

Annual Assembly Reports Online - Zoom 2020



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MODERATOR REPORT

The great interruption

From the COVID-19 pandemic to the Black Lives Matter movement we are all being affected by a number of significant social, geo-political and health-related crises that have converged to create a significant interruption in the ways we are experiencing life. Within these challenges are opportunities to experience some real transformation. No one is left untouched and each of us need to respond to some way to these significant changes. Case-in-point of course, is our annual MSMC delegate gathering which will be a virtual—mostly Zoom event this year.

I use the word gathering, instead of assembly because Mountain States Mennonites seem to love to gather—more informally, than to assemble to do necessary business. Of course, we need to do both and we will. We are all feeling the pain of not being able to gather very easily or normally as congregations, let alone as a conference.

In all of this there is much happening that is good and productive as we prepare to live into a somewhat unpredictable and uncertain future. One of these adjustments will be alterations made to the MSMC leadership structure.

In the past few years MSMC has experienced significant changes as we've worked hard to find a way to honor the desire of local congregations to be fully inclusive of LGBTQ leadership. We did a lot of soul-searching and worked hard to maintain relationships. We didn't always succeed in keeping everyone at the table, but we also found a way forward as the recommendations of the credentialing review task force were received by 85% of delegates. This honors the role of congregational discernment in issues of inclusion.

Three years ago, we also embarked on an experiment in our leadership structure in response to some significant Conference Minister changes. Charlene Epp, Merv Birky and Barry Bartel, as a Conference Minister Team (CMT) stepped up to the task, and each gave significantly more to the work than their quarter-time positions required. We owe them a deep sense of gratitude and appreciation for continuing to guide us through some ongoing challenges.

This past winter the Leadership Board conducted a survey of pastors, leaders and the CMT to help determine the viability of continuing with this team approach model. We learned that while there was a deep appreciation for the CMT, many felt that we would do well to return to a single position Conference Minister. So, a new job description was developed and a search committee was created. This process is being led by incoming moderator Ryan Koch.

Some of the accomplishments of the CMT in the past several years include:

- working with the Ministerial Council to process credentials for a significant number of new pastors and with ongoing congregational leadership transitions,
- guiding the Ministry Support Team for Fernando and Rebeca's intercultural ministry in Denver, and keeping MSMC-related passion ministries and issues on our agenda—from immigration to gun violence to the environment.
- involvement and help with planning our Faith & Life Forums, Annual Assemblies and annual Pastors' Retreat,

- guiding the formation of a healthy boundaries training system, working diligently to provide direct support for our pastors in personal and peer support gatherings, and the beginnings of significant new work around the effects of racism in our personal, corporate and social experiences.
- There are many stones in the Rocky Mountains, and a significant number have been turned over by this team. I'm sure I've missed mentioning all of them. But THANK YOU!!!

When I took on the MSMC moderator project three and a half years ago, I was wide-eyed and excited about who we could be as an Anabaptist presence in our Mountain States region. I've enjoyed the opportunities to interact with the broader MC USA at Constituency Leaders' gatherings and national conventions. I've also loved being able to use my design experience and skills to help with MSMC communication efforts.

And I have no less enthusiasm for the potential we have to be a lively and significant witness for the Kingdom of God—even in a COVID-interrupted world. But I'm also ready to find new ways to enjoy “being”, as Ryan Koch, pastor of Glennon Heights Mennonite Church assumes the moderator role.

Blessings to all of MSMC and to Ryan and the Leadership Board, as more change is underway,

Ken Gingerich, Moderator

MOUNTAIN STATES MENNONITE CONFERENCE
CONFERENCE MINISTER TEAM (CMT): Barry Bartel, Charlene Epp, and Merv Birky

REPORT FOR ANNUAL ASSEMBLY 2020

In August of 2019 we gathered in Boulder, CO for our Annual Assembly as delegates, Conference participants, and guests. As in 2018, the Assembly theme was built on a phrase from our MSMC mission statement: “***By the Power of the Holy Spirit: Embracing the impossible***”. We explored and were inspired by the multitude of ways the Spirit is moving among us to engage in Kingdom work in our region.

Little did we know how much would change for us during this following year. The COVID-19 pandemic during these past six months seems to have overtaken the goodness of the previous six months. Yet, much goodness has also emerged, even in the midst of the pandemic. One such goodness is the amazing creativity by church leaders in finding ways to continue to worship “together” and support of one another as communities of faith.

Now we “meet” again for Annual Assembly and focus on the final phrase of our MSMC mission statement: “***Being: In the Way of Jesus***”. The need to meet virtually, via *Zoom*, has been a challenge for the planning team, but we anticipate an enjoyable and meaningful time as we “gather together” again. Events of recent months, including “stay-at-home” orders, have demanded that we again learn to “just be”. But *being* need not be empty. Rather, we explore how “being: in the way of Jesus” provides inspiration for growth, for new ways of experiencing community, for vulnerability, for finding peace—all of which overflows to touch our current context in the world around us.

I. Visioning with the Conference:

COVID-19 has brought about illness and death on a wide scale, resulting in the need for physical distancing, staying at home, “meeting” and communicating electronically. Along with it has come economic disruption, loss of jobs, shortages of some essential goods and, for many, a sense of isolation and loneliness. During all of this the continued deaths of yet more black Americans at the hands of police has stirred calls for much needed changes in our society, anti-racist changes that will lead to more just and equitable systems in our culture, institutions, and relationships.

This call comes not just to our society at large, but also to us as church. It calls us to listen, to seek awareness and understanding, and to address the prejudices and inequities in our minds and structures as well. The Leadership Board has named a Task Force to explore ways of addressing this call as we learn and grow and change in our ways of being.

These months have brought to us disappointments and challenges, but also joys and opportunities. One of the challenges was that we were unable to fully engage with Fernando Perez and Rebeca Torres. While they provided helpful guidance for nurturing interculturality among us and for interaction with others, the restrictions brought about by COVID resulted in their early return home to Mexico in May. Barry assisted in arranging for their quick departure in time to return to Mexico just before travel there was halted, and then for a virtual farewell to bring a measure of closure to the ministry.

We were presented with many opportunities for creativity as social distancing became the “new normal.” Each congregation found new ways of “being together.” Pastors across the Conference began to have regularly scheduled conversations via *Zoom*, resulting in mutual support, sharing of ideas, and a sense of connectedness not often experience when relying on in-person gatherings.

II. Working with Congregational and Pastoral Transitions:

Charlene and Merv continue to support congregations in the midst of pastoral transitions. Again, this process shifted almost entirely to phone and *Zoom* interactions. Thankfully, there have been fewer changes to report since last Assembly, due in part to this shift.

- Amy Zimbleman concluded her service as co-pastor at Mountain Community Mennonite Church (Palmer Lake).
- Claudia Aguilar Rubalcava joined the pastoral team at First Mennonite Church (Denver).
- Emmanuel Mennonite Church (La Junta) continues to seek a pastor. This process has been hindered by a lack of candidates across MCusa and the pandemic’s impact on “staying put”, so reducing pastors’ interest in relocating.

III. Supporting Passion Ministries:

A significant part of Barry’s role is to support passion ministries affiliated with the Conference. Barry regularly convenes a Directors’ Forum, via *Zoom*, involving the directors of the passion ministry organizations. RAWtools, TiLT, Casa de Paz, and Colorado Village Collaborative, continue to bring passion, energy, and awareness to meet specific needs in our region. Brenda Fox of PrayerStream has joined the group, which met more regularly during the pandemic to support each other. The September “round table” in Alamosa inspired action around the theme “Walking the Watershed Way: Going Deeper into Creation Care.” Barry is again working with a team to plan a September “round table” (likely virtually) focusing on gun violence, in partnership with RAWtools, Mike Martin, and Shane Claiborne.

In addition to these specific passion ministries, there is much by way of ministry by the churches of our Conference in the communities where they live.

IV. Supporting Credentialed Persons:

A major part of our role is to provide support not only for pastors, but for all credentialed leaders. In addition to regular individual phone conversations, we meet on a regular schedule with credentialed persons. The in-person gatherings of the first six months this year shifted to *Zoom* “gatherings” the last six months. Charlene meets with those in the northern part of the Conference in the DAMM group (Denver Area Mennonite Ministers) and a chaplains’ group, and Merv meets with those in the southern part of the Conference in the SECOMP group (South Eastern Colorado Mennonite Pastors). In addition to the Directors’ Forum,, Barry meets with the SEED group.

We have also sought to resource pastors and congregations through channels such as our CMT column in the *Zing!* newsletter and providing awareness of additional resources from agencies of MC

usa and beyond which we forward to those in our group. Recently, those resources have pertained mostly to COVID-19 matters, but also include items related to guidance for congregation / pastor reviews, search committee work, church governance, anti-racism, etc. And, each November we host a weekend Retreat at Rocky Mountain Mennonite Camp for credentialed persons in the Conference.

A primary task of the CMT is to maintain credentials of persons in our Conference With active pastors, chaplains, persons licensed for specific ministry, and retired persons; we currently maintain 62 credentials. The Ministerial Council (MC) is also involved in this process, in particular taking the lead in considering whether to grant a new credential.

We also arrange for Healthy Boundaries Training (HBT) which, encouraged by MCusa, is required of all credentialed persons in the Conference. Unless a person is retired and unable to complete the training, or who certifies training through chaplaincy or other involvement, all are required to complete this training within a year of joining the Conference, and to participate in a refresher every three years. We arrange for these trainings either here in the Conference, or in cooperation with other MCusa Conferences.

V. Helping Plan Major Events:

CMT is involved in planning major Conference events. *Zing!* reports describe them: Annual Assembly, Faith & Life Forums, licensing and ordination services, ministers' retreat, round tables, etc. Unfortunately, several such events needed to be cancelled during these past six months. Others were shifted to virtual platforms.

VI. Relating to MC-USA:

The CMT relates directly to the national church in a number of ways. Credentials are held by the conferences, and then transferred between conferences. We relate to the National Leadership Office, which provides information and guidance for pastoral searches and credentialing. At least one of us attend the national Conference Minister's gathering once a year (this year it was Merv). Usually Barry, along with Ken (Moderator) and another conference leader, attend the Constituency Leaders' Council meetings twice each year (whether in-person or virtually). These gathering provide opportunity for consultation, inspiration, and partnership with the broader church, keeping us connected beyond just our own region.

This is the last year of the "experiment" of having three Conference Ministers for MSMC. Although sharing a .75 FTE, Charlene Epp, Merv Birky, and Barry Bartel have diligently given ourselves to this task. Even with the changes of these last months which have limited our opportunities to connect in person with congregations, pastors and other credentialed persons, we have found goodness and fulfillment in serving MSMC. We are grateful for having had this opportunity to work together in service to the Conference. (For more information about plans for next year, see the Leadership Board report.)

DIALOGUE RESOURCE TEAM REPORT

The Dialogue Resource Team (DRT) currently has four active members from around the Conference: Alice M. Price (Anabaptist Fellowship of Alamosa), Duncan Smith (Glennon Heights), Jeff Newcomer Miller (Albuquerque), and Jill Schmidt (First Mennonite). The team comprises a helpful range of professional training and background among its members, together with their shared skills in assessing and addressing dynamics related to conflict and change in organizations. The DRT is available as a resource to the work of the Conference and Conference leadership, as well as through Conference Minister referrals to assist local congregations. Services range from education and skill-building events, facilitation of meetings and conflict coaching, to more extended consultations in situations of more significant systemic stress. Information related to the full range of DRT services, as well as referral protocols and costs, are available on the DRT page of the Conference website.

In addition to congregational consulting this past year, the DRT has been involved in two Conference-level educational efforts. One is providing regular “With Care” columns - short skill-building or reflection pieces by team members related to the DRT’s field of work - for the Conference ZING! newsletter. This column has been an on-going project of the team for several years. The DRT also took the lead this year in planning the annual Faith & Life Forum. Drawing on focus areas identified by Conference and pastoral leaders, we designed a day of workshops and discussion on best practices in three areas of congregational life: 1) decision-making norms; 2) inter-generational dynamics; and 3) dialogue across differences. Scheduled for late April, this event unfortunately had to be cancelled. The possibility remains open for presenting one or more of these workshops at a future Conference gathering or perhaps as virtual learning opportunities. Stay tuned!

Report by Alice M. Price, DRT coordinator

MINISTERIAL COUNCIL REPORT

The Ministerial Council is the body that handles credentialing interviews within Mountain States Mennonite Church for our member churches. We work closely with the Conference Ministry Team, who works directly with churches in the search process and officiates at the licensing and ordination services.

The Ministerial Council currently consists of three members:

- Katie Cunningham, chair, Albuquerque Mennonite Church, Albuquerque, NM
- Debbie Miller, member, Glennon Heights Mennonite Church, Lakewood, CO
- Randy Spaulding, member, Boulder Mennonite Church, Boulder, CO

We are currently seeking to add a fourth member of the team, preferably a younger male, as we seek a balance of gender, age and geographic location.

We consider these interviews to be sacred conversations. When possible, we conduct them in person. With social distancing guidelines in place this spring, we conducted a Zoom interview and had our meetings on Zoom. Together, we are guided by prayer, our Mennonite Church theology and experience and A Shared Understanding of Ministerial Leadership: Polity Manual for Mennonite

Church USA and Mennonite Church Canada. We also confer with other conferences in MC USA as appropriate.

Last August, the Ministerial Council interviewed **Colin Roynon** for Ordination for the Youth Pastor Position at Beth El Mennonite Church. Colin was ordained at Bethel on February 9, 2020.

In January 2020, we interviewed **Claudia Aguilar Rubalcava**, a new co-pastor at First Mennonite Church of Denver. She is now licensed toward Ordination in Mountain States Mennonite Conference. She is new to Mountain States Mennonite Conference and is also an ordained Presbyterian Minister in Presbyterian Church USA.

This Spring, we interviewed **Sylvia Klauser**, PhD for her chaplaincy work at Children's Hospital, Denver. She is new to us from Germany and Western District Mennonite Conference. We reactivated her Ordination credential.

In January 2020, the Ministerial Council met with the Conference Ministry Team at Debbie Miller's home for an all-day meeting. This has become an annual event. Together we worked on updating the Menno Data listing of all credentialed pastors in Mountain States Mennonite Conference, revising the Orientation document for new pastors and a Care Plan for Credentialed Pastors. Since then we gave input into the Credentialed Persons Accountability Plan for the conference.

This July, we are bringing a proposal to the delegate assembly requesting that vetted Spiritual Directors and Pastoral Counselors be listed on the Mountain States Conference Website. Like the Dialogue Resource Team, we see this as a service to individuals and churches, conference wide.

Katie Cunningham, Ministerial Council Chair
Retired Ordained pastor in MC USA
Albuquerque, NM 87110

SEED REPORT

SEED Project members consists of: Pam Duncan and Steve Goering of Sojourn Mennonite; Jeni Umble of Living Light of Peace; Rhoda Blough and Barry Bartel of Glennon Heights; Matt Zimbleman of Beth-El; Ken Gingerich, of Albuquerque Mennonite; Ryan Koch of Glennon Heights, who will be replacing Ken Gingerich in an advisory/ex officio role, and Ivanna Johnson of First Mennonite.

Mennonite Central Committee awarded SEED an additional funding grant earlier this year, to provide emergency financial assistance specifically for immigrant and refugee communities. We awarded those funds equally to four organizations: Immigration Resource Center in Alamosa; The Accompaniment Program in Colorado Springs; The African Community Center in Denver and the Community Dreamer Fund in Ft. Collins.

Additionally, SEED has awarded approximately half of its annual budget as of our 2nd quarter meeting this year, and is looking for ways to expand our reach. Steve Goering is stepping down later this year, which will leave another vacancy. We've had several departures in the past two years, and those vacancies have not yet been filled. We are having a hard time recruiting to SEED, especially now with the pandemic. We struggle to find ways to expand our reach outside of our respective circles. The group that we have now are committed to SEED flourishing, even as we find it difficult to get the word out about SEED.

Ivanna Johnson-McMurry for the SEED Committee

ALAMOSA MVS REPORT

Alamosa MVS has enjoyed the participation of four full-time volunteers this year, beginning with the normal unit transitions in August 2019. We were fortunate to have two of our prior- year volunteers remain on for a second year: 1) Jonatan Moser (EMU grad from Bluffton, OH) continued his work for SLV Immigrant Resource Center, focusing primarily on ESL instruction for adults and after-school programming for youth at Tierra Nueva, a migrant housing complex in Alamosa; 2) Hannah Thill (Goshen grad from Paoli, IN) continued her work with K-12 students through Rio Grande Water Conservation Education Initiative, as well as adding part-time hours with SLV Local Foods Coalition. Joining Jonatan and Hannah this year were two new volunteers: 1) Roxy Gehring (Goshen grad from Manhattan, KS) joined the staff at Center for Restorative Programs; and 2) Connor Born (Bethel grad from No. Newton, KS) joined the staff at Rio Grande Headwaters Restoration Project.

These four have developed a strong household community, which has been especially important as they have navigated many challenges related to COVID-19 since March. While many MVS volunteers around the US needed or chose to leave their units early, Alamosa's volunteers all decided to remain. This has allowed them to continue to serve their placement sites even through various stay-at-home, safer-at-home and quarantine directives. Both second-year volunteers have decided to stay on in Alamosa and have been able to secure local employment. Both first-year volunteers have opted for a second year of service, providing the foundation for another MVS household. Their decision to extend is fortunate, as national MVS recruitment of new volunteers for the upcoming year is at a low point due to uncertainties related to COVID-19. We are also happy to have welcomed one new MVS member to

the household this summer, to help fill out the unit. Erin Kauffman (CSU grad from Lititz, PA) will be volunteering with the Rio Grande Farm Park.

Alice M. Price, Local Coordinator, MVS Alamosa

MSMC 2021 NARRATIVE BUDGET

The past several years in Mountain States Mennonite Conference (MSMC) have been relatively quiet after a period of transition and change—thanks in no small part to the care and attention given by our Conference Minister Team. You will note in their report and the moderator’s report that changes are in the wind as our three-year experiment with a leadership team approach gives way to a return to single conference minister position.

Finances have affected the way we are thinking about leadership, as the pattern of deficit spending has continued to draw down our reserves. This past year we experienced a \$23,000 deficit. There are a number of reasons this has happened.

1.) In the past few years several congregations have chosen to withhold support (some individuals in these churches contribute directly instead), and we have lost or closed several other congregations. But the cumulative effect is more than a \$5,000 downward shift in congregational contributions over the past five years that we have only partially made up even as other congregations increased their contributions. Newer or replanted congregations are not able (or expected) to support the conference structure in the same way mature “carrying” congregations can.

2.) When we sold the Pueblo parsonage we lost the monthly income it was producing, but the finance committee determined that we are not in the business of property management. In addition, the Pueblo church building does not currently generate enough income to cover expenses.

3.) Last year’s deficit was exasperated by late contributions (after the fiscal year ended), and higher expenses than expected for the annual assembly which offerings/income did not totally cover. *Some congregational contributions appear as income in the current year so the actual effects of the deficit as not as large as the year-end numbers would indicate.*

4.) Investment income has fallen as the markets remain uncertain and our basis is diminished. Note that the finance committee does not feel we are at significant risk as our asset base remains above \$600,000 if we include the Pueblo church building.

We were able to cover expenses by using available savings and on-hand cash. We withdrew only the approved \$15,000 from the endowment funds.

However, since each of the past several years we have accessed reserves to balance the budget. This pattern continues again this year but we are seeing that the gap is about \$3,500 less than in past years. If the Pueblo property can be resolved in the next year additional resources may become available or cash flow should also be improved.

PROJECTED INCOME

Congregations:

- This income is slightly higher than 2020 based on a combination of actual contributions in 2019 and some projections. However, the impact of COVID 19 will likely affect the capacity of some congregations to give support at previous levels.

Investment Contributions:

- Reduced by about \$4,000. The current market remains volatile and unpredictable. We are anticipating lowered income in 2020-21.

Other Revenue

- Annual Assembly and Faith & Life Forum are budget line items. The expenses are expected to be covered by participant contributions.
- Designated income: TWIMC (The World is My Community fund)
- Development Fund transfer (25% of basis is transferred to the budget every year is reduced by \$1,500 from the previous year). The Development Fund is supported by individual contributions, property sales, etc. Individuals are invited to consider including the conference in their personal contribution plans. The Development Fund has traditionally supported conference endeavors such as SEED, etc.
- Other Contributions: Gifts by individuals are often given to designated funds such as TWIMC fund and the Church Development funds, as well as the general budget.
- Healthy Boundary Training is required of credentialed persons by the conference. The expenses are covered by a fee for service arrangement.

PROJECTED EXPENSES

CONFERENCE ADMINISTRATION:

- **Salaries and benefits:** This category includes the salaries and benefits of our paid staff which includes one Conference Minister, Administrator and Treasurer.
 - o **Conference Minister** This budget item shows .75FTE. allocated for the CM position. There should be some savings by combining the three current positions into one, but there are a number of variables that could affect the final salary. We anticipate lower travel and auto expenses, and a consolidation of tech and office costs, etc.
 - o **Conference Administrator** (Jen Dudenhefer) **and Conference Bookkeeper** (Rita Balzer) are part-time positions that are paid hourly. We expect these positions will continue to operate in the next year much the same as they have in the past.

GATHERING, DISCERNMENT & DECISION MAKING

- **Faith and life Forums:** Includes out-of-pocket expenses associated with the annual faith enrichment meeting of our Conference. Expenses are usually offset by donations or registration fees.
- **Annual Assembly:** This category includes the expenses associated with our annual assembly. This is another in-and-out category that is offset by the registration fees and offerings received at the assembly.
- **MSMC Travel and Events (non-staff):** This item is to reimburse non-staff for their expenses when they travel on conference business (such as Conference committee meetings or represent the conference at CLC or MC USA delegate assemblies, etc.)

SUPPORTING OUR MISSION

- **MCUSA Support** is our contribution to the on-going work of MCUSA
- **Rocky Mountain Mennonite Camp** is our contribution to the on-going work of RMMC
- **The Corinthian Plan:** While no conference staff members are currently covered through the Corinthian Plan, the conference has elected to participate in a way that will allow future participation and that assists congregations who have the need for insurance, but not the resources.
- **Youth and Family Ministries:** We have designated \$1,000 as seed funds to support efforts to include children, youth and young adults in conference-related efforts/events.
- **SEED:** This is the category that has been most affected by fund reallocation as we reduce the SEED annual funding by \$10,000. We are leaving \$1,500 in the SEED fund and the committee is also responsible for managing TWIMC fund which was established to support inter-cultural projects. (This is the fund that was used to support Fernando and Rebeca in the past several years.) If individuals or congregations want to support SEED specifically contributions can be made to the TWIMC fund, or designated for SEED. If designated contributions surpass \$1,500 the additional funds will remain available for SEED committee use.
- **Anti-Racism Focus:** We anticipate putting a significant amount of energy into the work of anti-racism. This effort will be led by a newly formed task group. We are committed to supporting this work with funds to cover potential travel, training, communication costs, etc.
- **Healthy Boundaries Training:** Over the past several years MSMC has made significant progress in providing and requiring Healthy Boundaries training for conference leaders, pastors and congregational leaders. Most costs will be offset by a fee for service structure.

July, 2020

Mountain States Mennonite Conference
Balance Sheet
As of June 30, 2020

	Jun 30, 20
ASSETS	
Current Assets	
Checking/Savings	
Checking - Everence FCU	1,676.61
Money Market Acct. EFCU	
Church Development	17,094.02
Money Market Acct. EFCU - Other	61.39
Total Money Market Acct. EFCU	17,155.41
Savings, Everence FCU	24,336.71
Total Checking/Savings	43,168.73
Other Current Assets	
Endowment Fund Acct - MMA	273,939.48
Operating Reserves Acct - MMA	1,582.93
Undeposited Funds	2,366.66
Total Other Current Assets	277,889.07
Total Current Assets	321,057.80
Fixed Assets	
Pueblo Properties	269,540.31
Total Fixed Assets	269,540.31
TOTAL ASSETS	590,598.11
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Direct Deposit Liabilities	-573.33
Payroll Liabilities	267.79
Total Other Current Liabilities	-305.54
Total Current Liabilities	-305.54
Total Liabilities	-305.54
Equity	
APPROPRIATED BALANCES, EQUITY	
Church Development	17,094.02
Total APPROPRIATED BALANCES, EQUITY	17,094.02
MSMC - Endowment Fund	273,939.48
Pueblo Properties, 2	269,540.31
Unrestricted Fund Balance	31,131.09
Net Income	-801.25
Total Equity	590,903.65
TOTAL LIABILITIES & EQUITY	590,598.11

MOUNTAIN STATES MENNONITE CONFERENC
BUDGET Comparison

	2018	2019	2020	2020	2021
	Actuals	FINAL	Actuals as of	Budget	WORKING
INCOME		-	6/30/2020		
Churches & Emerging Groups					
Albuquerque Mennonite	9298.02	5783.38	3912.00	9500.00	9500.00
Alive With Grace Fellowship	1200.00	1200.00	600.00	1200.00	1200.00
Anabaptist Fellowship Alamosa	1000.00	1000.00	1000.00	1000.00	1000.00
Beloved Community	0.00	0.00	0.00	500.00	500.00
Beth El Mennonite	14500.00	14500.00	3068.00	14500.00	14500.00
Boulder Mennonite	6000.00	2500.00	5000.00	6000.00	6000.00
Carlsbad Mennonite	0.00	0.00	0.00	500.00	0.00
East Holbrook Mennonite	0.00	0.00	0.00	500.00	0.00
Emmanuel Mennonite	5000.00	7000.00	3000.00	5000.00	6000.00
First Mennonite Denver	26499.96	28500.00	13999.98	26500.00	28000.00
Ft Collins Mennonite	350.00	300.00	0.00	350.00	350.00
Glennon Heights Mennonite	9625.00	10500.00	7291.66	10500.00	10500.00
Glenwood (Defiance) Mennonite	750.00	500.00	0.00	500.00	500.00
Hmong Mennonite	400.00	400.00	600.00	400.00	600.00
Living Light of Peace	1600.00	600.00	1600.00	1500.00	1500.00
Mtn Community Mennonite	3500.00	2625.00	1750.00	3500.00	3500.00
Sojourn Mennonite	750.00	1175.00	0.00	500.00	1000.00
Total Church Income	80472.98	76583.38	41821.64	82450.00	84650.00
Investment Contributions					
Endowment Earnings	12985.20	11821.52	5921.71	12000.00	9000.00
Interest Earnings - Other	32.45	117.98	46.68	15.00	50.00
Operating Reserve Earnings	577.79	64.28	35.07	500.00	75.00
Total Investment Contributions	13595.44	12003.78	6003.46	12515.00	9125.00
Other Revenue					
Alamosa Partnership	750.00	0.00			
Annual Assembly	10160.71	8887.06	1000.00	10000.00	10000.00
Designated TWIMC, ASC, Other	9558.37	42873.79	27187.05		
Development Fund Transfer (25%)	5437.45	7618.50	5737.78	5800.00	4303.00
Other Contributions	10186.45	9515.10	4414.89	12827.00	10000.00
Pueblo Properties	10949.52	5400.00	2700.00	5400.00	5400.00
Dialogue Resource Team		5215.00	0.00	1000.00	0.00
Ministerial Council		0.00	0.00	1000.00	0.00
Healthy Boundary Training			0.00	2000.00	2000.00
Reserves Transfer	12000.00	15000.00	0.00	15000.00	15000.00
Grants			0.00	5000.00	5000.00
Total Other Revenue	59042.50	94509.45	41039.72	58027.00	51703.00
TOTAL INCOME	153110.92	183096.61	88864.82	152992.00	145478.00
EXPENSES					
Conference Minister /Transitional					-
Medical Ins Allowance	8899.92	9164.88	4719.96	9440.00	9000.00
Pension	5063.40	5215.08	1743.01	5372.00	5225.00
Salary and Housing Allowance	51761.60	52153.06	26858.94	53718.00	52255.00

FICA	1480.22	1575.97	811.64	1321.00	
Conference Ministry Expenses (office)	64.67	78.26	0.00	250.00	250.00
Continuing Education	0.00	0.00	0.00	450.00	1000.00
Mobile Phone/Tech Allow	1614.60	1614.60	800.60	1663.00	1200.00
Travel & Auto	12037.78	11259.29	1633.53	12000.00	8000.00
Moving Exp					
Total Conference Minister	80922.19	81061.14	36567.68	84214.00	76930.00
Conference Staff					
Administrator Salary	6618.15	7050.87	2230.81	6875.00	7016.00
Treasurer Salary	3803.84	3673.83	1606.42	3600.00	3658.00
Administrator FICA	531.54	566.60	182.51	526.00	537.00
Treasurer FICA	313.95	308.92	137.12	283.00	280.00
Tech Allowance	630.00	720.00	372.00	744.00	770.00
Total Conference Staff	11897.48	12320.22	4528.86	12028.00	12261.00
Office/Capital Expenses					
Liability Insurance/Workers Comp	4064.00	6412.00	1083.00	4400.00	6000.00
Office Supplies	3350.45	4380.69	2005.13	3500.00	5000.00
Pueblo Properties	9681.97	7857.41	1956.07	5000.00	7500.00
Total Office/Capital	17096.42	18650.10	5044.20	12900.00	18500.00
Conference Gatherings					
Annual Assembly	11990.74	10082.97	0.00	8000.00	8000.00
Faith and Life Forum	1602.05	2104.52	0.00	2000.00	2000.00
Travel	6806.84	8034.78	838.99	6750.00	8000.00
Healthy Boundary Training	5342.49	2000.00			
Total Conference Gatherings	25742.12	22222.27	838.99	16750.00	18000.00
Supporting Our Mission					
Alamosa Partnership	1614.75	0.00			
Conference Development		1000.00			
Anti Racism Task Force					1000.00
DRT		6334.14	0.00	1000.00	0.00
Mini Coun		44.69	0.00	1000.00	0.00
Healthy Boundary Training			0.00	2000.00	2000.00
Designated TWIMC, ASC, Other	1299.96				
TWIMC F&R Project	8258.41	42872.97	31128.09		
MCUSA Support	5500.00	5500.00	2750.00	5500.00	5500.00
Rocky Mtn Menno Camp	4800.00	4800.00	2400.00	4800.00	4800.00
The Corinthian Plan	253.00	276.00	115.00	300.00	300.00
Youth/Family Ministries		0.00	0.00	1000.00	1000.00
SEED projects	10000.00	11500.00	5400.00	11500.00	1500.00
Grants					
Total Supporting our Mission	31726.12	72327.80	41793.09	27100.00	16100.00
<u>TOTAL EXPENSE</u>	<u>167384.33</u>	<u>206581.53</u>	<u>88772.82</u>	<u>152992.00</u>	<u>141791.00</u>
<u>NET INCOME</u>	<u>-14273.41</u>	<u>-23484.92</u>	<u>92.00</u>	<u>0.00</u>	<u>3687.00</u>