

Annual Assembly Reports
The Abbey, Canon City, CO
and Virtual
Sat, July 31, 2021



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A Year of Transitions

It has been a year! What a year it has been. When I agreed to serve as conference moderator for MSMC, never did I imagine that this transition would take place in the middle of a pandemic. I also couldn't have imagined that at the same time we would be rethinking our Conference Minister structure and that we would be returning to a single position Conference Minister. It has been a busy year for both the Leadership Board and as moderator; it has been a blessed year full of growth and dreaming of the future. Mountain States Mennonite Conference is overflowing with gifts, passion, wonderful people, creative ministries, joy and deep devotion. Our Mennonite presence in our Mountain States region gives me hope for the larger church and it reminds me, everyday, how important our presence is in our communities and our world.

A whole lot has changed this past year. Once more, I want to thank Charlene Epp, Merv Birky and Barry Bartel for all their hard work and for their willingness to work together for the betterment of the conference as the CM Team for three years. Each of them gave significantly more to the work than their quarter-time positions required. Each of them continued to serve the conference, in some facet, even after their positions ended.

At this time last year, the search committee was still in the beginning stages of its work to find our next Conference Minister. I'm so thankful for all the hard work and the difficult discussions that Jordan Farrell, Erika Lea-Simka, Glen Balzer, Sarah Jackson and myself had. We had a plethora of wonderful candidates desiring to be this conference's conference minister. I was told by people at MC USA that the number of candidates who applied was rare. To me it speaks of the light that is Mountain States Mennonite Conference and the strong desire people have to be part of what we are doing here together.

I'm so thankful that Amy Zimbelman expressed interest in the position. It was clear to the search committee that she would do wonderfully in this position. I hope by now the rest of the conference has witnessed this too! Amy hit the ground running, starting last November connecting with fellow pastors and conference leaders at pastors' retreat. Since then she hasn't stopped. Every month, the leadership board is amazed at how much she is able to accomplish. Amy has preached at the majority of churches in our conference. She is always connecting to pastors, church leaders, our passion ministries and the larger church. She has such a deep passion for making sure that every event our conference creates is worshipful, educational, relational and playful. All of these traits are going to be extremely evident at our annual assembly this year.

More than this, Amy just oozes creativity. She is always exploring new possibilities and ways for our conference to better support each other while also being more relevant in our contexts today. This has made my role as moderator quite enjoyable. For almost every week I get to gain a glimpse of Amy's vision for our conference and then try to find money, people, resources and ways to make some of these ideas come to fruition. And I can tell that she is just getting started. Some of these ideas you will get to hear about in her conference report. I can't wait to start seeing the fruit of these initiatives.

It has been a fun year; a stretching year. This doesn't mean that we didn't face some challenges along the way. One of the biggest disappointments is that the RACE Task Force disbanded earlier this year. The RACE Task Force and the Leadership Board were not able to discern together common next steps that would push our conference's policies and procedures to become more anti-racist. I want to thank the RACE Task Force for all their hard work. Their work and resources helped both the leadership board and conference pastors on our journeys to be more anti-racist. The leadership board remains committed to the work of anti-racism and also to find ways of supporting our congregations and ministries in their work, as well. Thanks again RACE task force for all your work and your passion.

For the first time in quite awhile, the Leadership Board will be undergoing a major transition. A special thanks to Darren Knowles, Eldon Mast and Pam Duncan for their service the last few years. Both Pam and Eldon are term limited and Darren had other commitments which he needs to focus attention and energy towards. It has been an honor working alongside all of you. Your wisdom, your knowledge and the deep care that each of you have towards our conference is so greatly appreciated. The Leadership

Board will miss your gifts and your presence after your terms end in December.

Lastly, I have to thank our staff. As a conference we are blessed to have not only Amy Zimbelman as our conference minister, but also Rita Balzer as our bookkeeper and Jen Dudenhefer as our conference administrator. I can't imagine a better team working on behalf of this conference. Every one of them goes way over and above because they love our conference - the churches, the passion ministries, the programs we provide. Thanks for all that you do to support and grow our ministry as a conference.

I can't wait to see many friends at Annual Assembly in July and to make some new ones too. Thanks again for the opportunity to serve in this role. Mountain States Mennonite Conference is special; I'm always glad to be part of it.

Submitted by Ryan Koch, Moderator

Conference Minister Report

Nov 2020-June 2021



Brené Brown defines a leader as “someone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.” One of the many reasons I love my job is that I’m surrounded by resilient, creative leaders finding and developing potential all around them. The pastors in our conference are “perplexed, but not in despair” (2 Cor 4:8) as we face the continued uncertainty of this pandemic; they are preaching, seeking justice, taking care of themselves (via sabbaticals especially), podcasting, serving marginalized communities, singing, building up their congregations, etc. Our passion ministry leaders are likewise a force to be reckoned with as they use their skills of communication, networking, and

organizing to reweave the fabric of society so that it looks more like heaven. My hope is that I can help encourage these leaders in some small way as they help all of us. Feel free to show your appreciation to them too!

I also have the distinct privilege of working with fantastic leaders at the conference and national level. With his gifts and abilities, I don’t know how Ryan Koch could more perfectly fit the role of moderator. He is pastoral and pragmatic, able to analyze the big picture and still keep track of the minutiae. And Ryan is truly a leader who sees the potential in people and processes—i.e., “Hmmm...you’re passionate about equipping women in leadership, Amy...how can we explore that more?” (and hence, a storytelling project idea was born).

As to be expected, there have been conflicts and difficult situations in a few of our congregations, and our conference’s leadership board, ministerial council, and MC USA staff, especially Michael Danner, have been steady and thoughtful in navigating it all—thank you. Bookkeeper Rita Balzer keeps things accurate and on track financially in the most good-natured way. And Conference Administrator Jen Dudenhefer is dedicated and kind, using her gifts to always improve our administrative systems and communicate most effectively with y’all.

And now we move past the accolades to the question: how do I hope to be a leader who develops the potential in people and processes? I did not come into this role with many pre-determined goals, but have instead been trying to keep my eyes open and see where the Spirit is moving. When preaching throughout the conference, I kept hearing that our churches feel disconnected from each other, so Jen and I began the “Connecting Our MSMC Churches through Prayer” bulletin announcement, as well as a pulpit swap. Small things, but hopefully simple ways to learn about each other and hold each other in prayer.

Also, as someone who understands that churches can be places of healing and hope but can also be places of hurt, I am working with leaders to explore tools to help our congregations become as healthy as possible. My hope is to equip congregational leaders to effectively recognize and respond to sexual and non-sexual harassment, discrimination, and abuse by credentialed and non-credentialed leaders. One way I want to do this is by offering additional trainings and resources for congregational leaders (not only pastors) who function as their church’s HR department as they respond to difficult situations. Additionally, as part of the aforementioned storytelling project, I want to explore the question: *How can we use storytelling to honor courageous women in leadership, and bring to light the factors and forces that undermine their ministries?*...so that leaders are affirmed and equipped to serve the church regardless of gender.

But perhaps most importantly, Ryan and I and the Leadership Board have been working to set up a Future Anabaptist Leaders fund. This program will provide young people ages 18-30 opportunities to try on leadership roles, affirm their gifts, and expand their imagination about



what is possible through MSMC church and passion ministries. This summer, I've had the distinct privilege of working with Sidney Nuñez from East Holbrook as she explores her sense of call to ministry in the Preaching, Painting, and Peacemaking internship we designed together. It's been a blast and I think every church and passion ministry should have access to a life-giving mentor/mentee relationship if they're interested. The question is: will you partner with us to help make this happen? (No pressure...okay, just a little pressure...)

Because people sometimes ask: "So what exactly does a Conference Minister *do*?" I also want to share the nitty gritty of what I've had the privilege of doing from when I started in November 2020 until June 30, 2021:

- Had 167 one-on-one meetings with pastors and other leaders in our conference (updates, support/encouragement, talking through issues, etc.).
- Preached at 13 of our 17 churches (I'm coming for the rest of you...!).
- Helped/helping in 3 pastoral transitions.
- Served on planning/executing teams to make a successful Faith & Life Forum, Gun Violence Prevention Roundtable, and Assembly happen.
- Came alongside 4 congregations as they faced conflict or crises.
- Attended or facilitated All Pastors meetings, SECOMP (Southern pastors meeting), Ministerial Council, Finance Committee, Prayerstream occasionally, Pastors Retreat, and MSMC Leadership Board Meetings.
- Connected churches to each other by instituting a pulpit swap and "Connecting our MSMC Churches Through Prayer" bulletin addition.
- Represented our conference at National Conference Ministers meetings twice/month, CLC (Constituency Leadership Council) meetings, and meetings with other partners (i.e. MMN, MCC, etc.).
- Wrote for the Zing! and [my blog](#), and helped Jen a little with website/social media.
- Hungered for justice by initiating an anti-racism book study and ensuring that the vast majority of sermons I preached this year had an anti-racism message as part of them. I am also part of affordable housing activism with the Bijou Community in Colorado Springs.
- Connected pastors with Healthy Boundaries Training and exploring how to make our communities even safer.
- Continued my education via reading, discussion groups (like TiLT's!), webinars, and conferences locally and out-of-state.
- Received support via weekly meetings with Moderator Ryan Koch, and regular spiritual direction with Susan Ortman Goering.
- Exploring what church planting might look like for our conference in the long-term future.
- Mentoring Sidney Nuñez as my 2021 summer intern as we explore Preaching, Painting, and Peacemaking together.

(First Photo: Pastor Amy guest preaching "at" First Mennonite Church in May; Second Photo: Pastors Amy, Jeni, Randy, and Pastoral Intern Tory at Pastors Retreat)

Submitted by Rev. Amy S. Zimbelman, Conference Minister

Dialogue Resource Team Report

2020-2021

Over the years, the Dialogue Resource Team has been fortunate to include folks with a range of professional training and background available to leadership at both the congregational and Conference levels to assess and address dynamics related to conflict and change. The DRT Team has four members currently. Three are located geographically around the Conference: Alice M. Price (Anabaptist Fellowship of Alamosa), Jeff Newcomer Miller (Albuquerque Mennonite), and Jill Schmidt (First Mennonite Denver). As DRT activities have been virtual this past year, we have been happy to still include long-time DRT member Duncan Smith (formerly Glennon Heights), who has graciously remained available for consultations from his new home in the Northwest. We are eager to identify at least one additional person to join our DRT Team in the coming year. If you or someone you know has background and skills to contribute to our Conference in this way, please let our DRT liaison know (email contact below).

The DRT is available as a resource to the work of the Conference, as well as through Conference Minister referrals for assistance to local congregations. Services range from conflict coaching to skill-building events, meeting facilitation, and occasionally more extended consultations in situations of significant concern. Specific information related to DRT services, including referral protocols and suggested fee schedule, can be found on DRT's page on the Conference website. The DRT has been involved in two consultations with the Conference Minister, and one direct consultation with congregational leadership this past year. Team members have also continued to contribute personal reflections and tips through DRT's "With Care" columns for the Conference ZING! newsletter, a long-time project of our Team's ministry.

Submitted by Alice M. Price, DRT liaison, aliceprice1950@gmail.com

Ministerial Council Report

The Ministerial Council is the body that handles credentialing interviews within Mountain States Mennonite Conference for our member churches. Since we consider these interviews to be sacred conversations, we conduct them in person as much as possible. However, with COVID 19 restrictions for in person gatherings, we have conducted interviews and meetings virtually on ZOOM this year.

The Ministerial Council works closely with the Conference Minister, who works directly with churches in the search process and officiates at the licensing and ordination services. We also keep the list of credentialed pastors for Mountain States Mennonite Conference. We are consulted by the Conference Minister when there is a report of ministerial misconduct.

Together, we are guided by prayer, our Anabaptist theology, experience and the polity manual for Mennonite Church USA and Mennonite Church Canada, A Shared Understanding of Ministerial Leadership. We also confer with other conference ministers in MC USA as appropriate.

The Ministerial Council currently consists of three members:

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

In selecting members of the Ministerial Council, we seek a balance of gender, age and geographic location. Katie, will end her term in December 2021. Randy and Debbie are continuing. Beginning January 2022, Zachary Martinez will be the Leadership Board representative. Pending affirmation at annual assembly, Debbie Miller and Janelle Roynon will be co-chairs.

With the change in Conference Minister configuration in the conference, the Ministerial Council has worked more closely with Amy Zimbelman, the new Conference Minister. In early February we had our annual planning meeting for the year by ZOOM with follow-up meetings in March and April. We also attended the Faith and Life Conference. Dr. Kristen Wilkerson and Heidi Miller, MSW, informed us about how research on neuro-inflammation in the brain currently informs mental health treatments.

Regarding the proposal to list spiritual directors and pastoral counselors on our conference website, we decided to only list spiritual directors and pastoral counselors who are currently credentialed by the conference. This decision was made after consulting with Brent Reicher, Mountain States Mennonite Church attorney, to reduce liability for the conference. Despite advertisement on ZING, at this date, only one person has completed an application for this listing. We hope others will do so.

*Submitted by Rev. Katie Cunningham, Ministerial Council Chair
Retired pastor in MC USA and current Mennonite Spiritual Director
Member Albuquerque Mennonite Church, Albuquerque, NM
June 29, 2021*

RAWtools Report

2020-2021

RAWtools was able to navigate COVID thanks to our donor base and the ability to shift from events to more emphasis on making tools. We sold nearly double the tools, jewelry, and items made from disabled firearms than the previous year. Tools often sold out within hours of being available on our website. We were also able to develop new programming that is launching in 2021, including gun buybacks and fostering police alternatives in response to domestic violence. We are already booked for events through the end of 2021. Visit rawtools.org to become a recurring donor or make a one-time donation and subscribe to our newsletter for more information.

Most recently we hosted our first gun buyback at Community United Church of Christ on June 13, just up the street from Boulder Mennonite Church. In response to the shooting at King Soopers, we partnered with Prayerstream to hold a Vigil on Good Friday offering prayer and an opportunity to help make a garden tool from a gun. The buyback grew out of the vigil and was also connected to the Gun Violence Roundtable at Boulder Mennonite Church June 25-27, which included presentations from a representative from the Boulder DA office, Pastor Krista Dutt from MCC, Rev. Nicole LaMarche from CUCC, Pastor Claudia Aguilar Rubalcava from First Mennonite Denver, Mary Sprunger-Froese, Prayerstream, Everence, and Shane Claiborne. Many thanks to Rev. Randy Spaulding and Boulder Mennonite church congregants for hosting the Good Friday Vigil and the Roundtable with MSMC.

Submitted by Mike Martin

Prayerstream Report

July 2020 - June 2021

Meditations were shared over Zoom from the Airstream for the annual assembly of Mountain States Mennonite Conference.

Prayerstream travelled to Denver several times to help feed and minister to those on the streets.

In late September, we joined with evacuees of the Cameron Peak Fire for a service of lament, song, and encouragement.

Fall brought the beginning of Tuesday morning meditations on Zoom, weaving together a spiritual community from September through May.

In November we made fragrant prayer pouches to be shared with people in crisis.

In January the initial Prayerstream Team held a 3 day retreat outside Nederland.

From January through May, we invited folks to join First Friday ceremonies, again on Zoom.

Prayerstream for children began by posting videos of Advent stories and Mindfulness for children on the MSMC website.

On the morning of March 23, the day after the shooting down the block from Boulder Mennonite, we held a vigil in person and on Zoom.

Prayerstream and BMC invited the community and church folks to a Good Friday service in our parking lot, featuring RAWtools, singing, and planting seeds of transformation.

From February through June, much planning resulted in two meaningful and successful creation care projects, partnering with Mennonite Disaster Service and Boulder Mennonite Church.

We responded with cleanup and restoration of the land in the Poudre Canyon (June 9-13) and Grand Lake (June 15-20) after the two largest wildfires in Colorado's history. Prayerstream coordinated the food, lodging, work sites, spiritual input, and worship services for 65 volunteers in the Poudre Canyon, as well as offering support at Grand Lake for about 40 volunteers.

Prayerstream was instrumental in hosting MSMC's Gun Violence Roundtable at Boulder Mennonite June 25-27, featuring Mike Martin and Shane Claiborne.

Respectfully submitted by Brenda Fox and Carole Suderman



Casa de Paz's mission is to reunite families separated by ICE detention centers, one simple act of love at a time.

3,260 GUESTS

Since we opened the doors of our hospitality home in 2012, we have hosted 3,260 guests from 79 countries who have been released from ICE detention. One of our guests, Antonio, told us, "Casa de Paz made me start believing in people again."

POST-RELEASE SUPPORT

All guests receive overnight shelter, plane/bus tickets, meals, backpacks, clothing, cell phones, transportation to the airport or bus station, and \$25 spending money for their journey home.

PEN PAL PROGRAM

Over 400 volunteers are writing with 450 immigrants detained in 33 detention centers. Each immigrant is sent a \$50 money order to purchase things like food, calling cards, toiletries, etc.

CASA ON WHEELS

Our van is parked outside the gates of the detention center with a volunteer waiting inside. We are there throughout the week, ready to welcome released immigrants to the USA.

OUR STORY

Our story has been captured in an award-winning film, Welcome Strangers. Our book, The House That Love Built, was a finalist for the Christian Book Awards and received a starred review from Publishers Weekly.

**www.casadepazcolorado.org
sjackson@casadepazcolorado.org**

MSMC 2021 Financial Report

One of the difficulties of the finance committee of Mountain States Mennonite Conference is that we begin preparing the next year's budget nine months in advance of that following year. Many years are stable; it is easy to project outwards at an anticipated future. This year is anything but. Not only do we have a newish conference minister full of dreams and vision, we are just beginning to emerge from a global pandemic and we realize that so much is going to have to change in ways that we cannot fully anticipate yet. How have our churches been affected? Are people going to come back to events? Will annual assembly ever look the same?

Before we get to 2022's budget, first let's recap 2020 as well as how 2021 is looking so far.

2020 Recap

2020 was a great year for Mountain States Mennonite Conference financially. There are a number of reasons for this. First we want to thank the churches for MSMC for giving about what we anticipated. Some churches were not able to reach their intended goal; others gave extra. 2020 was a crazy year financially for churches, especially as many of our churches had to figure out moving services and their life together virtually. We are thankful for these churches' support. During 2020 we also received a PPP loan of just over 11,000. This loan was forgiven. This substantially increased our income in a way we could not have anticipated.

Also during 2020, our expenses came in well under budget. Travel expenses usually represent an extremely large part of our budget and due to the pandemic, these travel expenses were reduced to almost 0 for nine months. We also had a two month transitional period during 2020 between the end of the CM team and Amy's start date. Lastly, the cost for virtual annual assembly for 2020 was thousands of dollars less than normal.

Last year's income exceeded expenses by more than \$13,000. We also did not have to transfer \$15,000 in reserves to make the budget, like anticipated. This surplus, the lack of reserve transfer, and increases to our endowment fund thanks to a good year in the market means our assets are significantly higher at the end of 2020 than they were at the end of 2019.

One final note: we did sell both conference cars during the CM transition in 2020. Both cars were old and were in need of significant work.

2021 at a glance

It is far too early to really gauge 2021's income and expenses. Income from our congregations appears to be down slightly year over year. However, not all churches give regularly. It is also impossible to know the financial affects the pandemic has had on all of our congregations. We do know that some churches have been able to weather the pandemic better than others.

Grants for 2021 are going to be much higher than anticipated. So far in 2021 we have received an employee retention credit of around \$11,000. We have also received a second PPP loan for another \$11,000. This loan has not yet been forgiven. Until it is forgiven, it will not be represented as income on the budget and balance sheet. Also our endowment income for 2021 is much higher than anticipated as our endowment balance is significantly higher now than it was twelve months ago.

Thanks to the pandemic, travel expenses remain considerably under budget so far in 2021. We do anticipate travel expenses will pick up again for Amy as she travels to visit with pastors and churches. It is still too early to know if travel expenses will ever reach the same level as pre-pandemic.

Given the grants that we have received and the decrease in travel expenses, it is likely we will not need the budgeted \$15,000 in reserve transfers again in 2021. However, both the increase in income as well as

the decreases in expenses are temporary. We anticipate things returning much closer to normal again in 2022.

This means that 2021 appears to be another good year financially for Mountain States Mennonite Conference. However, this does not mean that there are no financial challenges this year. We anticipate that there is significant potential that we will take a substantial loss on annual assembly in 2021. Are people ready and will people return to large assembly events? Will virtual attendees help offset the costs? Will annual assembly still be a priority for those who normally attend?

Lastly, during delegate assembly, we will be looking to amend the 2021 budget by \$6000 to start a new MSMC initiative to help empower future Anabaptist leaders. More information to come on this at annual assembly.

Looking ahead to 2022

In 2022, we are anticipating a slight decrease in our income from our churches. This decrease will be offset by a nearly identical anticipated increase in our investment contributions. Due to the uncertainty of annual assembly moving forward, we have decreased our anticipated income and expenses for annual assembly starting in 2022. We realize that we are going to have to be a bit more nimble until we have a clear sense of demand and interest in annual assembly.

Another change for 2022 is that we are anticipating having multiple faith and life forums, every year, once again. We believe that faith and life forums as an inexpensive and effective way of keeping our congregations together while growing in our mission and vision. This years' spring faith and life forum was extremely successful. We are looking forward to building on this wonderful tradition in the years ahead.

One last change which will significantly affect our income is we are deleting grant income from our projections. Receiving grants that can be applied to our general operational expenses is becoming exceedingly rare. While we will continue to pursue grants, we believe that pursuing grants for projects and future initiatives is a better use of time. We also believe we are more likely to receive these grants when we apply for them.

All in all, we are anticipating a *decrease* in income by more than \$5000 from 2021 to 2022.

For 2022, due to inflation the recommended cost of living/experience increase is 4.7%. This 4.7% increase has been applied to all employees. We are also slightly increasing our administrative assistant's potential hours by increasing this line item by another \$750. We also have included a new line item: Conference Minister initiatives which will allow Amy more flexibility to more quickly and freely build on the vision and mission of the conference. Amy is a person of great creativity; she is full of dreams for MSMC. We want to both encourage and use Amy's creativity for the betterment of our conference.

Over the last few years, insurance costs have increased significantly for the Pueblo property. We have increased this line item to be in line with our anticipated expenses. The Pueblo property continues to be something the finance team monitors very closely.

The pandemic has forever altered our lives, sometimes in ways that are good, others less good. One thing that it has altered is the need for travel for non-employed persons. Committees are meeting via zoom more regularly. Conference gatherings, like CLC, will be meeting via zoom, at least once a year. This enabled us to significantly decrease travel for non-employees in 2022. We also cut both the RACE Task Force (no longer commissioned) and youth/family ministries (last used in 2012) from our budget. This gives us an anticipated budget surplus of around \$500 for 2022.

I am thankful for all the work the finance committee of MSMC has done these last twelve months to significantly increase our assets and cash flow. Specifically, I want to thank Tim Yoder for all his work on both the PPP loans as well as the employee retention credit we received. I also want to thank Rita Balzer for always going above and beyond in her service towards the conference. And a special thanks to

everyone who gives both financially as well as with their time and energy to the betterment of the conference. We couldn't be who we are nor do the work that we do, without your gifts.

With peace,

Ryan Koch, Moderator

MOUNTAIN STATES MENNONITE CONFERENCE

BUDGET Comparison

Page 1

	2018	2019	2020	2021	2021	2022
	FINAL	FINAL	FINAL	Actuals	Budget	PROPOSED
		-		5/31/2021		BUDGET
Churches & Emerging Groups						
Albuquerque Mennonite	9298.02	5783.38	7390.29	3141.85	9500.00	7500.00
Alive With Grace Fellowship	1200.00	1200.00	1200.00	500.00	1200.00	1200.00
Anabaptist Fellowship Alamosa	1000.00	1000.00	1000.00	1000.00	1000.00	1000.00
Beloved Community	0.00	0.00	150.00	300.00	500.00	500.00
Beth El Mennonite	14500.00	14500.00	13943.00	3625.00	14500.00	14500.00
Boulder Mennonite	6000.00	2500.00	5000.00	5000.00	6000.00	6000.00
Carlsbad Mennonite	0.00	0.00	0.00	0.00	0.00	0.00
East Holbrook Mennonite	0.00	0.00	0.00	0.00	0.00	0.00
Emmanuel Mennonite	5000.00	7000.00	6200.00	2200.00	6000.00	6000.00
First Mennonite Denver	26499.96	28500.00	28000.00	11666.65	28000.00	28000.00
Ft Collins Mennonite	350.00	300.00	300.00	0.00	350.00	350.00
Glennon Heights Mennonite	9625.00	10500.00	12541.66	4375.00	10500.00	10500.00
Glenwood (Defiance) Mennonite	750.00	500.00	500.00	0.00	500.00	500.00
Hmong Mennonite	400.00	400.00	600.00	600.00	600.00	600.00
Living Light of Peace	1600.00	600.00	1600.00	600.00	1500.00	1500.00
Mtn Community Mennonite	3500.00	2625.00	1750.00	0.00	3500.00	3500.00
Sojourn Mennonite	750.00	1175.00	1500.00	0.00	1000.00	1000.00
Total Church Income	80472.98	76583.38	81674.95	33008.50	84650.00	82650.00
Investment Contributions						
Endowment Earnings	12985.20	11821.52	12534.67	6632.54	9000.00	13600.00
Interest Earnings - Other	32.45	117.98	72.14	22.68	50.00	50.00
Operating Reserve Earnings	577.79	64.28	68.09	34.22	75.00	125.00
Total Investment Contributions	13595.44	12003.78	12674.90	6689.44	9125.00	13775.00

MOUNTAIN STATES MENNONITE CONFERENCE

BUDGET Comparison

Page 2

	2018	2019	2020	2021	2021	2022
	FINAL	FINAL	FINAL	Actuals	Budget	PROPOSED
		-		5/31/2021		BUDGET
Other Revenue						
Alamosa Partnership	750.00	0.00		0.00		
Annual Assembly	10160.71	8887.06	5450.00	0.00	10000.00	8000.00
Designated TWIMC, ASC, Other	9558.37	42873.79	32241.02	1258.30		
Development Fund Transfer (25%)	5437.45	7618.50	5737.78	4305.52	4303.00	3300.00
Other Contributions	10186.45	9515.10	9771.96	4799.18	10000.00	11000.00
Pueblo Properties	10949.52	5400.00	6917.00	2250.00	5400.00	5400.00
Dialogue Resource Team		5215.00	0.00	0.00	0.00	0.00
Ministerial Council		0.00	0.00	0.00	0.00	0.00
Healthy Boundary Training			0.00	0.00	2000.00	2000.00
Reserves Transfer	12000.00	15000.00	0.00	0.00	15000.00	15000.00
Grants			11180.00	11657.67	5000.00	0.00
Total Other Revenue	59042.50	94509.45	71297.76	24270.67	51703.00	44700.00
TOTAL INCOME	153110.92	183096.61	165647.61	63968.61	145478.00	141125.00
EXPENSES						
Conference Administration (Combined)					-	-
Salaries	62183.59	62877.76	59826.18	24912.17	62929.00	61848.00
Benefits	16207.92	16714.56	15023.62	6627.75	17195.00	18916.00
FICA	2325.71	2451.49	2183.78	411.34	817.00	913.00
Conference Staff Ministry Expense	12102.45	11337.55	2202.61	790.71	8250.00	8250.00
	92819.67	93381.36	79236.19	32741.97	89191.00	89927.00
Office/Capital Expenses						
Liability Insurance/Workers Comp	4064.00	6412.00	3130.00	0.00	6000.00	6000.00
Office Supplies	3350.45	4380.69	3267.73	1533.58	5000.00	4500.00
Pueblo Properties	9681.97	7857.41	9444.74	1682.49	7500.00	9500.00
Total Office/Capital	17096.42	18650.10	15842.47	3216.07	18500.00	20000.00

MOUNTAIN STATES MENNONITE CONFERENCE

BUDGET Comparison

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	2018	2019	2020	2021	2021	2022
	FINAL	FINAL	FINAL	Actuals	Budget	PROPOSED
		-		5/31/2021		BUDGET
Conference Gatherings						
Annual Assembly	11990.74	10082.97	2062.98	0.00	8000.00	6500.00
Faith and Life Forum	1602.05	2104.52	0.00	1000.00	2000.00	3000.00
Travel	6806.84	8034.78	930.81	207.43	8000.00	5000.00
Healthy Boundary Training	5342.49	2000.00				
Total Conference Gatherings	25742.12	22222.27	2993.79	1207.43	18000.00	14500.00
Supporting Our Mission						
Alamosa Partnership	1614.75	0.00				
Conference Development		1000.00				
Anti Racism Task Force					1000.00	0.00
DRT		6334.14	0.00	0.00	0.00	0.00
Mini Coun		44.69	0.00	0.00	0.00	0.00
Healthy Boundary Training			0.00	0.00	2000.00	2000.00
Designated TWIMC, ASC, Other	1299.96					
TWIMC F&R Project	8258.41	42872.97	32241.02	689.77		
MCUSA Support	5500.00	5500.00	5500.00	1375.00	5500.00	5500.00
Rocky Mtn Menno Camp	4800.00	4800.00	4800.00	1200.00	4800.00	4800.00
The Corinthian Plan	253.00	276.00	230.00	0.00	300.00	0.00
Youth/Family Ministries		0.00	0.00	0.00	1000.00	0.00
SEED projects	10000.00	11500.00	11500.00	0.00	1500.00	1500.00
Grants						
Matching Internship Fund					6000.00	
CM Initiative						1500.00
Total Supporting our Mission	31726.12	72327.80	54271.02	3264.77	22100.00	15300.00
TOTAL EXPENSE	167384.33	206581.53	152343.47	40430.24	147791.00	139727.00
NET INCOME	-14273.41	-23484.92	13304.14	23538.37	-2313.00	1398.00