

DOCKET

EMMET

POWERFUL KINDNESS, FAITHFUL TRUTH

PSALMS 116 & 117



MOSAIC

2023

CONFERENCE
ASSEMBLY



2023 MOSAIC ASSEMBLY DOCKET

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PATHWAY STEERING TEAM

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As part of the Pathway Process that was affirmed by a majority of delegates at the November 2022 Assembly, the Mosaic Board continues to move ahead with the plan the Board developed following Assembly, including naming the Pathway Steering Team. The Steering Team is contributing to the strategic planning process outlined by the Board within the two-year Pathway timeline, along with an outside consulting firm.



ALDO COLON
Luz y Vida



BRANDON BERGEY
*Bethany Birches Camp
Bethany Mennonite Church*



BRENT CAMILLERI
Deep Run East



BRONWYN HISTAND
Blooming Glen



CHEROKEE WEBB
Faith Chapel



DANILO SANCHEZ
*Ripple
Mosaic Staff*



JENNY FUJITA
Upper Milford



JIM MUSSELMAN
*Zion
Mosaic Board Member*



KIRON MATETI
*Plains
Mosaic Board Member*



MARK REIFF
Doylestown



MARTA CASTILLO
*Nueva Vida Norristown New Life
Mosaic Staff*



REGINA VALENSIA
Philadelphia Praise Center

PATHWAY TOWARD SHAPING OUR FUTURE TOGETHER

STEERING TEAM REPORT

In 2023, the Pathway Forward Steering Team began a two-year strategic planning process, as developed by the Mosaic Board and affirmed by a majority of delegates at the November 2022 Conference Assembly. We seek to set a pathway within our priorities and in alignment with our vision and mission, which will serve to guide us for the following 3-5 years in our work together as congregations, Conference Related Ministries, Board (CRMB), and staff. This work will also clarify our relationship with Mennonite Church USA (MC USA), with each other, and with other Anabaptist communities.

As stated in the [Pathway Forward](#) document, we “recognize the holy possibility present in living into our vision; we have committed to embodying the reconciling love of Jesus in our broken and beautiful world as a community celebrating and extending God’s grace, justice, and peace. We recognize that, by the power of the Holy Spirit, we shape our relationships and work around missional, intercultural, and formational priorities with Jesus at the center of our faith.”

We have been meeting regularly as a team since April 2023. Our team consists of a smaller coordinating group and Grovider, our consulting group. June and July were critical months for conversations and data gathering. During these two months, 16 focus group sessions (approximately 125 participants) and 14 individual interviews were hosted by the team and Grovider. These groups included: credentialed leaders, lay leaders, young people, board members, Conference Committee chairpersons, Conference staff, and leaders. The questions in the group sessions focused on these areas.:

- Consider Mosaic’s priorities--missional, intercultural, and formational. How are these being carried out? Please specify which priority you’re speaking of when you answer.
- What resources or supports are needed to ensure Mosaic fulfills its priorities?
- Are MC USA and Mosaic’s priorities aligned? If so, how? If not, where is the disconnect?
- What, if any, are the advantages and disadvantages of the relationship between Mosaic and MC USA?
- When there are differences in beliefs, practices, and issues with control, how is this conflict addressed?
- What has worked or what could be improved? What expectations do you have of your Conference Board and staff? How have they achieved these expectations? What could be improved?
- How important is it that Mosaic members and leadership operate in accordance with the Spirit? What does this mean to you? What suggestions do you have for improvement in this area?
- What are your general hopes and dreams for Mosaic Conference in the next five to seven years?

Overall, the dialogue was rich and diverse, as leaders from congregations and CRMs, staff, and Board members grappled with our calling and priorities as a conference and broader denomination, amid the challenges of this season.

The findings from these focus groups and interviews will be presented at the Delegate Preparation Meetings and at Fall Assembly. During those times, additional space will be provided for discernment and feedback. The gathered information will guide the next phase of the team's work.

We encourage you to continue to fast and pray for listening, discernment, and yielding to God's Spirit in the work of the Mosaic Conference and the Pathways Process. We welcome any feedback and questions that you may have. Please reach out to any member of the Pathways Steering Team.



CONFERENCE BOARD

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THE CONFERENCE BOARD supervises the business of the conference, including conference committees. Through strategic planning, the Board ensures that the Conference maintains alignment with its vision and follows the Spirit's leading in all areas of growth and change.



ANGELA MOYER WALTER
Moderator
Ripple



ROY WILLIAMS
Assistant Moderator
North Tampa Christian Fellowship



GWEN GROFF
Member-at-large
Bethany



LUCY HANNANTO PARSONO
Member-at-large
International Worship Church



CORY LONGACRE
Finance Committee Chair
Souderton



KIRON MATETI
Member-at-large
Plains



JIM MUSSELMAN
Member-at-large
Zion



EMMANUEL MWAIPOPO
Intercultural Committee Chair
Nueva Vida Norristown New Life



JANET PANNING
Ministerial Committee Chair
Plains



YVONNE PLATTS
Member-at-large
Nueva Vida Norristown New Life



HERMAN SAGATSUME
CRM Committee Chair
Perkiomenville



RODGER SCHMELL
Member-at-large
Deep Run West



STEVE KRISS
Executive Minister
Philadelphia Praise Center



EXECUTIVE COMMITTEE

THE EXECUTIVE COMMITTEE works on behalf of the Board between meetings and reviews and grants approval for Missional Operations Grant proposals.

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ANGELA MOYER WALTER
Moderator
Ripple



CORY LONGACRE
Finance Committee Chair
Souderton



JIM MUSSELMAN
Member-at-large
Zion



YVONNE PLATTS
Member-at-large
Nueva Vida Norristown New Life



STEVE KRISS
Executive Minister
Philadelphia Praise Center



MARY NITZSCHE
Leadership Minister
Perkasie

MOSAIC MENNONITE CONFERENCE

BOARD REPORT - 2023

2023 has been a year of listening, praying, discerning, and waiting on God together as we have embarked on an inaugural Strategic Planning Process to carry out Mosaic's vision and mission. God continues to guide us as we work together at embodying the reconciling love of Jesus in our broken and beautiful world with missional, intercultural, and formational priorities. We are doing this identity work in the midst of deep national polarization, which is testing our own relational ties as the body of Christ. And yet, the Spirit continues to show up as we gather to discern and lead.

We are grateful to our Executive Minister, Stephen Kriss, Associate Executive Minister, Marta Castillo, and all Mosaic Conference staff for their dedication and prayerful leadership in carrying out the work of Mosaic Mennonite Conference, along with all Conference committee members. Amidst the struggles and hardships, Mosaic congregations are sharing Christ's peace, love, and hope in our communities, and it is a joy to witness.

HIGHLIGHTS FROM THE BOARD AND EXECUTIVE COMMITTEE WORK IN 2023:

- Welcomed Angela Moyer Walter as Moderator and Roy Williams as Assistant Moderator as well as new Board member, Emmanuel Mwaipopo, as Intercultural Committee Chair.
- Approved 2023-2024 Conference budget and 2022-2023 Financial Review.
- Approved 12-person Pathway Forward Steering Team to partner with strategic planning consultants to lead Pathway Forward process.
- Moderator Angela Moyer Walter and Assistant Moderator Roy Williams met with Mennonite Church USA (MC USA) Executive Board to personally discuss Mosaic's open letter written to MC USA Executive Board.
- Interviewed multiple consultants to facilitate Strategic Planning process. Selected Grovider to facilitate our Strategic Planning process.
- Approved Fall Conference Assembly theme, 'Emet: Powerful Kindness, Faithful Truth' from Psalms 116-117.
- Approved a three-month sabbatical for Executive Minister Stephen Kriss, June-August 2023.
- Approved sale of Roaring Springs Meetinghouse.
- Affirmed Lucy Hannanto Parsano to join the Board as representative from California congregations.
- In July, We gathered for an all-day in-person Board Retreat in Philadelphia to participate in a Pathways focus group and Intercultural Developmental Inventory training.
- Acknowledged the loss of Line Lexington and Towamencin congregations that discerned to leave Mosaic Mennonite Conference.
- Listened to God's guidance as we prayed Scriptures together.

- Approved numerous missional operations and church planting grants (Executive Committee) to fund a wide range of ministries that expand God's kingdom work.
- Received updates from Pathway Forward Steering Team throughout the Strategic Planning Process.
- Planning for meaningful conversations and discernment as we gather for Assembly delegate preparation meetings at the end of September and our annual gathered Assembly in November.

Angela Moyer Walter
Moderator
August 2023



MINISTERIAL COMMITTEE

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THE MINISTERIAL COMMITTEE is responsible for policies related to the calling, credentialing, training, and disciplining of persons being credentialed by Mosaic Mennonite Conference. The Ministerial Committee is responsible for approving and granting ministerial credentials in keeping with *A Shared Understanding of Ministerial Leadership* and its designations for the status of credentialed leaders.



JANET PANNING
Ministerial Committee Chair
Plains



MICHAEL HOWES
Credentials Committee Chair
West Swamp



ROSE BENDER COOK
Member-at-large
Whitehall



SHERRI BROKOPP BINDER
Member-at-large
Ripple



TAMI GOOD
Member-at-large
Swamp



JOSH MEYER
Member-at-large
Mosaic Leadership Minister



TOMAS RAMIREZ
Member-at-large
Luz y Vida



MIKE SPINELLI
Member-at-large
Perkiomenville



ANGELIA SUSANTO
Member-at-large
Nations Worship



MARTA CASTILLO
Staff ex-officio, non-voting
Nueva Vida Norristown New Life



CREDENTIALS COMMITTEE

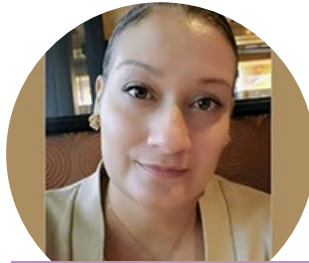
subcommittee of the Ministerial Committee

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THE CREDENTIALS COMMITTEE interviews and recommends persons for credentialing. The Ministerial Committee develops policies for the work of the Credentials Committee that reflect the standards of faith and practice for credentialed leaders in the Conference and act on recommendations from the Credentials Committee.



MICHAEL HOWES
Credentials Committee Chair
West Swamp



LISA QUINONES
Member-at-large
Garden Chapel



DRANE REYNOLDS
Member-at-large
Homestead



ALDO SIAHAAN
Member-at-large
Philadelphia Praise Center



SONYA STAUFFER KURTZ
Member-at-large
Zion



KATHY TUTTLE
Member-at-large
Lakeview



ERTELL WHIGHAM
Member-at-large
Nueva Vida Norristown New Life



MARTA CASTILLO
Staff ex-officio, non-voting
Nueva Vida Norristown New Life

MINISTERIAL COMMITTEE REPORT - 2023

Actions taken December 2022 – September 2023 by the Ministerial Committee include:

RENEWED FOR A THREE-YEAR LICENSE FOR SPECIFIC MINISTRY:

- Gary Parmer, Line Lexington (withdrawn)
- Kirby King, Souderton

RENEWED ACTIVE WITHOUT CHARGE

- Scott Benner, Salford
- Michael King, Salford

RENEWED FOR A THREE-YEAR LICENSE TOWARD ORDINATION:

- Charlene Smalls – Pastor, Ripple
- Daniel Tran – Pastor, Vietnamese Gospel
- Secundino Casas-Martinez – Pastor, Evangélica Menonita Shalom

APPROVED ORDINATION FOR:

- Charlene Smalls, Pastor, Ripple
- Jacob Curtis, Pastor, Ambler
- Michelle Curtis, Pastor, Ambler
- Lindy Backues, Pastor, Philadelphia Praise Center

APPROVED A THREE-YEAR LICENSE TOWARD ORDINATION FOR:

- George Makinto, Associate Pastor, LA Faith Chapel
- Mukarabe Makinto, Associate Pastor, LA Faith Chapel
- Effiem Obasi Otah, Associate Pastor, LA Faith Chapel
- Brandon Landis, Associate Pastor, Finland (withdrawn)
- Joseph Brooks, Associate Pastor, College Hill
- Sherilee Samuels, Pastor, College Hill

APPROVED WITHDRAWAL OF CREDENTIAL:

- José Andres Mendoza, Pastor, Encuentro de Renovación
- Gary Parmer, Youth Pastor, Line Lexington
- Matthew Raley, Pastor, Towamencin
- Brandon Landis, Associate Pastor, Finland
- Steve Wilburn, Pastor, Covenant
- Scott Roth, Pastor, Line Lexington
- Lowell Delp, Pastor, Line Lexington
- Kris Wint, Pastor, Finland
- Gerry Clemmer, Pastor, Finland
- KrisAnne Swartley, Pastor, Doylestown

APPROVED TRANSFER INTO MOSAIC CONFERENCE:

- Grace Pam, ordained Pastor, LA Faith Chapel
- José Andres Mendoza, Pastor, Encuentro de Renovación (also withdrawn)
- Chuwang Pam, ordained Pastor, LA Faith Chapel
- Jose Luis Rivera, Pastor, Seguidores de Cristo

APPROVED FOR TRANSFER FROM MOSAIC CONFERENCE:

- Joe Hackman, formerly of Salford to Virginia Conference
- Roy Bender, retired, formerly of Upper Milford to Atlantic Coast Conference

ADJUSTED TO ACTIVE WITHOUT CHARGE:

- Joy Sawatzky – former chaplain at Living Branches
- Mark Wenger – former pastor at Franconia
- Tim Weaver – former pastor at Community at Rockhill
- Jessica Miller – former pastor at Perkasio
- Wayne Spiegle – former interim at Sunnyside
- Sam Claudio, Jr – former pastor at Christ Fellowship

OTHER PASTORAL TRANSITIONS:

- Roy Williams, ended pastoral role at College Hill; began new role as Associate Pastor at North Tampa
- Donna Merow's credentials moved to Methacton Mennonite Church, chaplain at Geissinger Medical Center
- Carolyn Albright, retired
- Mike Ford, Youth Pastor at Zion
- Josh Meyer, concluded role as Pastor at Franconia
- Gwen Groff, concluded role as Pastor at Bethany
- Nering Huete, began as interim Pastor at Nueva Vida Norristown New Life
- Joshua So, retired from San Francisco Chinese
- KrisAnne Swartley, concluded role at Doylestown
- Maria Hosler Byler, concluded role at Salford

OTHER COMMITTEE HIGHLIGHTS FOR THIS YEAR:

- Held discussion on recommended guidelines on credentialing CRM leaders
- Approved to reaffirm Active Without Charge status change to Inactive after three years
- 2021 credential renewal process update: 122 out of 130 credentialed leaders completed the process. Committee is reviewing process for 2024 credential renewal year.
- Discussed probation/reinstatement process for Beth Yoder
- Reviewed Conflict of Interest document
- Identifying members for revitalized Address Abuse Committee (sub-committee of Ministerial)



FINANCE COMMITTEE

THE CONFERENCE BOARD FINANCE COMMITTEE (CBFC) provides leadership on fiscal matters pertaining to the Conference and its property and assets. The committee also develops a budget based on the vision of the Conference Assembly, for Conference Board approval.



CORY LONGACRE
Finance Committee Chair
Souderton



JOHN GOSHOW
Member-at-large
Blooming Glen



BARBARA RICE
Member-at-large
Deep Run East



SID RUTH
Member-at-large
Souderton



JESSICA CLOPTON-ROBINSON
Member-at-large
College Hill



RYAN FERGUSON
Member-at-large
Philadelphia Praise Center



CHARLOTTE HUNSBERGER
Resource Person
Blooming Glen



CONRAD MARTIN
Director of Finance / Staff Person
Blooming Glen



FMC PROPERTIES DIRECTORS

FMC PROPERTIES acts as a holding corporation for properties owned by Mosaic Mennonite Conference, and manages all of the property matters on behalf of the Conference Board through the CBFC.



GLENN NEMATH
President
Blooming Glen



BILL LONGACRE
Vice-President
Swamp



BRYAN HUNSBERGER
Secretary/Treasurer
Souderton



JOHN GOSHOW
Finance Committee Representative
Blooming Glen



CONRAD MARTIN
Conference Staff Person
Blooming Glen

MOSAIC MENNONITE CONFERENCE

FINANCIAL REPORTS - 2023

EXECUTIVE SUMMARY FOR 2022-23

REVENUE: Mosaic Mennonite Conference's operating revenue comes from two main sources, Conference congregations and rental income from the Conference-owned properties (the Souderton Center & the Indian Creek Road farm), in the form of subsidy to the Conference budget.

- Congregational Giving - \$389,197
- Subsidy from Properties - \$484,992
- All Other Revenue Sources - \$148,597

Note that estate gifts (included in Other Revenue) received by the Conference do not go into the operating budget, but into Ministry Resource investment funds, which are used mostly for Missional Operations Grants. \$116,530 in estate gifts was received last year. Other Revenue also includes restricted contributions like those for New Missional Initiatives, as noted below. Investment gains or losses are also recorded as Other Revenue, and this past year we experienced a loss of \$190,547 in our investments, for both the Conference and properties.

EXPENSES: Expenses are divided into two basic categories, Program or Ministry expenses and Support Services expenses. The industry standard for non-profits is 75%-25%, respectively, and this past year, Mosaic was above the standard, at 86%-14%, respectively.

- Missional Operations Grants (MOGs) - \$116,672. Last year, 17 MOGs were disbursed to ministries and congregations of Mosaic Conference:
 - » Nueva Vida Norristown New Life received a grant for their Summer/Fall Outreach ministry.
 - » Rocky Ridge received a grant for their partnership with Peace Proclamation Ministry International.
 - » West Swamp received a grant for a ministry partnership with Crossroads Community Center.
 - » Salford received a grant for their Gardening for Peace event.
 - » Plains received a grant for their playground ministry.
 - » Nations Worship received a grant for their Youth and Children's initiative.
 - » Centro de Alabanza received a grant to assist in the purchase of their parsonage.
 - » Finland and Ripple received grants towards Ripple's purchase of their building.
 - » Salem received a grant for their Drop Kids initiative.
 - » Vietnamese Gospel received a grant for their discipleship classes and retreat.
 - » Vincent received a grant for their partnership with Open Door.
 - » Lakeview received a grant for their partnership with Whitehall.

- » Mennonite World Conference received a grant to assist in translation work during their assembly in Indonesia.
- » Indonesian Light received a grant to assist their pastor in getting a visa.
- » Several congregations received assistance for their involvement in the conference's Borderlands and Ambassadors programs.
- » Funds from the MOG fund were also allocated for use in the Pathway Process.
- \$20,134 in Church Plant grants were given to Centro de Alabanza, Seguidores de Cristo, Anabaptist Mennonite Network, Refuge and the CIEAMM church conference in Mexico.
- Seven Leadership Training Scholarships totaling \$11,800 were distributed for leaders in conference congregations.
- New Missional Initiatives - \$68,411. These activities have received their own restricted funding, e.g., Shalom Mutual Aid Fund, Pastoral Assistance Fund.
- Staff Travel - \$78,046 (found in most expense departments). 64.5% of this expense went to Leadership ministers traveling in their Leadership Ministry roles.
- Staff time and benefits (including contracted workers, but not properties management) - \$696,533, which is allocated over most of the expense departments based on staff activities. This made up 64.8% of the total Mosaic operating expenses last year, which does not include funding for designated new missional initiatives.

THE WORM PROJECT: In 2022, The Worm Project received \$290,989 in donations and \$701 in book sales. They purchased \$268,958 in Worm Medicine, had \$2,777 in book costs, and had \$9,879 in Administrative and Overhead costs.

MOSAIC MENNONITE CONFERENCE

CONFERENCE BOARD / FINANCE COMMITTEE REPORT - 2023

2022-23 UPDATES/ACTIVITIES:

The CBFC spent considerable time discussing:

1. the various investment funds of the conference and properties: Missional Operations Grant funds held with the Mennonite Foundation and Franconia Board of Missions and Charities (FMC) Properties Capital Reserve Fund investments held with SEI Investments & Everence Federal Credit Union;
2. the financial activities are in keeping with the vision and mission of the Conference;
3. the financial effects on various property-related issues; and
4. determining cash flow needs (amounts and timing) for the Conference and the properties, including future capital expenditure needs of the Souderton Center and Indian Creek Road farm.

CBFC members routinely reviewed Mosaic's financial reports, and provided reports to the Conference Board regularly, monitoring operating expenses with the budget and ensuring adequate cash flow.

CBFC members developed a budget for the current year in line with the vision and mission of the conference. They also looked at various clues to the future.

The CBFC committed to ensuring that the Conference staff are good stewards of the assets and resources that have been entrusted to Mosaic by Conference congregations and constituents, and that those resources are used appropriately and in alignment with the vision and mission of the Conference. Mosaic received a clean financial review report this past year, assisting us to maintain the funds and reports with good accounting practices.

MINISTERIAL RETIREMENT FUND SUB-COMMITTEE:

This committee, which is under the CBFC, met once to review the financial needs of those pastors and spouses who are eligible for assistance under the Ministerial Retirement Fund guidelines. This fund provided assistance to one person. \$8,420 was distributed in retirement assistance this past year. The committee members are: Marvin Anders (Salford) and John Goshow (Blooming Glen).

FRANCONIA MENNONITE BOARD OF MISSIONS AND CHARITIES

AKA FMC PROPERTIES

At the end of this fiscal year, FMC Properties owned the following properties: the **Souderton Shopping Center**, with tenants Care & Share Shoppes, Weaver, Reckner and Reinhart Dental Associates (Souderton office), and TriValley Primary Care (Indian Valley office); the **Indian Creek Road farm**, with tenants Living Hope Farm and Indian Creek Foundation (group home); **Crossroads Community Center**, “inherited” at the merger of Eastern District and Franconia Conferences; **Roaring Spring Mennonite Church**, transferred to us when the church was closed (and subsequently sold in July 2023); and two other church properties: **Whitehall Mennonite Church** and **Bike & Sol** (the former Peace Mennonite Church).

2022-23 UPDATES/ACTIVITIES:

FMC Properties directors discussed:

- The Souderton Shopping Center: renegotiated two new lease agreements with existing tenants and negotiated a short extension with another tenant; completed repairs to HVAC units, a chimney, replaced rear-entry doors. Completed the lease agreement with one tenant and processed the lease for an existing tenant to take over that space. Repaired a roof that was leaking and repaired the landscaping with new plants;
- The Indian Creek Road farm: replaced the water softener for the Indian Creek Foundation group home;
- The Emily Street property was sold to Centro de Alabanza.
- Conference-owned church properties: property ownership issues, including the transfer of ownership of the Roaring Spring church property to Franconia Mennonite Board of Missions and Charities' name and prepared for the property's sale.
- The directors continue to plan for the future of the Souderton Shopping Center.

MOSAIC MENNONITE CONFERENCE
& FMC PROPERTIES FINANCIAL REPORT

BALANCE SHEET

	January 31, 2023			
	Mosaic	FMBMC	Inter-company Eliminations	CONSOL- IDATED
ASSETS				
<i>Current Assets:</i>				
Cash	\$ 119,896	\$ 324,251		\$ 444,147
Cash Held for Others	\$ 241,325	\$ -		\$ 241,325
Accounts Receivable	\$ 13,527	\$ 3,966	\$ (5,171)	\$ 12,322
Prepaid Expenses	\$ 14,563	\$ 51,015		\$ 65,578
Total Current Assets	\$ 389,311	\$ 379,232	\$ (5,171)	\$ 763,372
Mosaic Property & Equipment	\$ 112,564	\$ 3,031,974		\$ 3,144,538
<i>Other Assets:</i>				
Investments	\$ 1,480,875	\$ 1,383,652		\$ 2,864,527
Long Term Receivables	\$ 134,115	\$ 58,500	\$ (47,500)	\$ 145,115
Right of Use - Operating Lease	\$ 640,815	\$ -		\$ 640,815
Church Buildings	\$ -	\$ 55,014		\$ 55,014
Total Other Assets	\$ 2,255,805	\$ 1,497,166	\$ (47,500)	\$ 3,705,471
Total Assets	\$ 2,757,680	\$ 4,908,372	\$ (52,671)	\$ 7,613,381
LIABILITIES & EQUITY				
<i>Current Liabilities:</i>				
Accounts Payable	\$ 14,614	\$ 57,790	\$ (5,171)	\$ 67,233
Agency Funds	\$ 175,819	\$ -		\$ 175,819
Other Current Liabilities	\$ -	\$ -		\$ -
Total Current Liabilities	\$ 190,433	\$ 57,790	\$ (5,171)	\$ 243,052
<i>L-T Liabilities:</i>				
Loans Payable	\$ 47,500	\$ -	\$ (47,500)	\$ -
Operating Lease Liability	\$ 640,815	\$ -		\$ 640,815
Total Long Term Liabilities	\$ 688,315	\$ -	\$ (47,500)	\$ 640,815
Total Liabilities	\$ 878,748	\$ 57,790	\$ (52,671)	\$ 883,867
<i>Equity:</i>				
Unrestricted	\$ 1,390,725	\$ 4,850,582		\$ 6,241,307
Temporary Restricted	\$ 488,207	\$ -		\$ 488,207
Total Equity	\$ 1,878,932	\$ 4,850,582	\$ -	\$ 6,729,514
Total Liabilities & Equity	\$ 2,757,680	\$ 4,908,372	\$ (52,671)	\$ 7,613,381

NOTE: Audited Financial Reports are available for review at the Conference Office and at:

<http://mosaicmennonites.org/wp-content/uploads/2023/08/Financial-Statement-1-31-2023.pdf>

MOSAIC MENNONITE CONFERENCE FINANCIAL REPORT

INCOME STATEMENT

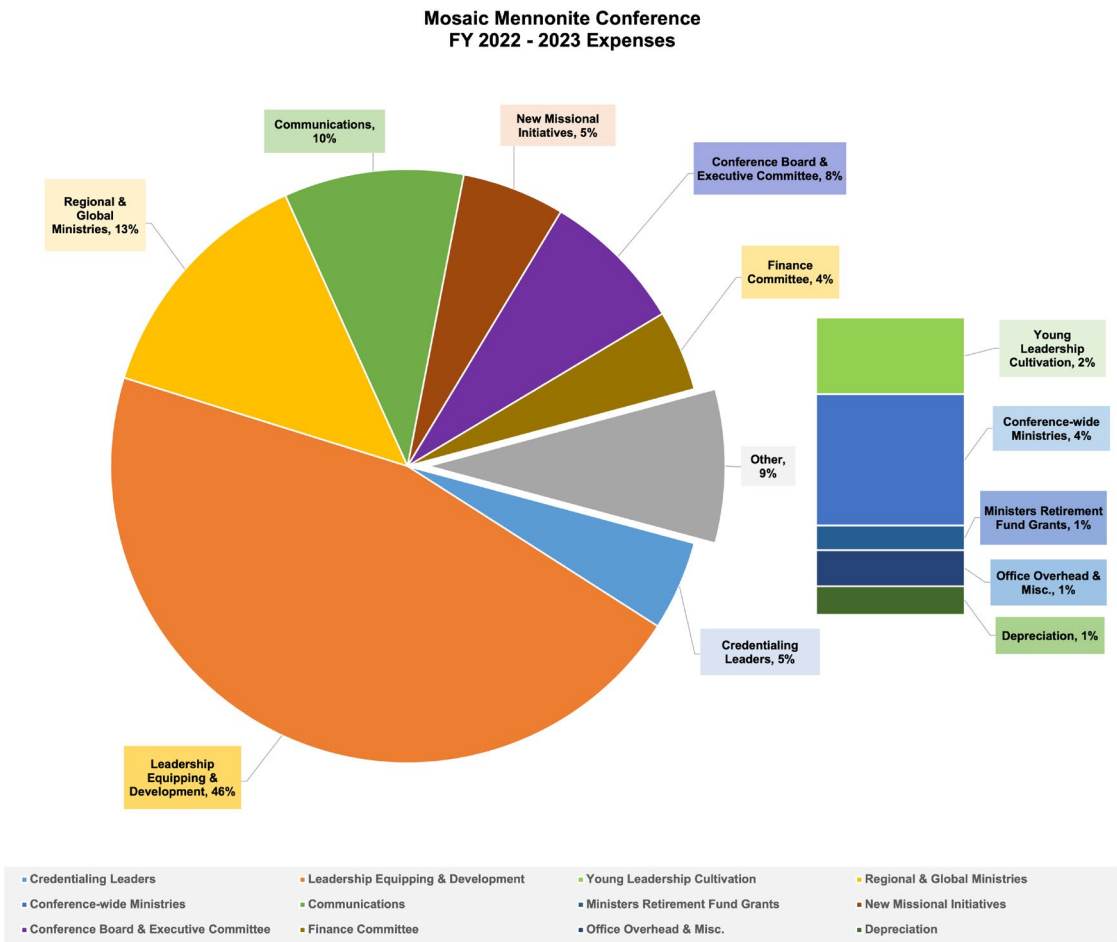
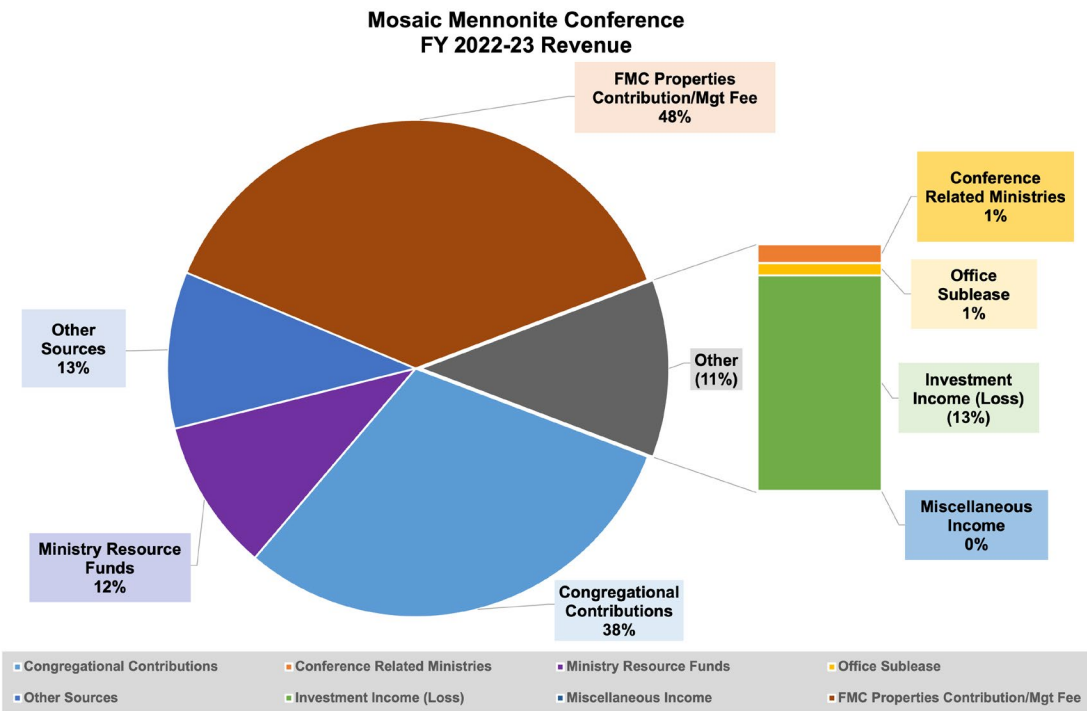
	2022-23 ¹ Actual	2022-23 Budget	2021-22 ¹ Actual
REVENUE			
Congregational Contributions	\$389,197	\$433,553	\$433,329
Conference Related Ministries	\$11,200	\$11,200	\$13,111
Ministry Resource Funds	\$126,530	\$116,672	\$57,640
Office Sublease	\$7,345	\$7,344	\$7,428
Other Sources	\$130,595	\$15,100	\$243,932
Investment Income (Loss)	-\$128,256	\$200	\$98,593
Miscellaneous Income	\$1,183	\$1,050	\$19,871
FMC Properties Contribution/Mgt Fee	\$484,992	\$485,000	\$470,004
Total Revenue, Gains & Other Support (Mosaic)	\$1,022,786	\$1,070,119	\$1,343,908
EXPENSES			
Program Services:			
Credentialing Leaders	\$59,706	\$43,070	\$69,503
Leadership Equipping & Development	\$559,908	\$514,783	\$459,518
Young Leadership Cultivation	\$26,359	\$27,900	\$24,265
Regional & Global Ministries	\$164,530	\$150,988	\$135,634
Conference-wide Ministries	\$45,323	\$49,733	\$45,166
Communications	\$119,762	\$122,420	\$118,411
Ministers Retirement Fund Grants	\$8,420	\$0	\$8,125
New Missional Initiatives	\$68,412	\$0	\$85,676
Total Program Services	\$1,052,420	\$908,894	\$946,298
Supporting Services:			
Conference Board & Executive Committee	\$95,323	\$77,505	\$105,984
Finance Committee	\$53,841	\$61,618	\$53,572
Office Overhead & Misc.	\$12,449	\$11,458	\$14,016
Depreciation	\$9,817	\$10,484	\$9,633
Total Supporting Services	\$171,430	\$161,065	\$183,205
Total Expenses and Losses (Mosaic)	\$1,223,850	\$1,069,959	\$1,129,503
Net Revenue over Expenses (Mosaic only)	-\$201,064	\$160	\$214,405
Net Revenue over Expenses (FMC Properties only)	-\$92,423	\$20,820	-\$7,235

Footnotes:

¹ Fiscal Year is February to January**NOTE:** Audited Financial Reports are available for review at the Conference Office and at:<http://mosaicmennonites.org/wp-content/uploads/2022/08/1-31-2021-2022-MMC-Financial-Statement.pdf>

MOSAIC MENNONITE CONFERENCE

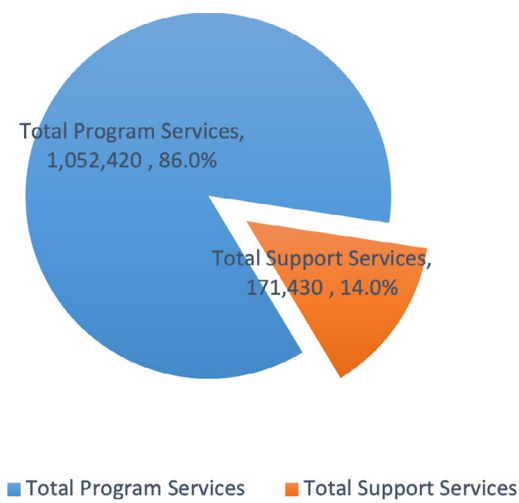
FINANCIAL REPORT GRAPHS



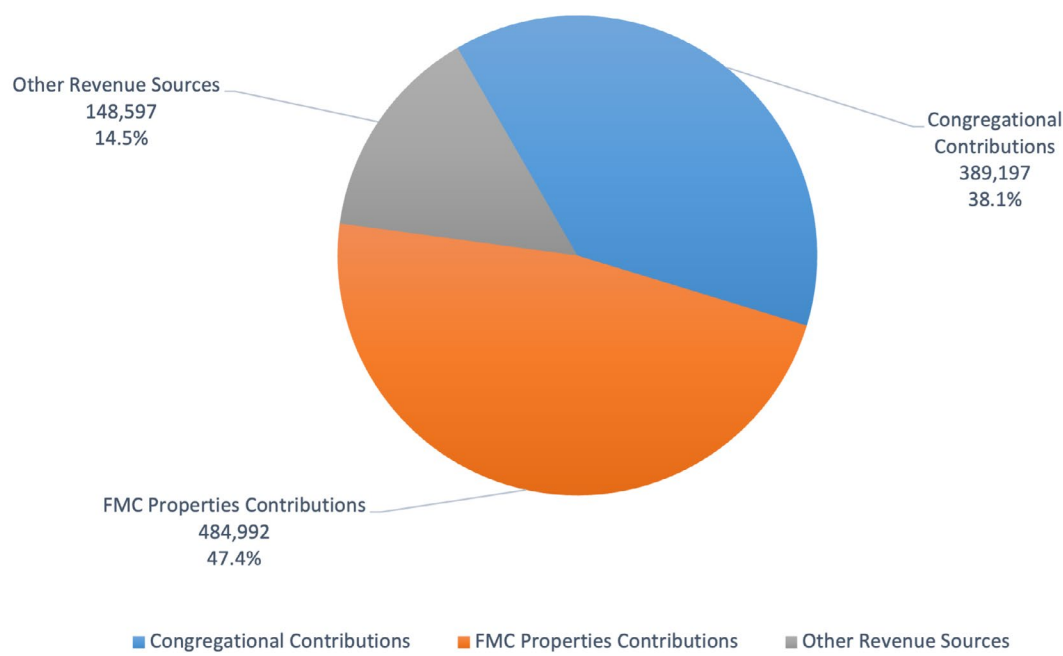
MOSAIC MENNONITE CONFERENCE

FINANCIAL REPORT GRAPHS

Mosaic Mennonite Conference Program & Support Services FY 2022-2023



Mosaic Mennonite Conference Revenue Sources FY 2022-2023





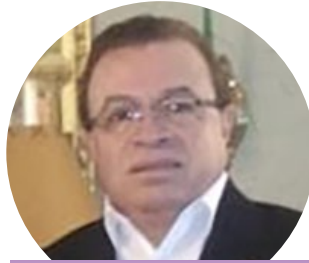
INTERCULTURAL COMMITTEE

23

THE INTERCULTURAL COMMITTEE provides leadership in the areas of undoing racism, sexism, and cultural bias, and in facilitating and supporting mutual transformation in intercultural contexts.



EMMANUEL MWAIPOPO
Intercultural Committee Chair
Nueva Vida Norristown New Life



JOSUE GONZALES
Member-at-large
Encuentro de Renovación



WENDY KWONG
Member-at-large
Souderton



JORDAN LUTHER
Member-at-large
Methacton



JENNA VILLATORO
Member-at-large
Philadelphia Praise Center



STEPHEN ZACHEUS
Member-at-large
Jemaat Kristen Indonesia Anugerah



DANILO SANCHEZ
Staff ex-officio, non-voting
Ripple

INTERCULTURAL COMMITTEE REPORT - 2023

Mosaic Mennonite Conference is committed to being a church that goes beyond surface-level diversity toward true racial justice for all people. While our world's economic and governmental systems present differences among us as threats to be eradicated, we aim to develop multicultural communities of faith that show our broken world a new way of living.

2022-23 UPDATES/ACTIVITIES:

- From February to April, we held another Conference-wide book study of the book, *Been in the Struggle: Pursuing an Antiracist Spirituality*, by Regina Shands Stoltzfus and Tobin Miller-Shearer.
- We have continued to increase the participation of BIPOC (Black, Indigenous, & People of Color) leaders in Mosaic, with representation on Boards and Committees.
- In July, the Committee took the Intercultural Development Inventory (IDI) to better understand the intercultural work of the Conference and have a common language. Additionally, the Committee recommended that the Board would complete the IDI, which also took place in July.
- The committee started a White Caucus group to create space for persons of the dominant culture to work at antiracism and identity formation apart from BIPOC.
- A Renewing Nations and Generations Gathering for BIPOC groups is being planned for November 2023. This year, the White Caucus group and the Intercultural Class from Mosaic Institute will be invited to participate in the gathering.

This past year, great strides have been taken to become more intercultural as a Conference. This work is not always easy. Yet, there is a large percentage of the Conference that wants to see this priority of the Conference lived out. We must keep moving ahead and use this momentum to take the Conference to the next level. We are at the point where our intercultural priority is being tested. It may feel uncomfortable, but let us reflect on the work being done and lean in together.

Emmanuel Mwaipopo
Intercultural Committee Chair



NOMINATING COMMITTEE

THE NOMINATING COMMITTEE vets and discerns new Conference Board and Committee members. They ensure that those who fill these roles are balanced in terms of the gender, racial, cultural, geographic, and historical diversity of the Conference, reflect the diverse giftings represented in the Conference, and exhibit a high level of intercultural capacity.



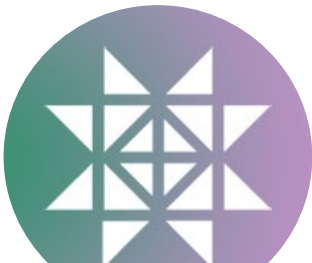
JANET PANNING
Ministerial Committee Chair
Plains



ROY WILLIAMS
Assistant Moderator
North Tampa Christian Fellowship



MARCO GÜETE
Leadership Minister
Seguidores de Cristo



WENDY KWONG
Member-at-large
Souderton



LISA STENGER
Member-at-large
Deep Run West



MARTA CASTILLO
Associate Executive Minister
Nueva Vida Norristown New Life



MARGARET ZOOK
Director of Collaborative Ministries
Salford

NOMINATING COMMITTEE REPORT - 2023

2022-23 UPDATES/ACTIVITIES:

- We identified Board and Committee members' terms that were ending at the end of 2022 and discussed if they wanted to continue for an additional term.
- We spoke with Committee chairpersons about gifts and skill sets needed on their Committees so that each has a balanced and well-functioning committee.
- We continue to encourage all Mosaic members to submit nominations through the Mosaic website for individuals who have skills and gifts to share on a Mosaic committee.
- We are working to identify members in our FL and CA congregations who are willing to serve on Mosaic committees.

This committee offers the opportunity to connect with a wide variety of persons in our Conference community. We are grateful for the many volunteer hours that are offered by members who share their gifts on behalf of the vision and mission of Mosaic Mennonite Conference.

Pray for those volunteering on our Mosaic committees, so that they may have wisdom and joy in their offerings.

The Nominating Committee welcomes your nominations for persons who would serve well on Mosaic's committees and Board. Nominate someone at: mosaicmennonites.org/nominating

Roy Williams
*Assistant Moderator &
Nominating Committee Chair*



CONFERENCE RELATED MINISTRIES (CRM) COMMITTEE

27

THE CRM COMMITTEE provides relationship accompaniment to Conference Related Ministries (CRMs). The committee offers presence and support to the CRMs through resourcing, visibility, and relationships.



HERMAN SAGASTUME
CRM Committee Chair
Perkiomenville



LINDY BACKUES
Member-at-large
Philadelphia Praise Center



BRANDON BERGEY
Member-at-large
Bethany



JUANITA NYCE
Member-at-large
Salford



MARGARET ZOOK
Staff ex-officio, non-voting
Salford

MOSAIC MENNONITE CONFERENCE

CONFERENCE RELATED MINISTRIES (CRM) COMMITTEE REPORT - 2023

The Mosaic CRMs share God's healing and hope in their communities and form collaborative relationship with Mosaic Conference through shared Anabaptist values.

2022–2023 UPDATES:

- Amahoro International, the new CRM relationship affirmed at our last Assembly, spreads the reach into the African continent. Amahoro International is a global collaborative for peace and justice and participates in social, spiritual, and economic development in Africa and with African people throughout the world.
- The 27 CRMs reach from California to Vermont, through West Virginia and Pennsylvania, and from Honduras to Uganda.
- The CRM Committee continues to affirm the strength of the CRM mission-driven Board Members as they manage the changes in environment, stronger demand for services, financial challenges, and leadership changes.
- Trips to CRM locations have provided insights, support, and relationship opportunities.
- CRM leaders to be impacted by changes in volunteerism, board recruitment and employee challenges.
- Anabaptist values continue to guide conversations with and about CRM relationships.
- CRMs invite congregations to join their ministries through prayer support. Prayer requests are often included in Mosaic News.
- The continuing work of the CRMs as they flourish and Mosaic work of transforming our communities through mutual relationships with God and one another.



CONFERENCE RELATED MINISTRIES (CRM) DIRECTORY

Contact information, including mailing addresses, are available on our website: MosaicMennonites.org.



AMAHORO INTERNATIONAL

AMAHOROINTERNATIONAL.NET

Amahoro, led by George and Mukarabe Makinto, is a humanitarian organization that provides hope and community for Burundian refugees in Uganda.



BETHANY BIRCHES CAMP

BETHANYBIRCHES.ORG

Our core mission is to help young people to develop their relationship with God by providing them with a Christ-centered camping experience in a natural and nurturing environment.



BIKE & SOL

BIKEANDSOL.COM

Bike & Sol's mission is to build community by assisting people to enjoy the fun of bicycling through service, education, and spending time together.



CAMP MEN-O-LAN

MENOLAN.ORG

Camp Men-O-Lan exists to promote life change through Christ. The camp is located on 180 wooded acres in Upper Bucks County, PA. Camp facilities include, cabins, dorm style lodging, cottages, meeting rooms, and our dining hall.



CARE & SHARE

CAREANDSHARESHOPPES.ORG

The Care & Share Thrift Shoppe began in 1975 and is now comprised of 5 different shoppes in Souderton, PA and on eBay. It is part of the Mennonite Central Committee Thrift Shop Network, a bi-national group of shops who support the mission of Mennonite Central Committee.



THE CITY SCHOOL

CITYSCHOOL.ORG

The City School is a Pre-K to grade 12 Christian school in the heart of Philadelphia, PA. Serving over 350 students, the school is committed to education that crosses socio-economic and cultural boundaries to grow student leaders.



COMMUNITY AT ROCKHILL

COMMUNITYATROCKHILL.ORG

The Community at Rockhill, located in Bucks County, PA, is a Life Plan Community that offers multiple levels of care that prioritize independence and inspired living. The community builds lives of meaning and purpose, encouraging each other in intellectual and spiritual growth, physical wellness, and emotional well-being.



CROSSROADS COMMUNITY CENTER

CROSSROADSPHILLY.ORG

Through children and youth programs, prison ministry, summer programs, and family programs (including food distribution, home repairs, and sewing classes), Crossroads Community Center evangelizes, disciples, and demonstrates the Gospel in word and deed to the people of the Fairhill community (of Philadelphia) and beyond.



DELVAL MEDA

MEDA.ORG

MEDA Delaware Valley is a local hub (chapter) for Mennonite Economic Development Associates, an international economic development organization that creates business solutions to poverty. The group meets regularly to network and discuss the intersection of faith and work.



DOCK MENNONITE ACADEMY

DOCKHS.ORG

Dock Academy offers students from early childhood through 12th grade an Anabaptist education that provides a balanced integration of faith and learning that teaches students to be confident thinkers who lead lives of purpose.



EASTERN PA MDS

MDS.MENNONITE.NET

Mennonite Disaster Service (MDS) is a volunteer network of Anabaptist churches that responds in Christian love to those affected by disasters in Canada and the United States. While the main focus is on clean up, repair, and rebuilding homes, this service touches lives and nurtures hope, faith, and wholeness.



FREDERICK LIVING

FREDERICKLIVING.ORG

Frederick Living is a close-knit not-for-profit continuing care retirement community located in Montgomery County in southeastern Pennsylvania.



GERMANTOWN MENNONITE HISTORIC TRUST

MEETINGHOUSE.INFO

The mission of the Germantown Mennonite Historic Trust is to protect and maintain the 1770 Germantown Mennonite Meetinghouse, a significant symbol of the first permanent Mennonite settlement in North America, and to interpret and share the history, faith, and witness of Mennonites in Germantown from 1683 to the present.



HEALTHY NIÑOS HONDURAS

HEALTHYNINOS.ORG

Healthy Niños Honduras focuses on helping children with malnutrition and their families, specifically in the San Francisco de Yojoa, Cortes area of Honduras. Child Survival Programs include the Nutrition Center, deworming programs, medical & construction brigades, and community education.



INDIAN CREEK FOUNDATION

INDCREEK.ORG

For more than 40 years, Indian Creek Foundation has served Bucks- and Montgomery-area (PA) children and adults with intellectual and developmental disabilities.



LIBERTY MINISTRIES

LIBERTYMINISTRIES.US

Liberty Ministries exists to serve offenders in prison and ex-offenders in the community by showing God's love, providing practical assistance, and supporting biblical standards of justice.



LIVING BRANCHES

LIVINGBRANCHES.ORG

Living Branches is a not-for-profit system of retirement living and affordable housing communities dedicated to providing quality, life-enriching services on three campuses in southeastern Pennsylvania. The organization employs more than 600 team members and offers a wide range of housing, support services, and engaging activities for more than 1,350 residents.



MCC MRC HARLEYSVILLE

MCC-HARLEYSVILLE.ORG

Material Resource Center (MRC) of Harleysville works alongside Mennonite Central Committee' (MCC) to share God's love to people suffering from poverty, oppression, disasters, and war through the provision of material resources like comforters and school and hygiene kits.



MENNONITE HISTORIANS OF EASTERN PENNSYLVANIA (MHEP)

MENNONITE HERITAGE CENTER

MHEP.ORG

Our mission is to educate, inspire, and witness to the church and community by collecting, preserving, and sharing the Anabaptist/Mennonite story. We keep the records of the Mennonite communities in Eastern PA who began immigrating in 1683.



MIDIAN LEADERSHIP PROJECT

MIDIAN PROJECT.COM

Midian Leadership Project seeks to develop community leaders through educational, family, and faith support, anchored in sports-related programming, for young people ages 10 to 25.



PEACEFUL LIVING

PEACEFULLIVING.ORG

Peaceful Living creates belonging for people with intellectual and developmental disabilities within a welcoming community. We provide services to nearly 200 people and their families through Residential Services, Day Programs, and Family Services in the Montgomery, Bucks, and Delaware counties of PA.



PEACE PROCLAMATION MINISTRIES INTERNATIONAL

PPMINTL.ORG

The primary purpose of Peace Proclamation Ministries International, Inc. (PPMI) is to help the people in India and the United States to experience a relationship with Jesus Christ, the Prince of Peace, to see His true light, and to know the life He offers.



QUAKERTOWN CHRISTIAN SCHOOL

QUAKERTOWNCHRISTIAN.ORG

Quakertown Christian School equips students to be leaders through an exceptional education within a culture emphasizing Christ-like love, peacemaking, and service. For almost 70 years Quakertown Christian School has been partnering with families to provide young learners with the foundation they need to thrive academically, socially, and spiritually.



RIPPLE COMMUNITY INC

RIPPLECOMMUNITYINC.ORG

Established in 2015, Ripple Community Inc's programs serve over 150 Allentown residents, including people experiencing homelessness or housing instability, people who are socially isolated, people living with significant histories of trauma and mental illness, and the working poor. For our neighbors living with challenges like these, Ripple Community Inc is a source of friendship, support, and community.



SPRUCE LAKE RETREAT

SPRUCELAKE.ORG

Spruce Lake is a Christian retreat center and camp, located on over 888 acres in the Pocono Mountains. Through youth camps, Adventure Activity programs, family events, Outdoor Education programs, and church or conference retreats, persons can explore nature and deepen their faith at Spruce Lake.



ST. LUKE'S PENN FOUNDATION

PENNFUNDATION.ORG

St. Luke's Penn Foundation strives to provide high-quality, innovative, evidence-based mental health and addiction treatment and prevention programs to our community. With headquarters in Sellersville, PA, Penn Foundation serves more than 20,000 children, adolescents, and adults each year with integrated, holistic care.



TAPROOT GAP YEAR

TAPROOTGAPYEAR.COM

Taproot Gap Year is an adventure-packed journey of faith and identity exploration as young adults (ages 17-22) are guided through the process of deep cultural immersion and experiential learning in Philadelphia and Indonesia. Programs are either 4 months or 9 months in length.

MOSAIC MENNONITE CONFERENCE
ASSEMBLY MINUTES
 NOVEMBER 5, 2022
 SOUDERTON (PA) MENNONITE CHURCH

FIRST ASSEMBLY SESSION: REPORTING

1. The Minutes of the 2021 Conference Assembly were presented and affirmed by a voice vote.
2. The delegates participated in a Bible study explaining and experiencing the concept of *Chesed*. Tamales were an important object lesson.
3. The new member congregation *Evangélica Menonita de Oración y Adoración* and the new conference related ministry *Amahoro International* were presented to the delegates by assistant moderator Angela Moyer Walter. Noel Santiago led in a prayer of thanksgiving and commissioning.
4. Angela Moyer Walter of Ripple congregation and Roy Williams of College Hill Mennonite Church were affirmed by a 95% affirmation as the new moderator and assistant moderator, respectively. Glen Guyton, Executive Director of MC USA, led in a prayer of blessing.
5. Jenny Fujita, Aldo Siahaan, and Nathan Good presented findings from the Listening Task Force, which had been engaged since July 18, 2022, in conversations with Conference congregations and Conference-Related Ministries (CRMs) in preparing for a strategic planning process.
6. Marco Güete led in a prayer for the noon meal.

WORSHIP BETWEEN DELEGATE SESSIONS:

Associate Executive Minister Marta Castillo led a service of remembrance for leaders who have passed away during the past year and a service of anointing for the twelve new leaders serving in Mosaic Conference.

SECOND ASSEMBLY SESSION: DISCUSSING

- Leadership Minister Danilo Sanchez led in prayer and the delegates discussed at their table groups the FAQ summary document created by the Listening Task Force. The primary question that was reflected upon was, "What might Mosaic Conference look like in the next 3-5 years?"

The delegate session took a recess to engage in a time of worship and communion.

THIRD ASSEMBLY SESSION: DECIDING

1. The Pathway document was formally presented and discussed. At the end of discussions, Ertell Whigham led a prayer for discernment and wisdom as the delegates acted on the proposed Pathway document.
2. A ballot was cast, allowing for a) affirmation of the document, b) affirmation with reservations, and c) not affirming the document. Of those delegates present, 81.5% gave affirmation or affirmation with some reservations to the Pathway document as presented.

3. Leadership Minister Noel Santiago shared from Matthew 13:44-46, and invited the delegates to reflect on the following questions:
 - What treasures have we discovered?
 - What possibilities do we see?
 - What pain persists?
 - What hopes do we have?
4. The delegate session closed with a reading from 1 Peter 1:6-7, prayer, and adjournment.
5. Our next delegate meeting is scheduled for November 4, 2023.

Minutes submitted by:
Jeff Wright



2023 SCHEDULE

SATURDAY, NOVEMBER 4, 2023
9:30 AM - 4:00 PM (ET)

1

Registration

9:00 AM - 9:30 AM

2

Celebration Worship Service

9:30 AM - 11:00 AM

3

Community Time / Exhibit Hall Open

11:00 AM - 11:30 AM

4

Morning Delegate Session

INTRODUCTIONS AND COMMUNION

11:30 AM - 12:30 PM

5

Lunch & Exhibit Hall Open

THERE WILL BE NO CHILDCARE DURING LUNCH

12:30 PM - 2:00 PM

6

Afternoon Delegate Session

PATHWAYS STEERING COMMITTEE REPORTING &
TABLE GROUP DISCUSSIONS

2:00 PM - 4:00 PM

7

Benediction and Sending

