

Mennonite Church Manitoba Gathering 2022: Breakout Groups



Gathering Session 1 Breakout Groups

Congregational Health (Kathy Giesbrecht)

Concerned for the health of your congregation? Looking for support and guidance as your congregational ministries shift? Our interior congregational life—our worship, our congregational care, our faith formation, and more—has looked much different the last two years and probably will continue to take new forms in the days ahead. Let's talk about how we can continue to spur our congregations on to greater health.

Pastoral Leadership (Rick Neufeld)

Surveys show that ministering during a pandemic has left many pastors feeling tired, worn out, burnt out, needing a break, or even considering leaving church ministry altogether. Whether you are a pastor concerned for yourself or other pastors, or you are a congregational leader or church member concerned for your pastor(s), join us as we talk together about the special challenges pastors have faced and how we can move forward with our pastors in mutual support and care.

Local Mission (Melanie Neufeld)

How do we use our strengths as congregations to support our local community, to serve those beyond our church doors? Let's encourage one another by sharing our stories—and our dreams—of local, community ministry. This is also a good opportunity to meet our new Director of Mission Engagement, Melanie Neufeld.

Camps with Meaning (Dorothy Fontaine)

It's no secret to those who come to camp: transformation occurs when God brings humans and nature together. Join us as we share stories of how God's Spirit has touched campers, summer staff, volunteers and guests. Come prepared to share your own stories. With the re-launching of our Camps with Meaning capital campaign we are eager to explore how these experiences can shape new programs and ideas for camp.

International Witness (Jeanette Hanson)

Same storm, different boats. How has your global faith family weathered the pandemic storm? What can we learn from our Mennonite siblings around the world, and how can we support what they are doing? Nurturing partnerships with international ministries is a great way for your church to learn and grow, and it's a tremendous support for our partners in other countries. Find out how you and your congregation can connect with International Witness ministries.

MCM Finances (Michael Pahl, Zachary Entz)

If you want to dig into our Mennonite Church Manitoba finances in more depth, this is your opportunity. Michael and Zachary will be available to answer questions about our 2021 financial statements and our 2022 budgets, or any other questions about MCM finances you might have.

Gathering Session 2 Breakout Groups

Climate Action (Sandy Plett, Kenton Lobe)

Climate related disasters and growing calls to wake up to the climate emergency are creating new activation in society and in the church. If you're interested in finding your work in the midst of all of it, join members of the newly forming MCM Climate Action Working Group for conversation and inspiration.

Indigenous Solidarity (Allegra Friesen Epp, Kerry Saner Harvey)

Indigenous communities and the Calls to Action of the Truth and Reconciliation Commission are calling the Church to the work of justice, solidarity, and Treaty covenants. Come learn about the Mennonite Coalition for Indigenous Solidarity (MCIS), a new working group between MCM and MCC Manitoba. Together, we'll share our hopes for how Mennonites in Manitoba can respond to this call.

Palestine-Israel (Esther Epp-Tiessen)

Are you confused about the news you read about Palestine-Israel? Are you uncertain how to respond to Amnesty International's description of the reality in Palestine-Israel as apartheid? Learn about the work of the MCM Palestine-Israel Network (PIN) to support a just peace and how you can be involved.

LGBTQ+ Inclusion (Michael Pahl)

Where are we at as MCM congregations on recognizing LGBTQ+ people among us and including our LGBTQ+ siblings into the life and ministry of the church? In 2021 we hosted a Listening Circle on this, and a "listening committee" produced a report out of that event which was received and approved by the MCM Board. This report has been included in the Addendum to the Report Book for delegates. Come learn more about this report and where we are at as a community of congregations on this matter.

Post-Pandemic Church (Ken Warkentin)

What will church be like as we emerge from the latest round of public health protections? How can we come out of the pandemic as healthy congregations? How do we restart community, rebuild programs, and reimagine our ministry and mission as churches? Join us for conversation and brainstorming around these and related questions.

2021 MCM Board Actions

The MCM Board met twelve times in 2021. 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. All approved minutes are available on the MCM website under About Us > Governance.

The Board actions for 2021 include:

January 26

Approved the 2021 MCM and Camps with Meaning Budgets.

Authorized the reconstruction of the studio ceiling, up to \$40,000.

February 17

Approved a revised 2021 MCM Budget.

March 3

Approved financial statements of December 31, 2020, as reviewed by KPMG.

Approved nominations for external partners.

March 17

Authorized the submission of grant application to the Winnipeg Foundation on behalf of Mennonite Church Manitoba for Camps with Meaning.

Approved the allocation of \$75,000 of surplus to the Capital Fund [for HVAC repairs at MCM offices].

Authorized the securing of a business credit card for Mennonite Church Manitoba with a \$15,000 credit limit.

April 21

Approved a small-scale capital campaign, largely through targeted mailing, to help cover recent and current capital projects at the MCM offices (HVAC, studio repair, siding).

May 17

No major actions.

June 21

Affirmed Part A of a proposed MC Canada Shared Revenue Agreement [percentage of congregational giving forwarded to MC Canada for shared nationwide ministries].

Affirmed a new lease agreement with MC Canada.

Affirmed planning a listening circle with pastors and lay leaders across the conference [on LGBTQ+ recognition/inclusion].

September 18

Affirmed the creation of a sub-committee to attend the October 16 listening circle and to discern next steps.

Affirmed the shift of Kathy Giesbrecht's role to Director of Congregational Ministries.

Affirmed a recommendation that the refund from MC Canada for unused monies forwarded in 2020 be treated similarly to the balance of funds from the 2020 MCM surplus: that is, it will be available to cover the expected deficit for 2021, with a decision made in early 2022 as to where the remainder will be allocated.

September 27

Affirmed a two-year intensive initiative on congregational health. During the first year the focus will be on congregational/pastoral care and local witness. A Congregational Health Committee will be formed to lead this initiative.

October 18

Formally acknowledged that the Capital Campaign will cost money, approved using Camp Assiniboia's Capital Fund to pay for the architectural drawings and associated fees for the retreat centre, and approved using MCM's line of credit if necessary to cover the remainder of start-up costs.

Approved the Terms of Reference for the Congregational Health Committee.

Accepted a report on MCM Funds, Accounts, and Investments including recommendations to consolidate funds based on clarity of purpose, with some being moved to accounts with Abundance Canada for better investment.

Accepted the recommendation that the interest the funds earn compound back into their principle fund balance, and that Finance Committee take a closer look at possible investment options.

November 15

Affirmed appointments to the Congregational Health Committee.

December 20

Accepted an amendment to Camp Assiniboia's alcohol policy.

Affirmed the Memorandum of Agreement for the Manitoba Mennonite Coalition for Indigenous Solidarity.

Received the report from the LGBTQ Listening Committee and affirmed the recommended actions.

Agreed to hold the 2022 Annual Delegate Gathering on Zoom.

Accepted the Finance Committee's recommendation that MCM instruct Abundance Canada to allocate 50% of the money in the Memorial Fund to its equity pool.

MCM LGBTQ+ Listening Sub-Committee Report

Members: Andrea Hildebrand (Board, Altona Mennonite), Isaac Schlegel (Board, Home Street), Tim Wenger (Bethel),
Elsie Wiebe (Morden), Michael Pahl (Executive Minister)

Date submitted: November 12, 2021

Preamble

In 2016, at the culmination of our Being a Faithful Church process, we agreed as Mennonite Church Canada (MC Canada) to “create space” among us for congregations to discern differently on same-sex marriage than is commonly understood from the *Confession of Faith in a Mennonite Perspective*. By extension, this means we have given freedom for congregations to discern their own way forward on recognizing and perhaps including and affirming LGBTQ+ (non-cisgender heterosexual) people among them. As part of that 2016 resolution, we also agreed to find ways to “hear one another” on these matters as regional churches.

In 2017 the Board of Mennonite Church Manitoba (MCM) recommended to the delegates at the annual Gathering that we come together in three years’ time to “share how the Spirit has moved in our midst” related to these matters. Although this recommendation was not formally adopted, it became the common expectation among many within MCM.

Leadership transitions at MCM, along with the pandemic, delayed attention being given to this “hearing one another” and “sharing how the Spirit has moved” among us.

In March and April 2021 Executive Minister Michael Pahl met with pastors or church leadership teams from our MCM congregations, and part of these conversations focused on their sense of where their church was at and what their journey has been as a church. In June 2021 the MCM Board affirmed a plan to organize a “listening circle” for congregational representatives to hear from each other where their congregation is at and their journey to that place.

The Listening Circle

This Listening Circle took place on October 16, 2021, via Zoom, with 24 congregations represented. An additional three churches who were unable to attend the Listening Circle submitted written summaries to the LGBTQ+ Listening Sub-Committee (“the Committee”), giving a total of 27 responses out of 38 MCM congregations.

For the Listening Circle, congregations were invited to send two representatives: a pastor or lay leader, and a lay member. They were asked to prepare a 4-minute response to the following questions:

Has your church discerned a leading of the Spirit toward the recognition of LGBTQ+ people among you, or toward reaching out to LGBTQ+ people among or beyond you, or toward actively including or even affirming LGBTQ+ people in your congregational life?

If your church has not discerned a leading of the Spirit in these ways, why not, and what have you discerned instead? If you have discerned the Spirit’s leading in any of these ways, what has this discernment looked like and where is your church at now?

After an introduction and prayer by Michael Pahl, congregational representatives shared their response to these questions while others listened. The order of sharing was chosen by random draw. After the sharing was completed, the event closed with a time of silent reflection and prayer, and closing comments by Michael.

The LGBTQ+ Listening Sub-Committee's Discernment

In September 2021 the MCM Board affirmed the creation of a sub-committee to attend the Listening Circle and discern possible next steps for MCM beyond that event. Two Board members were appointed to the Committee along with the Executive Minister, who was given freedom to choose two non-Board MCM members to flesh out the Committee. The Committee met before the Listening Circle to discuss how the event would proceed, and then met after the Listening Circle to discuss what they heard from congregational representatives at the event, what should be included in this report, and suggestions for future actions for MCM.

The Committee heard that congregations are in a range of places on recognizing, including, or affirming LGBTQ+ people among them. All congregations wish to be welcoming to anyone who comes in their doors, but the scope of that “welcome” for LGBTQ+ people varies. Nine of the 27 participating churches (seven in Winnipeg, two outside Winnipeg) have discerned a fully affirming position; most of these have produced a public statement on this. The other 18 churches are in various places of discernment. Many started a process of discernment which has been disrupted by the pandemic; most of these are planning to resume this discernment process. A few have done very little discernment around this.

A common concern among those that have not done much discernment, or not resumed it, is how “divisive” this issue would be for their congregation. Some fear that having this conversation would split their church or even end it. Some noted that there are other difficult issues which require more urgent attention at this time: navigating differences in perspective on mask and vaccine mandates, walking through a pastoral leadership transition, and so on.

Some representatives noted that by not doing this discernment, congregations are placing a burden of suffering upon LGBTQ+ people among them, especially those who may not be “out.” One participant noted that “Sometimes we have to be pushed.”

Among congregations which have discerned or are leaning toward an affirming position, several helpful resources were noted. Two were named most frequently: having external people come in to share from their expertise (e.g. Dan Epp-Tiessen was mentioned more than once), and providing safe spaces for LGBTQ+ people among them to share their stories.

The Committee perceived that the Listening Circle had significant value for MCM. It allowed congregations to see that they are not alone in where they are at on the spectrum of LGBTQ+ recognition/inclusion/affirmation. The format of “narrative sharing” and intentional listening among caring participants was helpful, and could be replicated for other difficult issues. Given the strong, negative feelings many still carry related to prior MCM events on this issue, this event was seen as a step toward “redeeming” MCM meetings (and even, for some people, “Conference” itself). The

Committee also notes that several positive comments have been received from other Listening Circle participants along these same lines.

Recommended Actions

Given the range of places where MCM congregations are at regarding LGBTQ+ recognition and inclusion, the Committee does not recommend that MCM develop a “position statement” on the matter. Nevertheless, there are steps that MCM can do to fully live into our 2016 commitment as MC Canada to “create space” for congregations to discern differently on these matters than is commonly assumed from the *Confession of Faith*. The Committee thus recommends the following actions to the Board:

1. That MCM policies and practices be clarified and, if necessary, updated to align with our commitment to “create space” for diversity among us as MCM congregations. Since we are allowing congregations to discern a fully affirming stance, for example, we need to be clear that we will license and ordain LGBTQ+ pastors to serve in those churches; we need to be clear that our Camps are safe spaces for LGBTQ+ children, youth, volunteers, and staff; we need to be clear that our MCM Gatherings are safe spaces for LGBTQ+ people; yet we need to do these things without appearing to mandate an affirming position for member congregations. Other policies may need attention as well.
2. That a guiding document be developed for congregations on how to relate to LGBTQ+ people among us and how to relate to one another as diverse congregations.
3. That resources be developed and provided for congregations in various stages of discernment regarding becoming a more welcoming or possibly affirming church.
4. That another Listening Circle be held for pastors and other church leaders to listen to LGBTQ+ MCM members speak of their experiences within the church.
5. That this report be made available to delegates at the MCM Gathering in March 2022.

Report received by the Board of Mennonite Church Manitoba, with recommended actions affirmed by the Board, on December 20, 2021.

CAMPS WITH MEANING
STATEMENT OF OPERATIONS
12 MONTHS ENDED December 31, 2021

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
CAMPING MINISTRIES				
Revenue				
MCM Grant	\$165,000	\$165,000	\$0	\$165,000
Donations and Fundraising	\$137,952	\$81,750	\$56,202	\$81,750
Summer Camp Fees	\$48,702	\$29,200	\$19,502	\$29,200
Rental Revenue	\$92,290	\$57,000	\$35,290	\$57,000
Merchandise Sales	\$580	\$500	\$80	\$500
Government Grants & Subsidies	\$44,964	\$20,000	\$24,964	\$20,000
Foundation Grants	\$60,000	\$8,000	\$52,000	\$8,000
Restricted Fund Donations	\$59,300	\$0	\$59,300	\$0
Restricted Fund Transfers	\$44,552	\$0	\$44,552	\$0
Miscellaneous Revenue	\$1,503	\$0	\$1,503	\$0
Total Revenue	\$654,842	\$361,450	\$188,038	\$361,450
Expenses				
Staff Salary & Payroll Expenses	\$277,188	\$261,099	\$16,089	\$261,099
Casual Labour	\$200	\$1,040	(\$840)	\$1,040
Summer Staff	\$34,742	\$20,500	\$14,242	\$20,500
Staff Travel and Expenses	\$2,362	\$5,600	(\$3,238)	\$5,600
Staff Professional Development	\$260	\$500	(\$240)	\$500
Office and Admin Expenses	\$16,962	\$8,700	\$8,262	\$8,700
Advertising & Promoton	\$12,890	\$10,400	\$2,490	\$10,400
Animal Care and Feed	\$1,833	\$1,700	\$133	\$1,700
Repairs and Maintenance	\$41,674	\$17,900	\$23,774	\$17,900
Food - Rental Groups	\$5,136	\$2,000	\$3,136	\$2,000
Food - Summer Camp	\$15,327	\$7,000	\$8,327	\$7,000
Rental Program and Retreat Costs	\$1,025	\$2,500	(\$1,475)	\$2,500
Summer Program Costs	\$15,410	\$6,300	\$9,110	\$6,300
Utilities	\$46,538	\$42,000	\$4,538	\$42,000
Property Taxes	\$13,247	\$15,000	(\$1,753)	\$15,000
Insurance	\$52,344	\$52,600	(\$256)	\$52,600
Vehicles	\$4,640	\$5,900	(\$1,260)	\$5,900
Capital Purchases	\$40,830	\$0	\$40,830	\$0
Campership Expense	\$3,723	\$0	\$3,723	\$0
Transfer to Restricted Funds	\$59,300	\$0	\$59,300	\$0
Total Expenses	\$645,630	\$460,739	\$184,891	\$460,739
TOTAL CAMPING INCOME/(DEFICIT)	\$9,213	(\$99,289)	\$3,147	(\$99,289)

MENNONITE CHURCH MANITOBA

FINANCIAL STATEMENTS

31-Dec-21

**STATEMENT OF REVENUE AND EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 2021**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
REVENUE				
Revenue - Individual Donations	\$40,449	\$50,000	(\$9,551)	\$50,000
Revenue - Individual Donations (MC Canada Direct)	\$21,135	\$25,000	(\$3,865)	\$25,000
Revenue - Church Giving	\$899,558	\$925,000	(\$25,442)	\$925,000
Revenue - Relational Witness Giving	\$53,000	\$50,000	\$3,000	\$50,000
Revenue - Interest Income	\$192	\$1,000	(\$808)	\$1,000
Revenue - Government Subsidies	\$66,454	\$0	\$66,454	\$0
TOTAL OPERATING FUND REVENUE	\$1,080,788	\$1,051,000	\$29,788	\$1,051,000
PARTNER MINISTRY SUPPORT				
Mennonite Church Canada - Operating	\$264,756	\$231,250	\$33,506	\$231,250
Mennonite Church Canada - Relational Witness	\$52,700	\$50,000	\$2,700	\$50,000
Canadian Mennonite University	\$87,499	\$87,500	(\$1)	\$87,500
Camps with Meaning - Grant	\$165,000	\$165,000	\$0	\$165,000
Inter-Mennonite Chaplaincy Association	\$6,180	\$6,000	\$180	\$6,000
Canadian Mennonite	\$48,685	\$49,873	(\$1,188)	\$49,873
	\$624,820	\$589,623	\$35,197	\$589,623
OPERATING FUND EXPENDITURES				
Executive (Schedule 1)	\$119,791	\$119,349	\$442	\$119,349
Leadership Resourcing (Schedule 2)	\$79,397	\$82,260	(\$2,863)	\$82,260
Mission Resourcing (Schedule 3)	\$45,402	\$37,143	\$8,259	\$37,143
Congregational Resourcing (Schedule 4)	\$47,587	\$48,667	(\$1,080)	\$48,667
Operations (Schedule 5)	\$115,012	\$144,395	(\$29,383)	\$144,395
Occupancy (Schedule 6)	(\$14,207)	(\$22,754)	\$8,547	(\$22,754)
Internally Restricted Funds (Schedule 7)	\$0	\$0	\$0	\$0
Total Operating Fund Expenditures	\$392,981	\$409,060	(\$16,079)	\$409,060
Net Surplus/(Deficit) from Operations	\$62,987	\$52,317	\$10,670	\$52,317
Camps with Meaning Gain/(Loss)	\$9,213	(\$99,289)	\$108,502	(\$99,289)
Transfers (to)/from Reserves	\$0	\$0	\$0	\$46,972
Net Operating Fund revenue (expenditures)	\$72,199	(\$46,972)	\$119,171	\$0

**SCHEDULE OF EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 2021**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
Executive (Schedule 1)				
Revenue - Dues, Fees, Donations, Recoveries	(\$115)	\$0	(\$115)	\$0
Staff Salary & Payroll Expenses	\$111,694	\$110,099	\$1,595	\$110,099
Staff Travel and Expenses	\$3,991	\$5,250	(\$1,259)	\$5,250
Staff Professional Development	\$519	\$750	(\$231)	\$750
Council & Committee Travel & Expenses	\$2,990	\$3,250	(\$260)	\$3,250
Special Projects	\$712	\$0	\$712	\$0
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	\$119,791	\$119,349	\$442	\$119,349
Leadership Resourcing (Schedule 2)				
Revenue - Dues, Fees, Donations, Recoveries	(\$1,060)	(\$2,500)	\$1,440	(\$2,500)
Revenue - Interest Income	(\$5,391)	(\$1,650)	(\$3,741)	(\$1,650)
Staff Salary & Payroll Expenses	\$79,357	\$78,510	\$847	\$78,510
Staff Travel and Expenses	\$3,650	\$3,250	\$400	\$3,250
Staff Professional Development	\$87	\$500	(\$413)	\$500
Education & Training	\$2,753	\$4,150	(\$1,397)	\$4,150
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	\$79,397	\$82,260	(\$2,863)	\$82,260
Mission Resourcing (Schedule 3)				
Revenue - Dues, Fees, Donations, Recoveries	(\$450)	(\$100)	(\$350)	(\$100)
Staff Salary & Payroll Expenses	\$39,155	\$32,843	\$6,312	\$32,843
Staff Travel and Expenses	\$0	\$1,200	(\$1,200)	\$1,200
Staff Professional Development	\$0	\$200	(\$200)	\$200
Church Sponsorship	\$4,484	\$1,500	\$2,984	\$1,500
Program Expenses	\$2,213	\$1,500	\$713	\$1,500
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	\$45,402	\$37,143	\$8,259	\$37,143

**SCHEDULE OF EXPENDITURES
FOR THE 12 MONTH PERIOD ENDED December 31, 2021**

	ACTUAL YEAR TO DATE \$	BUDGET YEAR TO DATE \$	OVER (UNDER) BUDGET \$	BUDGET CURRENT YEAR \$
Congregational Resourcing (Schedule 4)				
Revenue - Dues, Fees, Donations, Recoveries	(\$14,065)	(\$2,000)	(\$12,065)	(\$2,000)
Transfers in - Restricted Funds	(\$8,141)	\$0	(\$8,141)	\$0
Staff Salary & Payroll Expenses	\$31,355	\$29,817	\$1,538	\$29,817
Staff Travel and Expenses	\$244	\$100	\$144	\$100
Staff Professional Development	\$46	\$250	(\$204)	\$250
Frohe Botschaft	\$5,019	\$0	\$5,019	\$0
FL Choirs	\$9,659	\$11,000	(\$1,341)	\$11,000
Program Expenses	\$23,471	\$9,500	\$13,971	\$9,500
	\$47,587	\$48,667	(\$1,080)	\$48,667
Operations (Schedule 5)				
Revenue - Dues, Fees, Donations, Recoveries	\$0	(\$2,000)	\$2,000	(\$2,000)
Staff Salary & Payroll Expenses	\$81,404	\$85,645	(\$4,241)	\$85,645
Staff Travel and Expenses	\$0	\$2,400	(\$2,400)	\$2,400
Staff Professional Development	\$0	\$650	(\$650)	\$650
Office & Admin Expenses	\$17,935	\$41,200	(\$23,265)	\$41,200
Legal & Audit Expenses	\$15,672	\$15,000	\$672	\$15,000
Program Expenses	\$0	\$1,500	(\$1,500)	\$1,500
	\$115,012	\$144,395	(\$29,383)	\$144,395
Occupancy Costs (Schedule 6)				
Rental Income - Office	(\$53,070)	(\$60,500)	\$7,430	(\$60,500)
Rent & Common Area Costs	\$25,445	\$26,746	(\$1,301)	\$26,746
Office & Building Maintenance	\$9,033	\$8,000	\$1,033	\$8,000
Insurance	\$4,386	\$3,000	\$1,386	\$3,000
	(\$14,207)	(\$22,754)	\$8,547	(\$22,754)
Internally Restricted Funds (Schedule 7)				
Donations to Internally Restricted Funds	(\$65,643)	\$0	(\$65,643)	\$0
Transfer from Internally Restricted Funds	(\$122,087)	\$0	(\$122,087)	\$0
Internally Restricted Fund Expenses	\$122,087	\$0	\$122,087	\$0
Transfer to Internally Restricted Funds	\$65,643	\$0	\$65,643	\$0
	\$0	\$0	\$0	\$0

BALANCE SHEET
AS AT December 31, 2021

	ACTUAL CURRENT YEAR \$
Current Assets	
Cash and Cash Equivalents	\$404,797
Accounts Receivable	\$132,954
Prepaid Expenses	\$28,797
Short Term Investments	\$245,216
TOTAL CURRENT ASSETS	\$811,764
Long Term Assets	
Capital Assets	\$3,624,862
Capital Asset Impairment (CK)	(\$73,195)
Accumulated Depreciation	(\$3,155,866)
Loan Receivable (J Funk)	\$2,500
TOTAL LONG TERM ASSETS	\$398,301
TOTAL ASSETS	\$1,210,065
Current Liabilities	
Accounts Payable	\$87,801
Accrued Accounts Payable	\$48,089
CEBA Loan	\$60,000
GST Payable	\$12,868
Unearned Revenue	\$10,053
TOTAL CURRENT LIABILITIES	\$218,811
Equity	
General Operating Equity	\$226,587
General Capital Equity	\$355,826
Restricted Fund Equity	\$408,840
TOTAL EQUITY	\$991,254
TOTAL LIABILITES + EQUITY	\$1,210,065

**MENNONITE CHURCH MANITOBA
CAMPS WITH MEANING BUDGET 2022**

(see notes at end)

	Budget 2022 ¹	Actual 2021	Projection 2021 ²
REVENUE			
400 Banquet	\$25,000		\$25,000
405 Fundraising - Campership	\$35,000		\$2,750
415 Merchandise/Produce Sales	\$4,000		\$500
430 Donations - Church Designated	\$9,000		\$12,000
445 Donations - Personal	\$70,000		\$42,000
451 Government Grants	\$0		\$20,000
452 Grants Other	\$50,000		\$8,000
475 Rental Fees	\$302,400		\$230,000
480 Fees - CIT/SLT	\$8,000		\$4,200
487 Fees - Retreats	\$2,500		\$25,000
495 Fees - Summer Camp	\$187,100		\$0
530 Rental - Camp Staff	\$9,500		\$0
	\$702,500	\$489,842	\$379,950

EXPENDITURES

605 Advertising and Promotion	\$31,000 ³	\$11,500
615 Bank Service Fees	\$5,000	\$800
620 Banquet & Fundraising Expenses	\$5,800	\$5,000
640 Casual Labour	\$21,500	\$2,500
675 Merchandise Expenses	\$4,500	\$100
685 CIT SLT	\$3,000	\$0
700 Animal Feed & Expenses	\$1,700	\$1,700
705 Insurance - Building, Disability, Liability	\$53,000	\$52,600
725 Kitchen Equipment	\$2,500	\$400
728 Food - Rental	\$39,600	\$20,000
731 Food - Summer Camp	\$20,000	\$7,000
733 Kitchen Staff Salary and Payroll Exp.	\$32,250	\$15,000
760 Meetings	\$250	\$0
775 Office-General	\$6,000	\$2,000
777 Office - Postage	\$500	\$150
785 Staff Salary and Payroll Expenses	\$362,325	\$325,059
792 Summer Program	\$67,000	
820 Property Taxes	\$15,000	\$15,000
825 Repair and maintenance	\$43,000	\$17,000
840 Recreational Equipment	\$3,000	\$2,500
850 Retreat Honoraria	\$700	\$200
860 Special Programs Expenses	\$8,600	\$4,500
870 Subscriptions and Licenses	\$7,515	\$7,000
875 Summer Staff Salaries and Payroll Exp.	\$51,035	\$19,500

879 Summer Staff Training	\$5,000		
885 Telephone	\$3,000		\$5,000
890 Travel	\$4,100		\$5,600
891 Staff professional development	\$1,000		
895 Utilities	\$42,000		\$39,000
902 Vehicle - Insurance	\$1,200		\$2,400
904 Vehicle Maintenance and Fuel	\$7,500		\$3,500
915 Waterfront equipment	\$2,000		
920 Workshops and Seminars	\$500		\$500
	<u>\$851,075</u>	<u>\$645,630</u>	<u>\$571,755</u>

Net Surplus/Deficit	(\$148,575)	(\$155,788)	(\$191,805)
Subsidy from MCM Main Budget	\$125,000	\$165,000	\$165,000
	(\$23,575)	\$9,212	(\$26,805)

Notes:

1. This budget anticipates a return to overnight camping for our summer camps, increased rentals as health restrictions ease, and corresponding increases in staffing and programming. Projections for summer camp staffing and programming are based on 70-80% of 2019, the last pre-COVID year. Projections also include cost of living increase.
2. The 2021 budget gave two projections, reflecting the extremes of a range of possibilities with uncertainties around COVID. The numbers here represent "Scenario 2," the "not as bad" projection for 2021. The numbers on the 2021 year end statements for Camps reflect "Scenario 1," the "worst case" projection for 2021.
3. Increased advertising and promotion is needed to get summer staff and camper registration levels up to pre-COVID levels. This amount is dependent on receiving the full grants above. If those grants are not received, advertising will be adjusted accordingly.

**MENNONITE CHURCH MANITOBA
MAIN BUDGET 2022: OVERVIEW**

(see notes at end)

	BUDGET 2022 ¹	ACTUAL 2021	BUDGET 2021
REVENUE			
Revenue - Individual Donations	\$60,000	\$40,449	\$50,000
Revenue - Individual Donations (MC Canada Direct)	\$25,000	\$21,135	\$25,000
Revenue - Church Giving	\$925,000	\$899,558	\$925,000
Revenue - Relational Witness Giving	\$60,000	\$53,000	\$50,000
Revenue - Interest Income	\$500	\$192	\$1,000
Revenue - Government Subsidies	\$0	\$66,454	\$0
	\$1,070,500	\$1,080,788	\$1,051,000
EXPENDITURES			
PARTNER MINISTRY SUPPORT			
Mennonite Church Canada - Operating	\$283,231 ²	\$264,756	\$231,250
Mennonite Church Canada - Relational Witness	\$60,000	\$52,700	\$50,000
Canadian Mennonite University	\$87,500	\$87,499	\$87,500
Camps with Meaning	\$125,000	\$165,000	\$165,000
Inter-Mennonite Chaplaincy Association	\$6,365	\$6,180	\$6,000
Canadian Mennonite	\$49,873	\$48,685	\$49,873
	\$611,969	\$624,820	\$589,623
OPERATING FUND EXPENDITURES			
Executive (Schedule 1)	\$146,775 ³	\$119,791	\$119,349
Leadership Resourcing (Schedule 2)	\$76,076	\$79,397	\$82,260
Mission Resourcing (Schedule 3)	\$59,555 ⁴	\$45,402	\$37,143
Congregational Resourcing (Schedule 4)	\$51,410	\$47,587	\$48,667
Operations (Schedule 5)	\$151,789 ⁴	\$115,012	\$144,395
Occupancy (Schedule 6)	(\$24,270)	(\$14,207)	(\$22,754)
Transfer to Internally Restricted Funds (Schedule 7)	\$0	\$0	\$0
	\$461,335	\$392,981	\$409,060
Net Surplus/(Deficit) from Operations	(\$2,804)	\$62,986	\$52,317
Camps with Meaning Gain/(Loss)	(\$23,575)	\$9,213	(\$112,000)
Transfers (To)/From Reserves	\$26,379	\$0	\$59,683
NET OPERATING FUND REVENUE/(EXPENDITURES)	\$0	\$72,199	\$0

**MENNONITE CHURCH MANITOBA
MAIN BUDGET 2022: SCHEDULES**

	BUDGET 2022	ACTUAL 2021	BUDGET 2021
Executive Office (Schedule 1)			
Revenue - Dues, Fees, Donations, Recoveries	(\$5,000)	(\$115)	\$0
Staff Salary & Payroll Expenses	\$119,275 ⁵	\$111,694	\$110,099
Staff Travel and Expenses	\$4,250	\$3,991	\$5,250
Staff Professional Development	\$750	\$519	\$750
Council & Committee Travel & Expenses	\$25,500 ³	\$2,990	\$3,250
Other	\$2,000	\$712	\$0
	\$146,775	\$119,791	\$119,349
Leadership Resourcing (Schedule 2)			
Revenue - Dues, Fees, Donations, Recoveries	(\$5,500)	(\$1,060)	(\$2,500)
Revenue - Interest Income	(\$4,500)	(\$5,391)	(\$1,650)
Staff Salary & Payroll Expenses	\$72,326 ⁶	\$79,357	\$78,510
Staff Travel and Expenses	\$5,250	\$3,650	\$3,250
Staff Professional Development	\$500	\$87	\$500
Education & Training	\$8,000	\$2,753	\$4,150
	\$76,076	\$79,397	\$82,260
Mission Resourcing (Schedule 3)			
Revenue - Dues, Fees, Donations, Recoveries	(\$5,000)	(\$450)	(\$100)
Staff Salary & Payroll Expenses	\$47,105 ⁷	\$39,155	\$32,843
Staff Travel and Expenses	\$6,700	\$0	\$1,200
Staff Professional Development	\$250	\$0	\$200
Church Sponsorship	\$5,000	\$4,484	\$1,500
Program Expenses	\$5,500	\$2,213	\$1,500
	\$59,555	\$45,402	\$37,143

	BUDGET 2022	ACTUAL 2021	BUDGET 2021
Congregational Resourcing (Schedule 4)			
Revenue - Dues, Fees, Donations, Recoveries	(\$8,500)	(\$14,065)	(\$2,000)
Draw from IR Funds	(\$9,679)	(\$8,141)	\$0
Staff Salary & Payroll Expenses	\$36,689 ⁸	\$31,355	\$29,817
Staff Travel and Expenses	\$2,150	\$244	\$100
Staff Professional Development	\$250	\$46	\$250
Radio Program	\$5,000	\$5,019	\$5,000
Faith & Life Choirs	\$12,000	\$9,659	\$6,000
Program Expenses	\$13,500	\$23,471	\$9,500
	\$51,410	\$47,587	\$48,667
Operations (Schedule 6)			
Revenue - Dues, Fees, Donations, Recoveries	(\$2,000)	\$0	(\$2,000)
Staff Salary & Payroll Expenses	\$98,339 ⁹	\$81,404	\$85,645
Staff Travel and Expenses	\$6,200	\$0	\$2,400
Staff Professional Development	\$750	\$0	\$650
Office and Admin Expenses	\$29,500	\$17,935	\$41,200
Legal & Audit Expenses	\$17,500	\$15,672	\$15,000
Program Expenses	\$1,500	\$0	\$1,500
	\$151,789	\$115,012	\$144,395
Occupancy Costs (Schedule 7)			
Rental Revenue	(\$64,400)	(\$53,070)	(\$60,500)
Basic Rent	\$11,130	\$11,130	\$11,130
Utilities	\$15,000	\$14,315	\$7,322
CAMS	\$9,000	\$9,033	\$8,294
Capital Reserve	\$0	\$0	\$8,000
Insurance	\$5,000	\$4,386	\$3,000
Depreciation	\$0	\$0	\$0
	(\$24,270)	(\$14,207)	(\$22,754)

	BUDGET 2022	ACTUAL 2021	BUDGET 2021
Transfers to Internally Restricted Funds (Schedule 7)			
Donations to Internally Restricted Funds	\$0	(\$65,643)	\$0
Transfer from Internally Restricted Funds	\$0	(\$122,087)	\$0
Expenses of Internally Restricted Funds	\$0	\$122,087	\$0
Transfer to Internally Restricted Funds	\$0	\$65,643	\$0
	\$0	\$0	\$0

NOTES:

1. The 2022 budget includes a 3.72% cost of living increase for salaries. This is based on external criteria following the same formula used by MC Canada.
2. The amount we forward to MC Canada for our shared nationwide ministries is determined by our Shared Revenue Agreement with the other Regional Churches. MCM forwards 30% of our undesignated church and individual giving, with individual giving direct to MC Canada being credited to our commitment.
3. A significant portion of the increase to the Executive budget is for sending delegates to the 2022 MC Canada Gathering in Edmonton.
4. The Mission and Operations salary and travel increases reflect the hiring of a new Director of Mission Engagement.
5. The Executive Office salary and benefits includes the Executive Minister (1.0 FTE) and the Administrative Assistant (0.5 FTE).
6. The Leadership Resourcing salary and benefits includes the Director of Leadership Ministries (1.0 FTE).
7. The Mission Resourcing salary and benefits includes the Director of Mission Engagement (0.5 FTE; the other 0.5 is under Operations) plus a portion of the Director of Camps with Meaning (0.2 FTE; the rest is under the Camps budget).
8. The Congregational Resourcing salary and benefits includes the Director of Congregational Ministries (0.5 FTE).
9. The Operations salary and benefits includes the Associate Director of Communications (0.3 FTE; the other 0.3 is covered under Camps), the Financial Services Assistant (0.75 FTE; the other 0.25 is covered under Camps), and the Director of Mission Engagement (0.5 FTE; the other 0.5 is under Mission).