



MOSAIC

WALK
HUMBLY
WITH GOD

MICAH 6:8

ANNUAL DOCKET

2024 CONFERENCE ASSEMBLY

NOVEMBER 2, 2024 | SOUDERTON, PA

MosaicMennonites.org

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PATHWAY STEERING TEAM MEMBERS



**BRANDON
BERGEY**
Bethany



**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



**HAROLDO
NUNES**
Seguidores de Cristo



**KIRON
MATETI**
Plains
Mosaic Board



**MARK
REIFF**
Doylestown



**MARTA
CASTILLO**
Nueva Vida
Norristown New Life
Mosaic Staff



**REGINA
VALENSIA**
Philadelphia Praise

PATHWAY FORWARD STEERING TEAM REPORT 2024

The significant work done this year was to:

1. **Create a strategic plan**- In alignment with our priorities, vision, and mission, we discerned and decided together a pathway which will guide us for the next three years in our work together as congregations, Conference-Related Ministries, Board, and staff.
2. **Make a recommendation on affiliation**- As requested by the delegates, our team discerned, crafted, and offered the board a recommendation on Mosaic's affiliation with Mennonite Church USA (MC USA).

We met regularly throughout the year. A smaller coordinating group met every other week, the whole team met monthly, and Grovider, our consulting group, met with us as needed for counsel and direction as they compiled and refined the information we contributed to the strategic plan. We asked Mosaic staff priority leads (missional, intercultural, and formational) and the Vibrant Mosaic grant writer to contribute to the content of the strategic plan, which the team reviewed and revised for half the year.

As part of the process, Grovider asked us to develop anchor statements and objectives for each of the core areas that were identified as focus points – Clarity and Identity, Relationship Building, Communication, Leadership Development, and Reconciliation. We were also asked to identify strategic activities to meet those objectives. These anchor statements were shared with the board in May as a check-in to confirm that we were on the right track. After the Board review and affirmation, they were shared with the larger Mosaic community.

As the strategic plan went back to the consultants for fine-tuning, the Pathway Team focused our attention on the recommendation for affiliation with MC USA. We met with Steve Kriss for a high-level view of our congregations, implications of the three possible recommendations – independence, continued commitment, or collaboration and partnership. We heard reports from staff, leaders, and reviewed some letters. We discerned together by sharing each of our own personal recommendations from our own areas of experience and influence. In our first round of discernment, we did not unanimously agree, so we agreed to take two additional weeks to consider the discussion, pray, and wait on the Lord. In our second meeting, we came to a consensus that the path to collaboration and partnership with MC USA was the recommendation that we would send to the board. With our recommendation, we included the rationale for our decision.

The recommendation for affiliation with MC USA and the strategic plan were presented to the board at their August Board meeting. Feedback from the delegate preparation meetings in September will help to shape the action the Conference Board will bring to the annual Assembly. A summary of the strategic plan will also be presented to the delegates as the Board's plan for the next three years (2025–2027).

We, the Pathway Steering Team, thank you for your prayers and fasting on our behalf. Although this was a difficult assignment, our team is grateful for the ways that we learned to listen carefully to one another, to agree and disagree in love, and see how the Spirit was at work in our times of discernment and decision-making. Each member of the team contributed in unique ways, and we needed everyone, as God surely knew ahead of time. If you have the opportunity, please take a moment to thank a member of the Pathway Steering Team for their time, energy, and faithfulness.

Mosaic Mennonite Conference

CONFERENCE BOARD MEMBERS

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



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



**LUCY HANNANTO
PARSONO**

Member-at-large
International Worship Church



JANET PANNING

Ministerial Committee Chair
Plains



**MAATI YVONNE
PLATTS**

Member-at-large
Nueva Vida Norristown New Life



**HERMAN
SAGATSUME**

CRM Committee Chair
Perkiomenville



RODGER SCHMELL

Member-at-large
Deep Run West



STEPHEN KRISS

Executive Minister
Philadelphia Praise Center

Mosaic Mennonite Conference

EXECUTIVE COMMITTEE MEMBERS

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



**ANGELA MOYER
WALTER**

Moderator
Ripple



ROY WILLIAMS

Assistant Moderator
North Tampa Christian Fellowship



CORY LONGACRE

Finance Committee Chair
Souderton



**MAATI YVONNE
PLATTS**

Member-at-large
Nueva Vida Norristown New Life



JIM MUSSELMAN

Member-at-large
Zion



STEPHEN KRISS

Executive Minister
Philadelphia Praise Center

BOARD REPORT 2024

2024 has been a year of significant discernment and prayer along with great joy and celebration. We have been intentional about listening well to one another, learning how to work together more interculturally, and holding fast to our vision and mission trusting the Spirit to guide us through polarizing times.

We celebrated receiving the Vibrant Mosaic program grant from the Lilly Endowment, Inc. and anticipate the fruit of its work in the coming years. We are grateful for the wise leadership of Marta Castillo (Associate Executive Minister), Danilo Sanchez (Leadership Minister for Intercultural Transformation), Jim Musselman (board member, executive committee), and Kiron Mateti (board member) and the other members of the Pathway Steering Team to create a strategic plan that will help us live more fully into our vision and mission. We are grateful to our Executive Minister, Stephen Kriss, Mosaic Conference staff, and all Conference committee members for their dedication and prayerful leadership in carrying out the ministries of Mosaic Mennonite Conference.

Amid many hardships and trials, we bear witness to the goodness of God, the love of Jesus, and the unifying power of the Holy Spirit. What a great God we serve! May we continue to walk humbly and faithfully in the ways that Christ leads us so that we continue to embody the reconciling love of Jesus in our broken and beautiful world.

Below are several highlights from the Board and Executive Committee thus far in 2024:

- Discerned the Holy Spirit's guidance as we prayed scriptures, fasted, and listened together.
- Approved 2024–2025 Conference budget and 2023–2024 Financial Review.
- Continued Intercultural Development Inventory (IDI) work with Carlos Romero in March and Emmanuel Mwaipopo (Intercultural Committee) in May.
- Supported and processed updates from the Pathway strategic planning work with Grovider consultants.
- Discerned global requests for partnership and membership.
- Visited Bethany Mennonite, Taftsville Mennonite, and Bethany Birches camp in Vermont in May 2024.
- Participated in learning session about discernment and decision-making with Noel Santiago (Leadership Minister for Missional Transformation) and Rose Bender Cook (Leadership Minister for Formation) using resources by Ruth Haley Barton: *Pursuing God's Will Together and Strengthening the Soul of Your Leadership*.
- Approved Fall Conference Assembly theme and schedule: “Walking Humbly with God”, Micah 6:8, with Dennis Edwards as speaker from his new book, *Humility Illuminated: The Biblical Path Back to Christian Character*.
- Approved Conference Committee minutes.
- Affirmed closing of Boyertown (PA) Mennonite to join 2/42 Community Church,
- Monitored the Vibrant Mosaic Lilly grant process and rollout.
- As of August, the Executive Committee approved seven missional operations grants and two church planting grants.
- Discerned recommendation for affiliation with MC USA from Pathway Steering Team.
- Participated in Roots of Justice antiracism analysis training in September along with Mosaic staff and committee members.
- Planned meaningful conversation and discernment with staff and Pathway Team for Assembly delegate preparation meetings at the end of September and our annual gathered Assembly in November.

Mosaic Mennonite Conference

MINISTERIAL COMMITTEE MEMBERS

THE MINISTERIAL COMMITTEE is responsible for policies related to the calling, credentialing, training, and disciplining of credentialed leaders within 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

Plains

COMMITTEE CHAIR



**SHERRI BROKOPP
BINDER**

Ripple



TAMIRA GOOD

Swamp



MICHAEL HOWES

West Swamp



JOSH MEYER

Souderton



EFFIEM OBASI

Faith Chapel



TOMAS RAMIREZ

Luz y Vida



ANGELIA SUSANTO

Nations Worship Center



MIKE SPINELLI

Perkiomenville



MARTA CASTILLO

Norristown New Life

MOSAIC STAFF, NON-VOTING

Mosaic Mennonite Conference

CREDENTIALS COMMITTEE MEMBERS

subcommittee of the Ministerial Committee

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

West Swamp

COMMITTEE CHAIR



LISA QUINONES

Garden Chapel



ALDO SIAHAAN

Philadelphia Praise Center



**SONYA STAUFFER
KURTZ**

Zion



KATHY TUTTLE

Lakeview



ERTELL WHIGHAM

Norristown New Life



MARTA CASTILLO

Norristown New Life

MOSAIC STAFF, NON-VOTING

MINISTERIAL COMMITTEE REPORT

Actions taken December 2023–September 2024 by the Ministerial Committee include:

RENEWED FOR A THREE-YEAR LICENSE TOWARD ORDINATION:

- Secundino Casas Martínez (Iglesia Menonita Shalom [Tampa, FL])
- Jaye Lindo (7 Ways Home Fellowship)
- Emmanuel Villatoro (Philadelphia [PA] Praise Center)
- Beth Davco (Wellspring Church of Skippack [PA])
- Angelia Susanto (Nations Worship Center [Philadelphia, PA])

APPROVED ORDINATION FOR:

- Secundino Casas Martínez (Iglesia Menonita Shalom [Tampa, FL])
- Brooke Martin (Salford [PA] & Mosaic Mennonite Conference)
- Nering Huete (Nueva Vida Norristown [PA] New Life)
- Melky Tirtasatputra (Whitehall [PA] Mennonite)
- Effiem Obasi (LA [CA] Faith Chapel)
- Emmanuel Villatoro (Philadelphia [PA] Praise Center)

APPROVED A THREE-YEAR LICENSE TOWARD ORDINATION FOR:

- Martin Ejiofor (LA [CA] Faith Chapel)
- Graciella Odelia (Nations Worship Center [Philadelphia, PA])

APPROVED WITHDRAWAL OF CREDENTIAL:

- Ryan Burgett (church planter in Florida)
- Sam Claudio, Jr. (Christ Fellowship [Allentown, PA])
- Marcos Acosta (Homestead [FL] Mennonite)
- Ángel Tamayo (Nueva Vida Norristown [PA] New Life)
- Mark Wenger (Franconia [PA] Mennonite)
- Charles Ness (Towamencin Mennonite)

APPROVED TRANSFER INTO MOSAIC CONFERENCE:

- James Ralph – Retired (Perkiomenville [PA])
- Haroldo Nunes – Ordained (Seguidores de Cristo [Sarasota, FL])
- Hunter Hess – Ordained (Neffsville [PA])
- Eszter Bjorkman – License towards Ordination (Neffsville [PA])
- Lydia de Jesús – Transfer complete (Iglesia Menonita Luz y Verdad)

APPROVED FOR TRANSFER FROM MOSAIC CONFERENCE:

- Maria Hosler Byler

ADJUSTED TO ACTIVE WITHOUT CHARGE:

- Franco Salvatori
- Tim Moyer

OTHER PASTORAL TRANSITIONS:

- Ben Walter – active (Chaplain, Ripple Community, Inc.)
- Josh Meyer – active (Leadership Minister, Mosaic Mennonite Conference)
- Eva Kratz – retired (Franconia Mennonite, prison ministry)

OTHER COMMITTEE HIGHLIGHTS FOR THIS YEAR:

- Conducted and processed a non-sexual misconduct investigation
- Giving and Receiving Council – Review of document
- Oversight on Credentialed Leaders 2024 Renewal Process
- Discussion on Credentialing Process and need for an MLI alternative for pastors from other countries.

Mosaic Mennonite Conference

FINANCE COMMITTEE MEMBERS

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
Souderton

COMMITTEE CHAIR



BARBARA RICE
Deep Run East



SID RUTH
Souderton



JESSICA CLOPTON-ROBINSON
College Hill



RYAN FERGUSON
Philadelphia Praise Center



PATRICIA LUGO FIGUEROA
Centro de Alabanza



CHARLOTTE HUNSBERGER
Blooming Glen

RESOURCE PERSON



CONRAD MARTIN
Blooming Glen

MOSAIC STAFF

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
Blooming Glen
President



BILL LONGACRE
Swamp
Vice-President



BRYAN HUNSBERGER
Souderton
Secretary / Treasurer



CORY LONGACRE
Souderton
Finance Committee Rep.



CONRAD MARTIN
Blooming Glen
Mosaic Staff Person

FINANCIAL REPORTS

Executive Summary for 2023-24

REVENUE:

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

- Congregational giving - \$337,418
- Subsidy from properties - \$519,000
- All other revenue sources - \$358,060

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. \$26,617 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 gain of \$152,160 in our investments, for both the Conference and its properties.

EXPENSES:

Expenses are divided into two basic categories, program or ministry expenses and support services expenses. The industry standard for nonprofit organizations is a breakdown of 75%-25%, respectively, and this past year, the Conference was above the standard, at 86%-14%, respectively.

- Missional Operations Grants (MOGs) totaled \$85,315. Last year, 9 MOGs were disbursed to ministries and congregations of Mosaic Conference:
 - Alpha (NJ): to support their church transition period
 - Eglise Solidarité et Harmonie (Philadelphia, PA): immigration ministry
 - North Tampa (FL): new roof and sign.
 - Iglesia Evangelica Menonita Oración y Adoración (Philadelphia, PA): evangelism and outreach initiative.
 - International Worship Church (San Gabriel, CA): early childhood education partnership in West Kalimantan.
 - Nations Worship (Philadelphia, PA): youth pastor support
 - Philadelphia (PA) Praise Center: new neighborhood initiative
 - Several congregations received assistance for their involvement in the Conference's Ambassadors Program.
 - Funds were also allocated for use in the Pathway Process.
- \$10,000 in church plant grants were given to Resplandece (Pembroke Pines, FL) and Shores of Hope (West Palm Beach, FL).
- 22 leadership training scholarships totaling \$17,575 were distributed for leaders in Conference congregations.

- New Missional Initiatives totaled \$62,829. These activities received their own restricted funding, e.g. Bethany Birches Flood Relief, Pastoral Assistance Fund, Refugee Assistance Fund, Ambassadors Program Fund, Shalom Mutual Aid Fund, and Children’s Ministry Workshop Fund.
- Staff travel totaled \$75,141 (found in most expense departments). 56.1% of this expense went to Leadership Ministers traveling in their leadership ministry roles.
- Staff time and benefits (including contracted workers, but not properties management) totaled \$747,531, which is allocated over most of the expense departments based on staff activities. This was 70.0% of the total operating expenses last year (which does not include funding for designated new missional initiatives).

THE WORM PROJECT:

In 2023, The Worm Project received \$272,786 in donations. They purchased \$175,825 in deworming medicine and had \$10,919 in administrative and overhead costs.

CONFERENCE BOARD / FINANCE COMMITTEE

PURPOSE:

The CBFC is responsible for providing responsible 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.

2023-24 UPDATES/ACTIVITIES:

The Conference Board Finance Committee (CBFC) spent considerable time over the past twelve months discussing issues such as:

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

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

CBFC members spent a couple of meetings developing a budget for the current year in line with the vision and mission of the conference. They also looked at various trends of recent years for clues to the future.

The CBFC members are committed to ensuring that the conference staff are being good stewards of the assets and resources that have been entrusted to Mosaic Conference by the conference congregations and constituents—that they are being used appropriately and in alignment with the vision and mission of the conference. Mosaic Conference received a clean financial review report this past year, assisting us to maintain the funds and reports with good accounting practices. For the complete financial review report for the fiscal year 2023-2024, visit MosaicMennonites.org and look under "RESOURCES" then click on "Stewardship" and then click on "Congregational Treasurers Information" and click on the "Reviewed Financial Report" link.

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. In 2023-24, this fund provided assistance to one person. \$8,670 was distributed in retirement assistance this past year. The committee members are: Marvin Anders (Salford) and Conrad Martin (Blooming Glen).

FRANCONIA MENNONITE BOARD OF MISSIONS AND CHARITIES

aka FMC Properties

PURPOSE:

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

At the end of this fiscal year, FMC Properties owned property, as follows: 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); Crossroad Community Center, “inherited” at the merger of Eastern District and Franconia Conferences; and two other church properties: Whitehall Mennonite Church and Bike & Sol (the former Peace Mennonite Church).

2023-24 UPDATES/ACTIVITIES:

FMC Properties directors discussed:

The Souderton Shopping Center: negotiated a short extension with another tenant; jetted the sewer lines, replaced a rear-entry doors and filled parking lot potholes, in addition to other projects;

The Indian Creek Road farm: filled pot-holes in the lane, power-washed the group home walls, trimmed a tree at the farm house, in addition to other projects.

The directors continue to plan for the future of the Souderton Shopping Center.

Mosaic Mennonite Conference & FMC Properties

FINANCIAL REPORT

Balance Sheet

	January 31, 2024				January 31, 2023			
	Mosaic	FMBMC	Inter-company Eliminations	CONSOLIDATED	Mosaic	FMBMC	Inter-company Eliminations	CONSOLIDATED
ASSETS								
<i>Current Assets:</i>								
Cash	\$ 37,532	\$ 204,862		\$ 242,394	\$ 119,896	\$ 324,251		\$ 444,147
Cash Held for Others	\$ 229,125	\$ -		\$ 229,125	\$ 241,325	\$ -		\$ 241,325
Accounts Receivable	\$ 8,223	\$ 376	\$ (5,517)	\$ 3,082	\$ 13,527	\$ 3,966	\$ (5,171)	\$ 12,322
Prepaid Expenses	\$ 18,375	\$ 60,306		\$ 78,681	\$ 14,563	\$ 51,015		\$ 65,578
Total Current Assets	\$ 293,255	\$ 265,544	\$ (5,517)	\$ 553,282	\$ 389,311	\$ 379,232	\$ (5,171)	\$ 763,372
Mosaic Property & Equipment	\$ 109,497	\$ 2,821,853		\$ 2,931,350	\$ 112,564	\$ 3,031,974		\$ 3,144,538
<i>Other Assets:</i>								
Investments	\$ 1,556,868	\$ 1,780,729		\$ 3,337,597	\$ 1,480,875	\$ 1,383,652		\$ 2,864,527
Long Term Receivables	\$ 118,043	\$ 62,025	\$ (47,500)	\$ 132,568	\$ 134,115	\$ 58,500	\$ (47,500)	\$ 145,115
Right of Use - Operating Lease	\$ 610,033	\$ -		\$ 610,033	\$ 640,815	\$ -		\$ 640,815
Church Buildings	\$ -	\$ 55,014		\$ 55,014	\$ -	\$ 55,014		\$ 55,014
Total Other Assets	\$ 2,284,944	\$ 1,897,768	\$ (47,500)	\$ 4,135,212	\$ 2,255,805	\$ 1,497,166	\$ (47,500)	\$ 3,705,471
Total Assets	\$ 2,687,696	\$ 4,985,165	\$ (53,017)	\$ 7,619,844	\$ 2,757,680	\$ 4,908,372	\$ (52,671)	\$ 7,613,381
LIABILITIES & EQUITY								
<i>Current Liabilities:</i>								
Accounts Payable	\$ 49,396	\$ 55,386	\$ (5,517)	\$ 99,265	\$ 14,614	\$ 57,790	\$ (5,171)	\$ 67,233
Agency Funds	\$ 207,386	\$ -		\$ 207,386	\$ 175,819	\$ -		\$ 175,819
Other Current Liabilities	\$ -	\$ -		\$ -	\$ -	\$ -		\$ -
Total Current Liabilities	\$ 256,782	\$ 55,386	\$ (5,517)	\$ 306,651	\$ 190,433	\$ 57,790	\$ (5,171)	\$ 243,052
<i>L-T Liabilities:</i>								
Loans Payable	\$ 47,500	\$ -	\$ (47,500)	\$ -	\$ 47,500	\$ -	\$ (47,500)	\$ -
Operating Lease Liability	\$ 578,696	\$ -		\$ 578,696	\$ 640,815	\$ -		\$ 640,815
Total Long Term Liabilities	\$ 626,196	\$ -	\$ (47,500)	\$ 578,696	\$ 688,315	\$ -	\$ (47,500)	\$ 640,815
Total Liabilities	\$ 882,978	\$ 55,386	\$ (53,017)	\$ 885,347	\$ 878,748	\$ 57,790	\$ (52,671)	\$ 883,867
<i>Equity:</i>				\$ -				\$ -
Unrestricted	\$ 1,255,076	\$ 4,929,779		\$ 6,184,855	\$ 1,390,725	\$ 4,850,582		\$ 6,241,307
Temporary Restricted	\$ 549,642	\$ -		\$ 549,642	\$ 488,207	\$ -		\$ 488,207
Total Equity	\$ 1,804,718	\$ 4,929,779	\$ -	\$ 6,734,497	\$ 1,878,932	\$ 4,850,582	\$ -	\$ 6,729,514
Total Liabilities & Equity	\$ 2,687,696	\$ 4,985,165	\$ (53,017)	\$ 7,619,844	\$ 2,757,680	\$ 4,908,372	\$ (52,671)	\$ 7,613,381

NOTE: Reviewed Financial Reports are available at the Conference Center and at:

<https://mosaicmennonites.org/wp-content/uploads/2024/08/1-31-2024-Financial-Statement.pdf>

Mosaic Mennonite Conference
FINANCIAL REPORT
Income Statement

	2023-24 ¹ Actual	2023-24 ¹ Budget	2022-23 ¹ Actual
REVENUE			
Congregational Contributions	\$337,418	\$391,402	\$389,197
Conference Related Ministries	\$10,000	\$11,200	\$11,200
Ministry Resource Funds	\$104,574	\$97,218	\$126,530
Office Sublease	\$0	\$7,344	\$7,345
Other Sources	\$64,761	\$60,444	\$130,595
Investment Income (Loss)	\$84,549	\$150	-\$128,256
Miscellaneous Income	\$1,517	\$550	\$1,183
FMC Properties Contribution/Mgt Fee	\$519,000	\$519,000	\$484,992
Total Revenue, Gains & Other Support (Mosaic)	\$1,121,819	\$1,087,308	\$1,022,786
EXPENSES			
Program Services:			
Credentiailling Leaders	\$56,280	\$64,831	\$59,706
Leadership Equipping & Development	\$482,588	\$454,723	\$559,908
Young Leadership Cultivation	\$34,049	\$40,714	\$26,359
Regional & Global Ministries	\$176,214	\$173,653	\$164,530
Conference-wide Ministries	\$55,957	\$53,631	\$45,323
Communications	\$139,366	\$127,357	\$119,762
Ministers Retirement Fund Grants	\$8,670	\$0	\$8,420
New Missional Initiatives	\$62,830	\$0	\$68,412
Total Program Services	\$1,015,954	\$914,909	\$1,052,420
Supporting Services:			
Conference Board & Executive Committee	\$98,909	\$88,891	\$95,323
Finance Committee	\$59,939	\$58,298	\$53,841
Office Overhead & Misc.	\$10,770	\$11,084	\$12,449
Depreciation	\$10,461	\$10,812	\$9,817
Total Supporting Services	\$180,079	\$169,085	\$171,430
Total Expenses and Losses (Mosaic)	\$1,196,033	\$1,083,994	\$1,223,850
Net Revenue over Expenses (Mosaic only)	-\$74,214	\$3,314	-\$201,064
Net Revenue over Expenses (FMC Properties only)	\$79,197	\$252	-\$92,423

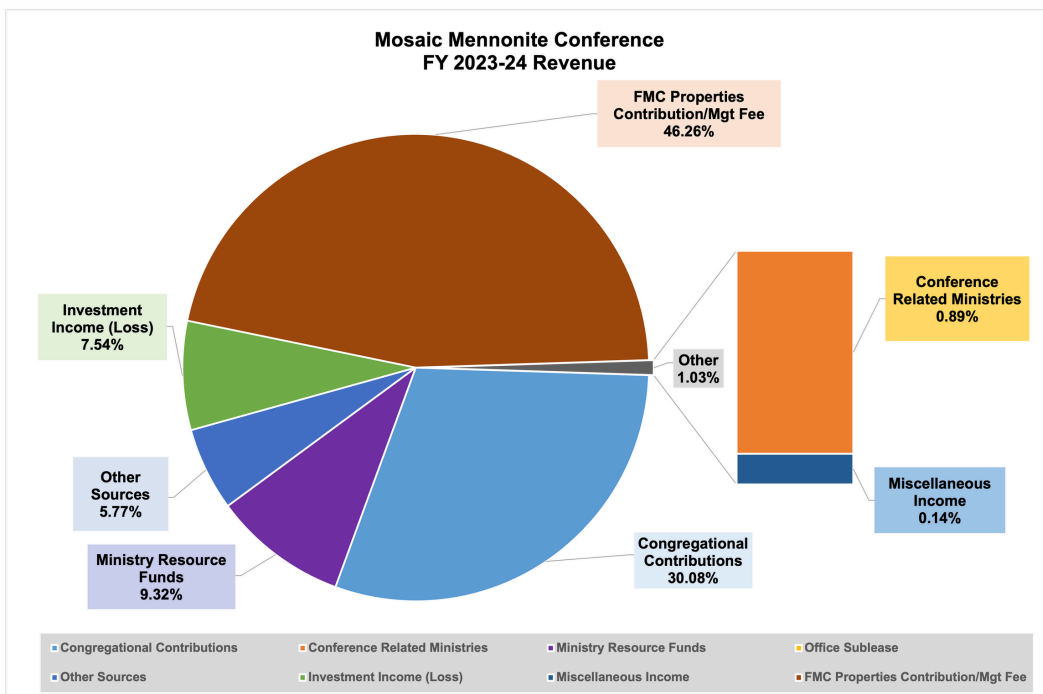
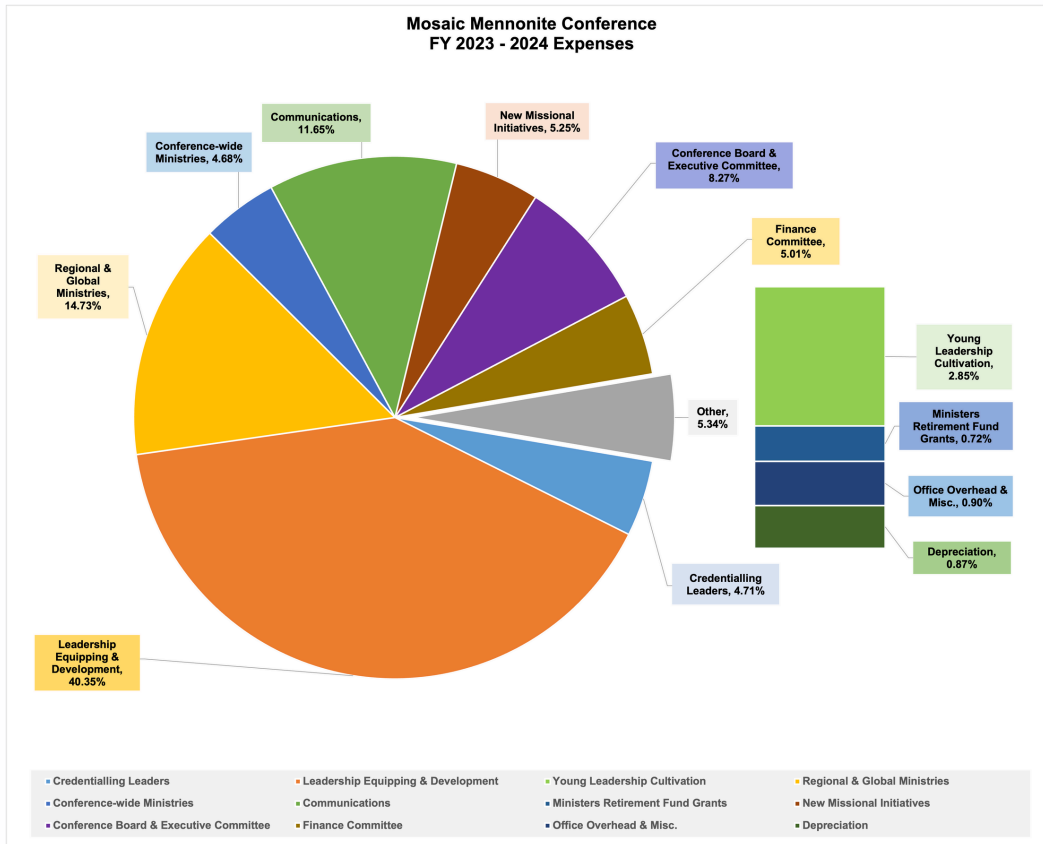
Footnotes:

1 Fiscal Year is February to January

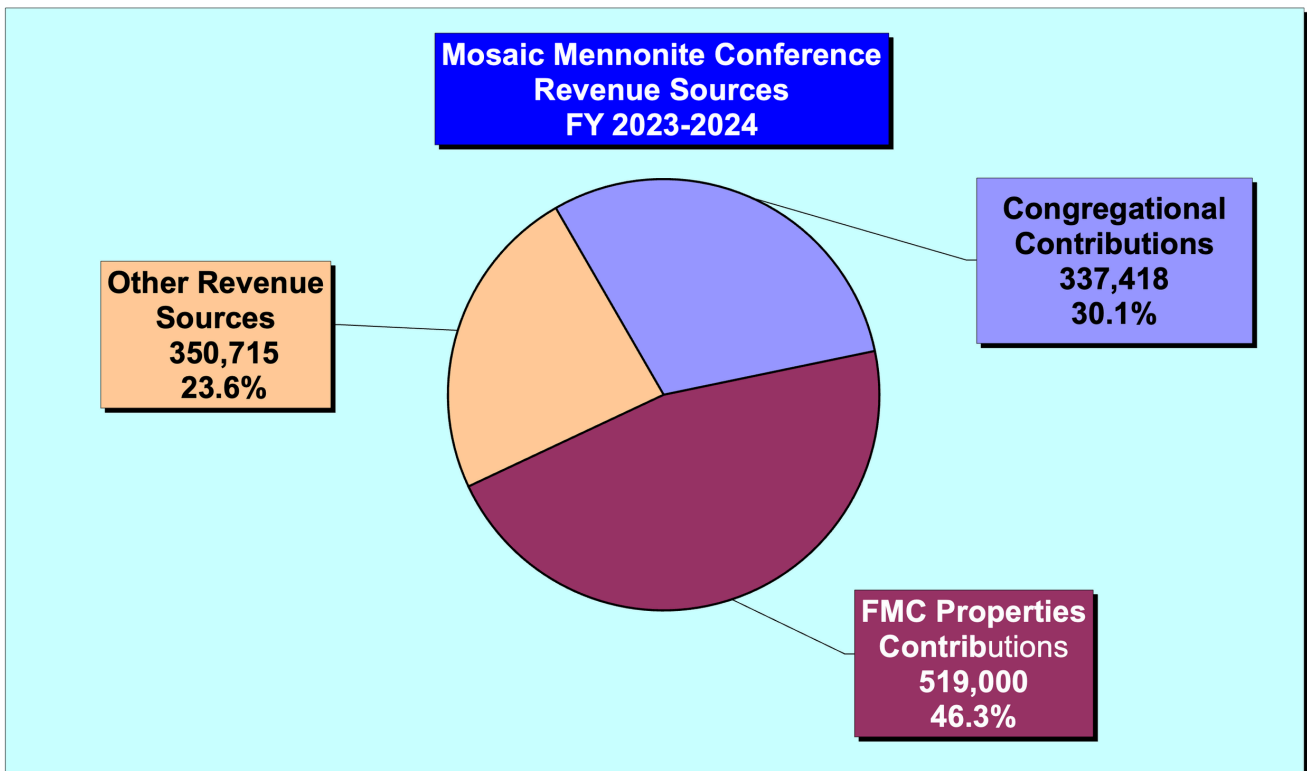
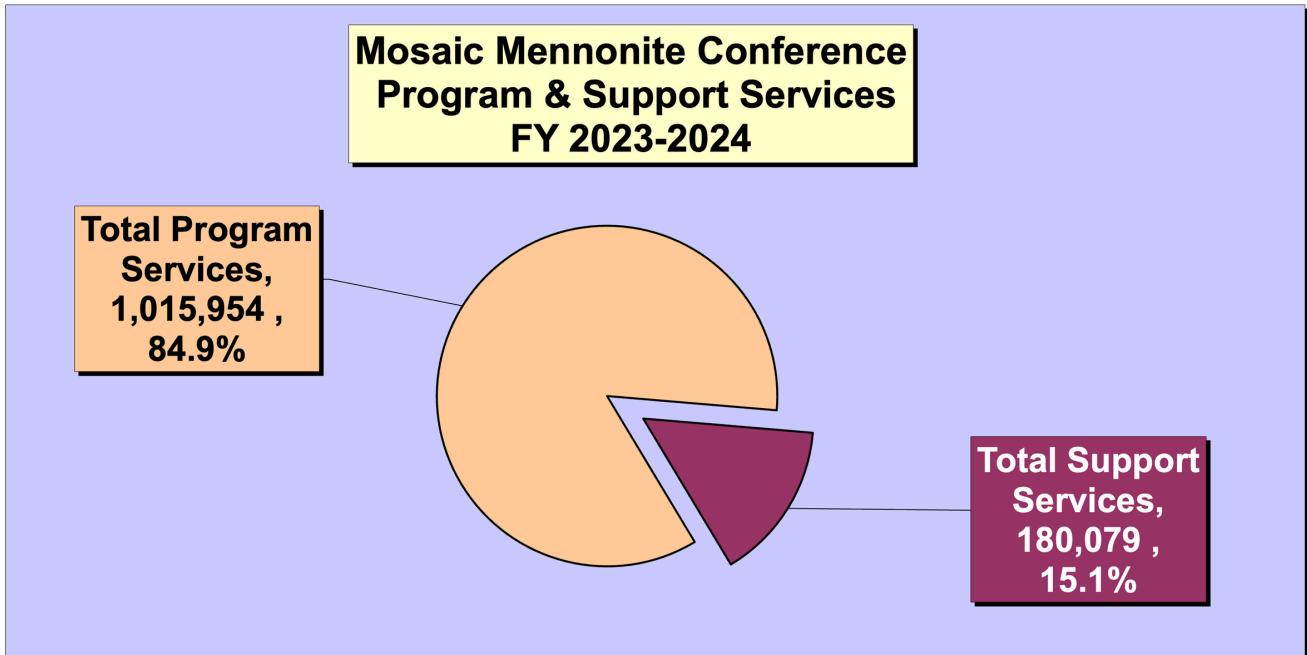
NOTE: Reviewed Financial Reports are available at the Conference Center and at:
<https://mosaicmennonites.org/wp-content/uploads/2024/08/1-31-2024-Financial-Statement.pdf>

Mosaic Mennonite Conference

FINANCIAL GRAPHS



Mosaic Mennonite Conference
FINANCIAL GRAPHS



Mosaic Mennonite Conference

INTERCULTURAL COMMITTEE MEMBERS

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**

Nueva Vida Norristown New Life

COMMITTEE CHAIR



SAMUEL CHARLES

Bethel Worship
and Teaching Center



MARINA GAILANE

Homestead



JOSUE GONZALEZ

Encuentro de Renovación



WENDY KWONG

Souderton



JORDAN LUTHER

Methacton



STEPHEN ZACHEUS

JKI Anugerah



DANILO SANCHEZ

Ripple

MOSAIC STAFF PERSON

INTERCULTURAL COMMITTEE REPORT

The Intercultural Committee has worked hard to support the Intercultural staff team in their work. The staff continues to work on living out our Intercultural priority by holding conference events that build meaningful relationships, education, and equipping of leaders, and activities that address systemic issues within the conference. Their efforts build on the Intercultural Development Inventory work done by board and staff last summer that helps us walk through cultural differences and challenges.

In the spring, the Intercultural Committee had a conversation with Glen Guyton on best practices for intercultural transformation and systematic change. The Intercultural Committee supported and attended an Antiracism Analysis Training with Roots of Justice for Mosaic Board, Staff, and Committee members in September. Systemic change requires buy-in from key leaders of the organization. Intercultural work includes an antiracism component that helps us to work at mutual transformation. At the Renewing Nations and Generations annual gathering, the people of color within Mosaic gathered to be refreshed, network, and learn more about immigration.

Last summer, a White Caucus group was started for white people in Mosaic who desired to develop their intercultural capacity apart from People of Color. The White Caucus met quarterly to discuss their own biases, what they are learning through intercultural relationships, and shared resources.

The Intercultural Committee gained two new members this year, Marina Gailane from Homestead (FL) Mennonite Church and Samuel Charles from Bethel Worship and Teaching Center (Levittown, PA). We appreciate their giftedness and new perspectives. Both are newer to the conference and help us with our blind spots.

The intercultural work of the conference is not a sprint, but a marathon. By building and exercising our intercultural capacity, we will be able to endure the challenges of intercultural relationships. There may be times when we feel like giving up because it is too hard, but we press on to reach the end of the race and receive our heavenly prize for which God, through Christ Jesus, is calling us (Phil. 3:14). We remember that Christ is our peace and has broken down the dividing wall, so we are no longer strangers and foreigners, but part of the family of God together (Eph. 2).

May God continue to form us, strengthen us, and bless us.

Emmanuel Mwaipopo
Intercultural Committee Chair

Mosaic Mennonite Conference

NOMINATING COMMITTEE MEMBERS

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 historic diversity of the Conference, reflect the diverse giftings represented in the Conference, and exhibit a high level of intercultural capacity.



ROY WILLIAMS

North Tampa Christian Fellowship

COMMITTEE CHAIR



MARCO GÜETE

Seguidores de Cristo



WENDY KWONG

Souderton



JANET PANNING

Plains



LISA STENGER

Deep Run West



MARGARET ZOOK

Salford

MOSAIC STAFF PERSON



MARTA CASTILLO

Nueva Vida Norristown New Life

MOSAIC STAFF PERSON

THE NOMINATING COMMITTEE WELCOMES YOUR NOMINATIONS FOR PERSONS WHO WOULD SERVE WELL ON MOSAIC'S COMMITTEES AND BOARD.



<https://mosaicmennonites.org/nominating>

NOMINATING COMMITTEE REPORT

2023-24 UPDATES/ACTIVITIES:

- At the beginning of the year, we identified Board and committee members' terms that were ending at the end of 2023 and if eligible, committee members contacted persons to see if they wanted to continue for an additional term.
- Committee chairpersons were asked about the gifts and skill sets needed on their committees so that each has a balanced and well-functioning committee.
- During this year, members were identified and confirmed for the Finance, Ministerial, Conference-Related Ministries, and Intercultural Committees, including people from Florida and California to help increase geographical, language, and cultural diversity.
- We continued to encourage anyone within Mosaic to submit nominations through the Mosaic website for individuals who have skills and gifts to share on a Mosaic committee.

We commit to inviting persons to our committees who are willing to serve, faithful, and gifted.

We are grateful for the many volunteer hours offered by members who share their gifts on behalf of the vision and mission of Mosaic Mennonite Conference.

Please continue to pray for those volunteering on our Mosaic committees, that they may have wisdom and joy in their offerings as they represent Christ, their congregations, and their own faith journeys for the benefit of the conference.

Roy Williams

Assistant Moderator & Nominating Committee Chair

Mosaic Mennonite Conference

CONFERENCE-RELATED MINISTRIES (CRM) COMMITTEE MEMBERS

THE CRM COMMITTEE provides relationship accompaniment to Conference Related Ministries (CRMs) providing conference presence and support through resourcing, visibility, and relationships as organizations continue in their ministries of providing care, hope, healing and resources to their communities.



HERMAN SAGASTUME

Perkiomenville

COMMITTEE CHAIR



LINDY BACKUES

Philadelphia Praise Center



BRANDON BERGEY CHARLENE SMALLS

Bethany



Ripple



MARGARET ZOOK

Salford

MOSAIC STAFF PERSON

CONFERENCE-RELATED MINISTRIES (CRM) COMMITTEE REPORT

The 27 Mosaic Conference-Related Ministries (CRMs) share God's healing and hope in local communities through nurture, care, witness, and discipling. CRMs are agencies, organizations, and ministries that extend the missional outreach of the Conference.

They are led by individual boards and are in unique, collaborative relationship with Mosaic Conference through shared Anabaptist foundational values.

The CRM Committee has affirmed those values as: **Jesus as the center of our faith, community as the center of our lives, and reconciliation as the center of our work.**

This year the CRM Committee welcomed a new member, Charlene Smalls.

- Pastor Smalls is one of four co-pastors of Ripple congregation (Allentown, PA).
- In 2020 Charlene became the first African American woman to be credentialed in Mosaic Conference.
- Pastor Charlene currently serves on the Board of CRM Ripple Community, Inc. (a Mosaic CRM).
- She chairs the Mosaic Faith and Life Committee; is on the Sistering Committee and on the Homeless Commission for the City of Allentown.

The Committee offers accompaniment to CRMs by providing a Conference presence and support through resourcing, visibility, and relationships. The Committee's members are:

Chair: Dr. Herman Sagastume, Perkiomenville (PA) Mennonite; Lindy Backues, Philadelphia (PA) Praise Center, Brandon Bergey, Bethany (VT) Mennonite Church and Charlene Smalls, Ripple (PA). Margaret Zook, Salford (PA) Mennonite, serves as the Mosaic staff representative on the Committee.

2023-24 UPDATES/ACTIVITIES:

In 2023-24 the work of the Committee included:

Recommending **The Worm Project** to be welcomed as a Conference-Related Ministry.

- The Worm Project (TWP)'s mission is "to treat children infected with parasitic worms in the poorest countries around the world". In 2023, the TWP purchased and distributed deworming medicine to relieve the suffering of over 10 million children.
- The Worm Project was founded by Claude and Alice Good, who were missionaries in Mexico. TWP has been affiliated with Franconia Conference since its founding. The organization has grown and the Board, chaired by Gary Delp, has requested inclusion into a CRM relationship with Mosaic Conference.

Affirming continued staff contact and conversations with CRMs as they process challenges and opportunities in their communities. Through these meetings, CRM staff identified key interests and challenges, and as such, the CRM committee has discussed and encouraged:

- Building and maintaining meaningful CRM and congregational relationships
- Providing the Mosaic community with "glimpses" into CRM's work and sharing CRMs prayer requests in *Mosaic News*

- Through visits and table conversations, increasing connections among CRMs and beginning concrete thinking around new opportunities to serve our communities
- Understanding and acknowledging the expressed need for affiliation, partnerships, and resources beyond the individual organizations' capabilities.
- Providing individual support and resources during transitions.

Every person is an unrepeatable expression of God's creative grace. God can minister through anyone and often does so in and through the least, the little ones, the handicapped, the poor, the unimpressive.

- Henri Nouwen

CONFERENCE-RELATED MINISTRIES (CRM) DIRECTORY



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.



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.



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.



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.



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.



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.



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.



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.



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.



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.



MENNONITE HISTORIANS OF EASTERN PENNSYLVANIA (MHEP)

[MENNONITE HERITAGE CENTER](http://MENNONITEHERITAGECENTER)

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.



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.



MIDIAN LEADERSHIP PROJECT

MIDIANPROJECT.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.



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.

2024 NEW CONGREGATIONS AND CONFERENCE-RELATED MINISTRIES

NEW CONGREGATION

ARK OF CHRIST

Ark of Christ Church, located near Anaheim, Los Angeles, California, aims to reach the lost for Jesus. Many of its members come from Indonesian backgrounds, and the church is focused on sharing the Gospel and making disciples. Services are held at 2 PM in English, offering a welcoming place for everyone to grow in faith and experience Christ's love.



Pastor: Pastor Michael Marpaung
Email: Revivalist_81@hotmail.com
Location: Westminster, CA

NEW CONGREGATION

BETHEL WORSHIP AND BIBLE TEACHING CENTER

Bethel was born in the basement of the home of Pastor Samuel Charles three years ago. Formerly a co-pastor of Solidarité et Harmonie (Solidarity & Harmony) in Philadelphia, Charles prayed about whether he was called to start a new congregation. In January 2023, the immigrant families who had regularly gathered were able to move into a former church building for their worship service. In addition to Sunday worship, which often includes a fellowship meal, there is a Friday bible study that meets on Zoom. Worship is in Haitian Creole, and there is a thriving children's program in English. The church offers a place for recent immigrants to build networks, find jobs, and become more integrated into U.S. society. They hope to start an ESL program.




Pastor: Pastor Samuel Charles
Email: samcharles7830@gmail.com
Location: Levittown, PA

NEW CONGREGATION

RESPLANDECE MENNONITE CHURCH

Since November 2023, this hybrid congregation has gathered people on Zoom from Florida, New York, Pennsylvania, Venezuela, Colombia, and beyond. Every Sunday, worship and reflection merge in connected, enriching experience. Some gather from the home of Josué González, in Pembroke Pines, Florida. The pastor, Manuel García, and his family worship from their home in Barranquilla, Colombia. They gather for prayer on Tuesday mornings and on Fridays, they organize the "Restored to Restore Seminar," an online evangelism event that reinforces its mission to build and strengthen the faith community. Isaiah 60:1, "Arise, shine; for your light has come, and the glory of the Lord has risen upon you," reflects the spirit of Resplandece Mennonite. The church not only seeks to illuminate the path of its members but also to serve as a refuge of restoration and hope.



Pastor(s): Pastor Manuel García Noriega;
Josué González
WhatsApp: (+57) 305-4050324
Social Media:
@ResplandeceMennoniteChurch
(YouTube & Facebook)
Location: Hybrid (Barranquilla, Colombia;
Pembroke Pines, FL; and disbursed)

NEW CONFERENCE-RELATED MINISTRY

THE WORM PROJECT

The **Worm Project** is a global initiative that strives to relieve the suffering of millions of children throughout the world through raising money to purchase and distribute de-worming medicine to those who need it most. For nearly 25 years, this all-volunteer ministry of Mosaic Conference has helped prevent malnutrition in children caused by parasitic worms. Roughly one-quarter of the world's children are at risk of being infected by parasitic worms, and the treatment is an effective, safe pill that costs less than three cents. Last year the ministry was able to treat over 10 million children. The ministry was founded by Franconia Conference missionary Claude Good and is now becoming independent as a Conference-Related Ministry of Mosaic Conference.



Contact: Gary Delp, Board President
Email: info@wormproject.org
Website: wormproject.org
Location: Lansdale, PA



FOR DELEGATE DISCERNMENT

“To affirm, with gratitude, the work and recommendation of the Pathway Steering Team to establish a robust partnership with Mennonite Church USA, and to bring recommended bylaw amendments for delegate discernment at the 2025 Mosaic Conference Assembly.”

NOTES:

Mosaic Mennonite Conference

2023 CONFERENCE ASSEMBLY MINUTES

November 4, 2023

Souderton (PA) Mennonite Church

MORNING DELEGATE SESSION

Over 300 delegates gathered for the 2023 Mosaic Assembly. The morning session began with the introduction of the Conference Moderator, Angela Moyer Walter, and Assistant Moderator, Roy Williams. Roy Williams offered a prayer of blessing.

The introductions continued with the Ministerial Committee, Credentials Committee, Finance Committee, Nominating Committee, Conference Board, and Conference staff.

Jon Carlson, Moderator of Mennonite Church USA, brought greetings from the rest of the MC USA body, noting that something powerful happens when the people of God get together.

Leadership Minister Marco Güete announced a new Spanish-language ministry program that is a result of a partnership with Mennonite Education Agency and Anabaptist Mennonite Biblical Seminary. Five students (50% of the program) are from Mosaic Conference.

Charlene Smalls moved to approve the 2022 Assembly minutes. Kevin Opett seconded that motion. People approved the minutes by a show of hands. No one opposed or abstained.

Mosaic Board member Gwen Groff introduced a reflection activity that encouraged each person to bring their full selves to the discussion. People shared aspects of their identities at their table groups.

Leadership Ministers Noel Santiago, Josh Meyer, and Aldo Siahaan led a time of communion. Communion, they pointed out, is not an object, but a sacred event.

Ken Burkholder, lead pastor at Souderton Mennonite Church, acknowledged the work of Souderton's staff in preparation for the Assembly and offered a blessing for the lunch meal.

AFTERNOON DELEGATE SESSION

The Pathway Steering Team led the first portion of this session. Regina Valensia opened in prayer and Bronwyn Histan introduced the rest of the Team. Mark Reiff gave a summary of the team's work. The team explained that throughout the year it had held listening sessions within Mosaic and worked with Grovider, the outside consultant group.

The Pathway Steering Team reflected on their sense that Mosaic needs to ask, "Who are we?" before it asks, "How do we affiliate?" Danilo Sanchez and Brent Camilleri introduced the next table discussion. Groups discussed questions on sheets at the tables, and then 10 tables chosen at random reported back to the entire group.

Jim Musselman and Marta Castillo talked about the next steps for the Pathway process. Information collected from the table discussions will be received by the staff and board by December. Then there will be another process for the board and staff to understand that information. Marta encouraged everyone to pray with Scripture, to pray for the Pathway Steering Team, and to read *Mosaic News*.

Rose Bender Cook introduced herself as director of Mosaic Institute, which helps to equip pastors and lay leaders. Laura Alderfer shared about her experience of taking courses with the Institute, saying that she got to know different people and ideas and had good networking opportunities.

George and Mukarabe Makinto explained the work of Amahoro International, a Conference Related Ministry, and led the assembly in drumming for peace, based on the passage Ephesians 1:1-6. George distributed Scriptural phrases and rhythms among seven groups, and everyone drummed the scripture passage together.

Mosaic Moderator Angela Moyer Walter and Board member Emmanuel Mwaipopo explained the concluding business of the assembly. Table groups discussed proposed questions (Which Biblical stories or personal experiences shape your understanding of what it means to be a Spirit-led Mosaic Conference? Why?; What differences are you able to celebrate in your family/community and within Mosaic and which differences make you uneasy?; In what ways does having a relationship with Mennonite Church USA strengthen or challenge the ways your congregation/ministry witnesses to your community?) and responded on the table sheets. Seven tables were chosen at random to report back to the full group.

After a closing song written by George Makinto and Leadership Minister Emily Ralph Servant, and a benediction by Executive Minister Stephen Kriss, Mosaic Conference Assembly 2023 adjourned.

Minutes written and submitted by Eileen Kinch.

SCHEDULE

2024 Conference Assembly

Saturday, November 2, 2024
9 AM – 4:30 PM

WALK *HUMBLY* WITH GOD

MICAH 6:8

- 9 AM ● Registration & Exhibit Hall opens
- 9:30 AM ● Celebration Worship Service
- 11 AM ● Exhibit Hall & Community Time
- 11:30 AM ● Morning Delegate Session
- 12:30 PM ● Lunch & Exhibit Hall
There is no childcare during this time
- 2:00 PM ● Afternoon Delegate Session