



FREQUENTLY ASKED QUESTIONS

2025 CONFERENCE ASSEMBLY



MOSAIC

WHAT ARE MOSAIC'S DELEGATES VOTING ON?

At Assembly on November 1, 2025, Mosaic delegates will discern and vote on the board's recommendation: **"To discontinue Mosaic Mennonite Conference's membership with Mennonite Church USA and cultivate healthy mutual partnerships with Mennonite Church USA, Mennonite World Conference, and other Anabaptist communities."**

- Delegates will discuss and then vote using a three-color system: **Green** ("I affirm the recommendation"); **Yellow** ("I yield to the recommendation"); and **Red** ("I do not affirm the recommendation").
- Because this proposal implies a bylaw change ([see proposed changes here](#)), at least two-thirds affirmation (green and yellow votes) is required.
- Red votes and abstentions are counted as "no" votes (maintaining the status quo).

WHY IS THE MOSAIC BOARD AND STAFF RECOMMENDING THIS CHANGE?

This recommendation is rooted in a desire for healthier relationships and clearer partnerships. Mosaic seeks mutuality in its affiliations—sharing and receiving wisdom while staying true to our identity.

While questions about affiliation with MC USA began during the reconciliation process between Eastern District and Franconia Conferences—and were intensified for some by the 2022 Repentance and Transformation resolution—there are now three core, ongoing challenges in Mosaic's relationship with MC USA:

Polity Issues, including: cultural and language barriers for Mosaic leaders that create difficulty in accessing the Ministerial Leadership Information (MLI) form and a prohibition on using the MLI for pastors outside the U.S.; interest in utilizing Mennonite World Conference's Shared Convictions over the *Confession of Faith in a Mennonite Perspective*; an admitted need for restructuring by MC USA but minimal action and limited creativity or adaptability when relating to its member conferences.

Intercultural Dynamics, including: Many BIPOC congregations and leaders in Mosaic have not felt valued or heard within MC USA. Experiences of paternalism have led many to become disinterested in engaging MC USA leaders or spaces. Mosaic affirms multiple ways of being Anabaptist and needs structures that support diversity and mutual transformation, not uniformity or assimilation.

Global Partnerships: Congregations in Mexico, Colombia, and beyond are interested in membership and credentialing with Mosaic. MC USA's structures have not adapted well to the realities of globalization and immigration.

Despite Mosaic's (and previously, Franconia Conference's) long-standing efforts, MC USA has not significantly addressed these issues. Ongoing concerns include:

- A lack of collaborative and collegial communication from MC USA leaders.
- Dismissal of feedback, and unwillingness to acknowledge or address harm.
- A preference for policy enforcement over creative engagement with changing realities.

Leaving behind the persistent struggles with MC USA would free Mosaic leaders to focus on its strategic plan, identity work, and conference priorities, while still pursuing healthy mutual partnership with MC USA, Mennonite World Conference, and other Anabaptist communities.

[More background is available in the narrative timeline of articles.](#)

WHY NOT TAKE MORE TIME?

Three of Mosaic's five years as a conference have been shaped by intensive discernment around this affiliation question, with much time and energy spent. During this time, Mosaic leaders have spent much time and energy, and experienced significant pain in interactions with MC USA, with no meaningful progress beyond general commitments to potential future changes.

The ongoing minimization of Mosaic's needs and concerns, without concrete steps toward resolution, has been damaging. Notably, no explanation was provided by MC USA for its rejection of Mosaic's proposal to become a Program Entity, other than citing a "lack of viability."

WHAT ARE THE POSSIBLE FINANCIAL COSTS OF DISCONTINUING MEMBERSHIP WITH MC USA?

- Many anticipated costs named in 2024 (like building purchase grants or scholarship support) have since been addressed through other means of support.
- The cost of Mennonite World Conference support would be \$5 per member (around \$40,000 annually).