

Addendum 2026

Introducing MCM's Proposed New Vision and Mission Statement



After two years of focus groups, surveys, and follow-up conversations, the Mennonite Church Manitoba board has drafted a proposed new Vision and Mission Statement for our regional church. This will be discussed and processed at our 2026 Gathering.

Table Discussion at Gathering

Table discussion during the Saturday morning plenary session will be focused around the following two questions:

- What “new things” are you seeing God doing in your congregations and communities?
- How does MCM’s proposed new Vision and Mission Statement resonate with where your congregation is at? where your congregation believes God is calling you?

Processing the Proposed Statement at Gathering

The following process will be followed to finalize and approve the proposed new Vision and Mission Statement at our 2026 Gathering.

- Recommendations for final changes to the proposed Statement can be submitted by delegates until end of day Thursday, March 5. Please submit recommended changes to Cheryl Braun, MCM Moderator, at moderator@mennochurch.mb.ca. A board task force will consider the recommended changes on Friday, March 6, and bring any final changes to the delegates for our business sessions on Saturday, March 7.
- In the Saturday afternoon plenary session the proposed Statement, including any final changes, will be brought as a motion by the board to the floor. A seconder will be called for. There will be opportunity for further discussion at this point, but further changes will not be considered unless they are deemed significant by the moderator and the delegate body.
- If approved, the proposed new Mission and Vision Statement will replace the current one in the appendix of our MCM Constitution and General Operating Bylaw, and on MCM’s website.

Other Notes

- The proposed new Vision and Mission Statement for Mennonite Church Manitoba is included in the following pages. Note that it is only the Statement proper which is being considered as our “Vision and Mission Statement”; the commentary which follows, while helpful for context, is not the official Statement.
- The current MCM Vision and Mission Statement is available in the Report Book on page 7. Note that the proposed Statement was not created as a response to the current one, but rather grew out of two years of focus groups, surveys, and follow-up conversations reflecting on who we are as a church and what God is calling us to do moving into the future.
- More details on that past process can be found in the [MCM board’s report on the MCM website](#).

Vision and Mission Statement



Identity

Mennonite Church Manitoba is an Anabaptist-Mennonite community of congregations covenanted together for meaningful fellowship, mutual support, and shared ministry. We are a regional church of Mennonite Church Canada, which is a member of Mennonite World Conference.

Vision

Mennonite Church Manitoba seeks to be a flourishing community of worshiping, learning, and serving congregations grounded in the faithful love of our Creator, where people can find belonging in the Spirit and follow the Way of Jesus together, doing justice, loving mercy, and walking humbly with God.

A church to belong and be loved,
embraced in the Spirit.

A church to meet Jesus,
following his Way.

A church to do justice, love mercy,
and walk humbly with God.

Missional Priorities

Preserve and cultivate a shared **Anabaptist-Mennonite identity** among our congregations, rooted in the historic Mennonite tradition while being open to other expressions of faith and practice.

Grow and nurture **healthy congregations** centered on Jesus in which diverse people can belong and be loved.

Call, develop, and support **church leaders** who can guide the growth and nurturing of our congregations.

Invite and equip our congregations and leaders to bear **witness to Jesus** by sharing Jesus' story, living lives of spiritual vitality and compassionate love, and pursuing justice, hospitality, and peace among us and beyond us.

Presented by the MCM Board for consideration by congregational delegates at MCM's 2026 Gathering. See below for commentary.

Commentary on the DRAFT Vision and Mission Statement

Commentary is presented in italics.

Identity

Mennonite Church Manitoba is an Anabaptist-Mennonite community of congregations covenanted together for meaningful fellowship, mutual support, and shared ministry. We are a regional church of Mennonite Church Canada, which is a member of Mennonite World Conference.

A statement of identity is a statement of who we are. This forms the stable groundwork for any statement of vision and mission.

“Mennonite Church Manitoba”: This is our name since 2001; more formally, “Mennonite Church Manitoba, Inc.” Our congregations are situated in or near the province of Manitoba.

“Anabaptist-Mennonite”: This is the stream of Christianity in which we swim. “Anabaptist” is added to “Mennonite” to clarify that we are not merely a Mennonite church by ethnicity or culture, but we are distinctively Anabaptist in our theology and practice. What we mean by “Anabaptist” can be helpfully summarized using Palmer Becker’s threefold description in his book, Anabaptist Essentials (2017): 1) Jesus is the centre of our faith; 2) Community is the centre of our lives; 3) Reconciliation is the centre of our work. See also Stuart Murray’s book, The New Anabaptists (2024), for a helpful description of common Anabaptist practices.

“Community of congregations”: This language reflects our Confession of Faith (Article 9). The congregations of MCM are a “community,” a group which holds in common certain history, values, beliefs, and practices—a shared life.

“Covenanted together”: Just as individual believers covenant together to be a local congregation, local congregations covenant together to be a regional church. This covenant is formalized in MCM’s Constitution and General Operating Bylaw.

“Meaningful fellowship, mutual support, and shared ministry”: These are the core aspects of our shared life as a regional church, representing aspects of our community life which do not change with changing vision statements.

“Regional church of Mennonite Church Canada”: MCM covenants together with MC British Columbia, MC Alberta, MC Saskatchewan, and MC Eastern Canada to be Mennonite Church Canada together. This covenant is formalized in the Mennonite Church Canada Covenant and other foundational documents.

“A member of Mennonite World Conference”: MWC is our worldwide community of faith, representing Anabaptist churches from around the world. MCM shares in the community life of MWC through MC Canada.

Vision

Mennonite Church Manitoba seeks to be a flourishing community of worshiping, learning, and serving congregations grounded in the faithful love of our Creator, where people can find belonging in the Spirit and follow the Way of Jesus together, doing justice, loving mercy, and walking humbly with God.

A church to belong and be loved,
embraced in the Spirit.

A church to meet Jesus,
following his Way.

A church to do justice, love mercy,
and walk humbly with God.

A statement of vision is a statement of who we want to become. It is aspirational, even as we hope it reflects to some degree who we already are.

“A flourishing community”: See note on “community of congregations” above. “Flourishing” here draws on ideas of “abundant life” in Christ (John 10:10): we strive to be healthy, vibrant, and growing as a community of congregations, drawing our life from Jesus Christ.

“Worshiping, learning, and serving congregations”: These are not the only marks of a faithful, flourishing congregation, though they are three fundamental ones. We strive to nurture congregations characterized by vibrant, meaningful worship, active, faith-forming learning, and dynamic, self-giving service.

“Grounded in the faithful love of our Creator”: All we are and do is possible only because of God, who faithfully and lovingly creates, sustains, and liberates us. While we are called to be and do certain things, this calling originates in and is sustained by God, not us.

“Find belonging in the Spirit”: “Belonging” is a strongly felt need in our culture of isolation and division; belonging to a community of faith can even precede believing personally in Christ for many people. The Spirit draws us together and unites us together in Christ. Note that this statement is intentionally Trinitarian; see below.

“Follow the Way of Jesus together”: This is a core aspect of our Anabaptist identity: centering our faith and life on Jesus, and in particular “following Jesus” in his way of life and love especially as presented in the Gospels (e.g. the Sermon on the Mount, Matthew 5-7). “Way” is capitalized as a nod to the early church, which preferred to refer to itself as “the Way” (e.g. Acts 9:2; 24:14).

“Doing justice, loving mercy, and walking humbly with God”: This is the Prophet Micah’s summary description of what God’s people are called to do (Micah 6:8). It parallels Jesus’ Greatest Commandment: that we are to love God with all we are, primarily, but not exclusively, by loving our neighbour as ourselves (Matthew 22:34-40). We work alongside and learn from others who likewise seek to do justice, love mercy, and walk humbly with God.

“A church to belong and be loved / embraced in the Spirit...”: This is a tripartite summary of the vision statement, highlighting its Trinitarian nature while centering on Jesus: specifically the importance of having a personal encounter with Jesus (“meet Jesus”) and following him in discipleship (“following his Way”).

Missional Priorities

Mission, or missional priorities, grow out of identity and vision. Like the identity and vision, these missional priorities should be evident throughout MCM's structure, planning, and work.

Preserve and cultivate a shared **Anabaptist-Mennonite identity** among our congregations, rooted in the historic Mennonite tradition while being open to other expressions of faith and practice.

“Preserve and cultivate”: This shared identity is both preserved—sustained, kept intact—and cultivated—nurtured, something that grows among us.

“Anabaptist-Mennonite identity”: See comments on “Anabaptist-Mennonite” under Identity above.

“Rooted in the historic Mennonite tradition”: We acknowledge with tremendous gratitude the heritage we have through our Mennonite forebears. This heritage of faith and life lays the groundwork for our current identity, vision, and missional priorities.

“While being open to other expressions of faith and practice”: Mennonite faith and life is not static; it is constantly changing. We recognize that the vast majority of Mennonites globally are non-European in background and orientation, and that Mennonites are diverse in many other ways. We also recognize that we can learn from other faith traditions as well. We strive to be open to new understandings of what being faithful to Jesus could look like for us.

Grow and nurture **healthy congregations** centered on Jesus in which diverse people can belong and be loved.

“Grow and nurture”: Healthy congregations need to be both grown—built up, including potentially new congregations—and nurtured—sustained in our common identity, meaningful fellowship, mutual support, and shared ministry.

“Healthy congregations”: Healthy congregations are characterized by three dimensions: 1) an internal dimension (e.g. worship, fellowship, mutual care, faith formation, diversity); 2) an outward dimension (e.g. witness to Jesus, partnerships, neighbourhood engagement); and 3) an organizational dimension (e.g. strong self-identity, vision, leadership, structure and process). See the work of the Flourishing Congregations Institute (www.flourishingcongregations.org).

“Centered on Jesus”: We strive for a centered-set understanding of faith and church life, focused on the person and work of Jesus primarily as presented to us in the Gospels (see above under “Follow the Way of Jesus”). This centered-set approach draws on the work of missionary anthropologist Paul Hiebert.

“Diverse people”: A centered-set orientation allows for diversity—theological, cultural, and more—around the core focus, both within local congregations and as a regional church.

“Can belong and be loved.” See “Find belonging in the Spirit” under Vision above. Belonging, being loved, loving others—these are fundamental to both our faith and our humanity.

Call, develop, and support **church leaders** who can guide the growth and nurturing of our congregations.

“Call, develop, and support church leaders”: Our leaders need to be called—their gifts recognized and named in our churches—developed—trained and nurtured to use their gifts effectively in serving the church—and supported in their ministry among us. While MCM necessarily focuses on credentialed leaders such as pastors and chaplains (since MCM gives and holds ministry credentials), we also strive to support the calling and development of non-credentialed leaders within our congregations.

“Who can guide the growth and nurturing of our congregations”: Leadership in the church involves both oversight and active participation. This is summarized using the word “guide.”

Invite and equip our congregations and leaders to bear **witness to Jesus** by sharing Jesus’ story, living lives of spiritual vitality and compassionate love, and pursuing justice, hospitality, and peace among us and beyond us.

“Invite and equip”: Congregations and leaders need to be both invited—following the invitation of Jesus (Matthew 28:18-20)—and equipped—given resources—for bearing witness to Jesus.

“Congregations and leaders”: This is a calling not only of leaders, but also congregations; this is a calling not only of congregations, but also of leaders.

“To bear witness to Jesus”: This was the fundamental outward calling of the early church (e.g. Acts 1:8, 21-22). This witness is manifold, as the following clauses demonstrate.

“By sharing Jesus’ story”: One essential aspect of bearing witness to Jesus is sharing the story of Jesus, which the New Testament calls the gospel, the word of Christ, the word of truth, the word of salvation.

“Living lives of spiritual vitality and compassionate love”: Our way of faith and life is a second essential aspect of bearing witness to Jesus, as it shows the work of Jesus in our lives by the Spirit. Love in the way of Jesus is the preeminent virtue which marks this spiritual vitality.

“Pursuing justice, hospitality, and peace among us and beyond us”: Our call to do justice, love mercy, and walk humbly with God, to love God by loving our neighbour as ourselves (see under Vision above), is a third essential aspect of bearing witness to Jesus, participating in God’s transformative power at work in the world through Jesus by the Spirit. “Justice, hospitality, and peace” are noted as three distinctive emphases of our Mennonite heritage and identity; we seek to address inequities in society and among us, we strive to welcome others with generosity, and we endeavor to live non-violently in the world as we proclaim and practice the peace of Christ.

MCM Strategic Planning for 2026-2029



The Mennonite Church Manitoba board is developing a strategic plan for MCM for March 2026-2029. The following are focus areas the board is considering for this strategic plan. They are inviting your input as congregational delegates at our 2026 Gathering on this strategic planning.

Note that all of the following areas will receive attention over the coming years, some with specific support from our nationwide church. The question before us for strategic planning, however, is, “Which areas do we especially want to focus on, to develop specific goals and tasks for, to invest potentially significant resources of money, time, and energy into?”

Two sets of questions for delegates:

1. The board will narrow the scope of this three-year plan down to 3-5 focus areas. How should the following focus areas be prioritized? Do you have other focus areas to suggest?
2. The board will develop specific goals within each focus area, with actions to be completed over the next three years. A sample suggestion for each is given below. Do you have any thoughts on these suggested goals/actions? Any others you think should be considered?

Ensuring Coherence with Our Vision and Mission

Rationale: It is important for organizations periodically to assess how well their staffing, programs, and so on align with the organization’s vision and mission. If congregational delegates approve a new Vision and Mission Statement for MCM at Gathering 2026, this provides an opportunity for MCM to do this work of ensuring coherence with our new vision and mission as a community of congregations.

Sample possible goal/actions:

- Through 2026-27, MCM executive minister and program directors will assess their areas as to coherence with MCM’s vision and mission. They will submit reports on this for the MCM board by June 2027. The board will discuss possible staffing and program adjustments through December 2027. Adjustments will be implemented for January 2028.

Improving Our Financial Health

Rationale: After many years of gradually declining revenue from congregational forwarding, and a few years of especially volatile economic realities, MCM has depleted its general reserves and faces a precarious financial situation every year. We need to work toward a better financial model that brings sustainability for our regional church into the future.

Sample possible goal/actions:

- In 2026 MCM will contract a financial consultant who works with non-profit organizations to advise the MCM board on our current situation and possible paths forward. Recommended steps will then be assessed, and implemented no later than January 2028.

Strengthening Our Anabaptist-Mennonite Identity

Note that this reflects two Key Initiatives in the MC Canada plan for 2025-2028: Centering on Jesus through Theological Renewal, and Embodying Peace as a Witness and a Bridge.

Rationale: For many of our congregations, our Mennonite or broader Anabaptist identity is assumed, and what it even means to be “Mennonite” or “Anabaptist” is also assumed. Meanwhile, many Mennonite churches and denominations are shifting away from historic markers of “Mennoniteness” (e.g. peace and nonviolence, following Jesus’ life and teachings as presented in the Gospels). At the same time, there is a surge of interest in Anabaptist ways of faith and life and being the church, within North America and around the world. This is a crucial time for us to lean into our Anabaptist-Mennonite identity.

Sample possible goal/actions:

- During the 2026-2027 ministry year, MCM staff will facilitate a series of conversations (e.g. with pastors, lay leaders, etc.) on what it means for us to be “Mennonite” or “Anabaptist” in our Manitoba context. The MCM executive minister will report on these conversations to the MCM board in spring 2027, and the board will then discern possible next steps.

Tending to Unity within our Community of Congregations

Rationale: Mennonite Church Manitoba has changed significantly in the past 10-15 years. Churches have left, and churches have joined. The membership in our congregations has also shifted. There is a general sense that what has united us in the past—a specific religious and cultural heritage and outlook—no longer serves to bind us together. What unites us as a community of congregations? How can we nurture greater unity among us, practically speaking?

Sample possible goal/actions:

- In 2026 the MCM board will strike a task force to develop practical steps for nurturing greater connection among our congregations. This task force will report to the board in 2027, and recommendations for changes in programming will be passed to the executive minister for implementation by program directors.

Increasing Our Intercultural Capacity

Note that this reflects a Key Initiative in the MC Canada plan for 2025-2028: Becoming a Vibrant Intercultural Church.

Rationale: Our local communities, in both our urban and rural settings, are becoming increasingly multicultural. Meanwhile, our congregations largely do not reflect this reality, even as our Scriptures point us toward a church which is multicultural or even intercultural. “Intercultural church” has been a particular focus within MC Canada more broadly, and this provides an opportunity for us to focus on this as a regional community of congregations.

Sample possible goal/actions:

- MCM staff will initiate a series of roundtable conversations on various themes related to intercultural church, for pastors, congregational lay leaders, and others, during 2026-2027.

Setting Camps with Meaning on Solid Footing for the Future

Rationale: Our camping ministry has been an important part of our work together for over 75 years. It has been vital for us in faith formation, leadership development, outreach, and hospitality. We would like to see this ministry continue for decades to come. The current Light the Fire capital campaign seeks to ensure this sustainability for Camps with Meaning. Can we come together to see this campaign succeed? Is there more we can do?

Sample possible goal/actions:

- Ten years ago, feedback from congregations and pastors indicated strong support for Camps with Meaning and led to specific ideas for a Camps strategic plan, the basis of the current Light the Fire capital campaign. In 2026-2027, MCM/Camps staff will develop and implement a strategy for engaging congregations to determine their current level of support for the ministry of Camps with Meaning and the Light the Fire capital campaign.

Boosting Leadership Development among Us

Note that this reflects a Key Initiative in the MC Canada plan for 2025-2028: Discovering, Calling, and Equipping Leaders.

Rationale: Discovering, calling, and equipping leaders is an ongoing task of the church, and it requires collaboration among our congregations and our regional and nationwide churches. How can we develop a culture in our congregations and within our regional church in which these things happen naturally, yet with intention and careful thought?

Sample possible goal/actions:

- During 2026-2028, MCM staff will work with MC Canada staff to develop an updated set of resources for congregations around “developing a culture of call,” to help congregations in their discernment and development of ministry gifts among their people.

Engaging our Youth and Young Adults in Fresh Ways

Rationale: In many quarters of MC Canada and MCM, there seems to be an increase in active church participation among young families, youth, and young adults. One example of this is the growth in MCM’s annual youth retreat in recent years. But youth ministry is different now than it was in the past; it requires, for instance, more collaboration among congregations to maintain youth programming for some churches. How should we as a regional church respond to these realities?

Sample possible goal/action:

- During 2026-2027, the MCM executive minister will do a feasibility study of the options for creating greater MCM staff capacity for supporting youth and young adult ministry within MCM and coordinating regional events for youth and young adults.

MCM Financial Report: Year End 2025, Budget 2026



2025 Finances

Delegates might recall that at our 2025 Gathering we approved a deficit budget for 2025—a small deficit (0.3% of budget), but still a deficit. This was necessary as we adjusted to the sudden 8% drop in congregational forwarding in 2024 due to challenges faced by a particular congregation. As necessary as this was, and as small as the budgeted deficit was, this still put us behind the eight-ball from the get-go in 2025.

Then the unforeseen challenges arrived. Most notable among these were environmental factors which led to large rental groups at Camp Assiniboia cancelling, including northern Manitoba school groups cancelling their rentals due to the spring wildfires. There were also unexpected increases in insurance and property taxes for Camp Assiniboia, an unplanned additional audit related to our GST collection needing to be done, and a significant budgeting error related to summer camp staff salaries that was discovered mid-year. All this put us an additional \$75,000 or so behind budget.

So, in the fall we as staff reined in our expenses as much as possible and ramped up our communication with congregations and individual donors—and you responded with extraordinary generosity. By the end of the year our combined MCM and Camps individual donations were 36% above budget. (Shout out to the group of pastors who put on the highly entertaining Sunday Night Live fundraiser!) The end result: not even the deficit we had initially budgeted, but a small surplus of \$13,000. Praise God—and thank you!

2026 Budget

As MCM staff, finance committee, and board worked on the budget for 2026, we recognized that we were still dealing with the significantly reduced congregational forwarding experienced in 2024, with a need to make further adjustments. We have worked hard to develop a balanced budget, but this has required some tough decisions and will require our collective resolve as a community of congregations.

We have made the difficult decision to reduce our forwarding to Canadian Mennonite University, and CMU leadership has been notified of this change. This budget provides only a modest 1.5% cost-of-living increase for salaried staff, not mitigating against the full effects of inflation. We are anticipating a small increase in forwarding from congregations in 2026—while some congregations have notified us they are decreasing their forwarding, other congregations have indicated an increase. (We very much appreciate those of you who let us know of any changes in congregational forwarding as early in your budgeting process as possible—thank you!) And, while we don't expect to repeat the numbers for individual donations from 2025, we are budgeting for an increase in this from our 2025 budget based on trends from the last couple of years.

Thank you for your participation in our regional church life—including your financial contributions to our shared ministries.

MENNONITE CHURCH MANITOBA
FINANCIAL STATEMENTS
December 31, 2025

**STATEMENT OF REVENUE AND EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 202**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
REVENUE				
Revenue - Individual Donations	\$112,867	\$65,000	\$47,867	\$65,000
Revenue - Individual Donations (MC Canad	\$28,576	\$40,000	(\$11,424)	\$40,000
Revenue - Church Giving	\$810,162	\$810,000	\$162	\$810,000
Revenue - Relational Witness Giving	\$38,323	\$40,000	(\$1,677)	\$40,000
Revenue - Candian Mennonite Subscription	\$17,670	\$20,000	(\$2,330)	\$20,000
Revenue - Camp Koinonia Donations	\$14,310	\$10,000	\$4,310	\$10,000
Revenue - Interest/Bequest Income	\$4,820	\$0	\$4,820	\$0
TOTAL OPERATING FUND REVENUE	\$1,026,727	\$985,000	\$41,727	\$985,000
CHURCH MINISTRY SUPPORT				
Mennonite Church Canada - Operating	\$280,509	\$280,509	\$0	\$280,509
Mennonite Church Canada - Relational Witn	\$38,323	\$40,000	(\$1,677)	\$40,000
Camps with Meaning - Grant	\$125,000	\$125,000	\$0	\$125,000
Camp Koinonia	\$14,310	\$10,000	\$4,310	\$10,000
PARTNER MINISTRY SUPPORT				
Canadian Mennonite University	\$77,496	\$77,500	(\$4)	\$77,500
Inter-Mennonite Chaplaincy Association	\$7,956	\$7,956	\$0	\$7,956
Canadian Mennonite	\$43,767	\$44,835	(\$1,068)	\$44,835
	\$587,362	\$585,800	\$1,562	\$585,800
OPERATING FUND EXPENDITURES				
Executive (Schedule 1)	\$156,191	\$155,444	\$747	\$155,444
Leadership Resourcing (Schedule 2)	\$97,727	\$97,964	(\$237)	\$97,964
Mission Resourcing (Schedule 3)	\$40,665	\$42,259	(\$1,594)	\$42,259
Congregational Resourcing (Schedule 4)	\$102	\$1,100	(\$998)	\$1,100
Operations (Schedule 5)	\$157,243	\$152,668	\$4,575	\$152,668
Occupancy (Schedule 6)	(\$18,969)	(\$18,700)	(\$269)	(\$18,700)
Internally Restricted Funds (Schedule 7)	\$0	\$0	\$0	\$0
Total Operating Fund Expenditures	\$432,959	\$430,735	\$2,224	\$430,735
Net Surplus/(Deficit) from Operations	\$6,407	(\$31,535)	\$37,942	(\$31,535)
Camps with Meaning Gain/(Loss)	\$6,826	\$25,361	(\$18,535)	\$25,361
Transfers (to)/from Reserves	\$0	\$0	\$0	\$0
Net Operating Fund revenue (expenditures)	\$13,233	(\$6,174)	\$19,407	(\$6,174)

**SCHEDULE OF EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 202**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
Executive (Schedule 1)				
Revenue - Dues, Fees, Donations, Recoveri	(\$783)	(\$1,500)	\$717	(\$1,500)
Staff Salary & Payroll Expenses	\$137,261	\$138,694	(\$1,433)	\$138,694
Staff Travel and Expenses	\$15,059	\$12,000	\$3,059	\$12,000
Staff Professional Development	\$279	\$500	(\$221)	\$500
Council & Committee Travel & Expenses	\$3,872	\$4,500	(\$628)	\$4,500
Special Projects	\$502	\$1,250	(\$748)	\$1,250
	<u>\$156,191</u>	<u>\$155,444</u>	<u>\$747</u>	<u>\$155,444</u>
Leadership Resourcing (Schedule 2)				
Revenue - Dues, Fees, Donations, Recoveri	(\$3,330)	(\$3,000)	(\$330)	(\$3,000)
Revenue - Interest, IR Transfer	(\$3,348)	(\$4,250)	\$902	(\$4,250)
Staff Salary & Payroll Expenses	\$94,202	\$92,864	\$1,338	\$92,864
Staff Travel and Expenses	\$2,623	\$5,000	(\$2,377)	\$5,000
Staff Professional Development	\$0	\$500	(\$500)	\$500
Education & Training	\$7,580	\$6,850	\$730	\$6,850
	<u>\$97,727</u>	<u>\$97,964</u>	<u>(\$237)</u>	<u>\$97,964</u>
Mission Resourcing (Schedule 3)				
Revenue - Dues, Fees, Donations, Recoveri	(\$1,500)	(\$4,500)	\$3,000	(\$4,500)
Staff Salary & Payroll Expenses	\$33,095	\$32,509	\$586	\$32,509
Staff Travel and Expenses	\$2,491	\$3,000	(\$509)	\$3,000
Staff Professional Development	\$224	\$250	(\$26)	\$250
Church Sponsorship	\$6,065	\$7,000	(\$935)	\$7,000
Program Expenses	\$290	\$4,000	(\$3,710)	\$4,000
	<u>\$40,665</u>	<u>\$42,259</u>	<u>(\$1,594)</u>	<u>\$42,259</u>

**SCHEDULE OF EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 202**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
Congregational Resourcing (Schedule 4)				
Revenue - Dues, Fees, Donations, Recoveri	(\$52,366)	(\$51,750)	(\$616)	(\$51,750)
Transfers in - Restricted Funds	(\$15,586)	(\$20,150)	\$4,564	(\$20,150)
Staff Salary & Payroll Expenses	\$3,000	\$0	\$3,000	\$0
Staff Travel and Expenses	\$0	\$0	\$0	\$0
Staff Professional Development	\$0	\$0	\$0	\$0
Circle of God's People	\$4,599	\$4,500	\$99	\$4,500
FL Choirs	\$12,815	\$15,000	(\$2,185)	\$15,000
Program Expenses	\$47,640	\$53,500	(\$5,860)	\$53,500
	<u>\$102</u>	<u>\$1,100</u>	<u>(\$998)</u>	<u>\$1,100</u>
Operations (Schedule 5)				
Revenue - Dues, Fees, Donations, Recoveri	(\$20,492)	(\$6,500)	(\$13,992)	(\$6,500)
Staff Salary & Payroll Expenses	\$118,647	\$112,318	\$6,329	\$112,318
Staff Travel and Expenses	\$2,462	\$2,000	\$462	\$2,000
Staff Professional Development	\$426	\$500	(\$74)	\$500
Office & Admin Expenses	\$18,249	\$15,850	\$2,399	\$15,850
Legal & Audit Expenses	\$32,543	\$23,000	\$9,543	\$23,000
Program Expenses	\$5,408	\$5,500	(\$92)	\$5,500
	<u>\$157,243</u>	<u>\$152,668</u>	<u>\$4,575</u>	<u>\$152,668</u>
Occupancy Costs (Schedule 6)				
Rental Income - Office	(\$59,599)	(\$59,580)	(\$19)	(\$59,580)
Rent & Common Area Costs	\$26,746	\$27,130	(\$384)	\$27,130
Office & Building Maintenance	\$7,731	\$8,000	(\$269)	\$8,000
Insurance	\$6,153	\$5,750	\$403	\$5,750
	<u>(\$18,969)</u>	<u>(\$18,700)</u>	<u>(\$269)</u>	<u>(\$18,700)</u>
Internally Restricted Funds (Schedule 7)				
Donations to Internally Restricted Funds	\$0	\$0	\$0	\$0
Transfer from Internally Restricted Funds	\$0	\$0	\$0	\$0
Internally Restricted Fund Expenses	\$0	\$0	\$0	\$0
Transfer to Internally Restricted Funds	\$0	\$0	\$0	\$0
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

BALANCE SHEET
AS AT December 31, 2025

	ACTUAL CURRENT YEAR \$
Current Assets	
Cash and Cash Equivalents	\$283,979
Accounts Receivable	\$166,495
Prepaid Expenses	\$38,137
Short Term Investments	\$176,929
TOTAL CURRENT ASSETS	\$665,540
Long Term Assets	
Capital Assets	\$3,668,162
Capital Asset Impairment (CK)	(\$73,195)
Accumulated Depreciation	(\$3,309,419)
Loan Receivable (J Funk)	\$0
TOTAL LONG TERM ASSETS	\$285,548
TOTAL ASSETS	\$951,088
Current Liabilities	
Accounts Payable	\$78,941
Accrued Accounts Payable	\$28,214
GST Payable	\$2,417
Unearned Revenue	\$15,604
TOTAL CURRENT LIABILITIES	\$125,176
Equity	
General Operating Equity	(\$893)
General Capital Equity	\$310,313
Restricted Fund Equity	\$516,492
TOTAL EQUITY	\$825,912
TOTAL LIABILITES + EQUITY	\$951,088

CAMPS WITH MEANING
STATEMENT OF OPERATIONS
12 MONTHS ENDED December 31, 2025

	ACTUAL	BUDGET	OVER	BUDGET
	YEAR TO	YEAR TO	(UNDER)	CURRENT
	DATE	DATE	BUDGET	YEAR
	\$	\$	\$	\$
CAMPING MINISTRIES				
Revenue				
MCM Grant	\$125,000	\$125,000	\$0	\$125,000
Donations and Fundraising	\$116,320	\$103,000	\$13,320	\$103,000
Summer Staff Sponsorship	\$11,710	\$12,000	(\$290)	\$12,000
Summer Camp Fees	\$285,301	\$277,000	\$8,301	\$277,000
Rental Revenue	\$504,493	\$550,000	(\$45,507)	\$550,000
Merchandise Sales	\$4,786	\$4,000	\$786	\$4,000
Government Grants & Subsidies	\$85,617	\$78,000	\$7,617	\$78,000
Restricted Fund Transfers	\$1,700	\$0	\$1,700	\$0
Miscellaneous Revenue	\$1,990	\$500	\$1,490	\$500
Total Revenue	\$1,136,917	\$1,149,500	(\$12,583)	\$1,149,500
Expenses				
Staff Salary & Payroll Expenses	\$464,925	\$476,339	(\$11,415)	\$476,339
Casual & Kitchen Labour	\$84,163	\$89,750	(\$5,587)	\$89,750
Summer Staff	\$120,638	\$96,000	\$24,638	\$96,000
Staff Travel and Expenses	\$7,529	\$8,000	(\$471)	\$8,000
Staff Professional Development	\$0	\$1,500	(\$1,500)	\$1,500
Office and Admin Expenses	\$19,138	\$19,000	\$138	\$19,000
Advertising & Promoton	\$31,630	\$28,500	\$3,130	\$28,500
Animal Care and Feed	\$1,906	\$4,000	(\$2,094)	\$4,000
Repairs and Maintenance	\$49,359	\$59,500	(\$10,141)	\$59,500
Food - Rental Groups	\$48,908	\$57,500	(\$8,592)	\$57,500
Food - Summer Camp	\$32,823	\$31,000	\$1,823	\$31,000
Rental Program Costs	\$1,569	\$3,000	(\$1,431)	\$3,000
Program Costs	\$108,602	\$98,250	\$10,352	\$98,250
Utilities	\$52,235	\$53,300	(\$1,065)	\$53,300
Property Taxes	\$19,112	\$15,000	\$4,112	\$15,000
Insurance	\$83,064	\$78,000	\$5,064	\$78,000
Vehicles	\$4,490	\$5,500	(\$1,010)	\$5,500
Total Expenses	\$1,130,091	\$1,124,139	\$5,952	\$1,124,139
TOTAL CAMP INCOME/(DEFICIT)	\$6,826	\$25,361	(\$18,535)	\$25,361

MENNONITE CHURCH MANITOBA

2026 Budget

	ACTUAL 2025	OVER (UNDER)	BUDGET 2025	BUDGET 2026
REVENUE				
Revenue - Individual Donations	\$112,867	\$47,867	\$65,000	\$80,000
Revenue - MC Canada Direct	\$28,576	(\$11,424)	\$40,000	\$40,000
Revenue - Church Forwarding	\$810,162	\$162	\$810,000	\$825,000
Revenue - Relational Witness Giving	\$38,323	(\$1,677)	\$40,000	\$40,000
Revenue - Canadian Mennonite Subs.	\$17,670	(\$2,330)	\$20,000	\$18,000
Revenue - Camp Koinonia Donations	\$14,310	\$4,310	\$10,000	\$10,000
Revenue - Interest/Bequest Income	\$4,820	\$4,820	\$0	\$0
Total Revenue	\$1,026,727	\$41,727	\$985,000	\$1,013,000
CHURCH MINISTRY SUPPORT				
Mennonite Church Canada - Operating	\$280,509	\$0	\$280,509	\$285,482
MC Canada - Relational Witness	\$38,323	(\$1,677)	\$40,000	\$40,000
Camps with Meaning Subsidy	\$125,000	\$0	\$125,000	\$125,000
Camp Koinonia	\$14,310	\$4,310	\$10,000	\$10,000
PARTNER MINISTRY SUPPORT				
Canadian Mennonite University	\$77,496	(\$4)	\$77,500	\$65,000
Inter-Mennonite Chaplaincy Association	\$7,956	\$0	\$7,956	\$8,195
Canadian Mennonite	\$43,767	(\$1,068)	\$44,835	\$43,890
Total Church/Partner Ministry Support	\$587,362	\$1,562	\$585,800	\$577,567
OPERATING FUND EXPENDITURES				
Executive (Schedule 1)	\$156,191	\$747	\$155,444	\$146,783
Leadership Resourcing (Schedule 2)	\$97,727	(\$237)	\$97,964	\$95,686
Mission Resourcing (Schedule 3)	\$40,665	(\$1,594)	\$42,259	\$54,153
Congregational Resourcing (Schedule 4)	\$102	(\$998)	\$1,100	\$6,600
Operations (Schedule 5)	\$157,243	\$4,575	\$152,668	\$149,775
Occupancy (Schedule 6)	(\$18,969)	(\$269)	(\$18,700)	(\$19,370)
Total Operating Fund Expenditures	\$432,959	\$2,224	\$430,735	\$433,627
General Operations Net Surplus (Deficit)	\$6,407	\$37,942	(\$31,535)	\$1,806
Camps with Meaning Net Surplus (Deficit)	\$6,826	(\$18,535)	\$25,361	(\$416)
TOTAL NET SURPLUS (DEFICIT)	\$13,233	\$19,407	(\$6,174)	\$1,390

	ACTUAL 2025	OVER (UNDER)	BUDGET 2025	BUDGET 2026
Executive (Schedule 1)				
Revenue - Dues, Fees, Donations, Recoveries	(\$783)	\$717	(\$1,500)	(\$750)
Staff Salary & Payroll Expenses	\$137,261	(\$1,433)	\$138,694	\$137,433
Staff Travel and Expenses	\$15,059	\$3,059	\$12,000	\$4,000
Staff Professional Development	\$279	(\$221)	\$500	\$500
Council & Committee Travel & Expenses	\$3,872	(\$628)	\$4,500	\$4,600
Special Projects	\$502	(\$748)	\$1,250	\$1,000
	\$156,191	\$747	\$155,444	\$146,783

Executive salaries and benefits cover the Executive Minister (1.0) and Administrative Assistant (0.5) positions. MCM Board costs are also included in this budget area.

Leadership Resourcing (Schedule 2)

Revenue - Dues, Fees, Donations, Recoveries	(\$3,330)	(\$330)	(\$3,000)	(\$4,000)
Revenue - Interest, IR Transfer	(\$3,348)	\$902	(\$4,250)	(\$4,250)
Staff Salary & Payroll Expenses	\$94,202	\$1,338	\$92,864	\$92,086
Staff Travel and Expenses	\$2,623	(\$2,377)	\$5,000	\$4,000
Staff Professional Development	\$0	(\$500)	\$500	\$500
Education & Training	\$7,580	\$730	\$6,850	\$7,350
	\$97,727	(\$237)	\$97,964	\$95,686

Leadership Resourcing salaries and benefits cover the Director of Leadership Ministries (1.0) position. Leadership bursaries also flow through this budget area.

Mission Resourcing (Schedule 3)

Revenue - Dues, Fees, Donations, Recoveries	(\$1,500)	\$3,000	(\$4,500)	(\$2,500)
Staff Salary & Payroll Expenses	\$33,095	\$586	\$32,509	\$44,853
Staff Travel and Expenses	\$2,491	(\$509)	\$3,000	\$4,000
Staff Professional Development	\$224	(\$26)	\$250	\$300
Church Sponsorship	\$6,065	(\$935)	\$7,000	\$6,500
Program Expenses	\$290	(\$3,710)	\$4,000	\$1,000
	\$40,665	(\$1,594)	\$42,259	\$54,153

Mission Resourcing salaries and benefits cover 2/3 of the Director of Mission Engagement (0.75) position.

	ACTUAL 2025	OVER (UNDER)	BUDGET 2025	BUDGET 2026
Congregational Resourcing (Schedule 4)				
Revenue - Dues, Fees, Donations, Recoveries	(\$52,366)	(\$616)	(\$51,750)	(\$40,500)
Transfers in - Restricted Funds	(\$15,586)	\$4,564	(\$20,150)	(\$4,000)
Staff Salary & Payroll Expenses	\$3,000	\$3,000	\$0	\$6,000
Staff Travel and Expenses	\$0	\$0	\$0	\$0
Staff Professional Development	\$0	\$0	\$0	\$0
Circle of God's People	\$4,599	\$99	\$4,500	\$4,850
FL Choirs	\$12,815	(\$2,185)	\$15,000	\$13,000
Program Expenses	\$47,640	(\$5,860)	\$53,500	\$27,250
	\$102	(\$998)	\$1,100	\$6,600

There are no salaried positions covered in Congregational Resourcing. This budget area includes a variety of programs, some of which generate their own revenue: Faith & Life Choirs, Circle of God's People, Activ8, and the annual youth and young adult retreats.

Operations (Schedule 5)

Revenue - Dues, Fees, Donations, Recoveries	(\$20,492)	(\$13,992)	(\$6,500)	(\$6,000)
Staff Salary & Payroll Expenses	\$118,647	\$6,329	\$112,318	\$106,075
Staff Travel and Expenses	\$2,462	\$462	\$2,000	\$2,000
Staff Professional Development	\$426	(\$74)	\$500	\$500
Office & Admin Expenses	\$18,249	\$2,399	\$15,850	\$16,700
Legal & Audit Expenses	\$32,543	\$9,543	\$23,000	\$25,000
Program Expenses	\$5,408	(\$92)	\$5,500	\$5,500
	\$157,243	\$4,575	\$152,668	\$149,775

Operations salaries and benefits cover 1/3 of the Director of Mission Engagement (0.75) and 1/2 of the Associate Director of Communications (0.6), General Accountant (0.5), and Finance Assistant (0.5). Also included are office reception costs (shared with MC Canada) and IT and payroll support.

Occupancy Costs (Schedule 6)

Rental Income - Office	(\$59,599)	(\$19)	(\$59,580)	(\$60,000)
Rent & Common Area Costs	\$26,746	(\$384)	\$27,130	\$27,130
Office & Building Maintenance	\$7,731	(\$269)	\$8,000	\$7,500
Insurance	\$6,153	\$403	\$5,750	\$6,000
	(\$18,969)	(\$269)	(\$18,700)	(\$19,370)

Occupancy Costs include revenue from the rental of the second floor of the office, and rent paid to MC Canada for first floor office space.

**CAMPS WITH MEANING
2026 Budget**

	ACTUAL 2025	BUDGET YEAR TO	OVER (UNDER)	BUDGET 2025	BUDGET 2026
REVENUE					
MCM Subsidy	\$125,000	\$125,000	\$0	\$125,000	\$125,000
Donations and Fundraising	\$116,320	\$103,000	\$13,320	\$103,000	\$110,000
Summer Staff Sponsorship	\$11,710	\$12,000	(\$290)	\$12,000	\$12,000
Summer Camp Fees	\$285,301	\$277,000	\$8,301	\$277,000	\$294,500
Rental Revenue	\$504,493	\$550,000	(\$45,507)	\$550,000	\$564,500
Merchandise Sales	\$4,786	\$4,000	\$786	\$4,000	\$5,000
Government Grants & Subsidies	\$85,617	\$78,000	\$7,617	\$78,000	\$80,000
Restricted Fund Transfers	\$1,700	\$0	\$1,700	\$0	\$1,500
Miscellaneous Revenue	\$1,990	\$500	\$1,490	\$500	\$500
Total Revenue	\$1,136,917	\$1,149,500	(\$12,583)	\$1,149,500	\$1,193,000
EXPENSES					
Staff Salary & Payroll Expenses	\$464,925	\$476,339	(\$11,415)	\$476,339	\$496,966
Casual & Kitchen Labour	\$84,163	\$89,750	(\$5,587)	\$89,750	\$92,000
Summer Staff	\$120,638	\$96,000	\$24,638	\$96,000	\$120,000
Staff Travel and Expenses	\$7,529	\$8,000	(\$471)	\$8,000	\$5,000
Staff Professional Development	\$0	\$1,500	(\$1,500)	\$1,500	\$1,000
Office and Admin Expenses	\$19,138	\$19,000	\$138	\$19,000	\$19,000
Advertising & Promoton	\$31,630	\$28,500	\$3,130	\$28,500	\$32,000
Animal Care and Feed	\$1,906	\$4,000	(\$2,094)	\$4,000	\$3,000
Repairs and Maintenance	\$49,359	\$59,500	(\$10,141)	\$59,500	\$59,500
Food - Rental Groups	\$48,908	\$57,500	(\$8,592)	\$57,500	\$60,000
Food - Summer Camp	\$32,823	\$31,000	\$1,823	\$31,000	\$32,000
Rental Program Costs	\$1,569	\$3,000	(\$1,431)	\$3,000	\$3,000
Program Costs	\$108,602	\$98,250	\$10,352	\$98,250	\$106,850
Utilities	\$52,235	\$53,300	(\$1,065)	\$53,300	\$53,600
Property Taxes	\$19,112	\$15,000	\$4,112	\$15,000	\$19,000
Insurance	\$83,064	\$78,000	\$5,064	\$78,000	\$85,000
Vehicles	\$4,490	\$5,500	(\$1,010)	\$5,500	\$5,500
Total Expenses	\$1,130,091	\$1,124,139	\$5,952	\$1,124,139	\$1,193,416
TOTAL CAMP SURPLUS (DEFICIT)	\$6,826	\$25,361	(\$18,535)	\$25,361	(\$416)

Camps with Meaning receives an internal \$125,000 surplus from the general MCM side of the ledger.

Camps salary and benefits include 2.73 FTE of general Camps with Meaning staff, 3.68 FTE of Camp Assiniboia staff, and 0.55 FTE of general support staff shared with MCM. Other Camps positions are covered under Casual and Kitchen Labour and Summer Staff lines.

2025 MCM Board Actions



The MCM Board met ten times in 2025. Regular meetings began with an opening and prayer. These regular meetings also ended with a time in camera which included the Executive Minister, and a time in camera without the Executive Minister. The minutes of each previous meeting were reviewed, amended as necessary, and accepted. Significant Board actions are listed below, along with the date of the meeting in which the decision was made. All approved minutes are available on the MCM website.

January 28

The Board approved transfers of funds for 2024.

The Board adopted a Bequest Policy.

February 11

The Board approved the 2024 Financial statements and recommended them for receiving by the delegates.

The Board approved the 2025 MCM budget and 2025 Camps budget as presented for recommendation to the delegates.

The Board approved the minutes from the 2024 Annual Gathering for recommendation to delegates.

The Board approved the Nominations slate to bring to delegates.

February 25

The Board approved the updated slate of Nominees.

March 25

The Board approved the auditor's review of MCM's 2024 Financial Statements.

The Board approved the transfer of \$30,000 from Camp Assiniboia Capital Fund to the Light the Fire Capital Campaign Fund.

The Board approved the minutes of the 2025 Annual Gathering.

The Board affirmed the appointment of Scott Warkentin to the Camp Committee.

May 27

The Board approved regional church delegates to the Mennonite Church Canada Gathering.

June 24

The Board approved the opening of a savings account for MCM.

The Board approved the forwarding of up to \$7,000 from the Koinonia Capital Fund to Koinonia Inc for fridge repairs.

The Board affirmed the appointment of Elsie Rempel to the Nominations Committee.

November 26

The Board approved to move funds from Abundance to IPC to become part of MC Canada's investment pool.

The Board received Douglas Mennonite Church's withdrawal from MCM.

The Board approved a recommendation to the delegate body that Faithworks church be accepted as affiliate member of MCM.

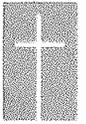
December 6

The Board approved the proposed MCM Vision and Mission Statement for recommendation to the delegates at MCM's 2026 Gathering.

MCM 2026 Nominations Slate



<u>Name</u>	<u>Term</u>	<u>Term Expiry</u>
MENNONITE CHURCH MANITOBA		
Board (Elected by Delegates; YA appointed by Board)		
Cheryl Braun, Moderator (Glenlea)	Second	2029
Ed Neufeld, East (Grace Steinbach)	Second	2029
VACANT, South	First	2029
Ministerial Leadership Committee (Appointed by Board)		
Lynell Bergen (Hope)	Second	2029
Mary Anne Isaak (River East)	First	2029
Congregational Health Committee (Appointed by Board)		
VACANT	First	2029
Camps with Meaning Committee (Appointed by Board)		
Marie Loeppky (Bethel)	Second	2029
Scott Warkentin (Home Street)	First	2028
Finance Committee (Appointed by Board)		
VACANT	First	2029
Nominating Committee (Appointed by Board)		
Elsie Rempel (Charleswood)	First	2028
MENNONITE CHURCH CANADA		
Joint Council (Appointed by Board)		
David Wiens, Regional Representative (Elim)	Second	2029
RELATED ORGANIZATIONS		
Canadian Mennonite Publishing Service (Appointed by Board)		
Brenda Suderman (Home Street)	Second	2029
Canadian Mennonite University Council (Appointed by Board)		
Adelia Neufeld Wiens (Bethel)	Second	2029
Eden Health Care Services (Appointed by Board)		
Ingrid Peters Fransen (Home Street)	Second	2029
Mennonite Central Committee Manitoba (Appointed by Board)		
Janet Plenert (Home Street)	Second	2029



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To: Mennonite Church Manitoba Board of Directors

This letter is to confirm that FaithWorks is applying to become an affiliate member of MCM. In doing so, we agree to the stipulations of affiliate membership as outlined in the MCM constitution.

FaithWorks is a Christian community that is rooted in the Anabaptist-Mennonite faith tradition. Formed in 2002, FaithWorks is home to roughly 120 people. We are an intergenerational faith community committed to living the Jesus way. We gather to worship on Saturday evenings at 6:00 p.m. in the CMU chapel. Our desire is to grow in love for God, each other, and our neighbours through spiritual formation and practical service in the communities where we live, work, study, and play.

In June 2024, FaithWorks officially became an affirming church, welcoming all people into full participation regardless of race, ethnicity, sexual orientation, gender identity, age, ability, marital status, or income level. As a result, we no longer align with the Mennonite Brethren confession of faith and officially departed from that conference in January 2025.

As a leadership team and faith community, we believe churches should not be isolated or disconnected from the broader body of Christ. Our intent in applying for affiliate membership is to join Mennonite Church Manitoba in order to partner with, learn from, and participate in a larger faith community. After hearing from Michael Pahl in the spring of 2025, we recognized that FaithWorks and MCM share many values and beliefs. We hope that by joining MCM, we can build meaningful relationships with other congregations as we work together to further Christ's kingdom on earth.

We appreciate your consideration of our application to join Mennonite Church Manitoba.

Sincerely,

Darren Gerbrandt

FaithWorks Leadership Chair