.

## June 13, 2023

- a. Approved the minutes of the May 23, 2023 meeting with one revision.
- b. Approve minutes of Annual Church Gathering April 28 - 29, 2023 - with minor correction to item #9.
- c. Affirmed the Investment Committee terms of reference with suggested non-material edits to language.
- d. Affirmed new terms of reference for the Gift Discernment Committee (GDC) with minor edits.

## September 19, 2023

- a. Approved the minutes of the June 13, 2023 meeting with minor corrections.
- b. Appointed Sharon Lamont to Conrad Grebel University College's Board based upon nomination of MCEC Gift Discernment Committee.
- c. Approved Gift Discernment Committee Terms of Reference.
- d. Approved Audit & Finance Committee Terms of Reference to replace previous Finance Council Terms of Reference after edits to language in original proposed document.
- e. Approved Investment Committee Terms of Reference.
- f. Approved the new Faithful Legacy Fund policy.
- g. Approved Bruce Burgetz to be second Executive Council member on Audit & Finance.
- h. Approved James Barber as chair of Investment Committee.

## November 14, 2023

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- a. Approved the minutes of September 19 2023 meeting with some clarification edits noted.
- b. Approved and adopted the 2022 - 2027 MCEC Strategic plan as presented; year one activities for 2023 - 2024 and 2024 - 2025.
- c. Approved Mike Steinmann, Dale Brubacher-Cressman and Benjamin Eby as interim members of MCEC Investment Committee.
- d. Affirmed 3 year covenant, effective January 1, 2024 with Canadian Mennonite Publishing Service (CMPS). Along with proposed funding model & MCEC financial commitment to CMPS for the duration of the new covenant.
- e. Approved new policy regarding decisions by EC between meetings with minor edits.

## December 12, 2023

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- a. Approved the staff's proposed direction for ACG planning. ACG 2025 will be an online event.
- b. Recommended reduction of 5% to proposed budget, from the 2023 - 2024 actuals. Also affirmed making another draw from reserves to cover the deficit.

## January 23, 2024

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- a. Approved the minutes of both November 14, 2023 meeting and December 12, 2023 meeting.
- b. Approved the recommendation from Mission Council regarding provisional membership status for Rehoboth Inner Healing Church, Toronto.
- c. Approved Charleen Jonegan Harder as interim Gift Discernment Chair and Mary Ann Bender as interim Gift Discernment member.
- d. Addendum: Executive Council appointed Steph Chandler Burns as interim Assistant Moderator and Felipe Gonzalia as interim Secretary (done electronically on February 1, 2024).

## March 19, 2024

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- a. Approved the minutes of January 23, 2024 meeting with minor corrections.
- b. Approved the recommendation from Mission Council regarding provisional membership status for:
  - FreeChurch Toronto
  - Mennonite Disciples Church (Ottawa/Gatineau)
  - Shalom Guelph Branch and
  - Shalom Windsor Branch.
- c. Affirmed special delegate session to approve audited financial statements on June 13, 2024 via Zoom.
- d. Endorsed proposed YE2025 budget for delegate approval at ACG 2024.



## SLATE FOR 2024 – 2025

## MCEC COUNCILS AND COMMITTEES

## Executive Council

25-1	Ben Cassels	Moderator	Steinmann
25-2	Steph Chandler Burns	<b>Assistant Moderator</b>	Waterloo North
27-2	<b>Felipe Gonzalía</b>	<b>Secretary</b>	<b>First</b>
26-2	Richard Steinmann	FC Rep	Steinmann
26-1	Bruce Burgetz		Toronto United
26-1	Kaye Rempel		Stirling Avenue
<b>27-1</b>	<b>Hyejung Jessie Yum</b>		<b>Danforth</b>
<b>27-1</b>	<b>James Barber</b>		<b>Hagerman</b>
<b>27-2</b>			

*Ann L. Schultz, Ex-officio, MCEC Executive Leader*

## Audit and Finance Committee

25-2	Karen Heese		Hagerman
25-2	Michael Steinmann		The Gathering
26-2	Richard Steinmann	Chair	Steinmann
25-1	Alex Wiens		North Leamington
26-1	Bruce Burgetz (EC rep)		Toronto United

*Laurie Castello, Ex-officio, MCEC Operations and Finance Director*

*Ann L. Schultz, Ex-officio, MCEC Executive Leader*

## Investment Committee

26-1	<b>Michael Steinmann</b>		<b>The Gathering</b>
25-1	<b>Dale Brubacher-Cressman</b>		<b>Waterloo North</b>
27-1	<b>James Barber</b>	Chair	<b>Hagerman</b>
27-1	<b>Ben Eby</b>		<b>Waterloo North</b>
26-2	<b>Richard Steinmann (A&amp;F rep)</b>		<b>Steinmann</b>

*Laurie Castello, Ex-officio, MCEC Operations and Finance Director*

*Ann L. Schultz, Ex-officio, MCEC Executive Leader*

## Leadership Council

25-1	Kendra Whitfield-Ellis		Waterloo North
25-1	Matthew Isert Bender	Chair	Nith Valley
25-1	Kim Penner		Stirling Ave
26-2	Jen Helmuth		Erb St
26-1	Craig Janzen Neufeld		The First
27-1	Chris Hutton		Niagara
<b>27-1</b>	<b>Andy Brubacher Kaethler</b>		<b>Ottawa</b>

*Marilyn Rudy-Froese, Ex-officio, MCEC Church Leadership Minister*

25, 26, 27 is the year the term is complete (ie 25-1 = individual's first term ends April 30 2025)

0, 1, 2, 3 is the term the person is serving (year-0 indicates a mid-term replacement)

**Individuals in bold** have agreed to serve an initial or subsequent term



### Mission Council

25-2	Kara Carter	Chair	Elmira
25-2	Andie Myriam Joseph		Famille Assemblée de la Grâce
26-2	Joseph Raltong		Chin
26-1	Fasil Asfaw		Meheret
26-1	Sue Carr		The Meeting Place
<b>27-2</b>	<b>Vic Ratzlaff</b>		<b>Westview</b>
<b>27-1</b>	<b>Joan Bueckert</b>		<b>Ottawa</b>
	<i>Norm Dyck, Ex-officio, MCEC Mission Minister</i>		

### Gift Discernment

#### Appointed by Executive Council, Accountable to Executive Council

25-1	Marlene Toews Janzen		Ottawa
25-1	Charleen Jongejan Harder	Chair	Elmira
25-2	Jonathan Brubacher		Elmira
<b>27-1</b>	<b>Mary Ann Bender</b>		<b>Windsor Mennonite Fellowship</b>
27-2	Darlene Gingerich		Steinmann
	<i>Ann L Schultz, Ex-officio, MCEC Executive Leader</i>		

## MCEC REPRESENTATIVE APPOINTMENTS

### Canadian Multifaith Federation (CMF) Board

26-2	Judith Stamp	Toronto United
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### Conrad Grebel University College Board (3 consecutive 3 year terms)

#### Term begins in October

<b>25-0</b>	<b>Lori Guenther Reesor</b>	<b>Hamilton</b>
25-2	Roger Kehl	First Mennonite
25-2	Donny Cheung	Toronto United
25-3	Andrew Roth	Erb St
26-2	Louise Wideman	Steinmann
26-1	Anita Thiessen	Waterloo North
27-3	Morgan Grainger	The Gathering
<b>27-1</b>	<b>Sharon Lamont</b>	<b>First Mennonite</b>
<b>27-1</b>	<b>Melanie Froese</b>	<b>Hamilton</b>

### Detweiler Meeting House Board

25-1	Kayla Wallace Groh	Erb St
26-2	Henry Schmidt	Rockway
27-1	_____	

### Mennonite Central Committee Ontario Board

25-2	Keith Regehr	First
<b>27-2</b>	<b>Bruce Yoder</b>	<b>Listowel</b>

25, 26, 27 is the year the term is complete (*ie 25-1 = individual's first term ends April 30 2025*)

0, 1, 2, 3 is the term the person is serving (year-0 indicates a mid-term replacement)

Individuals in bold have agreed to serve an initial or subsequent term



### Mennonite Publishing Services Board

25-1 Karen Heese

Hagerman

### Ontario Mennonite Music Camp Board

25-2 Sara Fretz

25-2 Melinda Metzger

**27-2 Kendall Jongejan Harder**

Stirling Ave

St Jacobs

**Shantz**

### Rockway Mennonite Collegiate Board

Term begins in November

25-1 Rene Baergen

26-2 Elizabeth Klassen

**27-2 Tim Hedrick**

First

Rockway

**Waterloo North**

### Silver Lake Mennonite Camp Board

**25-0 Shauna Heide**

Stirling Avenue

### United Mennonite Educational Institute Board

Term begins in November

25-0 Matthew Suta

Leamington United

### Warden Woods Community Centre Board

25-1 Colin McCartney

25-1 John Reimer

Connect City

MCEC

**Mennonite Church Canada Assembly Delegates** – \_\_\_\_\_ regional church delegates

### Mennonite Church Canada Joint Council

Ben Cassels

MCEC Moderator

Steinmann

26-1 Yoel Masyawong, MCEC Constituency Rep

Grace Lao

### Mennonite Church Canada Nominating Committee Appointee

25-2 Gladys Bender

Steinmann

25, 26, 27 is the year the term is complete (*ie 25-1 = individual's first term ends April 30 2025*)

0, 1, 2, 3 is the term the person is serving (year-0 indicates a mid-term replacement)

**Individuals in bold** have agreed to serve an initial or subsequent term



## STATEMENT OF REVENUE AND EXPENDITURES FOR THE 12 MONTH PERIOD ENDED January 31, 2024

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$	
<b>REVENUE</b>					
1	Revenue - Individual and Estate Donations (MCEC)	\$152,684	\$125,000	\$27,684	\$125,000
2	Revenue - Individuals & Churches (MC Canada)	\$63,876	\$25,000	\$38,876	\$25,000
3	Revenue - Church Giving	\$1,436,529	\$1,639,712	(\$203,183)	\$1,639,712
4	Revenue - Relational Witness Giving	\$207,717	\$200,000	\$7,717	\$200,000
5	Revenue - Interest Income	\$170,519	\$128,375	\$42,144	\$128,375
6	Revenue - Government Subsidy	\$0	\$0	\$0	\$0
7		<u>\$2,031,326</u>	<u>\$2,118,087</u>	<u>(\$86,761)</u>	<u>\$2,118,087</u>
<b>Partner Ministries</b>					
8	Mennonite Church Canada - Operating	\$507,341	\$507,057	\$284	\$507,057
9	Mennonite Church Canada - Relational Witness	\$207,717	\$200,000	\$7,717	\$200,000
10	Pass Through Donations	(\$1,000)	\$0	(\$1,000)	\$0
11	Mennonite World Conference	\$7,962	\$6,962	\$1,000	\$6,962
12	Anabaptist Mennonite Biblical Seminary	\$40,000	\$40,000	\$0	\$40,000
13	Conrad Grebel University College	\$146,462	\$146,462	\$0	\$146,462
14	Rockway Mennonite Collegiate	\$70,215	\$70,215	\$0	\$70,215
15	United Mennonite Educational Institute	\$26,510	\$26,510	\$0	\$26,510
16	Ontario Mennonite Music Camp	\$2,185	\$2,185	\$0	\$2,185
17	Hidden Acres Mennonite Camp	\$10,923	\$10,923	\$0	\$10,923
18	Silver Lake Mennonite Camp	\$10,923	\$10,923	\$0	\$10,923
19	Willowgrove Camp	\$10,923	\$10,923	\$0	\$10,923
20	Canadian Mennonite	\$86,805	\$84,021	\$2,784	\$84,021
21		<u>\$1,126,967</u>	<u>\$1,116,181</u>	<u>\$10,786</u>	<u>\$1,116,180</u>
22	<b>TOTAL OPERATING FUND REVENUE</b>	<u>\$904,359</u>	<u>\$1,001,906</u>	<u>(\$97,548)</u>	<u>\$1,001,907</u>
<b>OPERATING FUND EXPENDITURES</b>					
23	Executive (Schedule 1)	\$118,529	\$127,323	(\$8,795)	\$127,323
24	Leadership Resourcing (Schedule 2)	\$162,143	\$170,553	(\$8,409)	\$170,553
25	Mission Resourcing (Schedule 3)	\$245,648	\$301,153	(\$55,505)	\$301,153
26	Congregational Resourcing (Schedule 4)	\$165,641	\$193,145	(\$27,504)	\$193,145
27	Operations (Schedule 5)	\$508,897	\$601,906	(\$93,010)	\$601,906
28	Occupancy (Schedule 6)	\$123,643	\$113,637	\$10,006	\$113,637
29	<b>Total Operating Fund Expenditures</b>	<u>\$1,324,500</u>	<u>\$1,507,718</u>	<u>(\$183,218)</u>	<u>\$1,507,718</u>
30	<b>Net Surplus/(Deficit) from Operations</b>	<u>(\$420,142)</u>	<u>(\$505,812)</u>	<u>\$85,670</u>	<u>(\$505,811)</u>
31	<b>Transfers (to)/from Faithful Steward Fund (Policy)</b>	\$420,142	\$505,811	(\$85,669)	\$505,811
32	<b>Net Operating Fund revenue (expenditures)</b>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>



## SCHEDULE OF EXPENDITURES FOR THE 12 MONTH PERIOD ENDED January 31, 2024

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$	
<b>Executive (Schedule 1)</b>					
33	Revenue - Dues, Fees, Donations, Recoveries	(\$370)	\$0	(\$370)	\$0
34	Staff Salary & Payroll Expenses	\$82,179	\$85,073	(\$2,894)	\$85,073
35	Staff Travel and Expenses	\$1,769	\$3,500	(\$1,731)	\$3,500
36	Staff Professional Development	\$0	\$0	\$0	\$0
37	Staff Professional Development Pool	\$2,500	\$10,000	(\$7,500)	\$10,000
38	Council & Committee Travel & Expenses	\$32,451	\$28,000	\$4,451	\$28,000
39	Special Projects	\$0	\$750	(\$750)	\$750
40		<u>\$118,529</u>	<u>\$127,323</u>	<u>(\$8,795)</u>	<u>\$127,323</u>
<b>Leadership Resourcing (Schedule 2)</b>					
41	Revenue - Dues, Fees, Donations, Recoveries	(\$14,065)	(\$15,025)	\$960	(\$15,025)
42	TiM - Fees, Donations, Recoveries	(\$9,306)	(\$20,290)	\$10,984	(\$20,290)
43	Staff Salary & Payroll Expenses	\$102,299	\$102,178	\$121	\$102,178
44	Staff Travel and Expenses	\$11,355	\$12,500	(\$1,145)	\$12,500
45	Staff Professional Development	\$1,012	\$500	\$512	\$500
46	Council & Committee Travel & Expenses	\$1,427	\$1,000	\$427	\$1,000
47	Pastor & Congregational Support	\$12,188	\$10,750	\$1,438	\$10,750
48	TiM Program Expenses	\$20,617	\$20,290	\$327	\$20,290
49	Education & Training	\$36,615	\$58,650	(\$22,035)	\$58,650
50		<u>\$162,143</u>	<u>\$170,553</u>	<u>(\$8,409)</u>	<u>\$170,553</u>
<b>Mission Resourcing (Schedule 3)</b>					
51	Revenue - Dues, Fees, Donations, Recoveries	(\$28,425)	(\$21,201)	(\$7,224)	(\$21,201)
52	Transfers In From Restricted Funds	(\$116,927)	(\$116,927)	\$0	(\$116,927)
53	Staff Salary & Payroll Expenses	\$259,802	\$262,782	(\$2,980)	\$262,782
54	Staff Travel and Expenses	\$26,330	\$30,000	(\$3,670)	\$30,000
55	Staff Professional Development	\$2,007	\$5,000	(\$2,993)	\$5,000
56	Council & Committee Travel & Expenses	\$0	\$1,000	(\$1,000)	\$1,000
57	Education, promotion and outreach	\$0	\$0	\$0	\$0
<b>Church Planting</b>					
58	Mission Associates	\$500	\$0	\$500	\$0
59	Missional leadership development	\$19,334	\$20,000	(\$666)	\$20,000
60	Church plant support	\$56,125	\$77,500	(\$21,375)	\$77,500
61	International Mission	\$9,169	\$13,000	(\$3,831)	\$13,000
62	Other Mission Initiatives	\$17,734	\$30,000	(\$12,266)	\$30,000
63		<u>\$245,648</u>	<u>\$301,153</u>	<u>(\$55,505)</u>	<u>\$301,153</u>



## SCHEDULE OF EXPENDITURES FOR THE 12 MONTH PERIOD ENDED January 31, 2024

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$	
<b>Congregational Resourcing (Schedule 4)</b>					
64	Revenue - Dues, Fees, Donations, Recoveries	(\$39,164)	(\$49,158)	\$9,993	(\$49,158)
65	Staff Salary & Payroll Expenses	\$178,561	\$201,553	(\$22,992)	\$201,553
66	Staff Travel and Expenses	\$15,418	\$13,500	\$1,918	\$13,500
67	Staff Professional Development	\$1,243	\$2,000	(\$757)	\$2,000
68	Council & Committee Travel & Expenses	\$0	\$0	\$0	\$0
69	Education, promotion and outreach	\$0	\$500	(\$500)	\$500
70	Congregation Resourcing Program Expense	\$1,584	\$250	\$1,334	\$250
71	Y/YA Program Expense	\$8,000	\$24,500	(\$16,500)	\$24,500
72	New Ministry Initiative Expense	\$0	\$0	\$0	\$0
73		<u>\$165,641</u>	<u>\$193,145</u>	<u>(\$27,504)</u>	<u>\$193,145</u>
<b>Operations (Schedule 5)</b>					
74	Revenue - Dues, Fees, Donations, Recoveries	(\$80,577)	(\$82,033)	\$1,456	(\$82,033)
75	Transfer In From Restricted Funds	(\$10,000)	(\$10,000)	\$0	(\$10,000)
76	Staff Salary & Payroll Expenses	\$433,728	\$513,383	(\$79,655)	\$513,383
77	Staff Travel and Expenses	\$6,038	\$7,000	(\$962)	\$7,000
78	Staff Professional Development	\$499	\$2,500	(\$2,001)	\$2,500
79	Council & Committee Travel & Expenses	\$534	\$500	\$34	\$500
80	Office & Admin Expenses	\$45,032	\$27,670	\$17,362	\$27,670
81	IT Expenses	\$24,261	\$38,000	(\$13,739)	\$38,000
82	Office Equipment and Furniture (expensed)	\$0	\$6,000	(\$6,000)	\$6,000
83	Amortization	\$0	\$4,137	(\$4,137)	\$4,137
84	Legal & Audit Expenses	\$35,251	\$53,750	(\$18,499)	\$53,750
85	Program Expenses	\$54,131	\$41,000	\$13,131	\$41,000
86		<u>\$508,897</u>	<u>\$601,906</u>	<u>(\$93,010)</u>	<u>\$601,906</u>
<b>Occupancy Costs (Schedule 6)</b>					
87	Rent & CAMS	\$112,904	\$104,137	\$8,767	\$104,137
88	Office & Building Maintenance	\$0	\$0	\$0	\$0
89	Insurance	\$10,738	\$9,500	\$1,238	\$9,500
90		<u>\$123,643</u>	<u>\$113,637</u>	<u>\$10,006</u>	<u>\$113,637</u>



## Externally Restricted Funds

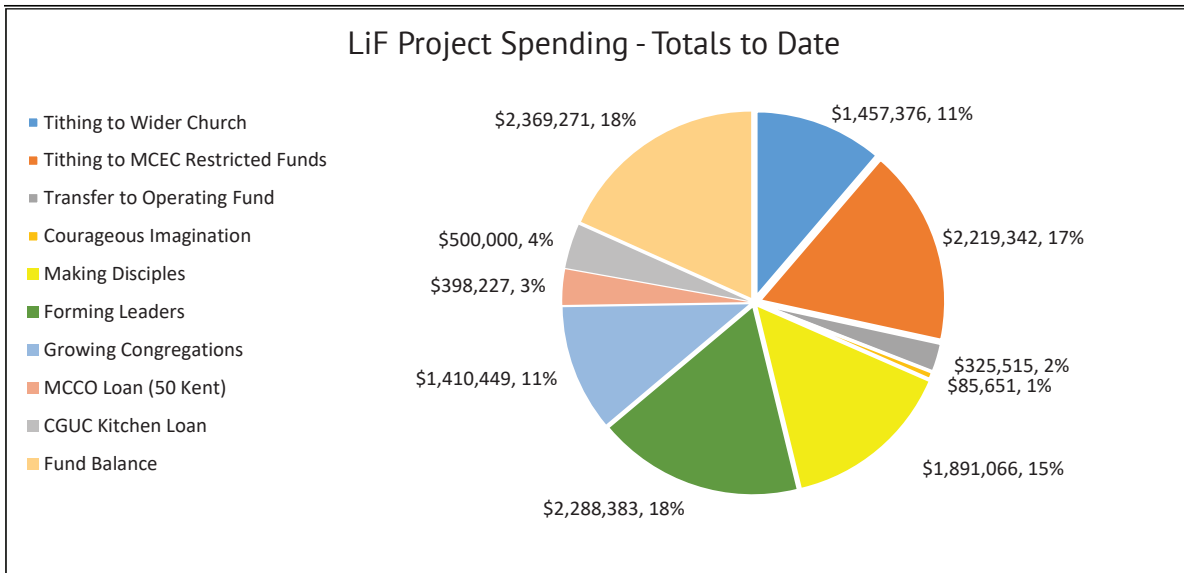
	Blenheim	Reesor	Mission Capital	Mission Donations
	1/31/24	1/31/24	1/31/24	1/31/24
<b>ASSETS</b>				
Cash and Short-term deposits	\$32,568	\$11,069	\$347,961	\$548,191
Account Receivable	\$213	\$0	\$25,172	(\$1,527)
Loans Receivable	\$0	\$0	\$86,000	\$0
Prepaid Expense	\$0	\$0	\$0	\$0
<b>Total Assets</b>	<b>\$32,781</b>	<b>\$11,069</b>	<b>\$459,133</b>	<b>\$546,664</b>
<b>LIABILITIES</b>				
Accounts Payable	\$27	\$1,100	\$0	\$0
Loan Payable	\$0	\$0	\$0	\$0
<b>Total Liabilities</b>	<b>\$27</b>	<b>\$1,100</b>	<b>\$0</b>	<b>\$0</b>
<b>EQUITY</b>				
Balance Beginning of Year	\$33,416	\$10,606	\$435,837	\$621,035
Interest	\$933	\$463	\$4,410	\$19,376
Donations	\$0	\$0	\$18,886	\$0
Other Income	\$0	\$0	\$0	\$0
Transfers In	\$0	\$0	\$0	\$0
	\$34,349	\$11,069	\$459,133	\$640,411
Expenses	\$0	(\$1,100)	\$0	\$0
Grants and Disbursements	\$0	\$0	\$0	\$0
Transfers Out	(\$1,595)	\$0	\$0	(\$93,747)
<b>Balance End of Year</b>	<b>\$32,754</b>	<b>\$9,969</b>	<b>\$459,133</b>	<b>\$546,664</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$32,781</b>	<b>\$11,069</b>	<b>\$459,133</b>	<b>\$546,664</b>

# RESTRICTED FUNDS

	Internally Restricted Funds			
	Faithful Steward 1/31/24	Property 1/31/24	Discretionary	Leadership Formation 1/31/24
			Retirement & Assistance 1/31/24	
<b>ASSETS</b>				
Cash and Short-term deposits	\$455,608	\$0	\$88,741	\$167,754
Account Receivable	\$212,113	\$0	\$1,257	\$2,472
Loans Receivable	\$0	\$1,425,000	\$0	\$0
Prepaid Expense	\$0	\$0	\$0	\$0
<b>Total Assets</b>	<b>\$667,721</b>	<b>\$1,425,000</b>	<b>\$89,999</b>	<b>\$170,227</b>
<b>LIABILITIES</b>				
Accounts Payable	\$0	\$46,393	\$0	\$0
Loan Payable	\$0	\$398,227	\$0	\$0
<b>Total Liabilities</b>	<b>\$0</b>	<b>\$444,620</b>	<b>\$0</b>	<b>\$0</b>
<b>EQUITY</b>				
Balance Beginning of Year	\$1,066,382	\$987,753	\$85,866	\$173,707
Interest	\$25,970	\$0	\$1,132	\$2,174
Donations	\$0	\$0	\$0	\$0
Other Income	\$0	\$0	\$0	\$0
Transfers In	\$0	\$0	\$3,000	\$30,000
	\$1,092,352	\$987,753	\$89,999	\$205,881
Expenses	\$0	(\$7,373)	\$0	\$0
Grants and Disbursements	(\$4,490)	\$0	\$0	(\$35,654)
Transfers Out	(\$420,142)	\$0	\$0	\$0
<b>Balance End of Year</b>	<b>\$667,721</b>	<b>\$980,380</b>	<b>\$89,999</b>	<b>\$170,227</b>
<b>Total Liabilities &amp; Equity</b>	<b>\$667,721</b>	<b>\$1,425,000</b>	<b>\$89,999</b>	<b>\$170,227</b>

**Legacy Initiatives Fund  
Revenue and Disbursements to Date  
For Period Ending January 31, 2024**

	<b>Actual FYE 31-Jan-24</b>	<b>Actual Prev. Years</b>	<b>Total to Date</b>
<b>Revenue</b>			
Estate Gifts	\$0	\$12,133,063	\$12,133,063
Interest Income	\$86,289	\$927,426	\$1,013,715
Less: Legal Costs	\$0	-\$201,498	-\$201,498
<b>Net Revenue to date</b>	<b>\$86,289</b>	<b>\$12,858,992</b>	<b>\$12,945,281</b>
<b>Disbursements</b>			
Tithing to Wider Church	\$0	\$1,457,376	\$1,457,376
Tithing to MCEC Restricted Funds	\$0	\$2,219,342	\$2,219,342
Transfer to Operating Fund	\$109,469	\$216,046	\$325,515
Courageous Imagination	\$0	\$85,651	\$85,651
Making Disciples	\$190,352	\$1,700,714	\$1,891,066
Forming Leaders	\$9,000	\$2,279,383	\$2,288,383
Growing Congregations	\$240,307	\$1,170,142	\$1,410,449
<b>Total Disbursements</b>	<b>\$549,129</b>	<b>\$9,128,654</b>	<b>\$9,677,782</b>
MCCO Loan (50 Kent)			\$398,227
CGUC Kitchen Loan			\$500,000
<b>Fund Balance</b>			<b>\$2,369,271</b>



# BEQUEST FUNDS UPDATE

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## THE FAITHFUL LEGACY FUND: A NEW PATH FOR SUSTAINABILITY

Last year's update on "MCEC Bequest Funds" (pg. 46-47 of Discernment Documents from 2023 Annual Church Gathering) spoke of a new direction in how bequests are used: shifting from entrepreneurial endeavors towards creating a new income stream for MCEC to aid in long-term financial sustainability.

Over the last year, MCEC Executive Council and Staff have taken the following steps to implement this new approach, including:

### 1. **Creation of a new "Faithful Legacy Fund" (FLF):**

This is where all new bequest funds to MCEC will be housed. The Faithful Legacy Fund will be invested in order to create a new income stream for MCEC and also serve as our reserve funds. Additionally, our two previous bequest funds (the Faithful Steward Fund or "FSF" and the Legacy Initiatives Fund or "LIF") will cease to exist and their balances transferred into the new Faithful Legacy Fund. Previous commitments from the LIF, concluding in 2024-2025, will still be honoured.

### 2. **Formation of an "Investment Committee" (IC):**

An Investment Committee has been formed (see "Slate" on pg. 28) to oversee the investment of the Faithful Legacy Fund with the purpose of creating a new income stream for MCEC. They have begun creating policy and considering investment return targets.

### 3. **Consultation with Constituency regarding Investment Policies:**

In November 2023, an online meeting was held inviting constituency engagement on the creation of investment policies. Further, the Investment Committee has been consulting with other Mennonite organizations regarding their own investment policies and guiding principles.

### **Looking Ahead:**

At this time, the new Faithful Legacy Fund is not yet generating significant investment income for MCEC. Our best guess is that this will begin sometime between 2027 - 2029. This is based on the knowledge that MCEC will be the recipient of a final installment from a significant previously-known bequest, and also

Congregational support  
remains the largest source  
of funds for MCEC.

upon estimates of when MCEC might receive these funds. Once received, these funds will serve as a major initial principal amount for the Faithful Legacy Fund. But the exact timing of all this is unknown.

Additionally, we do not know how much new income from these investments to expect. It will depend on the amount received via bequests and the rate of return on investments. But we do know that it will be at least 3-5 years before these begin to make any impact on MCEC's budget.

The very rough estimate that we are hoping to achieve from investments of the Faithful Legacy Fund starting in 2027 - 2029 is approximately \$500,000/year. To put this into context: even if these funds were available in the current year (which they are not), they would account for roughly 20% of the proposed budget, leaving 80% that is still dependent upon contributions from congregations and individuals.

We thank God for each and every congregation and individual.

Congregational support remains the largest source of funds for MCEC. This is true currently and will remain true even after this new yearly income from the Faithful Legacy Fund begins to be achieved. So while MCEC is blessed to be able to anticipate this significant new income stream in several years from now, it will not “solve” all financial challenges at MCEC.

Executive Council and Staff know that many congregation’s budgets are in a period of significant flux and re-alignment due to broader economic conditions and changes post-pandemic, all impacting the amount of financial support sent to MCEC. Executive Council and Staff continue to work diligently to adjust to these realities, wisely manage

existing reserves, and budgeting in ways that are both responsible and enable the ministry of MCEC to continue now and into the future. Your prayers and wisdom are welcome.

MCEC is blessed to have congregations and individuals who faithfully contribute annually to supporting its ministry and mandate. These are the most essential sources of financial support and stability for MCEC, without which MCEC cannot exist. We are thankful too for all who support MCEC via bequests, which allow for new possibilities and paths of long-term sustainability. We thank God for each and every congregation and individual who gives any amount.

Thank you to all who give to MCEC. This support makes it possible for MCEC to live into our vision of energizing congregations, encouraging leaders, and embodying God’s reconciling ministry for all creation.

Ben Cassels, Moderator

## INVESTMENT COMMITTEE UPDATE

An MCEC Investment Committee has been formed to further support the prudent management of MCEC financial resources and investments. The financial resources include generous bequests past, present and future and are important in supporting the ongoing priorities of MCEC. You can read more about this in the Bequest Update above.

Our committee currently includes Rich Steinmann, Dale Brubacher-Cressman, Ben Eby, Mike Steinmann, John Head, and James Barber (chair). We are fortunate to have a team with strong financial and church experience, working well together to steward investment in our MCEC’s future.

The Investment Committee values input from our MCEC constituency in how our available funds are invested. We were thrilled to have strong constituency participation in fall 2023 for an online consultation to help ensure our investments are aligned with our values.

Since then we have looked at investment approaches taken by other large Mennonite groups, and are currently building out an investment policy investment strategy to protect our capital through a balanced portfolio that will be invested in socially responsible ways. We also recognize that decisions around investments can be a sensitive topic, with strong and divergent views in all parts of our church. We plan on continuing to find ways to update and consult.

We also ask for wisdom, guidance, and grace as we all look to make the most of the ten talents we’ve been given.

Finally, we have been searching for another member both to help the committee and to add to our diversity. Suggestions are welcome.

James Barber

Executive Council and Investment Committee Chair

## MCEC OPERATING FUND

### Spending Plan for the year ending January 31, 2025

	2024-25 Budget	2023-24 Actual	2023-24 Budget	2022-23 Actual
<b>Revenue</b>				
Revenue - Individual and Estate Donations (MCEC)	\$125,000	\$152,684	\$125,000	109,586
Revenue - Individual Donations (MC Canada)	\$25,000	\$63,876	\$25,000	8,790
Revenue - Church Giving	\$1,535,000	\$1,436,529	\$1,639,712	1,607,523
Revenue - Relational Witness Giving	\$200,000	\$207,717	\$200,000	177,189
Revenue - MCCO Interest	\$170,000	\$170,519	\$128,375	145,839
<b>Gross Revenue</b>	<b>\$2,055,000</b>	<b>\$2,031,326</b>	<b>\$2,118,087</b>	<b>\$2,048,927</b>
<b>Partner Ministries</b>				
Mennonite Church Canada - Operating Covenant	\$491,914	\$507,341	\$507,057	499,274
Mennonite Church Canada - Relational Witness - Designated	\$200,000	\$207,717	\$200,000	175,189
Mennonite World Conference	\$6,614	\$6,962	\$6,962	6,962
Mennonite Central Committee	\$0	\$0	\$0	2,000
Anabaptist Mennonite Biblical Seminary	\$38,000	\$40,000	\$40,000	40,000
Conrad Grebel University College	\$139,139	\$146,462	\$146,462	151,462
Rockway Mennonite Collegiate	\$66,704	\$70,215	\$70,215	70,215
United Mennonite Educational Institute	\$25,185	\$26,510	\$26,510	26,510
Ontario Mennonite Music Camp	\$2,076	\$2,185	\$2,185	2,185
Hidden Acres Mennonite Camp	\$10,377	\$10,923	\$10,923	10,923
Silver Lake Mennonite Camp	\$10,377	\$10,923	\$10,923	10,923
Willowgrove Camp	\$10,377	\$10,923	\$10,923	10,923
Canadian Mennonite	\$82,021	\$86,805	\$84,021	85,345
<b>Total Partner Ministries</b>	<b>\$1,082,782</b>	<b>\$1,126,967</b>	<b>\$1,116,181</b>	<b>\$1,091,911</b>
<b>Net Operating Revenue</b>	<b>\$972,218</b>	<b>\$904,359</b>	<b>\$1,001,906</b>	<b>\$957,016</b>
<b>Operating Fund Expenses</b>				
Executive Council (Schedule 1)	\$117,423	\$118,529	\$127,323	142,130
Leadership Council (Schedule 2)	\$148,285	\$162,143	\$170,553	142,024
Mission Council (Schedule 3)	\$275,138	\$245,648	\$301,153	195,128
Congregational Resourcing (Schedule 4)	\$171,408	\$165,641	\$193,145	182,475
Operations and Communications (Schedule 5)	\$540,588	\$508,897	\$601,906	544,503
Occupancy Costs (Schedule 6)	\$113,637	\$123,643	\$113,637	112,667
<b>Total Ministry Expenses</b>	<b>\$1,366,479</b>	<b>\$1,324,500</b>	<b>\$1,507,718</b>	<b>\$1,318,927</b>
<b>Excess Expenses over Revenue</b>	<b>(\$394,261)</b>	<b>(\$420,142)</b>	<b>(\$505,811)</b>	<b>(\$361,911)</b>
<b>Faithful Steward Fund Draw</b>				
Transfer from/(to) Faithful Steward Fund	\$394,261	\$420,142	\$505,811	163,043
Transfer from/(to) Faithful Steward Fund - Additional	\$0	\$0	\$0	40,956
<b>Total Faithful Steward Fund Draw</b>	<b>\$394,261</b>	<b>\$420,142</b>	<b>\$505,811</b>	<b>\$203,999</b>
<b>Net Operating Surplus/(Deficit)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$157,912)</b>

# SPENDING PLAN

	<b>2024-25</b>	<b>2023-24</b>	<b>2023-24</b>	<b>2022-23</b>
	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Actual</b>
<b>Executive Council (Schedule 1)</b>				
Revenue - Dues, Fees, Donations, Recoveries	\$0	(\$370)	\$0	(\$1,444)
Staff Salary & Payroll Expenses	\$85,073	\$82,179	\$85,073	\$102,189
Staff Travel and Expenses	\$4,000	\$1,769	\$3,500	\$2,889
Staff Professional Development	\$0	\$0	\$0	\$230
Staff Professional Development Pool	\$10,000	\$2,500	\$10,000	\$12,868
Council & Committee Travel & Expenses	\$17,600	\$32,451	\$28,000	\$23,319
Special Projects	\$750	\$0	\$750	\$2,079
<b>Total Executive Council</b>	<b>\$117,423</b>	<b>\$118,529</b>	<b>\$127,323</b>	<b>\$142,130</b>
<b>Leadership Council (Schedule 2)</b>				
Revenue - Dues, Fees, Donations, Recoveries	(\$12,600)	(\$14,065)	(\$15,025)	(\$5,075)
TiM - Fees, Donations, Recoveries	(\$30,000)	(\$9,306)	(\$20,290)	(\$23,100)
Staff Salary & Payroll Expenses	\$107,035	\$102,299	\$102,178	\$95,481
Staff Travel and Expenses	\$7,500	\$11,355	\$12,500	\$9,247
Staff Professional Development	\$0	\$1,012	\$500	\$1,019
Council & Committee Travel & Expenses	\$1,000	\$1,427	\$1,000	\$4,695
Pastor & Congregational Support	\$9,800	\$12,188	\$10,750	\$7,923
TiM Program Expenses	\$21,250	\$20,617	\$20,290	\$17,561
Education & Training	\$44,300	\$36,615	\$58,650	\$34,273
<b>Total Leadership Council</b>	<b>\$148,285</b>	<b>\$162,143</b>	<b>\$170,553</b>	<b>\$142,024</b>
<b>Mission Council (Schedule 3)</b>				
Transfer In from Restricted Funds	(\$218,500)	(\$116,927)	(\$116,927)	(\$125,473)
Revenue - Dues, Fees, Donations, Recoveries	(\$22,167)	(\$28,425)	(\$21,201)	(\$47,517)
Staff Salary & Payroll Expenses	\$370,005	\$259,802	\$262,782	\$228,266
Staff Travel and Expenses	\$30,000	\$26,330	\$30,000	\$26,804
Staff Professional Development	\$0	\$2,007	\$5,000	\$410
Council & Committee Travel & Expenses	\$1,500	\$0	\$1,000	\$379
Education, promotion and outreach	\$0	\$0	\$0	\$0
Mission Associates	\$0	\$500	\$0	\$8,800
Missional leadership development	\$10,000	\$19,334	\$20,000	\$12,823
Church plant support	\$72,800	\$56,125	\$77,500	\$59,858
International Mission	\$12,000	\$9,169	\$13,000	\$12,606
Other Mission Initiatives	\$19,500	\$17,734	\$30,000	\$18,172
<b>Total Mission Council</b>	<b>\$275,138</b>	<b>\$245,648</b>	<b>\$301,153</b>	<b>\$195,128</b>
<b>Congregational Resourcing (Schedule 4)</b>				
Revenue - Dues, Fees, Donations, Recoveries	(\$48,858)	(\$39,164)	(\$49,158)	(\$2,335)
Staff Salary & Payroll Expenses	\$192,065	\$178,561	\$201,553	\$169,510
Staff Travel and Expenses	\$15,000	\$15,418	\$13,500	\$15,362
Staff Professional Development	\$0	\$1,243	\$2,000	\$1,257
Council & Committee Travel & Expenses	\$0	\$0	\$0	\$0
Education, promotion and outreach	\$0	\$0	\$500	\$0
Congregation Resourcing Program Expense	\$0	\$1,584	\$250	\$150
Y/YA Program Expense	\$13,200	\$8,000	\$24,500	(\$1,469)
New Ministry Initiative Expense	\$0	\$0	\$0	\$0
<b>Total Congregational Ministries</b>	<b>\$171,408</b>	<b>\$165,641</b>	<b>\$193,145</b>	<b>\$182,475</b>

# SPENDING PLAN

	2024-25 Budget	2023-24 Actual	2023-24 Budget	2022-23 Actual
<b>Operations and Communications (Schedule 5)</b>				
Revenue - Dues, Fees, Donations, Recoveries	(\$70,939)	(\$80,577)	(\$82,033)	(\$75,606)
Transfer in from LiF (ACG)	(\$10,000)	(\$10,000)	(\$10,000)	(\$10,000)
Staff Salary & Payroll Expenses	\$445,220	\$433,728	\$513,383	\$421,253
Staff Travel and Expenses	\$6,000	\$6,038	\$7,000	\$7,384
Staff Professional Development	\$0	\$499	\$2,500	\$65
Council & Committee Travel & Expenses	\$500	\$534	\$500	\$203
Office & Admin Expenses	\$27,670	\$45,032	\$27,670	\$37,011
IT Expenses	\$48,000	\$24,261	\$38,000	\$34,859
Amortization	\$4,137	\$0	\$6,000	\$0
Office Equipment & Furniture (Expensed)	\$6,000	\$0	\$4,137	\$0
Legal, Audit and Prof Services Expenses	\$25,000	\$35,251	\$53,750	\$68,984
Program Expenses	\$59,000	\$54,131	\$41,000	\$60,350
<b>Total Operations</b>	<b>\$540,588</b>	<b>\$508,897</b>	<b>\$601,906</b>	<b>\$544,503</b>
<b>Occupancy Costs (Schedule 6)</b>				
Rent & CAMS	\$104,137	\$112,904	\$104,137	\$103,154
Office & Building Maintenance	\$0	\$0	\$0	\$0
Insurance	\$9,500	\$10,738	\$9,500	\$9,513
<b>Total Occupancy Costs</b>	<b>\$113,637</b>	<b>\$123,643</b>	<b>\$113,637</b>	<b>\$112,667</b>



1. Agape Fellowship
2. Avon Mennonite Church
3. Bethany Mennonite Church
4. Bethel Mennonite Church
5. Blenheim Ecumenical House Church
6. Bloomingdale Mennonite Church
7. Breslau Mennonite Church
8. Brussels Mennonite Fellowship
9. Burning Bush Forest Church
10. Cassel Mennonite Church
11. Centre Béthésda Mennonite de Québec
12. Chin Christian Church
13. Church of the Living Word in Ottawa
14. Community Mennonite Church, Stouffville
15. Community Mennonite Fellowship
16. Crosshill Mennonite Church
17. Danforth Mennonite Church
18. East Zorra Mennonite Church
19. Église Bethésda Mennonite de Saint-Hyacinthe
20. Église de Dieu Réparateur des Brèches (RDB)
21. Église Jésus-Christ Appelle Tous
22. Église Mennonite Agape
23. Elmira Mennonite Church
24. Erb Street Mennonite Church
25. Erie View United Mennonite Church
26. Faith Mennonite Church
27. Famille Assemblée de la Grâce
28. First Hmong Mennonite Church
29. First Mennonite Church
30. Floradale Mennonite Church
31. FreeChurch
32. Freedom Gospel Ethiopian Church
33. Goshen Mennonite Church
34. Grace Christian Church
35. Grace Lao Mennonite Church
36. Grace Mennonite Church
37. Grace New Life Mennonite Church
38. Hagerman Mennonite Church
39. Hamilton Mennonite Church
40. Hanover Mennonite Church
41. Harrow Mennonite Church
42. Hawkesville Mennonite Church
43. Hillcrest Mennonite Church
44. Hiyaw Amalack Evangelical Church
45. Hochma
46. Hunta Mennonite Church
47. Kitchener Emmanuel Church
48. KW House Church
49. Lao Canadian Evangelical Mennonite Church
50. Lao Christian Fellowship
51. Leamington United Mennonite Church
52. Listowel Mennonite Church
53. Ma Destinée
54. Mannheim Mennonite Church
55. Markham Chinese Mennonite Church
56. Markham Christian Worship Centre
57. McArthurs Mills Christian Fellowship
58. MDM Joliette
59. Medahnialem Ethiopian Evangelical Church
60. Meheret Evangelical Church
61. Mennonite Disciples Swahili Church (Ottawa-Gatineau)
62. Mennonite Fellowship of Montreal
63. Niagara United Mennonite Church
64. Nith Valley Mennonite Church
65. North Leamington United Mennonite Church
66. Open Table
67. Oromo Evangelical Church of Ottawa
68. Ottawa Mennonite Church
69. Petitcodiac Mennonite Church
70. Pioneer Park Christian Fellowship
71. Poole Mennonite Church
72. Preston Mennonite Church
73. Rainham Mennonite Church
74. Refuge de Paix
75. Rehoboth Inner Healing Church
76. Rockway Mennonite Church
77. Rouge Valley Mennonite Church
78. Shalom Worship and Healing Centre
79. Shalom Worship and Healing Centre, Guelph Branch
80. Shalom Worship and Healing Centre, Windsor Branch
81. Shantz Mennonite Church
82. SoulHouse Church - Connect City
83. St. Agatha Mennonite Church
84. St. Catharines United Mennonite Church
85. St. Jacobs Mennonite Church
86. Steinmann Mennonite Church
87. Stirling Avenue Mennonite Church
88. Tavistock Mennonite Church
89. The Church at Nairn
90. The First Mennonite Church
91. The Gathering Church
92. The Meeting Place
93. Toronto Chinese Mennonite Church
94. Toronto Mennonite New Life Church
95. Toronto United Mennonite Church
96. Tree of Life/Arbre de Vie
97. Valleyview Mennonite Church
98. Vineland United Mennonite Church
99. Wanner Mennonite Church
100. Warden Underground - Connect City
101. Waterloo North Mennonite Church
102. Waterloo-Kitchener United Mennonite Church
103. Waters Mennonite Church
104. Wellesley Mennonite Church
105. West Hills Mennonite Fellowship
106. Westview Christian Fellowship
107. Wideman Mennonite Church
108. Wilmot Mennonite Church
109. Windsor Mennonite Fellowship
110. Zion Mennonite Fellowship



In This Together envisions and works toward a just world where LGBTQ+ people are fully integrated, recognized, respected, and valued in a spirit of mutuality in Anabaptist communities in Canada. We encourage Anabaptist communities across the theological spectrum to become safer for LGBTQ+ people. As followers of Christ, we value a posture of hospitality, openness to transformation, and a commitment to peace.

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Kindred Credit Union is a member-owned financial cooperative based in southwestern Ontario. Kindred's values-centred approach is woven into everything we do and makes us the one-of-a-kind choice for those who want to connect their values and faith with their finances. Kindred offers a complete range of banking, borrowing, wealth and investing products and services through eight branches and online.

To learn more about Kindred, visit [kindredcu.com](http://kindredcu.com).

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MCC mirrors Christ's love and compassion, addressing basic human needs and championing peace and justice. In 45 countries, we work with partners to respond to disaster, provide food, water, health and education, and foster peace amid conflict.

In Ontario, MCC accompanies those impacted by crime, poverty, and homelessness. We actively pursue reconciliation with Indigenous communities and aid newcomers in establishing new lives. Your partnership empowers us to provide relief, development, and peace in Christ's name.

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This only happens once ... The 500th anniversary of Anabaptism in 2025 offers a unique opportunity to celebrate and dream. Commemorate the occasion with The Anabaptist Community Bible. Expertly designed using the Common English Bible translation, the Bible includes more than 7,200 marginal notes alongside the biblical text featuring commentary from Anabaptist scholars, historical notes from the tradition, and the insights of nearly 600 Bible study groups. Learn more at [Anabaptismat500.com](http://Anabaptismat500.com).

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Anchored in the Anabaptist tradition, UMEI Christian High School exists to educate the whole person, cultivating full academic, spiritual, and individual potential in order to make young people "doers of the Word" in the community. Since 1945, UMEI has provided outstanding academics within a supportive environment where students grow in confidence of who they are as a disciple of Jesus, and how they can live that out in their churches and in the world.



## THANK YOU!

We are grateful for the many people who have been a part of this Gathering. Thank you to:

- Congregations who sent delegates and attendees.
- UMEI Christian High School for being such gracious hosts. Thank you to the many students who helped set up tables and chairs.
- Ingrid Loepf Thiessen and the worship planning team.
- Tina Hiebert for her catering services.
- PhatBoy Productions who took care of our sound and technical needs.
- Karine Rossbach Communications Inc. for interpretation services.

## 2025 GATHERINGS

- MCEC Annual Church Gathering  
Online Delegate Session  
June 2025
- Mennonite Church Canada Gathering  
July 2-5, 2025  
Rockway Mennonite Collegiate  
Kitchener, ON
- Mennonite Church Canada Youth Gathering  
July 2-5, 2025  
Conrad Grebel University College  
Kitchener, ON

